

# Lecturer Faculty Appointments

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Lecturer positions are academic-year, renewable faculty appointments, with summer session appointment possible on the same basis as for other faculty. Although an individual's appointment as lecturer may be renewed for up to three years, University policy requires that the appointment be made for one academic year at a time. The initial offer may indicate the expectation that the appointment will be renewed for 3 years, assuming positive annual reviews. Fringe benefits are provided in accordance with University rules for appointments of 50% or more. The number of lecturer appointments in the College will remain small.

A lecturer position in the College of Public Health generally meets the following conditions.

- the research expectations that exist for tenure-track faculty are inappropriate, given the nature and extent of the teaching assignments,
- the potential for reappointment beyond three years is essential in order to ensure stability in the position and competitive recruiting of individuals who can ensure high-quality instruction, and
- funding for the position is identified, in consultation with the College.

## ***Review of Faculty at the Rank of Lecturer***

Individuals with lecturer appointments are reviewed annually with regard to how well they meet performance expectations, in the context of decisions about renewal of the contract, about annual salary determination, and about continuing use of the lecturer title and rank. Individuals with lecturer appointments will be expected to keep up with developments in the knowledge base and pedagogy of their subject. Positive performance reviews that would result in renewal of appointment may therefore depend on some professional development activities. While involvement in professional service is not necessarily required, enhancement of credentials and notable professional service can contribute to merit-based raises.

## ***Qualifications***

Lecturer appointments normally require an advanced degree (masters or doctoral degree) or the equivalent. Individuals holding a lecturer appointment cannot be graduate students in the department in which they are serving as lecturer, although with the permission of the DEOs of both departments, the Dean of the College of Public Health, and the Graduate College, it may be possible in some cases to allow the professional development expectations of the position to be met in part by enrollment in a graduate or professional program in a different department.

Lecturer positions are subject to the usual affirmative action recruitment procedure expectations.