



# WE WON FULL-TIME LECTURER RANKS.

## HERE ARE THE NEXT STEPS THAT UUP CHAPTERS SHOULD TAKE.

### WHAT WE ACHIEVED

Our new Agreement establishes three successive job titles for full-time Lecturers: Lecturer, Senior Lecturer and Advanced Senior Lecturer. While some campuses have had local titles through which Lecturers could advance, we have established new state titles that apply to all campuses and minimum criteria for promotion between ranks.

### WHAT IT MEANS

This achievement ensures that all full-time Lecturers have access to promotions in title and the salary increases that come with such promotions.

There is work to do to ensure that each campus implements a new Lecturer Rank sequence, or modifies its existing policies to conform with the new statewide guidelines. Appendix A-7 of the contract directs each campus to “establish criteria for promotion to each of the Lecturer ranks” and establish application procedures that Lecturers may use to advance. In addition, each campus and departments therein will need to revise their internal criteria for performance at each Lecturer rank and procedures for promoting through those ranks to ensure that criteria and procedures are in place and that they are in alignment with Appendix A-7. As teaching is typically the primary professional obligation for Lecturers, revising these criteria in light of the changes to the BOT policies minimizing the role of SETs will be essential.

### WHAT IF YOUR CAMPUS ALREADY HAS A PRE-EXISTING LECTURER RANK POLICY?

The new language in Appendix A-7 is not intended to supplant pre-existing campus policies and related appointments that already meet or exceed the minimum standards established by the new Appendix. For those campuses that already have more than two additional Lecturer ranks, local campus negotiations shall address discrepancies between this MOU and the preexisting Lecturer advancement policies. In cases where employees have already been appointed to a Lecturer rank based on existing campus policies, they will maintain their current rank and associated salary and may apply for a higher rank where eligible.

### WHAT CHAPTERS SHOULD DO

- » **Ensure your campus has a Lecturer rank sequence of at least three distinct ranks.**
- » **Make Lecturer ranks a standing Labor-Management agenda item.** Ask management how they are ensuring that all relevant departmental and campus-wide procedures are pulled for review.
- » **If your campus already has a promotional structure for full-time Lecturers,** it must now be brought into

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# NEXT STEPS FOR UUP CHAPTERS ON FULL-TIME LECTURER RANKS

alignment with the statewide guidelines. Campus policies can exceed the standards established in A-7, but must meet those minimum requirements, including standards that allow Lecturers to apply for promotion to Senior Lecturer after six years, and apply for promotion to Advanced Senior Lecturer after three additional years as a Senior Lecturer.

We encourage chapters to press for the conversion of Lecturers to the new state titles (e.g., if your campus has a Lecturer 2 and Lecturer 3 sequence, we recommend that employees who have previously been promoted have their state titles converted to Senior and Advanced Senior Lecturer). Campus titles can remain unchanged if that is desirable.

- » **Ensure that any new criteria and procedures are aligned with Appendix A-7.** Lecturer rank and promotion criteria should address specific job assignments for Lecturers in their particular departments and programs. In general, however, Appendix A-7 states the following about expectations for Lecturers, which may be a useful template for creating or revising criteria and procedures:

*The parties recognize that teaching is the primary professional obligation for faculty hired in Lecturer lines and the primary criteria for promotion should be teaching effectiveness, which may be demonstrated from a range of sources including peer observation, supervisor/management observation, teaching materials, teaching history, and student course evaluations. Student course evaluations shall not be the sole or primary method of evaluation.*

*The Lecturer Rank Series for Full-Time Lecturers shall be as follows. There must be a distinction of criteria for each promotional level; promotions are not to be based on years of service alone:*

- **Lecturer (FT):** Minimum campus requirement for initial hire into title series.

- **Senior Lecturer (FT):** Evidence of achievement may include, where appropriate, degrees attained, professional development accomplishments, research/scholarly/creative activity, and/or service to the program, department, unit, campus, or community. At least six (6) years of full-time service to the campus as a Lecturer is also required for promotion to this rank. Promotions to Senior Lecturer shall result in an increase to base salary.

- **Advanced Senior Lecturer (FT):** Evidence of achievement may include, where appropriate, degrees attained, professional development accomplishments, research/scholarly/creative activity, and/or service to the program, department, unit, campus, or community. At least three (3) years of full-time service to the campus as a Senior Lecturer is also required for promotion to this rank. Promotions to Advanced Senior Lecturer shall result in an increase to base salary.

- » **Advocate for fair salary increases with promotion.** The A-7 guidelines stipulate that any promotion must result in a salary increase. Chapters should advocate for fair, consistent promotional salary increases as part of their Labor-Management discussions.

## WHAT ELSE?

The A-7 guidelines speak only to a promotional sequence for full-time Lecturers. Chapters may seek to urge campuses to develop parallel promotional sequences using existing state or campus titles for other full-time Qualified Academic Rank titles (Clinical, Research, Visiting, etc) as well as part-time Lecturers. We fought hard for these provisions to be applied to these groups, but were not successful at the main negotiations table. That said, the Lecturer ranks provision provides an opportunity to press campuses on other promotional ladders for contingent faculty.

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