

Rationale behind the proposed changes to Sections 5.4.1.1: Senior Lecturer contract lengths and renewals.

One of the main differences between senior lecturers/senior clinicians and lecturers/clinicians is that the senior positions offer longer contracts. The maximum length of the senior lecturer/clinician is clearly stated as five years, but the minimum is not as clear. It has always been understood to be a two year minimum contract but it is not explicitly stated as such. The main piece of evidence that implies the minimum contract length is the requirement of a 12 month notice in advance of the end of the contract of intent to renew or not renew. This requirement does not make sense unless it is applied to contracts of two or more years. An example of this can be seen in the nonrenewal of term adjunct faculty appointments (FH 3.4.1.2) where the 12 month notice only applies for an appointment of two years or more.

The first proposed change to 5.4.1.1 is first to state the minimum length of two years for a senior lecturer/clinician appointment

The second proposed change is to indicate that notice of either renewal or nonrenewal is required. This brings this section in line with what is stated in Section 3.4.1.1 (where it says either renewal or nonrenewal notice is required).

5.4.1.1 Eligibility Criteria

- Lecturer and Clinician¹: a limited term, full- or part-time appointment of from one semester to three years and renewable. After a minimum of six years or the completion of 12 semesters of employment (full or part time), or the equivalent, the individual has the right to be reviewed for advancement by the appropriate departmental committee. Criteria for advancement shall be based on the quality of work relative to the individual's PRS. The three outcomes of this review include: recommendation for advancement to Senior Lecturer or Senior Clinician; continuation of appointment as Lecturer or Clinician; or non-renewal of contract. Individuals who are not recommended for advancement are eligible to reapply in subsequent years. An outcome of the review process should be to provide constructive, developmental feedback to the individual regarding progress in meeting departmental criteria for advancement.
- Senior Lecturer and Senior Clinician¹: a limited term, full- or part-time renewable appointment, ~~for a length of two to not to exceed~~ five years, requiring a notice of one year of intent to renew or not to renew. To be eligible for appointment as Senior Lecturer or Senior Clinician the individual shall have served as a Lecturer or Clinician or its equivalent for a minimum of six years or 12 semesters of employment (full or part time).
- Adjunct appointment: a limited term, full- or part-time renewable appointment not to exceed five years for each appointment, requiring a notice of one year of intent not to renew except when the appointment is for a year or less.
- Professional and Scientific (P&S) non-tenure-eligible appointment: employees on P&S status may be appointed to limited term, renewable appointments, of from one to five years, to carry out faculty duties as specified in ([FH Section 3.3.2.5](#)).

¹ Colleges and other administrative units may substitute other descriptors in place of Clinician or Senior Clinician to reflect the usages and norms of their disciplines with approval of the Faculty Senate and the senior vice president and provost.

² As specified in ([FH section 3.3.2.4](#)), the title of "adjunct instructor" is reserved "for persons with DVMs or the equivalent degree, who are performing faculty work as part of a PhD or specialty training program."

Tenured and tenure-eligible faculty shall be responsible for selecting, reviewing, and renewing non-tenure- eligible faculty appointments, consistent with the principles of shared governance, and in accordance with each unit's governance document. This purview includes all personnel carrying out instructional duties providing course credit.