

Motion regarding career track of Lecturers and Senior Lecturers Adopted April 5, 2022 by the Lecturer Advancement Committee

Pursuant to the “Rationale for Teaching Faculty” report, the Faculty Senate endorses and recommends the following:

A third promotion rank be added to the Lecturer-Senior Lecturer track.

In keeping with the function of lecturers at Baylor and to bring Baylor in line with peer institutions, the titles of these ranks will be: Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor.

The ad hoc Lecturer Advancement Committee be continued with the following composition, charges, and goals.

Committee Composition:

The Chair of the Faculty Senate is authorized to expand the committee with a particular view to bring in members with a range of administration experience and academic disciplines. The committee will consult administrators for expertise as needed.

Committee Charges:

Create draft BUPP policies for hiring, evaluation, and promotion. As much as practicable, these policies should parallel the current Policies on Clinical Faculty, including contract lengths, pay raise practices, and promotion and evaluation procedures.

Create guidelines on expectations, rights, privileges, and obligations of the Teaching Faculty track. Because of the diverse roles that teaching faculty play at Baylor, some flexibility should be allowed to departmental guidelines. Teaching faculty should be fully included in the shared governance processes of the university.

Create an equitable and just transition process into the new Teaching Professor ranks. This will be especially important for individuals with sustained experience at the Senior Lecturer rank.

Committee Goals:

The Lecturer Advancement Committee should strive for the target of formulating and implementing the above policies with the target that contracts for the 2023-2024 will be issued under the new Teaching Faculty track.

Adopted and recommended unanimously by the Lecturer Advancement Committee, April 5, 2022.

Gia Chevis, co-chair; Lynn Tatum, co-chair; Katie Binetti, Beth Hultquist, Kristi Humphreys, Karenna Malavanti, Ann Theriot, Lauren Weber