



## **Faculty Senate Issue Log Form**

### **Date Submitted:**

### **Title of Issue** (a short descriptive title by which the issue may be referenced):

Developing a Path to Tenure for Lecturers II

### **Description of Issue:**

On February 29, 2024, the ODU chapter of AAUP submitted a Faculty Senate Issue Log Form. The form put forth the argument for the development of a path toward tenure for full-time teaching faculty - those faculty in the ranks of Lecturer. Defined as fulfilling the university's special instruction roles, Lecturers are non-tenure track positions at ODU, however, it is vital that they be ensured academic freedom. Tenure is designed for just such a protection. It's essential then to create a path to tenure for these positions.

At that time we promoted two possible options

- Create a new tenured position that Lecturers can be promoted to - "teaching professor", "professor of practice"
- Convert Master Lecturer position to a tenured position with no change in pay, rank, course load, or professional expectations.

In this Issue Item, we repeat our arguments for a path to tenure for Lecturers, but now argue for the conversion of the position of Lecturer to a tenure track eligible full-time teaching position within which those who seek promotion to the rank of Master Lecturer, also earn tenure.

### **Rationale for Submission:**

#### **A Proposal in Support of Academic Freedom: Developing a Path to Tenure for Lecturers**

The ODU chapter of AAUP proposes the conversion of the position of Lecturer to a tenure track eligible full-time teaching position within which those who seek promotion to the rank of Master Lecturer, also earn tenure.

### **Why Develop a Path to Tenure for Lecturers?**



AAUP's *1940 Statement of Principles on Academic Freedom and Tenure* reminds us that "Institutions of higher education are conducted for the common good...The common good depends upon the free search for truth and its free exposition". The ability to search for and express truth freely is, in turn, dependent on academic freedom in research (the search for truth) and in teaching (the free expression of truth).

Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning.

Academic freedom, in turn, is dependent upon tenure:

Tenure is a means to certain ends; specifically: (1) freedom of teaching and research and of extramural activities, and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.

AAUP specifically defines as tenure-eligible all positions as "Beginning with appointment to the rank of full-time instructor or a higher rank." Footnote 7 in the *1940 Statement of Principles on Academic Freedom and Tenure* offers this clarification: "The concept of 'rank of full-time instructor or a higher rank' is intended to include any person who teaches a full-time load regardless of the teacher's specific title".

### **Why Here? Why Now?**

ODU stands with AAUP in recognizing the importance of tenure to academic freedom. The *ODU Teaching and Research Faculty Handbook* notes the purpose of tenure – "The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission" (Office of Academic Affairs (odu.edu)). Contrary to AAUP standards, however, not all those who teach full-time for ODU are eligible for tenure. The *Teaching and Research Faculty Handbook* statement on eligibility for tenure notes that "Only faculty members who hold the ranks of assistant professor, associate professor, or full professor are eligible to be considered for tenure" (Office of Academic Affairs (odu.edu)). Lecturers, Senior Lecturers, and Master Lecturers are defined in the ODU Faculty Handbook as full-time positions (Office of Academic Affairs (odu.edu)) and yet they are also identified as contingent faculty:



The academic ranks of lecturer, senior lecturer, and master lecturer do not carry tenure, and time at Old Dominion University in these ranks is not counted as part of the probationary period for tenure. These ranks are intended to meet the University's need to fill special instructional roles that differ from the traditional university faculty role, preparation, and expectations. All appointments and reappointments are contingent upon available funding ([Office of Academic Affairs \(odu.edu\)](#)).

### **Expectations for Teaching and Service**

The position of Lecturer does not carry expectations with regard to research. Unlike Lecturers, Senior and Master Lecturers are expected to demonstrate "evidence of continued development and study in the field." In practice, that evidence may take the form of presentations at academic/scholarly conferences and sometimes publications in academic/scholarly journals. The expectation for continued development however does not translate into an expectation for research that necessitates reassignment of time from teaching to published scholarship (which is what is supposed to happen with tenure-line faculty).

In the area of teaching, there is no discernible difference, however, in preparations and expectations concerning the quality of teaching or service, and unless the Lecturers, Senior Lecturers, or Masters Lecturers have a course release for administrative work, they teach four classes per semester, meaning that for some departments they could be teaching a large proportion of classes. By the time an individual has reached the level of Master Lecturer, they have taught for at least ten years at the undergraduate and/or graduate level. It is notable that the University Policy on the Evaluation of Teaching Effectiveness ([Office of Academic Affairs \(odu.edu\)](#)) in the Teaching and Research Faculty Handbook makes no distinction in the quality of teaching expected across tenured, tenure-track, or non-tenure track positions.

In addition, in their ten years of service to the university, Master Lecturers must have fulfilled service activities "...normally assigned to or expected of full-time faculty" ([Office of Academic Affairs \(odu.edu\)](#)). Nowhere in the discussion of the evaluation of service in the ODU *Teaching and Research Faculty Handbook* is there an indication that expectations for service of NTT faculty members are lower than those for tenure track or tenured faculty (**[Office of Academic Affairs \(odu.edu\)](#)**) and indeed, along with carrying the same **expectations** of committee work, NTT faculty serve a wide variety of administrative roles in their departments.

Finally, while it is not clear what is included in the definitions use of "preparation", it is certain that it would be difficult to meet the specified expectations for teaching and service without a level of preparation equivalent to that of tenured and tenure-track faculty.

### **Reliance on Full-Time, NTT Faculty**



ODU's reliance on the teaching and service provided by those who hold the rank of Lecturer, Senior Lecturer, or Master Lecturer is an important reason for taking this step now.

In terms of teaching, almost a quarter of ODU's staff (22%) are lecturers. According to data collected from the National Center of Education Statistics, of ODU's 867 instructional staff, 222 are Full Professors, 216 Associate Professors, 194 are Assistant Professors, and 229 are Lecturers. While reliance on nontenure track faculty varies across departments, data indicate that some departments rely heavily on part-time and nontenure track faculty. The table below shows the breakdown by faculty for the English Department in Spring 2025:

Spring 2025	Taught by TT	Taught by Lecturer	Taught by TAs	Taught by Adjunct	Total Number
General Ed: 100-200 level	8	71	9	73	161
Undergraduate: 300-500 level	19	16	0	1	36
Masters/PhD: 600 - 800 level	12	0	0	0	12
Totals	39	87	9	74	209

In the area of service, it is not difficult to show that those individuals who hold the rank of Lecturer, Senior Lecturer, or Master Lecturer, perform service vital to the university. A review in the Summer of 2023, indicated that in five of the six colleges, NTT faculty serve as Chief Departmental Advisors overseeing the advising of undergraduates in majors in a wide range of departments. They supervise certificates (such as Diversity Studies and Digital Forensics), serve as directors of programs (such as Composition, Literature, Writing Placement and Support), are key to several IDS programs including serving as program coordinators and, for a while, served as Interim Director in the fast-growing School of Cyber Security. Those holding the non-tenurable rank of Lecturer, Master Lecturer, or Senior Lecturer, serve on important university committees such as General Education Review, Threat Management and Policy Review, and on Faculty Senate Committees (for example, Undergraduate Curriculum and Programs which is also chaired by a Senior Lecturer; not to mention the number of NTT Research Assistants and Associates, and Clinical Assistant Professors). The newly created AI Implementation Workgroup which is responsible for crafting policy, developing guidelines for



the integration and use of AI technologies, and compliance with AI-related regulations among other responsibilities, includes 3 (out of 10) individuals at the rank of Lecturer/Master Lecturer.

Other reasons for moving forward now include gender inequality, the move to R1 status, the merger with EVMS, and attacks on academic freedom.

### Gender Inequality

According to recent data from the AAUP Compensation Survey, the percentage of research faculty who are women is about 42% (635 total tenure track faculty of which 267 are women) and the percentage of teaching faculty (full-time lecturers) who are women is about 64% (159/248). Not only are there more women in these contingent positions, but their salaries are on average lower than those for men (though data limitations prohibit us from seeing the differences in rank among Lecturers by gender). Providing some job security through a path to tenure would thus be addressing a site of inequality.

### Salary and Faculty Numbers by Rank and Sex

**AAUP Faculty Compensation Survey**

Rank	Average Salary	Men (No.)	Women (No.)
Full Professor	\$144,253	\$150,314 (168)	\$127,830 (62)
Associate Professor	\$102,494	\$102,838 (117)	\$102,026 (86)
Assistant Professor	\$92,391	\$98,516 (83)	\$88,118 (119)
Full Time Lecturers (All)	\$67,482	\$68,425 (89)	\$66,954 (159)
All ranks*	\$100,931	\$112,677 (458)	\$88,449 (431)

*\*1 male instructor not included, and 5 female instructors not included. It is unclear in what capacity those respondents are affiliated with the university.*

### The Move to R1 Status

The increased emphasis on research puts pressure to decrease teaching loads and service loads on tenured and tenure track faculty, increasing the need for, and pressures on, NTT faculty. We may be able to rely on research (or just common sense) to suggest that by clearly articulating a path



from adjunct to lecturer, and by giving tenure to master lecturers, we reduce the amount of turnover that department chairs and university administration must navigate each year. This is especially important in our shift to R1 status. The university will be increasingly relying on contingent faculty to absorb the instructional hours that arise from research faculty devoting more time to research activities.

A path to tenure can help with retention not just of tenured and tenure-track faculty. Those individuals hired as adjuncts and lecturers may see remaining at ODU as a viable career path - if it is clear how one progresses and achieves along that path. People who are well along that path or are master lecturers with an opportunity for tenure may be less likely to pursue employment elsewhere given the potential reward of tenure.

### **The Merger with EVMS**

The merger with EVMS has meant a substantial increase in the number of NTT faculty.

### **Attacks on Academic Freedom**

Finally, Allyn Walker reminds us how vulnerable those without tenure are though no one is safe under financial pressures caused by reductions in state support, attacks on higher education, and decreasing enrollments.

**Proposal - Convert the position of Lecturer to a tenure track eligible full-time teaching position within which those who seek promotion to the rank of Master Lecturer, also earn tenure.**

**Your Name:** ODU Chapter of AAUP submitted by Ruth Triplett

**Department:** Soc and Crjs

**Date:** 4.21.25

**Electronic Signature:** *Ruth Triplett*

## Reappointment/Annual Review or Nonreappointment of Faculty

([Board of Visitors Policy](#))

<b>NUMBER:</b>	1402
<b>APPROVED:</b>	June 12, 1980; Revised June 20, 1985; Revised June 16, 2011; Revised April 26, 2013 (eff. 6/1/13); Revised June 14, 2018 (eff. 7/1/18); Revised June 13, 2019 (eff. 7/1/19); Revised June 18, 2020 (eff. 7/1/20); Revised September 16, 2022
<b>SCHEDULED REVIEW DATE:</b>	September 2027

### I. Board of Visitors Policy

#### A. Nature of Appointment

1. Unless tenure has been awarded by the university, all appointments of full-time faculty are on an annual, temporary, or probationary basis, renewable one year at a time at the discretion of the university.
2. In some cases, appointments for a period of less than one academic year may be made, for example, initial appointments at mid-year or emergency one-semester appointments.

### II. Guidelines

- A. Consideration of reappointment or nonreappointment will be according to a timetable distributed by the Office of the Provost and Vice President for Academic Affairs.<sup>1</sup> Consideration takes place early in the second semester for faculty members in their first year of service and early in the first semester for faculty members in the second or subsequent year of service.
- B. For instructors, assistant professors, lecturers, clinical assistant professors, research assistant professors, and untenured associate professors and professors, the initial consideration will be by the departmental tenure and promotion committee unless they are in their first year and have been appointed mid-year. For senior lecturers, master lecturers, research associate professors, research professors, clinical associate professors, and clinical professors, initial consideration will be by the department chair, except for those years when the faculty member is undergoing their sixth-year review (see III.B. below).
- C. In the case of financial constraints or demonstrable overstaffing of departments, the dean or the provost and vice president for academic affairs may require that the number of probationary tenurable and nontenable faculty members in the department be reduced.
- D. Faculty members who were appointed as instructors with the expectation that the terminal degrees would be completed may not be reappointed before the award of the degree unless

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<sup>1</sup> See the Schedules for Faculty Personnel Actions in the appendix for specific dates and actions.

prior approval has been obtained from the provost and vice president for academic affairs. (See the Board of Visitors [Policy on Academic Rank and Criteria for Ranks.](#))

- E. If the critical requirements of the position of a probationary tenurable faculty member are changed so as to affect the primary duties expected of the faculty member, and hence his or her consideration for tenure, the faculty member shall be fully and promptly informed of the changes in writing at least one semester before the changes are implemented.

### **III. Procedures**

#### **A. Reappointment or Nonreappointment of Probationary Tenure-Track Faculty <sup>2</sup>**

1. The departmental promotion and tenure committee and all subsequent persons considering the case will take into consideration the formal evaluations of the faculty member's performance by the chair (unless the faculty member evaluated is the chair) and the dean, faculty information sheets, and any other relevant data, as well as the needs of the department.
2. These procedures will be suitably adapted for faculty members who hold interdisciplinary, interdepartmental or joint appointments or who hold appointments in a department with two or fewer tenured faculty members. The adapted procedures should be recommended by the promotion and tenure committee of the college or colleges involved and approved by the dean or deans concerned and the provost and vice president for academic affairs.
3. Each department conducts an annual review of the probationary tenure-track faculty in that department (including the chair if untenured). This review is based on the performance of the individual faculty member and the needs of the department and is initially conducted by a committee consisting of tenured members of the department.
4. The departmental promotion and tenure committee recommends to the chair (or the dean in case the faculty member being evaluated is the chair) one of the following actions:
  - a. That the faculty member be considered for tenure through normal channels, if a sufficient probationary period has elapsed. (In this case, the faculty member is considered for tenure through the normal tenure procedures, and the remainder of this section does not apply.)
  - b. That the faculty member be offered an additional annual contract without tenure.
  - c. That the faculty member not be reappointed, that is, not be offered an additional contract if in the first or second year of service or offered a terminal contract for the succeeding year if in the third or subsequent year of service.

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<sup>2</sup> For a definition of the academic ranks, types of appointment, and specific procedure variations, see the Policy on Academic Rank and Criteria for Ranks.



- d. A copy of the committee's recommendation shall be supplied to the faculty member with reasons for the recommendation for appointment or nonreappointment.
5. Considering the written recommendation of this committee, the performance of the faculty member and the needs of the department, the chair (unless she or he is the faculty member being evaluated) makes a recommendation to the dean concerning reappointment or nonreappointment of each individual probationary tenure-track faculty member and provides the faculty member with a copy of the recommendation.
6. Considering the recommendation of the departmental promotion and tenure committee and of the chair (unless she or he is the faculty member being evaluated) as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual probationary tenure-track faculty member, notifies that faculty member in writing of this decision, and provides the faculty member and the provost and vice president for academic affairs with a copy of the decision letter.
  - a. If the dean decides not to reappoint a faculty member, the faculty member may request a review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final.
  - b. Notice of the dean's decision concerning reappointment or nonreappointment of probationary tenure-track faculty members shall be according to the following schedule:
    1. Not later than March 1 of the first academic year of service.
    2. Not later than December 15 of the second academic year of service.
    3. Terminating appointment of one year, with notice by December 15, after two or more academic years of service.

**B. Reappointment or Nonreappointment of Nontenure-track Faculty**

1. Each department conducts an annual review of all nontenure-track faculty members in that department. This review is based on the performance of the individual faculty member and the needs of the department.
  - a. For lecturers and clinical assistant professors, this review is conducted by a committee consisting of tenured members of the department and master lecturers and clinical professors followed by the department chair and dean.
  - b. For senior lecturers and master lecturers, the annual review is conducted by the chair followed by the dean. In lieu of this annual review, and if not applying for promotion, every six years senior lecturers and master lecturers will instead undergo an in-depth evaluation that is initially conducted by a committee consisting of tenured members of the department followed by the chair and the dean.
    1. (1) For senior lecturers and master lecturers, renewal is expected. The burden of proof in terms of individual performance or the needs of the

department shall be on the administration. All cases of non-renewal are eligible for the remedies of the Faculty Sanctions and Faculty Grievance procedures.

- c. For clinical associate professors and clinical professors, the annual review is conducted by the chair followed by the dean. In lieu of this annual review, and if not applying for promotion, every six years clinical associate professors and clinical professors will instead undergo an in-depth evaluation that is initially conducted by a committee consisting of tenured members of the department followed by the chair and dean.  
(1) For clinical associate professors and clinical professors, renewal is expected. The burden of proof in terms of individual performance or the needs of the department shall be on the administration. All cases of non-renewal are eligible for the remedies of the Faculty Sanctions and Faculty Grievance procedures.
  - d. For faculty of practice (any rank) the annual review is conducted by a committee consisting of tenured members of the department followed by the department chair and dean.
- 2. For lecturers, faculty of practice, and clinical assistant professors and for all nontenure-track faculty undergoing an in-depth sixth-year evaluation, the departmental committee recommends to the chair one of the following actions:
  - a. That the faculty member be offered an additional annual contract.
  - b. That the faculty member not be reappointed, that is, not be offered an additional annual contract.
- 3. A copy of the committee's recommendation shall be supplied to the faculty member with reasons for the recommendation for appointment or nonreappointment.
- 4. Considering the written recommendation of this committee (in case section 2.b. above applies), the performance of the faculty member, and the needs of the department, the chair makes a recommendation to the dean concerning reappointment or nonreappointment of each individual nontenure-track faculty member and provides the faculty member with a copy of the recommendation.
- 5. Considering the recommendations of the departmental committee (in case section 2.b. above applies) and of the chair, as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual nontenurable nontenure-track faculty member and notifies each faculty member of this decision. If the decision is not to reappoint the faculty member, the dean provides the faculty member and the provost and vice president for academic affairs with a copy of the decision letter.
  - a. If the dean decides not to reappoint a faculty member, the faculty member may request a review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final.
  - b. Notice of the dean's decision concerning reappointment or nonreappointment of nontenurable faculty members shall be according to the following schedule:
    - 1. Not later than March 1 of the first academic year of service.

2. Not later than December 15 of the second or subsequent academic year of service.

## **Extending tenure-like protections to NTT Senior Lecturers and Master Lecturers**

FT NTT lecturers now comprise fully one-third of the T&R faculty. Although that status was initially a cheap, short-term mitigate to the badly exploitive system of PT adjunct faculty, having been vastly expanded by Austin Agho and Brian Payne, lecturers are a permanent feature of Old Dominion University.

As such, lecturers now routinely are assigned administrative tasks beyond their official mandate as teaching faculty. They are enfranchised as an important voice in shared governance. These facts potentially leave them vulnerable to administrative retaliation. (The case of Donna Hughes-Oldenburg, for example.)

It would seem prudent to protect proven NTT faculty from arbitrary or capricious dismissal. Proposed is the adding of a paragraph to the FHB as follows:

"For senior lecturers and master lecturers, renewal is expected. The burden of proof in terms of individual performance or the needs of the department shall be on the administration. All cases of non-renewal are eligible for the remedies of the Faculty Sanctions and Faculty Grievance procedures."

Location: This would go in FHB (pp.43, 44) policy "Reappointment/Annual Review or Nonreappointment of Faculty," (BoV policy 1402), §III. (Procedures), B. "Reappointment or Nonreappointment of Nontenure-track Faculty", 1. b. "Lecturers" and c. "Clinical". Under both b. and c. we would add a ¶ (1) with the above language.

Respectfully submitted,  
Michael C. Carhart