

AY22-1-F

Faculty Senate Issue Log Form

Title-of-Issue: Policy on Promotion of Lecturer to Senior Lecturer

Description: In the policy on 'Promotion of Lecturers and Senior Lecturers" there needs to be clarity on criteria needed for promotion consideration. Currently it is worded that a senior lecturers should have " appropriate master's degree, demonstrated expertise in the field, a sustained record of effective performance in teaching and professional service, evidence of continued

development and study in the field, and a minimum of five years' experience at the rank of lecturer or equivalent." The issue surrounds the experience needed for promotion consideration. Does previous experience at other universities factor in to this criteria? Should one year positions held at ODU (before continuous position) count into criteria? Additionally there is missing criteria for early promotion consideration.

Rationale: Lecturers should be considered for senior lecturer In positions where faculty served in a one year position at the university, have previous experience, or show that they exceed expectations. Each of these may warrant different additions to the policy.

First, in instances where faculty serve in a one year position, then are rehired to a continuous position, should this position count towards promotion? Currently, the academic affairs timeline on workflow does not factor this one year position into the five years needed for promotion. In this case, if the faculty member was in the same position why should the year serving temporarily not count towards promotion? In our department we have two instances where this has been applied as a reason for not allowing faculty to go up at the year five but wait an additional year to not count the one year position held. I would argue that with how the policy is currently written there is discrepancy for how it is being implemented. There is no language on that the five years needed for consideration have to be in the continuous position (it does not even state if the experience has to be at ODU). It is important to note that the only difference in the one year temporary position is that a teaching portfolio is not usually conducted, but FIS is completed. However, the load and all other job responsibilities are completed.

Secondly, there is not consideration for early promotion. There may be two instances where this could be the case. If either the lecturer shows that they exceed expectations (through awards or service) or the faculty member comes in with previous effective experience at another University. Both would provide rationale for early promotion. In the description for senior lecturer, it states that faculty who are in this position demonstrate expertise in the field, a sustained record of effective performance in teaching and professional service. With this rationale for the promotion, then both cases would demonstrate consideration for early promotion. It is important consider that there is clear language in the tenure process for the criteria and situations mentioned above. If previous experience or exceptional performance are not for consideration than it needs to be clearly stated. If this were the case, I would argue clarity should

be provided in the description of the senior lecturer position. This rationale in policy would demonstrate that retention and experience specifically at Old Dominion University guide the opportunity and purpose of promotion. The description for the promotion should highlight this position is provided for retainment purposes and it is only held for those that have a certain quantity of experience at Old Dominion University specifically.

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