



Duke University

DURHAM
NORTH CAROLINA
27708

October 16, 2013

To: Professor Alexander Hartemink, Chair of Academic Programs Committee
Peter Lange, Provost
Keith Whitfield, Vice Provost for Academic Affairs

From: Laurie Patton, Dean of Arts and Sciences 
Kevin Moore, Senior Associate Dean for Faculty Affairs, Arts and Sciences 

Re: Establishment of new regular rank faculty title of Senior Lecturer (revised at the request of APC)

We submit this revised proposal to the Academic Programs Committee for the creation of a new faculty nomenclatural designation of Senior Lecturer. With the committee's approval, and subsequent approval by the Provost, Executive Committee of the Academic Council, the Academic Council, and the Board of Trustees, the new rank would be available for use effective July 1, 2014.¹

Background: Arts & Sciences currently has 30 faculty members holding the rank of Lecturer. This is a regular rank faculty position, as defined by the Faculty Handbook—the only regular rank faculty appointment track at Duke without the possibility of promotion. Two thirds of our Lecturers are concentrated in only three departments: Romance Studies (10), Asian and Middle Eastern Studies (6), and Biology (4). These faculty members are integral to the curriculum, especially in our high enrollment language and pre-med courses. Many of our Lecturers have been in rank for more than seven years, and the opportunity of promotion—along with the 6% salary increase attendant upon all faculty promotions in A&S—would improve morale and offer an incentive for these faculty members to remain at Duke and to make additional contributions to the curriculum, university, and profession.

The Sanford School of Public Policy and the Nicholas School of the Environment support this request to establish the rank of Senior Lecturer, as does the Executive Committee of the Arts & Sciences Council. (The Pratt School of Engineering does not have regular rank Lecturers.)

Among our peer institutions, it is common to recognize outstanding teaching performance through appointments of Senior Lecturers. See, for example, Stanford's policy (<http://facultyhandbook.stanford.edu/ch6.html>) and Penn's (<http://www.sas.upenn.edu/deans-office/faculty/V.html>).

Proposed criteria for promotion: For consideration for promotion to Senior Lecturer, candidates will normally have served a minimum of two terms as Lecturer, for a total of at least eight years in rank prior to promotion. The title of Senior Lecturer will be associated with a demonstrably higher level of responsibility and teaching excellence than that of a

¹ The establishment of this new rank would not require units to use it. Most A&S departments do not have regular rank Lecturers; this is a matter of departmental self-governance and attendant bylaws. Nor should this proposal be read to imply an intention to hire more lecturers.

Lecturer. The position of Senior Lecturer is intended to recognize and encourage outstanding performance in both pedagogy and scholarship. Candidates must, for example, provide evidence of consistent teaching excellence *and* of ongoing qualitative pedagogical innovations and the positive impact of those innovations on student learning and engagement. Developing a standard course on a new topic does not, by itself, qualify as qualitative pedagogical innovation, but developing and implementing new teaching approaches in the classroom could qualify. Candidates should, moreover, be active in the local and/or national dissemination of their approaches, e.g. through publications, presentations, or workshops. Significant service contributions to the candidate's department, university, and/or profession will also be considered towards promotion.

Process and length of term: Promotion reviews will follow the standard extant procedures for the review of regular rank, non-tenure track faculty at Duke, as described in the Faculty Handbook, Appendix C. Promotion to Senior Lecturer will be made upon the recommendation of the candidate's department and the approval of the Dean. If the finalist in a national search for a Lecturer has the qualifications for appointment at the rank of Senior Lecturer, such external appointments will be permitted. The length of term for Senior Lecturers will be five years, and will be renewable per standard reappointment review procedures for regular rank, non-tenure track faculty members. There shall be no limit on the number of five-year reappointments a Senior Lecturer may be granted as long as there is an outstanding performance record and continued programmatic need. Lecturers will not be required to stand for promotion to Senior Lecturer after a specified period of time in rank.

If this proposal is approved, departments that wish to use the new rank will have to revise their bylaws to incorporate it, and will have the opportunity to specify additional, field-specific criteria for promotion, beyond the baseline criteria enumerated above.