

Title: Lecturer Teaching Position Policy

- Initial Action: 3/25/93
 - Board Agenda: 93-021, 96-080
 - Last Revised
 - Policy: 5/15/96
 - Procedure: 5/3/2023
 - Last Reviewed: 5/3/2023
 - Effective: February 5th, 2020
 - Next Review: May 2026
 - Responsibility: Academic Senate
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Policy:

The category of ‘Lecturer’ is a full-time teaching position limited to instruction and attendant matters for which the appointee shall receive a salary equal to three-fourths of a regular full-time instructional position.

Procedure:

Academic Senate and Faculty Affairs Committee will review and provide feedback on this policy and procedure every three years or as needed.

1. Cecil College defines a “lecturer/lectureship” as a full-time position with responsibilities limited to instruction and attendant matters, such as division and department meetings, All-College Days, and graduation. Evaluation will deal exclusively with instructional performance, to include classroom observation by the department chair and Chief Academic Officer (CAO) or designee and student evaluations.
2. The number of lectureship positions will be limited to seven percent of the regular full-time faculty. This ceiling, however, does not apply to unexpected short- term employment needs or to the need to fill vacancies created by leave of any kind.
3. Lectureships will be limited to those disciplines already employing more than one full-time instructor. Again, this does not apply to emergency situations or to the need to fill vacancies created by leave of any kind.
4. The salary for a lectureship will be three-fourths that of a regular full-time Assistant I faculty position.
5. The holder of a lectureship will receive full fringe benefits.
6. The holder of a regular full-time instructional position may initiate a request to be reclassified as lecturer. Such a request would be reviewed on the basis of the applicant’s past evaluations and the college’s current instructional priorities.

7. In the event of financial exigency, a lectureship will be eliminated before any regular faculty position in the same discipline. A lectureship cannot be created to replace an incumbent in a regular full-time position.
8. When created, lectureships may be advertised using the same manner as regular, full-time instructional positions, or the department may recommend an exemplary adjunct faculty for the position.
9. Appointments will be for a maximum of one academic year but may be renewable subject to need and performance evaluation. A lectureship may not extend for more than three years without being considered for upgrade to a regular full-time position.
10. A lectureship may be terminated at the end of its academic year appointment.
11. Each lectureship position must be formally reviewed by the Chief Academic Officer (CAO) or designee, along with the department chair, within three years of its creation. Any decision to continue the position beyond that point must be accompanied by an explanation to the College President or designee, of why it should not be upgraded to regular status. If a lectureship continues beyond three years, the position must undergo the review process every year thereafter until it is either upgraded or eliminated.
12. The current lecturer may become a candidate for the full-time faculty position when the position of lectureship is changed to a full-time faculty position. The department chair may make a recommendation regarding the current lecturer to the CAO for consideration. However, a search may still be conducted.
13. The lectureship position will be counted for purposes of representation in the College Senate, but the lecturer cannot be a member of that body.
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