



## **Resolution for IAS Promotions (Part 3- Lecturer 2 description)**

WHEREAS, the way that the end of the second paragraph of 13.01 is written (“Members of the ASA Promotions Committee will evaluate each promotion candidate on their activities including teaching, professional development, service, and scholarship. The primary promotions evaluation emphasis will be placed on teaching, however, increased activities beyond teaching are expected at the highest levels of promotion.”) may give the impression that all instructional academic staff are required to do all of these activities for higher levels of promotion;

WHEREAS, changing the language in the second paragraph of 13.01 to “Members of the ASA Promotions Committee will evaluate each promotion candidate on their teaching. Professional development, service, and scholarship will be evaluated if outlined as part of a candidates work expectations or if the candidate chooses. The primary promotions evaluation emphasis will be placed on teaching, and increased activities related to teaching are expected at the highest levels of promotion.” better reflects the promotions process and requirements for higher levels of promotion;

THEREFORE, BE IT RESOLVED that the language changes (“Members of the ASA Promotions Committee will evaluate each promotion candidate on their teaching. Professional development, service, and scholarship will be evaluated if outlined as part of a candidates work expectations or if the candidate chooses. The primary promotions evaluation emphasis will be placed on teaching, and increased activities beyond teaching are expected at the highest levels of promotion.”) be made in the academic staff personnel rules section 13.01 (current sections provided below with noted changes highlighted);

WHEREAS, the way that 14.01(c)(ii) second sentence of Lecturer 2 is written (“At this level, a Lecturer 2 may be involved in various instructions related activities.”) may give the impression that “a Lecturer 1 may not”;

WHEREAS, changing the language in the description of Lecturer 2 in 14.01(c)(ii) to read, “At this level, a Lecturer 2 likely is involved in various instructions related activities, which may include (but are not limited to) undergraduate advising, assisting in developing lab safety protocols, course scheduling, curriculum development, participating in departmental outreach programs or instructional activities.” indicates that those in the Lecturer 1 position are not precluded from participating in these activities but that these are activities more typical of the Lecturer 2 position;

WHEREAS, adding “However, the direct delivery of instruction is the primary responsibility of this title.” as the final sentence in the description of Lecturer 2 demonstrates that direct delivery of instruction is the primary responsibility of this title and maintains consistency with the language in the description of Lecturer 2 and Senior Lecturer in 14.01(c)(ii);

THEREFORE, BE IT RESOLVED that the final sentences of Lecturer 2 description be changed to read, “At this level, a Lecturer 2 likely is involved in various instructions related activities, which may include (but are not limited to) undergraduate advising, assisting in developing lab safety protocols, course scheduling, curriculum development, participating in departmental outreach programs or instructional activities. However, the direct delivery of instruction is the primary responsibility of this title.” in 14.01(c)(ii) (current sections provided below with noted change highlighted);

BE IT FURTHER RESOLVED that these updates will go into effect immediately for the 2022-2023 instructional academic staff promotions process.

**Proposed Language Changes**

**Section 13: Promotion 13.01 Instructional Academic Staff Promotion**

UW-W maintains a promotion process for academic staff with the position title of lecturer. All lecturers will become eligible for promotion based on years of service [eligibility and criteria including years of service, degree as well as activities including teaching, professional development, service, and scholarship]. Any questions regarding whether the years of service requirement has been met should be referred to the Office of Human Resources and Diversity.

Per the ASA By-Laws, the ASA Promotions Committee structures and administers the promotions process for academic staff. Promotion is a privilege, based upon qualifications exceeding established minimal criteria and is recommended by an informed collective peer judgment. All candidates should understand clearly that eligibility status and departmental and college recommendation does not assure or imply that a promotion will be made. Members of the ASA Promotions Committee will evaluate each promotion candidate on their teaching. Professional development, service, and scholarship will be evaluated if outlined as part of a candidates work expectations or if the candidate chooses. The primary promotions evaluation emphasis will be placed on teaching, and increased activities related to teaching are expected at the highest levels of promotion. Refer to the Instructional Academic Staff Promotions website (<https://www.uww.edu/asa/grants-andawards/academic-staff-promotions>) for the Promotions Committee Evaluation Rubric.

Applications for promotion are considered annually and, if successful, go into effect at the start of the applicant’s next academic year contract. The monetary amount of the salary increase for promotion to each level will be determined annually by the chancellor and is based upon the amount of promotion funds available. Promotion increases are a permanent base salary adjustment. The promotion application process is established by the Promotions Committee in conjunction with the Academic Staff Assembly, the Provost’s Office and the Office of Human Resources and Diversity.

**14.01(c) (ii) Lecturer 2:** At this level, a lecturer 2 has the experience and academic qualifications needed to develop and teach a course(s) subject to broad guidelines describing the scope of the subject matter to be covered. At this level, a Lecturer 2 likely is involved in various instructions related activities, which may include (but are not limited to) undergraduate advising, assisting in developing lab safety protocols, course scheduling, curriculum development, participating in departmental outreach programs or instructional activities. However, the direct delivery of instruction is the primary responsibility of this title.

<b>Action Date</b>	11/30/2022			
<b>Action</b>	Approved			
<b>Vote Detail</b>	Ayes - 13	Nays - 0	Abstentions - 0	Other – 3 Absent