Policy Committee Approval: February 19th, 2019

Faculty Senate Consideration: March 12th, 2019

Topic: “Creation of Principal Lecturer Special Rank”

Whereas, Clemson University makes provision for faculty participation in planning, policy-making, and decision-making with regard to academic matters; and

Whereas, the University also provides for such participation in matters of faculty welfare and general university concern; and

Whereas, Faculty Senate Resolution 2018-05 resolved that a third rank of contingent faculty, to follow Senior Lecturer, be established in the Faculty Manual and titled “Principal Lecturer”; and

Whereas, Faculty Senate Resolution 2018-05 resolved that Senior Lecturers eligible for promotion, in accordance with departmental Tenure and Promotion Review Guidelines, who have completed at least 4 years of service as a Senior Lecturer be permitted to apply for promotion to Principal Lecturer; and

Whereas, 20 amendments to the Faculty Manual must be made in order to fully establish the Principal Lecturer rank and its role in shared governance; it is
Resolved, that Chapter IIID2iv be amended to insert the paragraphs “Principal lecturer is the lecturer rank that may be applied for after four full academic years of service by a senior lecturer; equivalent experience at Clemson may be counted towards the four-year service requirement. Principal lecturers shall have no administrative duties inconsistent with those of regular faculty.

The principal lecturer appointment is intended to recognize the efforts, contributions, and performance of senior lecturers who combine effective instruction with additional significant contributions to the mission of the University.

Length of service as a senior lecturer is, itself, not a sufficient criterion for promotion to principal lecturer. Instead, the process and criteria for promotion from senior lecturer to principal lecturer are determined by departments/schools and shall be described in their TPR document.” as subparagraph (4), (4)(a) and (4)(b) respectively; and it is

Resolved, that Chapter IVB7 be amended to insert the paragraph “principal lecturers shall be offered five-year contracts with the requirement of one year’s notice of non-reappointment before July 15 of the penultimate year” as subparagraph “h”, and it is

Resolved, that Chapter IVB7i be amended to insert the words “or principal lecturer” between the words senior and “this” and insert the words “or principal” between the words “senior” and “lecturers”; and it is

Proposed Language

CHAPTER IV. PERSONNEL PRACTICES
B. Policies and Procedures for the Recruitment and Appointment of Faculty
  7. Terms of Appointment
    g. Senior lecturers shall be offered three-year contracts with the requirement of one year’s notice of non-reappointment before July 15 of the penultimate year.
    h. Principal lecturers shall be offered five-year contracts with the requirement of one year’s notice of non-reappointment before July 15 of the penultimate year.
    i. Individuals holding teaching, research, or public service appointments shall be informed each year in writing of their appointments and of all matters relative to their eligibility for the acquisition of tenure or promotion to senior or principal lecturer; this does not include faculty with tenured status and senior or principal lecturers not in their penultimate year of their appointments.
Resolved, that Chapter IVC2b be amended to strike out the words “to senior lecturer”; and it is
Resolved, that Chapter IVC2b be amended to insert the paragraph “Following a senior lecturer’s
fourth year of service, the department chair and the unit TPR committee shall conduct a
comprehensive review of the senior lecturer either in response to a request for promotion to
principal lecturer or to advise the senior lecturer of progress towards promotion to principal
lecturer.” as subparagraph “iii”; and it is
Resolved, that Chapter IVC2b be amended to insert the paragraphs “Principal lecturers shall be
evaluated by their department/school TPR committee, following procedures and standards that
shall be specified in the unit’s TPR document.
Principal lecturers shall be evaluated at least every five years or more frequently as documented
in the departmental TPR guidelines.
At a minimum, principal lecturers shall be evaluated during the penultimate year of their
appointments.” as subparagraph “d”, “di”, and “dii” respectively; and it is

Proposed Language

CHAPTER IV. PERSONNEL PRACTICES
C. Policies for Reappointment, Tenure, and Promotion
   2. Reappointment Policies
      b. The intention of periodic reappointment review of lecturers and senior lecturers
         is to provide feedback on the individual regarding progress towards promotion
to senior lecturer.
      iii. Following a senior lecturer’s fourth year of service, the department chair
           and the unit TPR committee shall conduct a comprehensive review of the
           senior lecturer either in response to a request for promotion to principal
           lecturer or to advise the senior lecturer of progress towards promotion to
           principal lecturer.
      d. Principal lecturers shall be evaluated by their department/school TPR
         committee, following procedures and standards that shall be specified in
         the unit’s TPR document.
         i. principal lecturers shall be evaluated at least every five years or more
            frequently as documented in the departmental TPR guidelines.
         ii. At a minimum, principal lecturers shall be evaluated during the
            penultimate year of their appointments.
Resolved, that Chapter IVC4b be amended to insert the words “and senior lecturers” between the words “Lecturers” and “must”; and to strike out the words “to senior lecturer”; and it is

**Proposed Language**

CHAPTER IV. PERSONNEL PRACTICES
C. Policies for Reappointment, Tenure, and Promotion
4. Promotion Policies
   b. Lecturers **and senior lecturers** must document and provide evidence of their teaching performance and additional contributions/activities to the department chair/school director and department/school TPR committee for evaluation and consideration for promotion **to senior lecturer**.

Resolved, that Chapter IVD1g be amended to insert the sentence “Similarly, TPR committees shall solicit recommendations from principal lecturer(s) in a manner consistent with the unit’s bylaws and TPR documents in the reappointment review of senior lecturers, the promotion review of senior lecturers to principal lecturers, and the reappointment review of principal lecturers.” At the end of the paragraph; and it is

**Proposed Language**

CHAPTER IV. PERSONNEL PRACTICES
D. Procedures for Reappointment, Tenure, and Promotion
1. Guidelines for Department TPR documents
   g. TPR committees shall solicit recommendations from senior lecturer(s) in a manner consistent with the TPR documents in the reappointment review of lecturers, the promotion review of lecturers to senior lecturers, and the reappointment review of senior lecturers. **Similarly, TPR committees shall solicit recommendations from principal lecturer(s) in a manner consistent with the TPR documents in the reappointment review of senior lecturers, the promotion review of senior lecturers to principal lecturers, and the reappointment review of principal lecturers.**
Resolved, that Chapter IVD5 be amended to insert the paragraphs “Principal lecturers

Written notice that a principal lecturer appointment is not to be renewed shall be given to the faculty member by July 15 in the penultimate year and at least 12 months before the expiration of the appointment, regardless of the stated term or other provisions of any appointment to principal lecturer.

Should notice of non-reappointment not be given before this date, the principal lecturer shall be automatically reappointed for an additional term.” as subparagraphs “d”, “di”, and “di(1)” respectively, and it is

Resolved, that Chapter IVD5e be amended to insert the words “or principal lecturer” between the words “senior lecturer” and “do not”; and it is

Proposed Language

CHAPTER IV. PERSONNEL PRACTICES
D. Procedures for Reappointment, Tenure, and Promotion
5. Notification of Reappointment and Non-Reappointment
   d. Principal lecturers
      i. Written notice that a principal lecturer appointment is not to be renewed shall be given to the faculty member by July 15 in the penultimate year and at least 12 months before the expiration of the appointment, regardless of the stated term or other provisions of any appointment to principal lecturer.
         (1) Should notice of non-reappointment not be given before this date, the principal lecturer shall be automatically reappointed for an additional term.
   e. Other Special Faculty
      i. Appointments to special faculty ranks other than the lecturer, senior lecturer or principal lecturer do not require notice of non-renewal since such appointments are for stated periods of limited association with the university.
Resolved, that Chapter VC1d(2) be amended to insert the words “or Principal” between the words “Senior” and “Lecturers”; and it is

Proposed Language

CHAPTER V. CLEMSON UNIVERSITY FACULTY DISPUTE RESOLUTION
C. Clemson University Faculty Grievance Procedures and Information
1. Overview
d. The Faculty Senate facilitates some portions of the Grievance Process.
   ii. Membership of the Grievance Board
      (2) Two Senior or Principal Lecturers are elected during a joint meeting of the Faculty Senate Executive and Advisory committees eligible to act, at the discretion of the Grievance Board as non-voting consultants to the Board or its hearing panels in grievance cases involving lecturers.

Resolved, that Chapter VC5c be amended to insert the words “or Principal” between the words “Senior” and “Lecturers”; and it is

Resolved, that Chapter VC5ci be amended to strike out the word “Senior”, and it is

Resolved, that Chapter VC5cii be amended to strike out the word “Senior”, and it is

Proposed Language

CHAPTER V. CLEMSON UNIVERSITY FACULTY DISPUTE RESOLUTION
C. Clemson University Faculty Grievance Procedures and Information
5. The Grievance Board
   c. Two Senior or Principal Lecturers are elected during a joint meeting of the Faculty Senate Executive and Advisory committees eligible to act, at the discretion of the Grievance Board as non-voting consultants to the Board or its hearing panels in grievance cases involving lecturers.
      i. The elected Senior lecturers, who may provide perspective and feedback perspective and feedback to the Board or its hearing panels during the grievance process at the invitation of the Board, will not hold appointments in the same college and will serve a two-year term.
      ii. Inasmuch as the Senior lecturers are non-voting of the Grievance Board, they may not vote on grievance cases or other matters considered by the Board. Otherwise, the extent and form of their participation in a grievance is determined by the Grievance Board.
Resolved, that Chapter VD10a/i be amended to insert the words “or Principal” between the words “Senior” and “Lecturer”; and it is

Resolved, that Chapter VD10a/i(1) be amended to insert the words “or Principal” between the words “Senior” and “Lecturer”; and it is

Resolved, that Chapter VD10a/i(2) be amended to insert the words “or Principal” between the words “Senior” and “Lecturer” and insert the words “or Principal” between the words “Senior” and “Lecturers”; and it is

Proposed Language

CHAPTER V. Clemson University Faculty Dispute Resolution

D. Formal Complaint Policy and Procedures

10. Formal Complaints Hearings

a. The Formal Complaints Board shall create a panel of three members for each formal complaint from among the members of the Grievance Board.

i. At its discretion, the Grievance Board may authorize one of the duly elected Senior or Principal Lecturers to serve as a non-voting consultant on a hearing panel associated with formal complaints involving lecturers.

(1) The Grievance Board shall ensure that the Senior or Principal Lecturer it authorizes to consult during a particular formal complaint case is free from conflicts of interest and does not have an appointment in the same college as the complainant or any respondent(s).

(2) Should both duly elected Senior or Principal Lecturer be ineligible to serve the Board on the basis of conflicts, college of appointment, or challenge, then the President of the Faculty Senate shall make a temporary appointment from the remaining campus body of Senior or Principal Lecturers after consultation with the Chair of the Grievance Board.

Resolved, that Chapter VIIF2eii(1) be amended to insert the words “or principal lecturer” between the words “lecturer” and “elected”; and it is

Proposed Language

CHAPTER VII. Faculty Participation in University Governance

F. Academic Council

2. Council of Undergraduate Studies

e. Admissions Committee

ii. Membership

(1) One regular faculty member, senior lecturer, or principal lecturer elected from each college by the faculty accorded voting rights in each college to serve three-year terms.
Resolved, that Chapter VII F2ii(1) be amended to insert the words “or principal lecturer” between the words “lecturer” and “elected”.

CHAPTER VII. FACULTY PARTICIPATION IN UNIVERSITY GOVERNANCE

F. Academic Council

2. Council on Undergraduate Studies

f. Academic Eligibility Committee

ii. Membership

(1) One regular faculty member, senior lecturer, or principal lecturer elected from each college by the faculty accorded voting rights in each college to serve three-year terms.

This resolution will become effective upon approval by the Clemson University Executive Vice President for Academic Affairs and Provost and its inclusion in the 2019-2020 Faculty Manual. As of August 1, 2019, departments may initiate a review of their Tenure, Promotion and Reappointment documents and begin revisions to include the Special Faculty rank of Principal Lecturer.