

Faculty Senate Resolution 2019-04

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

1 **Resolved**, that Chapter IIID2iv be amended to **insert** the paragraphs “Principal lecturer is the
2 lecturer rank that may be applied for after four full academic years of service by a senior
3 lecturer; equivalent experience at Clemson may be counted towards the four-year service
4 requirement. Principal lecturers shall have no administrative duties inconsistent with those of
5 regular faculty.

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

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

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

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

19 **Proposed Language**

20 21 CHAPTER IV. PERSONNEL PRACTICES

22 B. Policies and Procedures for the Recruitment and Appointment of Faculty

23 7. Terms of Appointment

24 g. Senior lecturers shall be offered three-year contracts with the requirement of
25 one year’s notice of non-reappointment before July 15 of the penultimate
26 year.

27 ***h. Principal lecturers shall be offered five-year contracts with the***
28 ***requirement of one year’s notice of non-reappointment before July 15 of***
29 ***the penultimate year.***

30 i. Individuals holding teaching, research, or public service appointments shall be
31 informed each year in writing of their appointments and of all matters relative
32 to their eligibility for the acquisition of tenure or promotion to senior ***or***
33 ***principal lecturer***; this does not include faculty with tenured status and senior
34 ***or principal*** lecturers not in their penultimate year of their appointments.
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36

1 **Resolved**, that Chapter IVC2b be amended to **strike out** the words “to senior lecturer”; and it is

2 **Resolved**, that Chapter IVC2b be amended to **insert** the paragraph “Following a senior lecturer’s
3 fourth year of service, the department chair and the unit TPR committee shall conduct a
4 comprehensive review of the senior lecturer either in response to a request for promotion to
5 principal lecturer or to advise the senior lecturer of progress towards promotion to principal
6 lecturer.” as subparagraph “iii”; and it is

7 **Resolved**, that Chapter IVC2 be amended to **insert** the paragraphs “Principal lecturers shall be
8 evaluated by their department/school TPR committee, following procedures and standards that
9 shall be specified in the unit’s TPR document.

10 Principal lecturers shall be evaluated at least every five years or more frequently as documented
11 in the departmental TPR guidelines.

12 At a minimum, principal lecturers shall be evaluated during the penultimate year of their
13 appointments.” as subparagraph “d”, “di”, and “dii” respectively; and it is

14 **Proposed Language**

15
16 CHAPTER IV. PERSONNEL PRACTICES

17 C. Policies for Reappointment, Tenure, and Promotion

18 2. Reappointment Policies

19 b. The intention of periodic reappointment review of lecturers and senior lecturers
20 is to provide feedback on the individual regarding progress towards promotion
21 ~~to senior lecturer.~~

22 *iii.* Following a senior lecturer’s fourth year of service, the department chair
23 and the unit TPR committee shall conduct a comprehensive review of the
24 senior lecturer either in response to a request for promotion to principal
25 lecturer or to advise the senior lecturer of progress towards promotion to
26 principal lecturer.

27 ***d. Principal lecturers shall be evaluated by their department/school TPR***
28 ***committee, following procedures and standards that shall be specified in***
29 ***the unit’s TPR document.***

30 ***i. principal lecturers shall be evaluated at least every five years or more***
31 ***frequently as documented in the departmental TPR guidelines.***

32 ***ii. At a minimum, principal lecturers shall be evaluated during the***
33 ***penultimate year of their appointments.***
34

1 **Resolved**, that Chapter IVC4b be amended to **insert** the words “and senior lecturers” between
2 the words “Lecturers” and “must”; and to **strike out** the words “to senior lecturer”; and it is

3
4 **Proposed Language**

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6 CHAPTER IV. PERSONNEL PRACTICES

7 C. Policies for Reappointment, Tenure, and Promotion

8 4. Promotion Policies

- 9 b. Lecturers **and senior lecturers** must document and provide evidence of their
10 teaching performance and additional contributions/activities to the department
11 chair/school director and department/school TPR committee for evaluation and
12 consideration for promotion **to senior lecturer**.
13

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

19
20 **Proposed Language**

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22 CHAPTER IV. PERSONNEL PRACTICES

23 D. Procedures for Reappointment, Tenure, and Promotion

24 1. Guidelines for Department TPR documents

- 25 g. TPR committees shall solicit recommendations from senior lecturer(s) in a
26 manner consistent with the TPR documents in the reappointment review of
27 lecturers, the promotion review of lecturers to senior lecturers, and the
28 reappointment review of senior lecturers. ***Similarly, TPR committees shall***
29 ***solicit recommendations from principal lecturer(s) in a manner***
30 ***consistent with the TPR documents in the reappointment review of***
31 ***senior lecturers, the promotion review of senior lecturers to principal***
32 ***lecturers, and the reappointment review of principal lecturers.***
33

1 **Resolved**, that Chapter IVD5 be amended to **insert** the paragraphs “Principal lecturers
2 Written notice that a principal lecturer appointment is not to be renewed shall be given to the
3 faculty member by July 15 in the penultimate year and at least 12 months before the expiration
4 of the appointment, regardless of the stated term or other provisions of any appointment to
5 principal lecturer.

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

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

11
12 **Proposed Language**
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14 CHAPTER IV. PERSONNEL PRACTICES

15 D. Procedures for Reappointment, Tenure, and Promotion

16 5. Notification of Reappointment and Non-Reappointment

17 d. ***Principal lecturers***

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

23 ***(1) Should notice of non-reappointment not be given before this***
24 ***date, the principal lecturer shall be automatically reappointed for***
25 ***an additional term.***

26 e. Other Special Faculty

27 ***i. Appointments to special faculty ranks other than the lecturer, senior***
28 ***lecturer or principal lecturer do not require notice of non-renewal since***
29 ***such appointments are for stated periods of limited association with the***
30 ***university.***
31

1 **Resolved**, that Chapter VC1dii(2) be amended to **insert** the words “or Principal” between the
2 words “Senior” and “Lecturers”; and it is

3
4 **Proposed Language**
5

6 CHAPTER V. CLEMSON UNIVERSITY FACULTY DISPUTE RESOLUTION

7 C. Clemson University Faculty Grievance Procedures and Information

8 1. Overview

9 d. The Faculty Senate facilitates some portions of the Grievance Process.

10 ii. Membership of the Grievance Board

11 (2) Two Senior **or Principal** Lecturers are elected during a joint meeting of
12 the Faculty Senate Executive and Advisory committees eligible to act, at
13 the discretion of the Grievance Board as non-voting consultants to the
14 Board or its hearing panels in grievance cases involving lecturers.

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

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

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

20
21 **Proposed Language**
22

23 CHAPTER V. CLEMSON UNIVERSITY FACULTY DISPUTE RESOLUTION

24 C. Clemson University Faculty Grievance Procedures and Information

25 5. The Grievance Board

26 c. Two Senior **or Principal** Lecturers are elected during a joint meeting of the
27 Faculty Senate Executive and Advisory committees eligible to act, at the
28 discretion of the Grievance Board as non-voting consultants to the Board or its
29 hearing panels in grievance cases involving lecturers.

30 i. The elected ~~Senior~~ lecturers, who may provide perspective and feedback
31 perspective and feedback to the Board or its hearing panels during the
32 grievance process at the invitation of the Board, will not hold appointments in
33 the same college and will serve a two-year term.

34 ii. Inasmuch as the ~~Senior~~ lecturers are non-voting of the Grievance Board,
35 they may not vote on grievance cases or other matters considered by the
36 Board. Otherwise, the extent and form of their participation in a grievance is
37 determined by the Grievance Board.
38

1 **Resolved**, that Chapter VD10ai be amended to **insert** the words “or Principal” between the
2 words “Senior” and “Lecturer”; and it is

3 **Resolved**, that Chapter VD10ai(1) be amended to **insert** the words “or Principal” between the
4 words “Senior” and “Lecturer”; and it is

5 **Resolved**, that Chapter VD10ai(2) be amended to **insert** the words “or Principal” between the
6 words “Senior” and “Lecturer” and **insert** the words “or Principal” between the words “Senior”
7 and “Lecturers”; and it is

8 **Proposed Language**

9 10 CHAPTER V. Clemson University Faculty Dispute Resolution

11 D. Formal Complaint Policy and Procedures

12 10. Formal Complaints Hearings

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

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

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

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

28
29 **Resolved**, that Chapter VIIF2eii(1) be amended to **insert** the words “or principal lecturer”
30 between the words “lecturer” and “elected”; and it is

31 **Proposed Language**

32 33 CHAPTER VII. Faculty Participation in University Governance

34 F. Academic Council

35 2. Council of Undergraduate Studies

36 e. Admissions Committee

37 ii. Membership

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

1
2 **Resolved**, that Chapter VIIF2fii(1) be amended to **insert** the words “or principal lecturer”
3 between the words “lecturer” and “elected”.

4 CHAPTER VII. FACULTY PARTICIPATION IN UNIVERSITY GOVERNANCE

5 F. Academic Council

6 2. Council on Undergraduate Studies

7 f. Academic Eligibility Committee

8 ii. Membership

9 (1) One regular faculty member, senior lecturer, **or principal lecturer** elected
10 from each college by the faculty accorded voting rights in each college to
11 serve three-year terms.
12

13 *This resolution will become effective upon approval by the Clemson University Executive Vice*
14 *President for Academic Affairs and Provost and its inclusion in the 2019-2020 Faculty Manual.*
15 *As of August 1, 2019, departments may initiate a review of their Tenure, Promotion and*
16 *Reappointment documents and begin revisions to include the Special Faculty rank of Principal*
17 *Lecturer.*
18
19
