

**Recommendation from Faculty Affairs Committee
Adding a Third Tier to the Lecturer Track:**

Apart from the Lecturer/Senior Lecturer track, all of our current full-time instructional, research, or clinical tracks consist of three ranks. An example is the Research Professor rank with Assistant Research Professor, Associate Research Professor, and Research Professor. However, the Lecturer rank has only two tiers: Lecturer and Senior Lecturer¹. Although the Lecturer rank has existed at IU for many years, the rank of Senior Lecturer was created in the mid-1990s. It was meant to represent a promotion from the rank of Lecturer for those who demonstrate excellence in teaching and satisfactory performance in service. However, examination of the FAC records from that period indicate that the original idea considered by the FAC was to expand the lecturer rank to encompass three tiers, similar to the Research Professor track. Despite support for the previous proposal within the IFC-FAC, the concept of a three-tier Lecturer rank was changed to a two-tier track for reasons that are now obscure. With this proposal, the FAC intends to correct what we consider to be an historical mistake.

The IFC-FAC proposes that we create a third tier within the current Lecturer/Senior Lecturer track. We propose the new rank be called Associate Lecturer. It would be the middle rank between Lecturer and Senior Lecturer. During the transition to the new system, the current Senior Lecturer rank would be considered equivalent to the new Associate Lecturer. In this way, current Senior Lecturers could stand for promotion, and even though promotion would not result in a change in title, the promotion would be expected to include a salary increase. Those currently at the Lecturer rank could remain at that rank or stand for promotion to Associate Lecturer as they wish. Promotion to Associate Lecturer should be expected to carry with it an increase in salary. In the proposed system, current Lecturers could achieve 2 promotions (and salary increments) to reach Senior Lecturer. Current Senior Lectures could achieve 1 promotion (and salary increment), even though their title would not change.

In the committee's view, having three tiers within the Lecturer track will considerably strengthen the career path for faculty in the Lecturer track as well as rewarding long-term commitment to excellence in teaching at IUPUI.

Robert Yost, Current Chair Faculty Affairs Committee

¹ University Policy ACA-18, Regulation of Clinical and Lecturer Appointments