



Massachusetts Society of Professors

SENIOR LECTURER PROMOTION WORKSHOP November 2023

Agenda

1. Promotional Opportunities
2. Promotion Eligibility
3. How Review Differs from Tenure
4. Promotion Standards & Criteria
5. Review Timeline
6. Review Procedures
7. Rights of Candidates
8. Pandemic Safeguards



Promotional Opportunities for Lecturers



SENIOR LECTURER

SENIOR LECTURER II

Eligibility

WHO? ALL Lecturers and Senior Lecturers (full/part-time)

WHEN?

SENIOR LECTURER

Must have at least 6 years of full-time equivalent (FTE) service as a lecturer

SENIOR LECTURER II

Must have at least 6 years of full-time equivalent (FTE) service as a senior lecturer

- Service in other titles or at other institutions may count
- Courses taught through CPE/UWW during fall & spring are included in FTE count
- Review occurs in spring of AY in which required FTE service accrues or will accrue
- Be sure to confirm your eligibility with your dept chair/head prior to submitting your file

How this Review Differs from Tenure

- Not an up or out review. If you aren't successful the first time, you can be reviewed again.
- No requirement for outside reviewer letters
- Ratings of excellence/strength/no strength not appropriate

Promotion Standards & Criteria

Candidates must demonstrate evidence of:

- Meritorious performance in the area(s) of the candidate's responsibility and
- Promise of continuing professional development and achievement



Lecturer Promotion Review Timeline

First day of spring semester February 1, 2024	Faculty members applying for promotion to Senior Lecturer or Senior Lecturer II submit their portfolio through APWS to the Department Chair/Head
March 1, 2024	Department Personnel Committee (DPC) must advance their recommendation through APWS to the Department Chair/Head
March 15, 2024	Department Chair/Head must advance their recommendation through APWS to the college-level review committee (CRC)
April 15, 2024	College-Level Review Committee (CRC) must advance their recommendation through APWS to the Dean
July 1, 2024	Deans must advance their recommendation through APWS to the Provost
August 15, 2024	Provost must notify candidate of decision

Senior Lecturer Promotion Review Process

Assembling the Promotion Portfolio

CANDIDATE PROVIDES:

- **Personal Statement** (be sure to include a section highlighting meritorious performance & promise of continuing achievement)
- **Curriculum Vitae**
- **Other relevant materials**

DEPT CHAIR PROVIDES:

- **Current Job Description**
- **Teaching Evaluations**

Senior Lecturer Promotion Review Process

Assembling the Promotion Portfolio

Examples of “other” materials to consider adding:

- Annual Faculty Reviews (AFRs)
- List of courses taught/syllabi
- Letters from students, midterm assessment reports from CTL
- Evaluation letters from scholars/professionals in other University departments or outside the University

Senior Lecturer Promotion Review Process

Review Levels

- Department Personnel Committee
- Department Head/Chair
- College Review Committee (CRC)
- Dean
- Provost

Rights of Candidates

- Right to Present All Materials
- Right to Supplement File
- Right to be Informed of a Personnel Recommendation
- Right to Discuss Reasons for Negative Decisions
- Right to Equitable Treatment

Pandemic Safeguards

- Pandemic Impact Statement on AFRs
 - Candidates should be explicit about their efforts and contributions during period of remote learning
- Instruction to On-campus Reviewers
 - Rely on self-reporting of teaching accomplishments during the SRTI suspension period (no penalty or comparisons)
 - Recognition of difficulties in carrying out traditional service
- MSP Negotiated Workload Adjustments
 - No penalty to candidate

Other Resources

- Workshop Materials on MSP Website
<https://umassmsp.org/workshops/>



- UMass ADVANCE Program (Documenting COVID-19 Impacts)
<https://www.umass.edu/advance/sites/default/files/inline-files/UMass%20ADVANCE%20COVID-19%20Tool%20August%2017%202020%20Final.pdf>

Other Resources

- Academic Personnel Workflow System (how to guides/training schedule)
<https://www.umass.edu/provost/resources/all-resources/academic-personnel/academic-personnel-workflow-system-apws>
- ❖ APWS policy questions: academic.personnel@umass.edu
- ❖ APWS technical support: apws-support@provost.umass.edu

Faculty Speakers

Monday, November 13

Noe Wiener, Sr. Lect. – Economics

Jennie Donohue, Sr. Lect. II – Journalism

Laura Danai, Sr. Lect. – Biochemistry & Molecular Biology

Faculty Speakers

Tuesday, November 14

John Hennessey, Sr. Lect. II – English

Christiane Healey, Sr. Lect. II – Biology