

**Proposal to Amend WKU Faculty Handbook: Substantive Change  
2014-05 Lecturer Appointments**

*Substantive change is defined as addition, deletion, or revision of policy or procedure.*

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1. Type of Change:

Addition: Where possible, identify the section of the handbook to which addition is proposed:

Deletion: Identify the section of the handbook from which deletion is proposed:

Revision: Identify the section of the handbook to which revision is proposed:

II.A.2, II.A.3

2. Proposals should be made in the form of text intended as an addition to or a replacement of, in whole or in part, some current section of the Faculty Handbook.

II.A.2 Lecturer Appointments

When a search for a tenure track faculty position results in the hire of an individual with the status of All But Dissertation (ABD) or the equivalent for the discipline, the individual selected should be appointed as a Lecturer. Lecturer positions are non-tenure-eligible. Lecturer positions are not eligible to vote in Regent's Elections, as per Kentucky statute 164.321.

Lecturer appointments are made for one year, renewable annually up to a maximum term of three years. A decision on renewal appointments shall be made by the dean, upon recommendation by the department head, at least four months prior to the end of each year of the appointment and communicated to both the candidate and the dean.

When the doctoral degree is completed, as evidenced by appropriate documentation (such as an official academic transcript), within the first two years of the Lecturer appointment, the individual will be appointed to the rank of assistant professor at the beginning of the immediately following academic term and the probationary period, not to exceed six years, will commence at that time. If no such evidence is presented, the third year of the Lecturer appointment will be the final year of employment.

3. Rationale for amendment: For clarity in appointments to positions that are advertised as tenure-track, but for which the successful applicant does not yet hold the doctoral degree.

