



# UNT Lecturers: Development and Opportunities

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UNIVERSITY  
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# Promotion

- We see this process as one of the most important steps any university can take.
- Goal: we want this process to be fair and as transparent as possible.



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# Quality teaching is critical and can be gauged by . . .

- Effective time in the classroom and preparation for that time;
- Good teaching evaluations.

**Promotion** requires more!



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# UNT, Departments, and Our Students Need More From Us . . .

(Forthcoming) **Promotion, Tenure, and Evaluation** policy documents can help develop a framework towards success. Your own departments and colleges will have their own procedures and deadlines.

Be familiar with these!



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# From the Working Draft of UNT Policy 06.006 Faculty Review, Tenure, and Promotion

Faculty members in the lecturer ranks have primary responsibilities related to **teaching**, student success, service, community engagement, and good citizenship, and may also have other responsibilities to ensure full workload equivalence.



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# Teaching

Examples of excellence in teaching valued by the University include but are not limited to evidence that the faculty member:

- Engages students with knowledge
- Develops learning goals and assesses outcomes
- Applies effective pedagogical practices
- Develops/applies technological innovations
- Exposes students to service learning experiences
- Mentors/supervises students

From the Working Draft of UNT Policy 06.006



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# Teaching (cont'd)

Examples of excellence in teaching valued by the University . . . .

- Expands students' abilities and workforce readiness skills.
- Leads study abroad experiences.
- Creates quality collections of library, media, internet resources that support curricula areas.
- Helps students advance their professional careers.

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# Service and Engagement

Evidence to assess the quality of service and engagement may include:

- Demonstrated leadership and engagement in professional organizations, community-based initiatives, and University enterprises.
- Support and mentoring of colleagues, including promoting the internal and external recognition of professional colleagues in support of institutional and disciplinary recognition, growth, and advancement.
- Engagement in student recruitment, retention, and success.

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# Service and Engagement (cont'd)

- Initiation and promotion of projects that advance the department, college, and/or University and improve their internal and external reputations.
- Other evidence as defined by the unit (e.g., department or college).

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# More Specifically

Evidence of teaching excellence for **promotion to Senior Lecturer** may include, but is not limited to:

- Outstanding SPOT and peer teaching evaluations.
- The development and/or publication of high quality instructional materials.
- Commendations of teaching excellence from colleagues.
- Engagement in effective advising and mentoring of students.

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# More Specifically (cont'd)

Evidence of teaching excellence for **promotion to Senior Lecturer** may include, but is not limited to:

- Experience conducting high quality instructional development seminars at UNT, or elsewhere, or the publication of articles in the area of instructional development;
- Formal recognition by University, college/school, department, or professional group for high quality teaching.

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# Promotion to Senior Lecturer:

## When?

- Rule of Thumb: One should have at least 3 years (6 semesters) of full-time college-level teaching before applying.
- Professional experience may count. But: college rules can differ!
- Work with your chair to determine the opportune time for promotion.



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# And Beyond...

Senior Lecturers may apply for **promotion to the rank of Principal Lecturer**. Successful candidate for Principal Lecturer will demonstrate that they:

- have a record of sustained excellence in teaching;
- and have a record of long-standing effective mentoring.

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# Promotion to Principal Lecturer:

## When?

- Rule of Thumb
  - One should have:
    - at least 5 years (10 semesters) of full-time college-level teaching before applying
    - At least 2 years (4 semesters) at the rank of Senior Lecturer
- Professional experience may count.
- Work with your chair to determine the opportune time for promotion.

But: college rules  
can differ!



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# To Do's

- ✓ Identify an achievable set of personal and professional goals and develop a realistic plan to meet them.
- ✓ Align your time with your department's and UNT's priorities. What can you contribute?
- ✓ Time management: ensure that your goals are realistic and doable.
- ✓ Meet often with your chair and members of your PAC.
- ✓ Identify mentors for long-term success.
- ✓ Develop a network of accountability and support.



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# Dossier (VPAA-170a)

## The official dossier for lecturer promotions must contain:

- 1. University Information Form (provided by Office of the Provost)
- 2. Complete, current CV
- 3. Self evaluation, personal narrative (not to exceed 750 words)
- 4. Department Promotion Requirements for Lecturers
- 5. Summary description of annual evaluations (provided by department Chair)
- 6. Summary evaluation of teaching effectiveness (provided by the department Chair)
- 7. Recommendation of department RPTC
- 8. Recommendation of department Chair
- 9. Recommendation of college RPTC
- 10. Recommendation of Dean



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# Approximate Timeline\*

- Early **May**: Departments notify deans of possible promotion candidates
- **May-August**: Candidate prepares dossier
- Late **August**: Candidate submits dossier to chair
- Mid-October: Departmental recommendations go to dean
- **January**: Dean's recommendation goes to Provost
- **Mid-Spring**: Provost's decision

\* Departmental and College deadlines can vary: be sure to check yours!



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