Lecturer Track Rank Matrix

Mastery of Subject Material	Assistant Lecturer _For reappointment within rank_	Lecturer _To be promoted to or for reappointment within rank_	Senior Lecturer _To be promoted to or for reappointment within rank_
Acceptable **	(Acceptable Discipline-Specific Credentials) *	(Acceptable Discipline-Specific Credentials) *	(Acceptable Discipline-Specific Credentials) *
Preferred **	(Preferred Discipline-Specific Credentials) *	(Preferred Discipline-Specific Credentials) *	(Preferred Discipline-Specific Credentials) *

Scholarship	Assistant Lecturer _For reappointment within rank_	Lecturer _To be promoted to or for reappointment within rank_	Senior Lecturer _To be promoted to or for reappointment within rank_
This category is not required for the Lecturer track (Please refer to the tenure track matrix if interested)	Lecturers are welcome to participate, but are not required to	Lecturers are welcome to participate, but are not required to	Lecturers are welcome to participate, but are not required to

Effectiveness in Teaching	Assistant Lecturer *For reappointment within rank*	Lecturer *To be promoted to or reappointment within rank*	Senior Lecturer *To be promoted to or reappointment within rank*
Demonstrate improvements made in course structure, teaching strategies or methodologies based on course assessments, peer observation, student evaluation or feedback and/or peer feedback on online course review process with the OSCQR or evidence of 'closing the loop'	Required	Required	Required
Student Evaluations: must include all qualitative (free form questions and responses) and quantitative evaluations for all classes	Required	Required	Required
Statement of Teaching Reflection/Philosophy	Required	Required	Required
Demonstrate compliance with all course assessment requirements	Required	Required	Required
Demonstrate effectiveness in course development and/or program development	Supplemental Addition	Supplemental Addition	Required
Demonstrate applicable expertise in core discipline and/or evidence in teaching and other academic activities	Supplemental Addition	Supplemental Addition	Supplemental Addition
Classroom/Laboratory Observation: must have one observation report per academic year from one of the college designated teaching observers. Peer feedback/observation from colleague (can be outside of department)	Supplemental Addition	Supplemental Addition	Supplemental Addition
Peer mentoring	Supplemental Addition	Supplemental Addition	Supplemental Addition
Awards, Letters, Commendations	Supplemental Addition	Supplemental Addition	Supplemental Addition
Evidence of applied learning (Ex: faculty supervised project, capstone, presentations, exhibitions, simulations, student feedback, etc.)	Supplemental Addition	Supplemental Addition	Supplemental Addition

Effectiveness of University Service***	Assistant Lecturer *For reappointment within rank*	Lecturer *To be promoted to or reappointed within rank*	Senior Lecturer *To be promoted to or reappointment within rank*
Examples of Acceptable Activities for University Service ****			
1. Governance work 2. Club advising 3. Student advising 4. Accreditation reports 5. Assessment 6. Peer review 7. Search committees 8. Union Chapter Leadership 9. Community and/or Public Service 10. Program development 11. Recruitment Activities (ex: open house and admitted student days) 12. Department Chair/Program Director 13. Public relations activities 14. IAB, FAR, FAM 15. Other – as approved by the department (Note – these would not be acceptable as required items: 1. Student independent study 2. Membership in professional organizations	Include a description of role and/or duties as it relates to university service (examples that can be included: letter from committee chair, artifacts of work on committee, attendance at meetings)	Demonstrates active service at the program and/or department levels Include a description of role and/or duties as it relates to university service (examples that can be included: letter from committee chair, artifacts of work on committee, attendance at meetings)	Demonstrates leadership in service at the program and/or department, school, university, and/or community levels Include a description of role and/or duties as it relates to university service (examples that can be included: letter from committee chair, artifacts of work on committee, attendance at meetings)

Continuing Growth	Assistant Lecturer	Lecturer	Senior Lecturer
Examples of Acceptable Activities for Continuing Growth ****	*For reappointment within rank*	*To be promoted to or reappointed within rank*	*To be promoted to or reappointment within rank*
1. Take classes 2. Activities to obtain degree 3. Activities to obtain/maintain professional licensure 4. New technology training 5. Certifications 6. Professional society involvement 7. Attendance at conferences 8. Additional activities	Provide summary of how portfolio in total, career goals, and other activities not outlined in portfolio, demonstrates continual professional growth as a faculty member	Provide summary of how portfolio in total, career goals, and other activities not outlined in portfolio, demonstrates continual professional growth as a faculty member	Provide summary of how portfolio in total, career goals, and other activities not outlined in portfolio, demonstrates continual professional growth as a faculty member

* All earned degrees must be from a **regionally accredited institution**. International degrees will be evaluated on a case-by-case basis.

** All individual letters of initial appointment shall govern and supersede the acceptable/preferred credentials where the initial letter of appointment and the credential under Master of Subject Matter columns are in conflict. The Mastery of Subject Materials columns presents "acceptable" and "preferred" qualifications. Candidates may fit into one column or the other depending on the program and classes to which they were hired to teach and the industry which they represent.

*** In consultation with and approved by the school Dean, University service is required for individuals with a 4:4 load.   In consultation with and approved by the school Dean, University service is supplemental, but not required for individuals with a 5:5 load.

**** An accompanying table is provided that contains activities that would be considered acceptable in the different evaluation criteria categories. This table does not contain a fully comprehensive list of activities. A faculty member may have another type of activity that would be considered acceptable. As faculty move through the ranks we would expect that the degree of activity and significance of activity increases.

A review of the matrix will occur on a 5-year cycle.

******Table of Examples of Acceptable Activities for University Service and Continuing Growth**

Effectiveness of University Service	Continuing Growth
1. Governance work 2. Club advising 3. Student advising 4. Accreditation reports 5. Assessment 6. Peer review 7. Search committees 8. Union Chapter Leadership 9. Community and/or Public Service 10. Program development 11. Recruitment Activities (ex: open house and admitted student days) 12. Department Chair/Program Director 13. Public relations activities 14. IAB, FAR, FAM 15. Other – as approved by the department	1. Take classes 2. Activities to obtain degree 3. Activities to obtain/maintain professional licensure 4. New technology training 5. Certifications 6. Professional society involvement 7. Attendance at conferences 8. Additional activities