

GGSE Non-Senate Lecturer Hiring Guidelines

Proposed 8/28/18 – APPROVED 10/12/2018 – effective 10/12/2018

I. Definition

The title of Lecturer (LEC) is used to designate individuals who are appointed on a temporary or continuing basis to teach courses at any level. This series does not include titles Lecturer PSOE, Lecturer SOE, Senior Lecturer PSOE and Senior Lecturer SOE. (Red Binder I-56)

II. Ranks and Steps

Lecturer and Senior Lecturer salaries are found on the Unit 18 Academic Standard Table of Pay in the University Salary Scales.

The following represents GGSE's hiring guidelines to the various LEC steps:

Step 1	Master's degree, no lead instructor teaching experience
Step 2	Master's degree plus 1 year of lead instructor teaching experience
Step 3	Master's degree plus 2 years of lead instructor teaching experience
Step 4	Master's degree plus 3 years of lead instructor teaching experience
Step 5	Master's degree plus 4 years of lead instructor teaching experience
Step 6	Master's degree plus 5 or more years of lead instructor teaching experience

* Add 1 step for PhD degree

** Teaching experience can be K-12 and/or college level

*** Other relevant experience may increase initial step

Exceptions to guidelines require prior approval from Dean, Gevirtz Graduate School of Education.

III. Appointment Criteria

(Red Binder II-1)

Initial appointment to these titles requires demonstrated competence in the individual's field.

IV. Terms and Conditions of Employment

(Red Binder II-1)

- A. During the first six years of service, appointments and reappointments to these titles are normally made for terms of one year or less. A year of service is defined as 3 quarters of qualifying Unit 18 service. Qualifying service is service in any Unit 18 title at any positive percentage of time in the same department. Without salary appointments and Summer Session appointments do not count as Unit 18 quarters of service.
- B. A reappointment which commences after six or more years of service within the same department at UCSB will be a Continuing Appointment. Pre-six reappointments to one of these titles requires an assessment of the performance of the individual in accord with the Department assessment procedures. Assessments are to be made on the basis of demonstrated competence in the field, demonstrated ability to teaching, academic responsibility, and other assigned duties.
- C. All assignments must conform to the Workload Statement approved for the Department (or School).

V. Restrictions

(Red Binder II-1)

- A. Graduate level courses may be taught by appointees to these titles with the approval of the Graduate Council.
- B. Undergraduate level courses may be taught by appointees to these titles with the approval of the GGSE Dean.
- C. Registered UC graduate students may not be appointed to these titles.