

## Request to the EPC for a Long-Term Renewable Faculty Position

### **Types and Responsibilities**

Long-term, renewable positions can be for lecturers or, in the case of applied fields, professors of the practice. These are instructional faculty, whose primary responsibility is to teach. Unlike visiting faculty, who are hired on a temporary basis, long-term faculty take on advising and service responsibilities. These positions are subject to regular review, as described in the Types and Terms of Faculty Appointments.

### **Deadline**

The annual target deadline for proposals is October 1, although a department/program can bring a proposal on a rolling as-needed basis. Chairs/directors who are considering submitting a proposal should discuss their intent with the Dean of Faculty's Office prior to the submission of the proposal.

### **Teaching-Focused Positions**

Long-term instructional faculty are intended to assist a department/program with their ongoing teaching needs. As such, they should have a terminal degree or, in the case of professors of the practice, commensurate experience. The goal of these positions is to enhance a department's teaching capacities in sustainable ways, while advancing our mission as a selective liberal arts college. Examples of these expected outcomes include but are not limited to the following benefits:

- Reducing a regular reliance on visiting faculty
- Offering more introductory sections or general electives
- Offering specialized courses
- Reducing the size of large courses
- Ensuring that faculty who go on leave do not have to be replaced with contingent faculty
- Freeing up the department's tenure-line faculty, whether to teach in areas more aligned with their expertise, participate in interdisciplinary programs, teach a first-year seminar, or take on administrative service
- Improving advising by reducing the ratio of regular faculty to majors

### **Proposal (3-5 pages)**

How would this position strengthen your department's ongoing teaching needs? Be as specific as possible about the intended benefits, referring to the relevant outcomes above. Include curricular data to support your assertions and provide evidence of ongoing needs. If the position were filled, how does this position support the department's/program's long-term plan?

### **Process and Decision**

Following the recommendation of the EPC, the Dean of Faculty will make their decision based on the curricular rationale of the EPC. In the case of a denial, the Dean provides the committee and the

department/program with a written rationale for that decision.

### **Searches**

All long-term lecturer positions will require a national search. A department or program may request to forego a national search if the following criteria are met: a) a qualified candidate has a record of teaching or professional excellence; and b) hiring the candidate will enhance the diversity of the program/department (subject to approval by the VP for DEI) or would constitute a partner hire that contributes to the goal of retaining tenure-line faculty.

### **Renewal Process**

Every 5 years, departments and programs will be expected to submit a statement of ongoing need to the EPC. The statement (1-3) pages should offer a rationale for continuing the long-term position; it should refer to curricular needs and student enrollments, not the lecturer who is currently in the position.