

## SUGGESTED GUIDELINES FOR FACULTY RECRUITMENT BY TITLE

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5 March 2013

*I've prepared this set of simple guidelines, not as formal policy, but to share my own thinking about the rationales for recruiting faculty at different titles and ranks. For simplicity, I've omitted Research, Clinical, Acting, and W-O-T titles.*

An academic unit should recruit a [part-time lecturer](#), typically through local networks,<sup>1</sup> when:

- There is an unexpected surge in enrollment in a particular course or program.
- A long-term faculty member is on paid professional leave, medical leave, or has a research- or service-based course reduction for one or two years.
- A program needs specialized expertise (often related to professional, non-academic experience), on an on-going basis, but for only one or a few specific courses each academic year.

An academic unit should recruit a [full-time Lecturer](#) through local networks when:

- A program has unexpected needs (because of enrollment surges or reductions in force due to paid professional leaves, medical leaves, or has a research- or service-based course reductions) that can be filled by the expertise of a single person for seven or more classes during an academic year.
- A new or growing degree program is unsure of student demand, and needs to complement long-term faculty with shorter-term faculty.

An academic unit should conduct a [full-scale search for a Lecturer](#) when:

- Sustained enrollment growth in an established degree program (or required lower-division courses) can be met largely through adding sections of established courses.
- The implementation of a new degree program requires faculty in addition to the colleagues who lead the design of the program.<sup>2</sup>

An academic unit should conduct a [full-scale search for a Senior Lecturer](#) when:

- A current or new degree program needs instructional leadership.
- An effective search requires recruiting for a more senior, better paying, and longer-contracted position.

An academic unit should **promote competitively recruited Lecturers and Senior Lecturers** when:

- That colleague's degree attainment, term of tenure, teaching quality, and/or internal leadership warrants promotion.

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<sup>1</sup> Note that the UW does allow for [competitive recruitment of part-time lecturers](#).

<sup>2</sup> However, part of the recruitment, selection, and mentoring of FT Lecturers should include moving into progressively greater leadership roles in pedagogy, curriculum support, governance, and other matters – preparing for potential promotion to Senior Lecturer.

An academic unit should conduct a **search for an [Assistant Professor](#)** when:

- A current degree program has demonstrated student demand and a need for greater scholarly leadership.
- An established program has seen a reduction in professorial-ranked faculty, and yet expects continued student demand.
- A new or proposed degree program requires scholarly leadership.

An academic unit should conduct a **search for an [Associate Professor](#) or [Professor](#)** when:

- The faculty and leadership see an opportunity for scholarly excellence in a given specialization.
- There is a clear lack of senior leadership in a broad subject area.
- Development of a major new program requires senior leadership.