



CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE POLICY

Policy on Lecturer Range Elevation

Policy #: SP 05-31

Drafted By: Faculty Affairs Committee (FAC) 2005-2006

(Membership: Dennis Muraoka and Virgil Adams –co-chairs; Amy Wallace,
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Applicability: All CSUCI Temporary Faculty

Background

This policy establishes guidelines for granting range elevation to lecturers. For the purposes of this policy, the term “lecturer” is inclusive of all categories of temporary faculty, including librarians, and counselors, as well as instructional faculty.

Purpose

The purpose of this policy is to establish a means by which lecturers may be granted range elevation consistent with the CSU Faculty Collective Bargaining Agreement (CBA) (Sections 12.16 to 12.21). This policy is intended to reflect the University's commitment to the University's core values and its principles, goals, and ideals described in the CSUCI Mission Statement.

Definition

Range elevation refers to movement on the salary scale schedule for lecturers to the next range. A candidate who is awarded a range elevation moves from his/her current salary range to the next higher range (for example, from A to B), receives a salary increase consistent with Article 31 of the CBA, and becomes eligible for Salary Step Increases (SSIs) in the new range.

Eligibility

Those eligible to apply for lecturer range elevation shall be limited to lecturers who have no more SSI eligibility in their current range, have served five (5) years in their current range, and hold an appropriate degree.

For elevation to the Range of Lecturer A from Lecturer L, the individual must hold a Master's degree or equivalent degree appropriate to that individual's teaching assignment(s).

For elevation to the Range of Lecturer B from Lecturer A, the individual must hold a Master's degree or equivalent degree appropriate to that individual's teaching assignment(s).

For elevation to the Range of Lecturer C or above, the individual must hold a terminal degree or equivalent degree appropriate to that individual's teaching assignment(s).



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For elevation to the Range of Lecturer D or above, the individual must fulfill the above requirements and show a history and level of performance consistent with moving to the highest lecturer classification.

Notification

At least thirty (30) days prior to the commencement of the annual campus range elevation process, the campus shall notify those lecturers at the SSI maximum who have five (5) years of service in their current range that they may be eligible for range elevation. The parties further agree that lecturers not notified may be eligible for range elevation pursuant to 12.17 and, if eligible, lecturers may apply for a range elevation.

Criteria

Range elevation represents a form of advancement that consists of moving from one classification (range) to another. An eligible lecturer must show evidence of a level of performance that shall be consistent with the criteria for appointment at the next higher range. Criteria for range elevation for temporary faculty (excluding coaches) shall be appropriate to the lecturer's work assignment.

Lecturers whose primary assignment is teaching have demonstrated excellence in facilitating student learning by maintaining currency in their field and by refining and improving teaching practices based on self-reflection and assessment. Examples of activities appropriate to lecturer work assignments that provide evidence for excellence in teaching and learning may include:

- Developing or adapting innovative, effective teaching practices for outcomes-based courses;
- Improving teaching effectiveness in response to peer and student evaluations;
- Participating in teaching and learning workshops or professional conferences;
- Making other contributions to student learning as appropriate to lecturer work assignments.

Application Process

Each candidate shall be responsible for complying with CSUCI's Lecturer Range Elevation Procedures developed consistent with this policy and the CSU Faculty Collective Bargaining Agreement. All application materials must be submitted to the Office of Faculty Affairs on a date to be announced each academic year.

Funding

Academic Affairs shall budget funds centrally for range elevation. In accordance with the Collective Bargaining Agreement, a successful range elevation award shall be accompanied by a salary increase of at least of two (2) steps on the salary schedule.

Authority



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The President of the University shall grant range elevation after receiving recommendations from the Program Chair, the Dean, and the Provost.

Denial

Denial of range elevations shall be subject to the peer review process consistent with Article 10 of the CSU Faculty Collective Bargaining Agreement except the peer panel's decision shall be final.

President Richard Rush or designee

Certification of Process

Reviewed by: Academic Senate Faculty Affairs Committee, Academic Senate