

From: Bruce Burgett **Sent:** Friday, November 15, 2013 12:56 PM **To:** Julie Shayne; Deborah Caplow; Jennifer Atkinson; Carrie Bodle; Wanda Gregory; Wanda Gregory; Kristin Gustafson; Amy Lambert; Kristy Leissle **Cc:** Bruce Burgett; Peggy Frazier; Bill Humphreys **Subject:** Lecturers, Full-Time: UW Policy Change **Importance:** High

Hi IAS Lecturers, Full-Time –

As most of you know, there was a long discussion last year about policies and practices regarding the hiring and reappointment of lecturers at the UW. The discussion resulted in the attached document, which outlines the Provost's guidelines and focuses its attention on the rank of lecturer, full-time, on one-year appointments.

We are currently working on how we will implement those guidelines, so there are still some balls in the air, but two things are clear:

- 1) The VCAA is working closely with the Provost's office to secure one-year extensions for current annually appointed lecturers, full-time, in their third or more year of appointment. Once secured, these extensions will enable IAS to consider these individuals (using our current process) for an additional one-year reappointment, which means 2014-15 in this case.
- 2) I am currently working with IAS leadership and the VCAA to develop a process for competitive searches which will result in multi-year lecturer or senior lecturer appointments. These appointments will be eligible for sabbatical and promotion. I anticipate that these searches will take place in late winter or early spring.

I recognize that this is good and bad news. The opportunity for a longer term appointment is likely welcome, but the idea of a competitive search likely not. Please be assured that I am committed to making the process as transparent as possible. I will keep you informed about any significant news or changes as/if they appear,

including the posting of any ads.

In the meantime, please feel free to ask me any questions, either on or off this list.

-bruce

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