



April 24, 2025

From: Pam Jansma, Interim Provost and Vice Chancellor for Academic Affairs

To: Deans

Re: Provost's Guidance on Lecturer Affairs and Implementation of Senior Lecturer Title

University of Colorado [APS 5060 "Faculty Titles"](#) introduces Senior Lecturer title:

- a. *Lecturer: should have a graduate degree and/or advanced experience in their profession or field of expertise. Lecturer is the title given to an individual hired to teach only on a course-by-course and part-time basis. Lecturers are qualified to teach the particular course or courses for which they have been hired. These appointments are non-voting, not tenure-eligible, and are at-will.*
- b. *Senior Lecturer: a title for Lecturers with greater professional expertise and/or professional experience. They are considered more experienced in their professional field for which they have been hired to teach than a Lecturer. They may have graduate degrees and/or advanced experience in their profession or field of expertise. These appointments are non-voting, not tenure-eligible, and are at-will.*

Note that Senior Lecturer is not a promotional title for Lecturers. If the expertise of either a Lecturer or Senior Lecturer is needed on a long-term basis, they shall be considered for an appointment in one of the instructor track titles, at an appropriate percent appointment.

In alignment with the APS 5060, CU Denver Human Resources prepared job classifications for minimum requirements and preferred requirements for Lecturer and Senior Lecturer (see [Job Description Library](#)).

The Office of the Provost asks Primary Units, Schools, and Colleges to consider the following to facilitate the implementation of APS 5060, broadly support lecturers and recognize lecturer contributions to the University:

- Working with the faculty through faculty shared governance, develop and revise Lecturer and Senior Lecturer minimum requirements. These minimum requirements can build on those prepared by CU Denver Human Resources. Communicate these requirements to Lecturers.
- For the title of Senior Lecturer, greater teaching experience and/or expertise should be taken into account as part of the criteria for "*greater professional expertise and/or experience.*"
- Both new and current lecturers can be hired into the Senior Lecturer title, in accordance with PU requirements.

- We recommend that lecturer pay for 3 credit-course should start at a minimum of \$5,000 per course. That amount should be prorated based on credit hours. The Office of the Provost will review this minimum every five years to adjust this minimum rate.
- We recommend that Senior Lecturer per-course pay should be at 7.5% more than the Lecturer per-course pay rate in the same unit.
- Consider giving Senior Lecturers the first rights of refusal after rostered faculty for course assignment, time, and modality.
- Prioritize return of previous Senior Lecturers following a leave.
- Since APS 5060 encourages that *“If the expertise of either a Lecturer or Senior Lecturer is needed on a long-term basis, they shall be considered for an appointment in one of the instructor track titles, at an appropriate percent appointment,”* consider developing a college/school policy for this path. The policy should outline criteria for demonstrated need (such as the number of semesters a lecturer should be hired to teach a particular class or combination of classes) and budgetary and hiring decision-making process. Any hiring decision of instructor track faculty (at any FTE) should be integrated into the unit's hiring plans and approved by the Office of the Provost and should follow Equal Pay for Equal Work Act (EPEW) requirements for open search.
- Ensure the implementation of [CAP 1028D](#) for Lecturer and Senior Lecturer performance review, with the goal of supporting lecturer development and integrating lecturers more fully into the unit's teaching and learning philosophies.

CAP 1028D: Non-Tenure Track Faculty Performance Review [excerpt]

D.2. Lecturers and Other Non-Tenure Track Faculty

a. Lecturers and other non-tenure track faculty should be reviewed annually and must be reviewed, at a minimum, once every third year of employment (unless the primary unit determines that an earlier review is appropriate or necessary) based on their performance of assigned duties within the primary unit and within the college, school, or library in accordance with a process defined by the primary unit and the college, school, or library. In the case of lecturers, evaluation midway through their first term of teaching is strongly encouraged. The university has a responsibility to ensure its students are getting high quality, up-to-date instruction, and lecturers, as professionals, should receive evaluations of and feedback on the quality and effectiveness of their educational work.

b. When the review process for these faculty has been completed, the dean's office or department chair shall notify the individual faculty member of the result of the review.