



# CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE POLICY

## Policy on Lecturer Range Elevation

**Policy #: SP 10-07 Supersedes SP 05-32**

**Drafted By:** Faculty Affairs Committee (FAC) 2010-2011

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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, and have served five (5) years in their current range

### **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.



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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 Faculty Affairs Office 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 5%

### **Authority**

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

### **Denial**

Denial of range elevations shall be subject to appeal as specified in the CBA.