



**Establishing a Preferred Non-Contractual Academic Honorific Title of “Senior Lecturer”
– Handbook Change**

RES 252634

FAC

- RESOLVED:** The Academic Senate of California State University, Bakersfield approves the adoption of “Senior Lecturer” as a preferred, non-contractual academic honorific title for lecturers who (a) hold entitlement status with an entitlement of at least 18 Weighted Teaching Units (WTUs), (b) have six or more years of consecutive service, and (c) hold three-year appointments under the Collective Bargaining Agreement.
- RESOLVED:** The preferred title “Senior Lecturer” shall be voluntary and may be used in campus directories, syllabi, websites, email signatures, correspondence, and other public-facing materials.
- RESOLVED:** The preferred title shall not modify contractual classification, appointment type, rank, salary, workload, evaluation procedures, benefits, or any rights defined in the Collective Bargaining Agreement.
- RESOLVED:** The preferred title shall not create a new faculty rank, promotion pathway, tiered system, or governance eligibility category.
- RESOLVED:** The preferred title shall be campus-specific, non-transferable, contingent upon continued entitlement status at CSU Bakersfield, and shall cease to apply if entitlement status is lost.
- RESOLVED:** This policy shall be rendered null and void if future amendments to the Collective Bargaining Agreement establish a conflicting contractual title structure.
- RESOLVED:** The Academic Senate expresses appreciation for Senator Dirk Horn, an entitled lecturer and dedicated faculty member, for initiating this effort.
- RESOLVED:** The following changes be made to the University Handbook (additions in underline, deletions in ~~strike through~~).

304.7.3 Temporary Faculty with Six or More Years of Service

Temporary faculty employed during an academic year and having six or more years of consecutive service to the campus shall be offered a three-year appointment according to the following provisions:

- a. The six-year eligibility period need not have been continuous as long as it was served in a single department;
- b. The time base of appointment shall be consistent with 304.7.2 and paragraph three of 304.7.1;
- c. The P&VPAA shall determine the type and extent of course offerings consistent with policies and procedures for the campus.

Temporary faculty holding three-year appointments and having six or more years of consecutive service may expect subsequent three-year reappointments except in instances of documented unsatisfactory performance or serious problems of conduct. If there is insufficient work to support the reappointment at the previous time base, the time base of the successor three-year appointment may be reduced to reflect available work for which the temporary faculty member is qualified.

Temporary faculty with three-year appointments, an entitlement of at least 18 Weighted Teaching Units (WTUs), and six or more years of consecutive service may use the honorific “Senior Lecturer” as a preferred, non-contractual academic honorific title to recognize their long-term dedication to the institution.

Rationale:

Our University relies heavily on lecturers who provide sustained, high-quality instruction and long-term service to students and academic programs. Under Article 12.12 of the Collective Bargaining Agreement, temporary faculty unit employees who have six (6) or more years of consecutive service on a campus and who have been evaluated as having performed satisfactorily, and absent documented serious conduct problems, shall be offered a three-year temporary appointment. This provision formally recognizes continuity of service, instructional effectiveness, and institutional need.

Lecturers who meet the criteria outlined in Article 12.12 and receive three-year appointments represent a distinct category of faculty within the lecturer classification. Their sustained service, repeated positive evaluations pursuant to Articles 15.20(d) and 15.28, and multi-year contractual appointments demonstrate stability and institutional commitment beyond short-term temporary employment. These faculty members often provide curricular continuity, student mentorship, program support, scholarship and creative activities, and institutional knowledge that meaningfully contribute to the University's academic mission.

For the purposes of this "Senior Lecturer" honorific, eligibility is limited to lecturers holding an entitlement of at least 18 WTUs, reflecting sustained and substantial instructional contributions.

However, the contractual title "Lecturer" does not distinguish between newly appointed temporary faculty and those who have earned entitlement and hold three-year appointments under Article 12.12. Further, "temporary" faculty is a broad term that does not distinguish between lecturers with long-term, full-time service or short-term, part-time status. As a result, students, external partners, accrediting bodies, and members of the campus community may not readily recognize the experience, continuity, and institutional role of long-serving entitled lecturers.

Importantly, the creation of a preferred honorific title is consistent with existing campus practice. The University Handbook already recognizes several non-contractual, honorific, or designation-based titles that operate alongside contractual classifications without modifying them. For example:

- Emeriti status (Section 308.2) confers an honorific designation recognizing distinguished service after retirement.
- Graduate Faculty designation (Section 308.7) recognizes eligibility and experience for graduate instruction without altering underlying faculty rank.

These examples demonstrate that the University routinely recognizes distinctions in service, contribution, and eligibility through campus-level designations that do not alter contractual status or violate collective bargaining provisions.

Moreover, precedent for such a title exists in the California State University System. San Jose State University (S21-2, University Policy, Appointment, Evaluation, and Range Elevation for Lecturer Faculty) defines Senior Lecturer as an “honorific title that may be used as a subset of the lecturer designation of the CBA. SJSU bestows this honorific title to a lecturer faculty member with a three-year appointment and six consecutive years of experience in a single department at SJSU” (p. 21). This also suggests that this is a campus-driven policy, rather than a system-level policy, which implies that the Academic Senate at CSUB has the authority and autonomy to adopt such a preferred, non-contractual academic honorific title.

The proposed honorific title “Senior Lecturer” addresses this structural gap by providing recognition to lecturers who have earned entitlement and received three-year appointments under Article 12.12. The designation:

- Is non-contractual and honorific in nature
- Is voluntary
- Is cost-neutral
- Is fully compliant with the Collective Bargaining Agreement
- Is based solely on objective eligibility already defined in the CBA

Importantly, this proposal does not create a new rank, promotion pathway, tiered evaluation system, or change in governance eligibility. It does not modify salary, workload, evaluation standards, benefits, or appointment terms. The contractual title “Lecturer” remains unchanged for all official employment and CBA purposes. Adopting this title is by convention and an honorific; it does not require changes to existing policy.

In the United States, the title “Senior Lecturer” is widely recognized in higher education and signals experience and continuity without implying tenure-track status or professoriate rank. Adoption of this preferred title offers appropriate recognition to long-serving lecturers with entitlement and three-year appointments, while preserving contractual integrity and remaining administratively simple and cost-neutral.

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