(Career) Path of Progression for the Lecturer Title

**Initial appointment** - Determination of salary is based on college level teaching experience (does not include GSI experience or summer term instruction)

Search or Search Waiver approval required from OFEW

Semester 1  
Semester 2  
(YEAR ONE)

Reappointments

Semester 3  
Semester 4

(YEAR TWO)

Teaching assessment during 5th semester (informal)

Semester 5  
Semester 6

(YEAR THREE)

Automatic 2-step salary increase per MOU in 7th semester

Semester 7  
Semester 8

(YEAR FOUR)

Departmental Needs assessment during 10th semester (informal – copy sent to Deans office)

Semester 9  
Semester 10

(YEAR FIVE)

Notice of Excellence Review sent to lecturer by department chair

Semester 11  
Semester 12

(YEAR SIX)

Excellence Review conducted in 12th semester; lecturer contribution to review (formal) – APO for approval

(YEAR SEVEN+)

Semester 13  
Continuing Status**

(Sr. Lecturer Status)  
(Emeritus Status)

(Merit reviews every 3-yrs)  
(Promotion - APO approval)  
(Honorary – APO approval)

**Appointment to continuing status is of indefinite duration; continuing status provides guaranteed appointment percentage