The City University of New York
205 E. 42nd Street
New York, NY, 10017

TO: The College Presidents
The Deans of the Professional Schools
The Chief Academic Officers
The Labor Designees
The Human Resources Directors

FROM: Hector Batista
Executive Vice Chancellor and Chief Executive Officer

Alicia M. Alvero
Executive Vice Chancellor and University Provost

DATE: June 17, 2026

SUBJECT: Senior Lecturer Guidance

In anticipation of the CUNY Board of Trustees' approval of the Senior Lecturer title, we are writing to provide you with guidance for the consideration of Lecturers for promotion to the Senior Lecturer title and for the recruitment of Senior Lecturers. The Senior Lecturer title will be effective August 26, 2026, the start of the 2026-2027 academic year.[1] The title will be a full-time instructional staff title intended for the retention and recruitment of experienced educators who have demonstrated sustained growth and excellence in teaching, and service to their department, college/school, and the university. The position emphasizes instructional leadership, innovative pedagogy, and service to the department, college and university, and the performance of other teaching and service-related functions.

Senior Lecturer Responsibilities

Senior Lecturers shall perform teaching, service, and other related functions as may be assigned by the appropriate college or university authorities. These responsibilities include teaching a full-time course load[2] in undergraduate and/or graduate programs, performing related teaching responsibilities, and participating in department, college/school, and university service.

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[1] The Senior Lecturer title is not available at the Law School, Medical School, and Educational Opportunity Centers.

[2] CUNY and the PSC have agreed to modify Appendix A of the CUNY-PSC Agreement to define the undergraduate teaching workload for Senior Lecturers as twenty-four (24) contact hours per academic year. Substitute Senior Lecturers teaching workload is twenty-seven (27) contact hours per academic year. Senior Lecturer workload in the professional schools shall be the same as for Lecturers in professional schools.

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Additional responsibilities, as determined by a college/school may include:

1. developing and updating curricula, syllabi, and teaching materials to ensure they align with departmental and institutional missions and learning goals;
2. providing mentorship to students, including academic and career advisement;
3. supporting student success and retention initiatives;
4. contributing to the development of new instructional approaches and academic programs;
5. participating in committees and assessment activities;
6. mentoring junior faculty in the Lecturer-series;
7. staying current in the field through professional development and pedagogical innovation; and
8. performing related teaching and service responsibilities as may be assigned by a college/school or university.

Senior Lecturer Qualifications

The minimum qualifications for a Senior Lecturer are:

1. a baccalaureate degree from an accredited institution;
2. a minimum of eight (8) years of successful college-level teaching experience; and
3. a demonstrated record of sustained growth and excellence in teaching and service to a department, college, and university.

In the libraries, the minimum qualifications for a Senior Lecturer are:

1. a baccalaureate degree from an accredited institution;
2. eight (8) years of college-level experience in the libraries; and
3. demonstrated record of significant achievement in their profession.

The Senior Lecturer title responsibilities and qualifications are incorporated into the Instructional Staff Code of Practice (as amended).[3]

Senior Lecturer Workload

The annual undergraduate teaching workload for Senior Lecturers is twenty-four (24) contact hours and should be managed over a 3-year period in accordance with the December 8, 2017 PSC-CUNY Letter Agreement. The annual undergraduate teaching workload for substitute Senior Lecturers is twenty-seven (27) contact hours per academic year.

[3] These amendments incorporate the Senior Lecturer title into the Instructional Staff Code of Practice Regarding Instructional Staff Titles: Title Descriptions and Qualifications.

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Since there is no set workload for service, colleges/schools should continue to apply the same standards in determining an appropriate service workload for Senior Lecturers as they have for Lecturers. Full-time faculty workload, including for Senior Lecturers, is governed by Article 15.1(b) of the PSC/CUNY Collective Bargaining Agreement, which provides that "[e]mployees on the teaching staff of The City University of New York shall not be required to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable schedule, it being recognized [. . .] that the teaching staff has the obligation, among others, to be available to students, to assume normal committee assignments and engage in . . . community service." Senior Lecturer responsibilities or any other related teaching or service responsibilities assigned to Senior Lecturers by a college/school, are not solely determinative of workload. Rather, the totality of all assigned work in relation to what other Senior Lecturers are assigned at your college/school forms the basis for determining a reasonable workload for a Senior Lecturer.

New Promotional Track: Consideration of Lecturer for Promotion to Senior Lecturer

Lecturers[4] who meet the eligibility requirements for promotion to Senior Lecturer may request to be considered for a promotion beginning in the 2026-2027 academic year in accordance with the college's or school's application requirements. Colleges/Schools should communicate the details of the Lecturer promotion application process, indicating all required submissions and deadlines.

Colleges/Schools are expected to consider eligible Lecturers for promotion to Senior Lecturer in accordance with 1 through 5 below:

1. Eligibility for Promotion to Senior Lecturer

Lecturers are eligible for consideration for a promotion to a Senior Lecturer via an academic review process in or after their eighth (8th) year of continuous full-time employment as a Lecturer at CUNY upon submission of an application for promotion, in accordance with the college's/school's application requirements.

2. Promotion Process

The academic review process for the consideration of a Lecturer for promotion must be performed in accordance with CUNY's Bylaws, the Manual of General Policy, and the existing promotional review procedures in your college/school governance plan. To be considered for a promotion to a Senior Lecturer, Section 9.6 of the CUNY Bylaws (as amended)[5] requires the "recommendation by a majority affirmative vote of the departmental committee on personnel and budget, provided, however, that no member of the committee shall vote on their own promotion."

[4] "Lecturers" include all Lecturers on the Lecturer and Lecturer Doctoral Salary Schedules.
[5] These amendments incorporate the Senior Lecturer title into The City University of New York Bylaws.

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Colleges/Schools must follow the procedures in Sections 9.6 of the CUNY Bylaws (as amended) in the consideration of Lecturers for promotion to Senior Lecturer unless and until your college/school modifies its governance plan[6] that establishes a different procedure than provided in Section 9.6 of the CUNY Bylaws.

3. Promotion Criteria

The academic review is intended to assess evidence of sustained growth and excellence in teaching and service to the department, college/school, and CUNY. Section 5.4 of the Manual of General Policy[7] was amended to establish the promotion criteria for Senior Lecturer. Candidates for promotion to Senior Lecturer "must meet all the qualifications for a Lecturer, have a minimum of eight (8) years of continuous full-time employment at The City University of New York as a Lecturer and submit evidence demonstrating sustained growth and excellence in: (1) teaching and (2) service to the department, college and university. Longevity and seniority alone shall not be sufficient for promotion."

Personnel and Budget Committees or other equivalent review committees[8] should keep in mind that decisions on the granting of a Certificate of Continuous Employment (CCE) and promotion to a Senior Lecturer represent two distinct acts and the application of different standards. Whereas, a CCE is granted upon a sixth (6th) appointment following satisfactory performance in five (5) continuous years of full-time service as a Lecturer at CUNY, a promotion to Senior Lecturer requires a minimum of eight (8) years of continuous full-time service as a Lecturer at CUNY and "evidence demonstrating sustained growth and excellence in: (1) teaching and (2) service to the department, college and university."

The consideration of Lecturers for promotion to Senior Lecturer is also distinguishable from the consideration of promotions in the professoriate. Whereas promotion from Assistant Professor to Associate Professor and from Associate Professor to Professor requires evidence of achievements in teaching, scholarship and service "following the most recent promotion" or attainment of tenure, a promotion to Senior Lecturer requires a "demonstration of sustained growth and excellence in teaching and service to the department, college/school and university" during the totality of the Lecturer's employment at CUNY and is not limited to the time following the attainment of a CCE.

[6] Section 9.9 of CUNY's Bylaws provides that "a duly adopted college governance plan shall supersede any inconsistent provisions contained in [Article 9]," including Section 9.6.
[7] These amendments incorporate the Senior Lecturer title into the Manual of General Policy.
[8] All references to Personnel and Budget Committees in this guidance includes all equivalent review committees under a college's or school's governance plan.

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4. Effective Date of Promotions to Senior Lecturer

Promotions to Senior Lecturer are effective at the start of the academic year following Board approval of a promotion to Senior Lecturer. For example, Board approval of a promotion of a Lecturer during the 2026-2027 academic year would be effective on August 25, 2027.[9]

5. Appeal of Negative Decisions on Promotion

A negative decision on a promotion for a Lecturer is subject to appeal and request for a reasons letter under Articles 9.9 through 9.12 of the Collective Bargaining Agreement in the same manner as a negative decision on promotion for other full-time faculty.

The criteria a college/school utilizes to assesses "a record of sustained growth and excellence in teaching, and service to a department, college, and university" and the weight the college/school gives to each criterion is a matter of academic judgment not and subject to appeal under the PSC Agreement's grievance and arbitration process.

Hiring into the Senior Lecturer Title

Colleges/Schools may begin the process of hiring into a Senior Lecturer position on August 26, 2026, the start of the 2026-2027 academic year. If a college/school creates a Senior Lecturer position in accordance with existing college/school procedures and approval processes, they may hire external or internal applicants who meet the qualifications for a Senior Lecturer.[10] Only Lecturers with more than seven (7) full years of continuous service as a Lecturer at CUNY are eligible for consideration for search waivers for appointment to a vacant Senior Lecturer position. OAA will not approve search waivers for Lecturers with fewer than eight (8) full years of continuous service as a Lecturer at CUNY for appointment to a vacant Senior Lecturer.

The appointment of a Distinguished Lecturer (DL) or a Clinical Professor (CP) to a Lecturer or Senior Lecturer title is treated as an internal hire into the Lecturer or Senior Lecturer position and is subject to CUNY's, the college's/school's and the department's hiring procedures. The appointment of a faculty member currently appointed as a DL or CP to a Senior Lecturer requires the submission and approval of a search waiver.[11] Such an appointment through a search waver is not a conversion because the responsibilities of DL and CP titles are different from Lecturer-series title responsibilities. Appointments to Lecturer or Senior Lecturer positions require performance of the title responsibilities, including teaching a full-time teaching load of twenty-four (24) contact hours per academic year.

[9] Article 14.1 of the PSC-CUNY Agreement defines the start of the academic year as "the third day, excluding Saturday and Sunday, preceding the thirtieth of August."
[10] The qualifications for hiring into a Senior Lecturer position are identical to the qualifications for a promotion to a Senior Lecturer.
[11] DLs and CPs can also be appointed as Lecturers or Assistant Professors via a search waiver.

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Salary Considerations

1. Senior Lecturer Salary Schedule

CUNY and the PSC have agreed to salary schedules for Senior Lecturers. Senior Lecturers without a doctoral degree from an accredited university in a field related to their discipline taught or the job duties performed by the Senior Lecturer are subject to the Senior Lecturer Salary Schedule.[12] Senior Lecturers with a doctoral degree from an accredited university in a field related to their discipline taught or the job duties performed by the Senior Lecturer are subject to the Senior Lecturer Doctoral Salary Schedule.[13]

Senior Lecturers on the Senior Lecturer Salary Schedule who subsequently obtain a doctoral degree from an accredited university in a field related to their discipline taught or the job duties performed by the Senior Lecturer must be moved to a step on the Senior Lecturer Doctoral Salary Schedule that is closest to, but not less than, the employee's salary on the Senior Lecturer Salary Schedule.

2. Promotional Increase

Upon promotion to Senior Lecturer, a Lecturer must receive a one-step increase on the applicable Senior Lecturer Salary Schedule (Senior Lecturer or Doctoral Senior Lecturer) that is one step above the step closest to, but not less than, the employee's pre-promotion salary on either the Lecturer or Doctoral Lecturer Salary Schedule.

3. Salary Above Base (SAB) Eligibility for Distinguished Lecturers and Clinical Professors appointed to Lecturer and Senior Lecturer Titles

Effective August 26, 2026 (the start of the 2026-2027 academic year), individuals appointed as Lecturers or as Senior Lecturers are eligible for a Salary Above Base if:

a. their immediate previous appointment, without a break in service, was as a Clinical Professor or Distinguished Lecturer;
b. the initial appointment as a Clinical Professor or Distinguished Lecturer preceded the 2025-2026 academic year; and
c. their salary as a Clinical Professor or Distinguished Lecturer is above the maximum of the appropriate Lecturer or Senior Lecturer title salary schedule to which they are appointed.

All SAB requests must be submitted in accordance with the existing Office of Academic Affairs procedures and approval process.

[12] The Senior Lecturer Salary Schedule aligns with the Lecturer Doctoral Salary Schedule.
[13] The Senior Lecturer Doctorate Salary Schedule aligns with the Assistant Professor Salary Schedule.

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Service Considerations toward Certificate of Continuous Employment for Distinguished Lecturers and Clinical Professors

Colleges/schools may request up to two (2) years of service credit toward a Certificate of Continuous Employment ("CCE")[14] for Distinguished Lecturers and Clinical Professors with four (4) or more years of continuous full-time service in those titles immediately preceding appointment to a Lecturer-series title for the performance of Lecturer-series title responsibilities in the DL or CP title. Such requests are subject to review and approval by the Office of Academic Affairs and require an agreement from the Office of Labor Relations.[15]
Please submit requests for service toward CCE to Justin Brown at Justin.Brown@cuny.edu with a copy to OAAproposals@cuny.edu. Upon approval, please consult with your labor designee to arrange for a settlement agreement through the Office of Labor Relations. Until and unless such an agreement is fully executed, no prior service should be counted toward a CCE.

Certificate of Continuous Employment and Other Senior Lecturer Terms of Employment

CUNY and the PSC have agreed to amend the terms of the PSC-CUNY Agreement to establish the terms of employment for Senior Lecturers. You can view the amended terms here. These amendments extend the current terms of the PSC-CUNY collective bargaining agreement that are applicable to Lecturers to Senior Lecturers. For example, Senior Lecturers are eligible for a CCE upon a sixth full-time appointment in the title of Senior Lecturer immediately preceded by five (5) years of cumulative continuous full-time service as a Senior Lecturer and/or Lecturer.

Lecturers without a CCE and less than eight (8) years of continuous service as a Lecturer at CUNY who apply through an open search and are appointed to the title of Senior Lecturer with no break in service, shall have their continuous full years of employment as a Lecturer count toward a CCE.[16] For example, if a Lecturer with four years of continuous full-time service as a Lecturer at CUNY applies through an open search for a Senior Lecturer position, and is appointed to the title Senior Lecturer without a break in service, they will eligible for consideration for CCE during their first appointment as Senior Lecturer and will attain their CCE if appointed into their second consecutive year as a Senior Lecturer.

[14] Article 12 of the PSC/CUNY Agreement was modified to modify the eligibility criteria for the consideration of Senior Lecturers for a Certificate of Continuous employment. See Terms of employment for Senior Lecturers.
[15] While requests for service toward CCE for Assistant Professors are not limited to two (2) years, such requests are similarly subject to the review and approval by the Office of Academic Affairs and require a settlement agreement from the Office of Labor Relations.
[16] This applies in instances where a Lecturer has teaching experience outside of CUNY and is otherwise qualified for a vacant Senior Lecturer position.

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For your reference, I have included links to the proposed amendments to the CUNY Bylaws, Manual of General Policy, and Code of Practice, and the Senior Lecturer Job Description to assist and support you in the consideration of eligible Lecturers for promotion to Senior Lecturers and hiring into the Senior Lecturer title.

Please contact Justin Brown at 646-664-8029 or Justin.Brown@cuny.edu, or Alex Bernstein at 646-664-2979 or Alex.Bernstein@cuny.edu with any questions.

Attached as Links : Amendments to CUNY Bylaws
Amendments to Manual of General Policy
Amendments to Code of Practice
Senior Lecturer Job Description