

RECRUITMENT POLICY FOR LECTURERS

FULL TIME LECTURERS

The recruitment and appointment process for Full-time Lecturers is provided for in Code 8.23 and is in the first instance the responsibility of the TEC Executive, which is to call for applications, conduct interviews and make recommendations to the Standing Committee.

As part of the interview process, the Convener is required to report on any reference checks in relation to the applicant, including comments of the current employer. The employer check shall include a question concerning any substantial, formal complaints lodged against the life, doctrine or ministry of the applicant which, in the opinion of the employer, constitute an impediment to appointment. Care will be taken that this policy does not place an internal applicant in a different position from that of an external applicant.

Full-time lecturers are appointed typically for a period of six years, after which the position is re-advertised. The current occupant of the position is able to re-apply and be considered by the Selection Committee of the TEC Executive on an equal footing with other applicants.

PART TIME LECTURERS

The recruitment of part-time lecturers, the need for which is determined by the Faculty, is currently undertaken by the Principal, who recommends their approval by the TEC Executive (See Reg. A8.13). The TEC Executive maintains a list of approved lecturers. Part-time (and full-time) lecturers are allocated, year by year, to teach within particular units by the Faculty (See Reg. A8. 15), and are reviewed under the Peer Review Policy, with the Principal reporting to the TEC Executive on the review process.

(It is proposed to vary this policy (which will need a variation to Regulations), such that part-time staff are approved by the Executive for up to a five-year period renewable, with allocation to particular units within this period to be at the discretion of the Principal (who is responsible to the TEC and Assembly), in consultation with the Faculty. The initial selection and subsequent re-appointment process will follow the procedure set out for Full-time Lecturers.

Before reappointment of part-time staff, the Principal is to report to the TEC Executive on the suitability of the lecturer to continue in the role. The Principal will report annually at the February meeting of the TEC Executive, the names of Part-time lecturers appointed for that year, or part-year.)

*Adopted 12th February 2008
Theological Education Committee*