

CALIFORNIA STATE UNIVERSITY, HAYWARD

Approved as amended by the Senate 12-7-01
Acknowledged by the President 2-14-02

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 DATE SUBMITTED: November 14, 2001

TO: The Academic Senate

FROM: The Executive Committee of the Academic Senate

SUBJECT: Resolution on Compensation for Lecturers

PURPOSE Action by the Senate

ACTION

REQUESTED: That the Academic Senate approve the following Resolution on Compensation for Lecturers

BACKGROUND INFORMATION: On February 21, 2001, the Chair of the Academic Senate asked FAC to consider the issue "Is it right to permit lecturers who do not receive assigned time for service to the University to serve on committees?"

At its meeting on March 7, FAC instructed Dee Andrews, the FAC liaison to the Subcommittee on Lecturer Policies and Procedures, to convene the Subcommittee to discuss the charge. The Subcommittee met three times, on April 6, 20, and 27. At these meetings, the lecturer members of the Subcommittee were particularly eager to see that lecturers have representation on campus, and a survey of lecturers completed in AY1999-2000 indicated that many lecturers are interested in service. But the key question was whether or not it was ethical to provide these opportunities, or expectations of any service beyond teaching, without compensation.

At its first meeting, the subcommittee requested that the Chair of the Academic Senate survey other CSU Senate offices regarding lecturers' service and compensation on their campuses. It was discovered that a related query regarding service had circulated recently. Nine chairs had responded briefly, with comments that indicated that CSU lecturers' service varies considerably from campus to campus. The Senate Chair then sent out a second query, asking whether or not CSU campuses "have a policy on compensation of lecturers for university service." Ten chairs responded, most indicating, several with serious misgivings, that compensation was not provided on their campuses. It is evident that the issues of both level of service and compensation are being discussed on nearly half of the other campuses.

On our own campus, practice varies regarding assigned time of any kind for lecturers, with the few 1.0 lecturers on campus generally receiving 3 wtus for service beyond teaching and office hours. But part-time lecturers are generally contracted (and hence compensated) only to teach and hold office hours, although cases were known to Subcommittee members in which part-time

lecturers had regularly provided service beyond what they were contracted for. The Subcommittee agreed that a policy on compensation for service of any kind would greatly help to clarify the muddiness of this issue. At the same time, the Subcommittee agreed that lecturers should not be prohibited from serving on committees voluntarily, especially where matters of representation or professional development were at stake.

The Subcommittee on Lecturer Policy and Procedures submitted a Report (April 27, 2001) to FAC on May 5 with 4 proposals. The FAC discussed the report in depth, particularly the question of whether or not lecturers should be permitted to serve without compensation. The Report's proposals were subsequently discussed as an item of business and revised on May 16. The FAC voted unanimously to recommend the following five proposals to the Academic Senate.

In response to these recommendations, the CSU Hayward Academic Senate hereby resolves:

- 1) to call upon the University to increase its efforts to hire more tenure-track faculty;
- 2) to call upon individual departments to carefully assess the level of service carried out by their part-time lecturers;
- 3) to call upon the schools and departments to accept the following lecturer compensation guidelines whenever possible and appropriate:
 - a) for full-time lecturers whose workload regularly requires service beyond teaching and office hours, appoint the lecturer at 15 wtus, with 3 or more wtus assigned time for that service. This guideline should not be used to encourage the inappropriate hiring of a full-time lecturer instead of a tenure-track faculty member or as a means to convert tenure-track appointments into lectureships.
 - b) use assigned time to compensate part-time lecturers who agree to perform tasks that would ordinarily be done by tenure-track faculty if they were in sufficient number, or do not ask lecturers to perform uncompensated tasks.
 - c) do not prevent part-time lecturers from choosing to perform uncompensated tasks in cases where lecturer representation is necessary or where the lecturers derive professional benefits from service
- 4) a) that copies of this Resolution be forwarded to the CSUH School Deans and Department Chairs, Governor Gray Davis, the CSU Board of Trustees, Chancellor Charles Reed, CFA President Susan Meisenhelder, and the CSU Campus Senate Chairs, and
 - b) that copies of this Resolution be forwarded to university lecturers annually.