

CALIFORNIA STATE UNIVERSITY, HAYWARD

RESOLUTION ON COMPENSATION FOR LECTURERS

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.

Approved by the Academic Senate 12/4/01