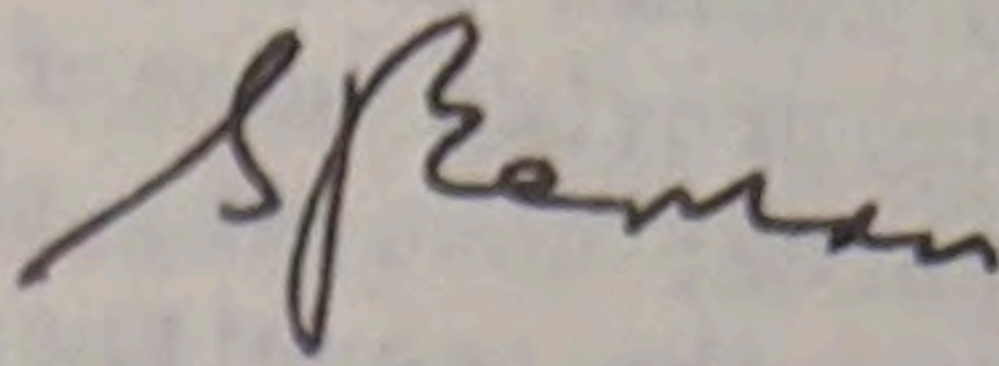


DOCUMENTS AND PROCEEDINGS OF THE FACULTY SENATE

REPORT OF THE FACULTY SENATE COMMITTEE ON
THE STATUS AND ROLE OF THE LECTURER

Diane L. Schallert (Educational Psychology), Chairman of the Faculty Senate Committee on the Status and Role of the Lecturer, has forwarded the following report to the Secretary of the Faculty Senate. This report will be presented to the Faculty Senate at its next meeting on March 4, 1985.



Simon J. Bernau, Secretary
The Faculty Senate

REPORT OF THE FACULTY SENATE COMMITTEE ON
THE STATUS AND ROLE OF THE LECTURER

The basis of our many discussions included (1) a survey of the number and type of positions held by persons who are teaching at this University who are not in tenure track positions; (2) a comparison of the average class sizes taught by lecturers, assistant professors, associate professors and professors; (3) relevant AAUP statements on part-time and full-time non-tenure track appointments; (4) the Regents' Rules and Handbook of Operating Procedures; (5) Input from the heads of departments that appoint a relatively large number of lecturers; and (6) transcripts of the relevant discussions held on the Senate floor. We have one overriding impression of the status and role of lecturers on this campus, and that is that lecturers have widely different roles, privileges, and circumstances associated with their appointments in different departments. Because of this, it is very difficult to talk in generalities of solutions, issues, or even of the severity of concerns. Had we as a committee been clearly identified as advocates of any particular constituency, our task would have been much easier. As it was, we were charged with exploring the full range of possible perspectives. The impression from that view is that there are serious concerns and knotty problems in some parts of the University associated with lecturers that do not have obvious and easy solutions. It is our position as a committee that further Senate discussion of the status and role of the lecturer might best proceed around the following motions.

Motion 1: The Faculty Senate recognizes that sudden unexpected surges in enrollment may make the last minute hiring of many lecturers inevitable in a particular department for a particular academic year. In a university of the first class, however, we should expect the bulk of our teaching at all levels to be carried out by faculty holding tenure or on tenure track appointments. Accordingly, when enrollment remains high, the Faculty Senate urges deans and higher administrators to ensure that the classes in question not continue to be taught by lecturers. In order to do this, new tenure/tenure track budget lines may have to be found.

Motion 2:Background

We recognize that in some departments on this campus there is a growing concern associated with the status and role of lecturers and that in other departments, the problem is minimal. We recommend against a University-wide general policy that would apply to all departments without regard to the particular histories and circumstances that exist.

Recommendation

We do recommend strongly to all departments, regardless of the significance of current concerns about lecturers, that they prepare a policy statement that would clarify the conditions of association with the department and thus protect the rights of all concerned. As an example of such a statement, we offer one adopted by the Budget Committee of the Department of Mathematics (see below).

We also recommend that such a policy statement be developed for other non-tenure track positions.

SAMPLE GUIDELINES

(Taken from the Budget Committee of the Department of Mathematics)

- "1. Appointments as lecturer shall be special appointments clearly limited to a brief association with the University.
2. Lecturer appointments can be used as a means to support certain visitors and to provide some flexibility in managing unexpected teaching pressures; however, they should not be used as a strategy to avoid funding the recruitment of a quality professorial faculty adequate for the Department's continuing teaching needs.
3. No person with an appointment as a lecturer should expect reappointment or continuing appointment beyond the term of the current appointment.
4. No individual may be appointed as a full-time lecturer for more than a total of three years; equivalently, no more than six long session semesters, nor for more than nine long session semesters and summer sessions combined.
5. Academic service as a lecturer is not counted toward the satisfaction of any probationary period of service required for consideration of promotion or tenure.
6. The terms and conditions of each appointment should be stated or confirmed in writing, and a copy of the appointment document should be supplied to the appointee. The appointee should be advised, early in the appointment period, of the substantive and procedural standards generally employed by the Department and the University in evaluating the performance of lecturers."

Diane L. Schallert, Chair
 Simon J. Bernau
 Wm. C. Dueterhoeft
 Gaylord A. Jentz
 Walter L. Reed
 Bonnie Rickelman