CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY AFFAIRS COMMITTEE SUBCOMMITTEE ON LECTURERS

Subcommittee on Lecturers Meeting, Friday, February 3, 2023 **MINUTES**

A G E N D A

1. Appointment of secretary for today's meeting

   Jenny Hazlehurst

2. Approval of the agenda

   Approved by all.

3. Approval of minutes of 12/2/22

   Postpone till next meeting.

4. Report of Chair: Policy on layoff, with lecturer added as member, is now policy (approved by President); Lecturer compensation for service policy in being considered in FAC.

   FAC appears to be in support of compensation policy. Then it will have to be passed by Senate and signed by the President.

5. FAC has discussed adding a Lecturer to the Faculty Affairs Committee. Please consider this and draft a revision of FAC Policies & Procedures that would outline how the member might be selected. Furthermore, consider that current members are all tenured, perhaps to ensure they have experience, but also possibly to protect members that might propose controversial policies.

   Lecturer electorate – appointment annually of half time or more – and on 3 yr appointment – could be eligible.

   - How would election occur?
   - Different requirements for lecturers on the other standing committees, might create confusion.
   - A proposed that simply let people apply, and then Mark Robinson could double check that they are eligible before putting on a ballot.
   - Why not keep the requirements the same as for the lecturer electorate in general, and disregard 3 yr appointment requirement?
   - Given declining enrollments, we may lose some lecturers, and we might lose some of the people that would be eligible for FAC position.

- What about issue of risk for the lecturer? Someone on a < 3yr position might be more vulnerable.
- The worst that could happen is that you are not asked back to teach. There are existing remedies in place through CFA for that circumstance.
- If someone felt vulnerable after taking on this position, they can recuse themselves, step away from position.
- Opening it up to anyone eligible for lecturer electorate could encourage more lecturers to get involved in shared governance.
- Back Pocket Amendment: 3 yr requirement could be an amendment IF FAC is opposed to idea of any lecturer electorate, regardless of how long they have worked at CSUEB. Do not bring it up unless there is an issue raised.
- Parity with TT faculty; FAC might start to accept probationary faculty on. If they do, that is extra argument for why anyone eligible for lecturer electorate, regardless of appointment term, should also be allowed to join.
- Action is needed quickly, in order to be in place by end of semester.
- Vote on proposing any lecturer electorate be allowed to be elected to join FAC, and keep Back Pocket Amendment just in case (verbally, not in writing)?
    - Gretchen will write out a proposal to pass around for voting next week.

6. Clarify definitions of regular faculty, lecturer faculty, etc., and those rights and responsibilities, and determine if privileges are blocked by language in the constitution or bylaws that is out of date or inconsistent with other CSUs.

- Goal to identify language that is bad for lecturers in bylaws. For example: “A person holding a lecturers appointment is not eligible for regular membership of the department faculty”
    - This may have been an amendment passed sometime in the 90’s, to keep full-time lecturer faculty from being members of the University Faculty, departments, etc. Some lecturers may have been members before that.
- ExComm Task Force on Constitutional Bylaws will begin working in Spring and Summer. Unclear how this will intersect or interact with our efforts on bylaws for lecturers.
- Lecturers are not considered regular faculty.

- 3 types of faculty: Department, College, and University.
- Would people vote for amended language: “A lecturer with 3 yr appointment of 0.8 or more is a regular faculty member”?
- Any proposed change will be an amendment to the existing constitution.
    - Would be voted on and passed by majority of all of regular faculty (so no lecturers could vote). If low turnout, a 2/3 majority is required. This is a high bar, and there could be push back from TT faculty. It would also be needed to be signed by president.
        - Why not keep it to lecturer electorate? Make lecturer electorate eligible to be regular faculty. Must be officially assigned to teaching service in the semester in which the vote takes place. For example, first year TT faculty are allowed to vote.
        - What type of pushback might be expected? Can we prepare counter arguments for predicted pushback arguments?
            - Possible pushback: lecturers are more susceptible to influence from chair? Counter: Possible for probationary faculty too. Counter: Goal should be communal good for department. Counter: Solidarity will be important in face of broad challenges faced by higher ed.
    - Amendment could be initiated by our committee, FAC, or the ExComm Task Force.

7. Lecturer role in department decisions seems to vary across departments. Should policy standardize policy regarding attendance and voting in department decisions?
    - Issue: Some people might not want to do uncompensated work in departments.
    - Don’t need to require attendance at meetings, but can leave door open for those who do.
    - Lecturers make up the majority of the faculty, and should be allowed to participate in shared governance.
8. Other issues?
    - There is no lecturer on the ExComm Task Force to Revise Constitution Bylaws, and it should be relevant because several of their goals involve definitions of faculty, room for some of the issues we have been discussing.

    - Link to the document outlining the goals and structure of the Task Force here: https://docs.google.com/document/d/1xeCE8KVb9d1hsA4OMF0OVD7IwkR5GFwCpJvnF4QA1GY/edit
- Movement: To propose that a lecturer be appointed to the ExComm: Convening of Task Force to Revise the Constitution and Bylaws of the University Faculty as one of the 5 positions.
    - Vote passed, all in favor.
    - Language drafted: A lecturer who might be on this committee could put forward their qualifications and positions in a 6th slot on this committee since it does not specify regular faculty. Include a brief rationale. – Kevin will draft, focus will be on concept of shared governance.

10. Adjournment