

CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY AFFAIRS COMMITTEE

Subcommittee on Lecturers Meeting, Monday, Oct 31, 10:30-12

MINUTES

Members in attendance: Duke Austin, Jenny Hazlehurst, Silvina Ituarte, Jeff Newcomb, Peter Marsh, Keri O'Neal, Kevin Pina, Gretchen Reeve

Guest in attendance: Rafael Hernandez

1. **Appointment of secretary for today's meeting:** Kevin Pina
2. **Approval of the agenda:** We did not move to approve the agenda; quorum was not reached until late in the meeting
3. **Approval of minutes of 10/7/22:** We did not move the minutes; will do so at next meeting
<https://docs.google.com/document/d/1iri-p2u402nysez98yAc-mx8zvpJqAi/edit>
4. **Report of Chair:** Policy on layoff, with Lecturer added as member, received its first reading in Senate and will receive its second reading soon. If passed in Senate, it also requires the signature of the President, then becomes policy.
5. **11:00 time certain with Guest, AVP Rafael Hernandez.** Lecturers are not assigned to do service to the university. But since many Lecturers do such service, can you propose a policy for when and how such service should be compensated?

Gretchen showed a document that quantified amount of work over the year for the four Lecturer senators and the Lecturer representatives on the five standing committees. According to the application for the Exceptional Levels of Service award, 1 WTU equals approximately 45.33 hours.

The document shows about 26.25 hours of meeting time over the year for senators, and approximates one hour of prep work for each meeting, equaling, in total about 41.25 hours. One hour of prep is probably conservative. Thus, the Lecturer senator service equals about 1 WTU (or more) over the year.

We discussed how the payment could occur: as 1 WTU or as a stipend.

Gretchen: CFA is polling Lecturer Reps at all CSU campuses, asking if Lecturers, particularly senators, are compensated for governance work. Among the campuses that have responded so far, 2 campuses have reported that Lecturer senators receive WTU: 2 WTU for the year at Channel Islands and 1 WTU for the year at Sonoma. Two other campuses reported that Lecturer senators receive stipends of \$500.

Guest, Rafael, arrived.

Rafael: The payment should be in WTU. Stipend payments can be questionable at times.

CBA Article 12 governs Lecturer work assignments. This 1 WTU for governance work would be part of the Article 12 work assignment. Assuming this proposal is approved, when the Lecturer is elected as senator or standing committee member, they would receive 1 WTU for this work. Departments must continue to follow all appointment provisions in Article 12 (including preference for work) for the Lecturer senator, which may result in the Lecturer receiving work over the entitlement even prior to the “new and additional work” section of Article 12. This would be in the person’s primary department.

Duke: Will the Lecturer Senator work increase the Lecturer’s entitlement, moving forward (into later years)?

Rafael: It will, if the Lecturer is on annual appointment or in the third year of their three-year appointment.

The WTU would be paid as part of Article 12 assignment, as mentioned earlier. Or, additional employment could be involved, Article 36, which would be a 2403 designation for payment.

Jeff: Is there a difference between work assigned by a department or work that occurs because the Lecturer was elected?

Rafael: Article 20.3 in the CBA says assignment of workload is under the appropriate administrator. By default, that is the Dean. For the Lecturer governance work we are discussing, the appropriate administrator would probably be Silvina.

The group continued to discuss the meaning and implications of compensating Lecturer faculty for governance work.

Adjournment at 12:00 pm

Respectfully submitted,

Kevin & Gretchen

Items we did not discuss:

6. 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.

7. 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.
8. Lecturer role in department decisions seems to vary across departments. Should policy standardize policy regarding attendance and voting in department decisions?
9. Other issues?
10. Adjournment