

CALIFORNIA STATE UNIVERSITY, EAST BAY

FACULTY AFFAIRS COMMITTEE

March 12, 2024

To: Subcommittee on Lecturers
From: Gretchen Reevy, Chair
Subject: Subcommittee on Lecturers Meeting Wednesday, March 13, 2024, 2-3:30

A G E N D A

1. Appointment of secretary for today's meeting: *Keri O'Neal*
2. Approval of the agenda: *Gretchen moves, Alina second. Approved*

In attendance: Gretchen Reevy, Keri O'Neal, Alina Engelman, Duke Austin, Stacey Moultry, Jeff Newcomb, Silvina Ituarte

3. Approval of minutes of 2.21.24: Gretchen moves, Jeff second. Approved

<https://docs.google.com/document/d/1NgzMB8ySZKikG8PlbPiySxPqgAYh8ZIFB-Ogxk3l4jo/edit>

4. Report of the Chair: Lecturer compensation document is headed toward Senate; Quorum vote from last meeting was rescinded through email vote

Lec. Comp doc is progressing. Comp for service to ExCom, FAC

Approved in ExCom and will go to Senate.

Quorum vote: how to get quorum with difficulties in scheduling. Have other things that are more urgent. Voted to rescind.

5. Discussion about Lecturer Electorate: Probably, no motions or voting! Especially on language. We need to think carefully about this.

· Review current stats about Lecturer Electorate: Total lecturers this spring: 350. Lecturer electorate for next year: 160. Remember that the lecturer electorate is lecturer faculty on an annual appointment of halftime or more. Right

now, the lecturer electorate is 45.7% of lecturers. If other temporary faculty are added (e.g., librarians, etc.—See below), the lecturer electorate will be higher.

- Consider an interpretation memo that makes it clear that temporary librarians, counselors and coaches are members of the lecturer electorate.
- We have already increased the lecturer electorate for next year by, I think, interpreting the Bylaws language differently.
- Look at Bylaws language again and discuss. See Bylaws Article IX, Section 1

<https://drive.google.com/file/d/1NdrY7tcA0TMMFivwDJMG2EuN9ZuKhRUL/view>

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Last time we met, we voted on some language defining lecturer electorate.

New info since that lang. Vote:

1. *Lec. elec. is 160 people*
2. *Coaches/Lib/Counselors - not included in the 160 total*

Use an interpretation memo to define lec. electorate - and who is part of it. Saying “in this part of the constitution, lec. Electorate is defined as temp”

Need to consider lang carefully and understand who lec elec changes - need more info on how we are defining it.

6. Brainstorm about types of service for 20.X2 in CBA: “Assigned Time for Temporary Faculty Unit Employees Performing Institutional Service: **TIME CERTAIN: 2:45**”

<https://www.calfac.org/contract-2022-2025/#article-20> See 20.X2 and refer to 20.37

My notes for discussion: See below:

<https://docs.google.com/document/d/1BG-JJkaAD9tGfACaVqE6FtSaJRHGS6iJ7kty0ZwU4E/edit>

Similar to exceptional service to student programs.

500 WTU pool system wide, based on FTE students. Probably around 13 WTUs for EB.

Need to write a policy that discusses this program and how it will operate/distribute the WTUs.

Need advice from statewide CFA.

These WTUs are supposed to be from a pot of money that includes all service for lec.

\$ comes from statewide.

Need to understand statewide distribution prior to writing a policy.

Thoughts on program implications:

<https://docs.google.com/document/d/1BG-JJkaAD9tGfACaVqE6FtSaJRHGS6iJ7kcy0ZwU4E/edit>

Will resume conversations about this when we get additional information.

7. Grant: See separate email. TIME CERTAIN: 3:25

Delphi Award for Supporting VITAL Faculty Applications

<https://pullias.usc.edu/project-page/apply-for-the-delphi-award/>

Submissions are open until June 28, 2024. If you have questions about the criteria or application process, pullias@usc.edu.

At Dominguez Hills (see [case study](#)), promotional opportunities were opened to counseling faculty. Perhaps we could propose that the \$15,000 award could be used to make structural change in this way, especially because counseling faculty felt overlooked in the last TA?

Could we use this type of funds to put together range elevation dossiers?

Does this occur every year? Perhaps this is a next year project.

8. Adjournment

9. Update 22-23 FAC 12 policy for compensation to include ExCom, subcommittees, etc. not just standing committees

10. Explore Constitution/Bylaws changes related to lecturer faculty, such as making those eligible for emeritus status regular members of University Faculty, creating Senate representation for lecturer faculty who are not eligible for lecturer electorate

11. Explore how to compensate lecturer faculty for work outside classroom (writing letters of rec, advising, mentoring)

12. Update [document with recommendations about how depts should treat lecturers](#) (perhaps create a bigger bill of rights for lecturer faculty which includes colleges and university, support for prof dev, etc.)

13. Explore possibility of making Lecturers Subcommittee a standing committee

14. following the passage of lecturers as University Faculty: that we draft another amendment for lecturers to be able to vote in college and dept. Meetings.

15. How do we share info and work on lecturer recruitment for various shared governance positions.

16. Encourage departments to create orientations - quick start guide for each dept. for lecturers

Sociology has a dept. Manual - provided to all faculty.

Committee could provide a general guide that provides universal information and then ask departments to put in their individualized info

17. Lecturer faculty and pedagogy - and how it relates to student evaluations