



24 March 1998

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM: University Senate Meeting, Monday, 13 April 1998 at 3:00 PM. Proposed changes to AR II-1.0-1 S. Lecturers

Proposal: {Delete bracketed sections; add bold underlined sections }

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S. Lecturers

Lecturers are professionally qualified individuals whose services are contracted primarily for teaching purposes, [normally] on a part-time **or full-time** basis, **subject to renewal**. The appointment of a lecturer **is made** by the appropriate chancellor/vice president upon recommendation of the department chairperson and the dean and without reference to an Area Committee[,], [may be for one year or other stated period not to exceed one year, subject to renewal. Lecturers are not eligible for tenure, membership in the University Senate, sabbatical leave, or participation in the University's Retirement Plan. However, I] **Lecturers with full-time appointments [are eligible for health insurance coverage] may be offered contracts not to exceed three years, subject to renewal.** **Full time lecturers on multi-year contracts receive full UK employee benefits, except that lecturers are not eligible for tenure, membership in the University Senate, or sabbatical leave.** Faculty membership, with or without voting privileges, may be extended to lecturers by the educational units to which they are assigned.

Background and Rationale

This proposal is supported by both the Senate Task Force on Special Title Faculty Series and the Senate Council. The University, like most, currently relies heavily on full and part time lecturers to fulfill its teaching obligations. Currently, these individuals have no job security or benefits and no hope of same regardless of their level of performance. This is an attempt to enhance the quality and accountability of the teaching that is provided by non-tenure tract staff and to treat this important part of the teaching staff as professionals.

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The proposal allows for continuity in appointment and benefits. Departments can hire good people, keep them, and hold them accountable for good teaching more easily under this system. Current analyses suggest there are forty to fifty individuals currently employed who could fall within this category.

Note: If approved, this proposal will be forwarded to the Administration for inclusion in the Administrative Regulations

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