

TO: Faculty Senate

FROM: Dr. Renee Everett and the Committee on Lectureships and Part-time Lectureships (Jan Downing, Judy Lindquist, Homer Tracy, Ron Hopkins)

RE: Proposal for continuing, renewable lecturer position at ECU

DATE: April 16, 2001

The committee was asked to consider two issues: 1) the creation of an indefinite, yearly renewable "lecturer" type of position and 2) a part-time lecturer position. We concentrated on the first part of the proposal.

Creation of a "Lecturer" Rank:

After meeting several times and discussing the issue, the committee decided to poll the deans on campus to determine the viability of such a position before we proceeded. Here is a summary of those comments:

Dean Rogow: (verbal discussion) Dean Rogow is in favor of such a position and attempted for 7 years to create such a position at Auburn University. He feels it is useful in cases of "skills" oriented classes such as accounting, broadcast skills areas, and others.

Dean Hart: (email) Dean Hart was on a committee in 1993 that decided against such a "lecturer" position, but notes today that he "would be somewhat softer on the possibility [now] than he was several years ago -- though [he] still has serious misgivings." He is fearful that such positions are often used to "staff lower division courses which the regular faculty often find unattractive and to do so at a reduced cost." Dean Hart also recommends that "if it were to be instituted, there should be appropriate and secure restrictions on its use."

Dean Cordner: (email) Dean Cordner is generally agreeable to the idea and notes that he checked with several folks in his area and that "we generally support the idea. Anything that would give us some more flexibility in hiring would be a plus." He also cautioned that "figuring out how to avoid making such folks second class citizens is important." Gary Collins, chair of Loss Prevention and Fire Safety, also added that he feels this "has potential to solve the problem of finding people in some of the technical areas. In some fields even the best don't pursue terminal degrees."

Dean Gale: (by phone) Dean Gale is also very much in favor of this kind of position, as it would be extremely helpful in the areas of clinical work. He said he has also tried for several years to get ECU to pursue this kind of position, to no avail.

Dean Wasicsko: Declined to respond.

The committee also informally polled faculty and found a general agreement for such a position, as long as such faculty were treated fairly and equitably. The committee also conducted secondary research and found very little in the literature to support or condemn such a position. Anecdotal evidence from several sources indicate that the position does exist successfully elsewhere (University of Illinois at Champagne-Urbana, Berry University, University of Georgia, and at Ball State University). Faculty in these position indicate that they are very happy with the arrangement and have been treated well.

One individual I spoke with by phone (Mitch Kazel at the University of Illinois) had been in such a position in the area of broadcasting for over 17 years, another had been teaching in the photo journalism area at Berry College for 15 years. Mitch indicated that his duties included teaching, short range planning, equipment buying and ordering, and the coordination of various broadcasting labs.

Recommendations:

The committee recommends the following:

- 1) the creation of a “teaching associate” position at ECU under the following conditions:
 - a) to fulfill the need to attract and retain professionals with particular skills and technical expertise as determined by the dean of the individual colleges
 - b) a fixed term (9 months), but **limitlessly** renewable contracts
 - c) terms might be for a single year, but could be for multiple years, but in NO case would there be the possibility of tenure in the “teaching associate” rank
 - d) Credential requirements would be less than those for tenure track faculty and such faculty would have lower scholarly expectations than tenure track faculty, although service expectations would remain the same as for tenure track faculty
 - e) the primary duty of the “teaching associate” would be teaching and s/he would be the instructor of record in his/her classes
 - f) the “teaching associate” would be eligible for advising
 - g) there would be a limit to the number of “teaching associates” within each department - not to exceed 20% of the total faculty within that department
 - h) the “teaching associate” would be eligible for merit pay under an alternative merit weighting (since such faculty would not have the same expectations for merit that tenure track faculty would have)
 - I) the “teaching associate” would be a newly created position - existing tenure track positions could NOT be turned into “teaching associate” position without the department’s own initiation of such a change

The purpose of hiring such faculty is to create a more stable and permanent faculty who can teach lower division courses which are crucial to a department’s success. These faculty would be excellent teachers; those who love to teach and are respected by the students as such. They are a valuable asset to the university in that they provide quality teaching so that more senior faculty can pursue research in combination with teaching upper division courses. Such a “teaching associate” position, renewable annually, would also allow departments to accommodate fluctuations in enrollment.