

Lectureship Report to the Faculty Senate  
April 4, 2005  
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**History:** An *Ad Hoc* Committee on Lectureships and Part-Time Lectureships provided to the Faculty Senate a report (Attachment A) on the subject of lectureships in February 2003. The committee was supportive of the creation of such a rank and recommended its phase in over a five year period. The Committee was very clear that these positions should not replace tenure-track positions.

**Purpose:** Attached as Attachment B is the informational item presented at the September 6, 2003, Board of Regents meeting. It explains the reason for the pilot project on lectureships. The purposes for this rank as stated are very broad. It allows for special opportunities for programming as well as bringing to campus distinguished professionals, successful professionals, and “up-and-coming,” non-terminal degree individuals with practical experience. This background information indicates that lectureships will be used sparingly and will not replace tenure track lines.

**Time Period of Pilot:** Immediate implementation for a two-year period.

**Review:** An annual review was to be conducted.

**Statistics:** There are currently approximately 30 Lecturer positions on campus (see Attachment C).

CAS

Number:	There are 20-21 lectureship positions in the College teaching in Sociology (1), Social Work (1), Art (2), Computer Science (1), English (7), History (1), Math (3), Music (3), and Physics (1).
Salary Range:	The salaries are generally around \$27,000 although three individuals are receiving higher salaries (\$29,000, \$34,169, and \$46,690)
Teaching Load:	The teaching load the spring 2005 semester varies from 1 to 27 hours taught with a majority in the 12 range (8) or 15-16 hours (5). Workloads are primarily in the 12-hour range. Dean Schoolmaster reports the load is usually a 5/4 course load or vice versa. The individual in Physics also is the lab manager and teaches labs. Music lecturers teach more individual performance oriented classes and the individual with a one-hour course load is also the accompanist.
Credentials:	Only six of the twenty seem to hold the terminal degree. Only three individuals without the terminal degree are teaching upper division courses.
General Review:	For the most part the lecturer is used to teach a heavier course load at lower cost than tenure-track faculty, to reduce the reliance on part-time, and to fill in for lost RTP and retired faculty. Many of the positions were created by adding a supplement to the cost of part

time instruction. The number of part-time is less than it would be without these positions but the CAS reliance on part-time is still very heavy. The title is used to continue individuals past the three-year limit as well and improve stability in the teaching faculty. Problems seen by the Dean are 1) the pay is low and the workload is high; 2) since service and advising are not required of the lecturers, that work falls to the full-time faculty as the number of students grows; and 3) as quasi-outsiders, lecturers are at times considered as less than full members of the faculty. A CAS faculty member commenting on the lecturer series also expressed concerns about larger class sizes given to lecturers, lecturer assignments for other activities than teaching, and the creation of a non-tenure track cadre of teachers diminishing the role of faculty in governance. The consensus of the College seems to be that using the budgets from these lines to create more tenure-track positions is the best solution. If that is not to be, the lecturer position is preferred over part-time faculty because of the higher pay and benefits for those accepting those positions, but only if abuses can be kept in check.

#### CBT

Number: There are only two positions in the College of Business and Technology , both in the Department of Communications.

Salary Range: One person is paid \$45,000 and the other \$39,000.

Teaching Load: This spring the teaching load for one position is 12 hours and 9 for the other. The individual with the 9-hour teaching load has an additional workload assignment equivalent to 3 hours to make a workload equal to the other lecturer.

Credentials: One of the individuals has a BS in Journalism and the other has a Ph.D. in Communications. Both individuals are teaching upper level courses.

General Review: In this college this title is used to hire individuals with certain skills although with lesser than terminal academic credentials and to continue individuals indefinitely as long as they are doing a good job. If the lectureship cannot go beyond the three-year limit as is the restriction with visiting professors, the Dean does not feel this rank is necessary and would prefer to seek visiting professors.

#### COE

Number: There are eight positions in the College of Education: Educational Leadership (3), Curriculum and Instruction (3), Special Education (2).

Salary Range: The salaries vary from a low of \$42,947 to a high of \$52,273 with most of the salaries being in the \$48,000-52,000 range (6). The faculty members are paid the same as tenure-track faculty.

Teaching Load: Four individuals have the responsibility for 15 credit hours of instruction this spring, two with 12, one with 9, and one with 45.

Workloads vary from 12 to 17 hours; the individual with the 45 credit hour responsibility has a 17-hour workload. The four individuals with 15 credit hour loads really have 12-hour loads since three have 3-hour overloads and one is teaching a cross-listed course that equates to 3 rather than 6 hours. For the most part the workload is similar to tenure-track and visiting positions. There are two individuals with MOA from the Fayette County Public Schools that were switched from Visiting status to Lecturer this year, who were not showing in Banner as lecturers and therefore are not included in this report.

**Credentials:** Three of the individuals according to the updated material in Banner have terminal degrees, four have master's degrees, and one has a bachelor's degree. The individual with the bachelor's degree is responsible for one graduate practicum, and according to the Associate Dean of the College is a master's level audiologist. Graduate courses are taught by the individuals with the doctorates. The master's degree holders teach upper division courses. The College states that all those hired meet the requirements of SACS for faculty.

**General Review:** The purposes vary by department. Educational Leadership used the lecturer position to hire "second career" superintendents to teach in programs leading to administrative and superintendent certification. These individuals teach the standard 12-hour load, advise, and do service in the department. They are not expected to do research. Curriculum and Instruction used the positions to hire respected and skilled public school practitioners for working with undergraduate coursework and field experiences. The department is seeking practitioners who are simultaneously working on a doctoral degree and who would be eligible for a tenure-track position at a later date. Special Education uses the lectureship to fill positions that have teaching and clinical responsibilities. One of the lecturer positions is for an individual who is on a 12-month appointment, teaches 5 courses per year, and directs the audiology clinic. The Department of Special Education used a tenure-track position for this lectureship because of repeated unsuccessful searches for a terminally-prepared audiologist.

The College sees these appointments as meeting its goals and providing a vehicle for practitioners to gain experience in college teaching while finishing a doctoral degree and simultaneously for the students in the College to obtain very current experience from skilled practitioners. The College wishes to continue this title and has funded these positions with existing faculty lines.

**Recommendation:** I recommend that this title be eliminated and that individuals who are in this status be changed to a visiting or tenure-track position. Concerns with the continuation of this title are:

1. There are too many purposes for which this title is being used.
  - a. It is being used allegedly for a larger teaching load with no service but significantly larger loads do not seem to be occurring. There are few instances of a 15-15 load which should be the expectation without research or service.
  - b. It is not being used solely for teaching purposes. Some have additional duties as part of their loads.
  - c. It is being used where there is a concern with not having a terminal degree. In most cases it seems that lack of a terminal degree could be justified to SACS with the unique experiences that are being brought to the classroom to enhance the education of the students.
  - d. It is being used to skirt some of the concerns expressed in the AAUP policy on contingent faculty appointments (Attachment D) and the required three-year limitation for EKV visiting faculty. Lines that could be tenure-track lines are now used for these lecturer positions in opposition to what the original intent of the *ad hoc* committee was.
  - e. The way the lecturer title is being employed allows for easing individuals into tenure-track positions without searches. Our recruitment and hiring should be open and inclusive.
2. The title is being used to hire individuals at low salaries. The salaries for some of the lecturer position are below the prevailing wage.
3. We should address our needs for continuity of skilled teachers through a more carefully defined method than currently exists.
4. Most issues can be addressed through other means than the creation of the lecturer title.