

**Recommendations from the Rights and Responsibilities Committee  
Concerning the Proposed Lectureships Policy 4.6.10  
March 8, 2013**

The Rights and Responsibilities Committee of the Faculty Senate has studied both the current and proposed policies on lecturers. The committee conducted a survey of lecturers in order to gather specific feedback from those concerned. Using this data, we have compiled the following recommendations. Following the list of recommendations, we have included quotes from the lecturer survey as well as information gathered from other faculty that informed our conclusions.

**Recommendations Concerning Compensation:**

1. The committee recommends the retention of the following statement in the Lectureships Policy: "Lecturers and senior lecturers will receive compensation comparable to that of tenure-track faculty teaching similar courses and will receive comparable health insurance, life insurance, and retirement contributions." The deletion of this statement in the proposed policy leaves no reference to compensation or benefits. Compensation and benefits statements should be removed from the policy only if there is direct evidence of HR policies that can be accessed on EKU's Policies and Regulations webpage.
2. The committee recommends that the eligibility for merit pay should also be specifically included in the policy. Since merit pay is part of the compensation offered to other faculty, we believe that merit pay should also be part of a lecturer's compensation.
3. The committee recommends that the policy should include a pay raise tied to the promotion to senior lecturer. Lecturers want an equitable pay scale based on experience and level of responsibilities rather than the date of hire. This issue of compression affects all faculty, and we believe that a pay raise for promotion to senior lecturer would help alleviate this situation.

**Recommendations Concerning Job Duties:**

4. The committee recommends that the first paragraph of the policy be simplified so that lectureship appointments don't sound like support personnel positions. We endorse the following statement to replace that paragraph: Lectureships are faculty appointments that are appropriate for situations (a) where class enrollments are unpredictable, (b) where other appointments are not appropriate, or (c) where a unique expertise is desired.
5. The committee recommends that research responsibilities be added to the possible "as needed" responsibilities for lecturers. A department chair should have the option to determine that a lecturer is needed to teach and do research, just as he or she has the option to determine that a lecturer is needed to teach and provide service.

**Recommendation Concerning Opportunities for Advancement and Reappointment:**

6. The committee recommends inclusion of the AAUP standard for notice of non-reappointment or of intention not to recommend reappointment, as is now part of the current policy. The current policy calls for notification "(a) not later than March 1 of the first academic year of service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during the academic year, at least three months in advance of its termination; (b) not later than December 15 of the second academic year of service, if the appointment expires at the end of the year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; and (c) at least twelve months before the expiration of an appointment after two or more years at Eastern Kentucky University."

This AAUP standard applies to tenure-track faculty as well as to non-tenure-track faculty. The AAUP committee that reviewed this standard "considers all full-time faculty members holding renewable term appointments, whatever their title or status, to be entitled to notice of nonreappointment as called for in the Association's recommended standards. We do not view it as necessary, or indeed as equitable, to deprive full-time 'nontenure-track' faculty members of the safeguards that the standards for notice are intended to provide." [see "The Applicability of the 'Standards for Notice of Nonreappointment' to All Full-Time Faculty on Renewable Term Appointments," *Academe: Bulletin of the AAUP* 81 (September-October 1995): 51-54.]

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**Comments Concerning Compensation:**

- My concern is that by removing this clause [regarding compensation and benefits] before it has been transferred to an HR policy, then our current policy, which provides some protected benefits for lecturers, may be, even if by accident, excluded from a future HR policy; thus, eliminating/changing the current policy, which could potentially result in lower wages and/or loss of benefits for lecturers as compared to tenure-track faculty. I would hope this clause could be kept in the proposed/revised lectureship policy until the HR policy is officially revised.
- I understand that [the comparable compensation and benefits statement] seems to belong in with HR stuff from the email conversation, but it should still be made known to the lecturer.
- If the statement about equal compensation and benefits to tenured faculty does not belong on the policy, perhaps a small note on the document about where such a policy might be found is in order.
- I am alarmed that the benefits verbiage has been removed from the proposed policy... I feel that the (proposed?) termination of benefits for lecturers is unfair and discriminatory.
- Why delete all references to pay and benefits? This makes it appear to be a back door payout.
- I would like to see the same level of protection for financial and compensatory benefits as is present in the current policy, or if barring this, then this clause be transferred to the official HR policy prior to the ECU Lectureship Policy being updated.
- I believe that the policy regarding compensation should remain in the policy statement. I see no rationale for removing it to HR.
- What worries me is the removal of the language about health insurance, life insurance, and retirement contributions. I think those absolutely should be the same, regardless of your position.
- I have concerns regarding if we, as an institution, are currently following this policy regarding [comparable] wage compensation. Are ECU individuals or an office/organization monitoring lectureship contracts periodically to ensure contractual compliance with this policy?
- It would be helpful if there was some audit periodically to determine if there is pay equity between lecturers and tenure-track faculty.
- [What I'd like to see included in the proposed policy is] equal pay.
- Currently it is my understanding that the compensation is not the same as a tenure track faculty. In fact my current compensation is less than what I was making 13 years ago with zero years of teaching experience.
- [I am not satisfied with the proposed policy because there is] no opportunity for merit pay for lecturers.
- I believe the issue of merit pay for lecturers should be addressed. Like tenured and tenure-track faculty, lecturers often go above and beyond our contractual duties in the classroom. Many of us advise student organizations, serve on committees, and contribute to Eastern outside the instructional context.
- [I am not satisfied with the proposed policy because there is] no increase in pay for promotion to a senior lecturer position.
- Tenure track faculty have the opportunity to be promoted, as well as earn "cost of living" bonuses; whereas, lecturers do not currently have the ability for increased salary based on longevity or promotion to senior lecturer. For example, if a lecturer is hired at a competitive salary six years ago, then this rate, even minimally adjusted for "cost of living," may not have kept pace with the starting competitive salaries of new incoming personnel. In other words, if competitive rates have exceeded "cost of living" adjustments to salaries, then new incoming lecturers may be earning more in base wages than senior lecturers who have been loyal to the institution for 5-6 years and possibly more into the future.
- [I am not satisfied with the proposed policy because there is] no equity in the pay structure. New lecturers with little/no experience are paid more than senior lecturers hired years ago.

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**Comments Concerning Job Duties:**

- [I am not satisfied with the proposed policy because] in the first sentence of the first paragraph of the Policy Statement, to me, the wording was such that it sounded as though Lecturers are support personnel for Tenured/Tenure-Track faculty rather than fully functioning teaching faculty.
- [What I'd like to see included in the proposed policy is] an indication that Lecturers are fully participating faculty members in their respective departments.
- [What I'd like to see included in the proposed policy is the] recognition of research.
- The prohibition on research is very harmful to professional development and the ability to complete for tenure track positions. I would like to see this re-evaluated so good professors do not become less competitive with each passing year as a lecturer.

**Comments Concerning Opportunities for Advancement and Reappointment:**

- Since "Lecturer" is more like an adjunct with benefits, with no job security beyond a nine-month contract, it seems that this policy may be the impetus for lecturers to apply for and attain positions at other universities.
- It's not right that lecturers who have been with the university for several years can be let go without appropriate notice. Not giving a sufficient amount of notice means that there is less time to find another position and it makes it less likely to continue in the profession. UK gives its lecturers appropriate notice. Why can't ECU?
- I am very concerned that under the proposed policy lecturers can be let go through no fault of their own, with no notice. I feel that this section of the policy should follow the AAUP guidelines that are in the current policy.
- The university should aspire to the highest possible standards of fairness in the employment of lecturers. To that end, it is recommended that the following provisions in the University of Kentucky's "Lecturer Series Faculty Policy" be seriously considered for inclusion in Eastern's policy. UK has both Lecturers and Senior Lecturers. After 4 years of service a Lecturer may be offered either a one-year terminal appointment or a 2-year rolling contract. Senior Lecturers in their fourth year of service are offered either the one-year terminal appointment or a 3-year rolling contract. All Lecturer series faculty employees are eligible for the same university employee benefits, such as retirement, health care and life insurance plans, as other regular faculty employees. Similarly, temporary disability leave may be granted by the Provost. For the full policy, see: <http://www.uky.edu/regs/files/ar/ar2-9.pdf>