Action Agenda

Executive and Academic Affairs Committee, A-4

I. Proposed Lecture and Senior Lecture Appointments

II. Issue
Develop a lecture appointment system for the appointment of Lecturers and Senior Lecturers. The Faculty Handbook would be amended to replace the language contained in Part III, Faculty Appointment, Promotion and Tenure Policies, Section 5 "Lectureships" of Faculty Appointments, with the text set forth on the document attached here to and incorporated herein by reference.

III. Background and Process
Lectureship pilot programs were approved by the EKU Board of Regents on September 3, 2003, effective fall 2005, for a two-year period. In accordance with the terms of these pilot programs, the Provost completed a study of the implementation of the program and reported his findings to the Faculty Senate in May 2005. Following the Provost’s report, an ad hoc committee of the Faculty Senate developed a Lecturer and Senior Lecturer proposal to respond to matters outlined in the Provost’s report, remove ambiguities, and establish appropriate controls. On November 7, 2005, the Faculty Senate approved the ad hoc committee’s proposal.

IV. Alternatives
The alternative is not to approve the Lecture and Senior Lecture Appointments proposal, and eliminate the lecturer appointment. This will cause serious disruption in the departments that currently rely on lecturers.

V. President’s Recommendation
Based upon the approval by the Faculty Senate, the President recommends approval of the Lecture and Senior Lecture Appointments proposal.
Note: This text will replace the text in the Faculty Handbook:
PART III – Faculty Appointments, Promotion & Tenure Policies
Faculty Appointments

5. Lecture and Senior Lecture Appointments

Lecturer
Lecturers are professionals with appropriate qualifications that satisfy SACS standards. They are
appointed to teaching assignments (a) that regular tenure-appointed faculty cannot fill, (b) where class
enrollments are unstable, (c) where other appointments are not appropriate, or (d) to provide unique
expertise. Lecturers cannot be tenured; perform any administrative, service, or research duties; or
teach less than the equivalent of a 5-5 load each fall and spring semester.

Rationale: The primary objective of a comprehensive regional university is to maintain the primacy of
regular tenure appointments. In rare circumstances, lecture appointments may be required for the
short term or for a longer period. Lecture appointments may be no more than 10 percent of the total
full-time faculty in a college and when feasible, lecture positions should be converted to tenure
positions. Lecturers cannot be tenured; however, should a lecture position be converted to a tenure
position, the incumbent lecturer may apply for that tenure appointment competitively, but lecturers
cannot be grandfathered into a tenure position.

Lecturer appointments are on a year-by-year fixed nine-month contract basis and may be renewed
annually for up to three consecutive years. Appointment contracts must include a detailed description
of the specific responsibilities of the position and evaluation procedures. In order to qualify for one
additional continuation appointment for up to two years, the department must (a) justify the need for
continuation of the lecture position including provision of enrollment data and trends (for example,
FTE-SCH analysis), (b) provide documentation to support the request, a plan for how the lecturer will
be used in teaching, and evidence of acceptable teaching performance by the incumbent using normal
department evaluation procedures for temporary faculty, and (c) gain approval of the appropriate
college dean before a continuation contract can be issued.

Senior Lecturer
Senior lecturer appointments have the same responsibilities and terms as lecturers. Lecturers are
eligible for appointment to this rank only after serving the second year of the continuation lecturer
appointment. Appointment to this rank may be annually for periods up to five years provided
evidence of satisfactory performance and enrollment demand. The department must (a) thoroughly
justify the need for the senior lecture appointment including providing detailed enrollment data, (b)
provide documentation to support the request, a plan for how the senior lecturer will be used, and
demonstrate acceptable teaching performance by the incumbent, and (c) gain approval of the
appropriate college dean and the Provost before a senior lecturer contract can be issued. Appointment
contracts must include a detailed description of the specific responsibilities of the position and
evaluation procedures.

Additional Terms
1. 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.
2. Notice of non-reappointment or of intention not to recommend reappointment will comply with
   AAUP standards as follows: (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 that 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.

3. Departments with lecturers must provide the tools necessary for these professionals to perform their assigned duties including appropriate office space, supplies, support services, and equipment.

4. Lecturers and senior lecturers may apply for a full-time tenure-track position and could negotiate for early tenure by applying some of the time spent as a lecturer or senior lecturer. However, this is not guaranteed and must be considered on a case-by-case basis by the department and college.
Welfare Committee. Senator Collins reported that the committee has spent a lot of time discussing the faculty achievement awards issue. The other topic occupying a lot of time is whether or not to move forward with a faculty ombudsman.

UNFINISHED BUSINESS:

Lectureship Proposal. Senator Robles moved, seconded by Senator J. Chapman, to approve the lectureship motion. The majority of the Senate were in favor and the motion carried.

Motion to Approve Promotion and Tenure Report. Senator Collins moved, seconded by Senator Yoder, to approve amendment 1.

Amendment 1. Public record of exceptions to tenure and promotion policy: Recommend a change in language but not intent of #7, page 6 Summary. "The Provost and deans shall ensure that exceptions agreed upon are documented at the time of a faculty member's initial appointment, or there after, in a full-time, tenure track position are recognized and applied in the review of applications for promotion or tenure."

The majority of the Senate were in agreement and the motion for amendment 1 carried.

Senator Collins moved, seconded by Senator Ault, to approve amendment 2.

Amendment 2. Flexible tenure timelines for family and professional development conflicts: Recommend "Policies include flexible timelines for tenure that includes entitlement of all tenure track faculty (male or female) to stop the tenure clock for a maximum of two one-year periods for specified family obligations and/or professional-educational development. These extensions would be available whether or not the faculty member was on leave and policy would make explicit that taking such extensions would not impose any greater demands upon the faculty at the time of the tenure decision. (*Criteria to be established in the policy governing this change if adopted.)"

The majority of the Senate were in agreement and the motion for amendment 2 carried.

Senator Collins moved, seconded by Senator Hyndman, to approve amendment 3.

Amendment 3. Flexibility in University Promotion and Tenure Committee membership: Recommend "Membership on college and university level Promotion and Tenure committees shall be limited to tenured faculty members with the rank of Associate or Full Professor."

The majority of the Senate were in agreement and the motion for amendment 3 carried.

Senator Collins moved, seconded by Senator Reed, to approve amendment 4.

Amendment 4. External evaluations: Recommend "Departments may mandate external review for promotion and tenure if they so choose and are approved by their college Promotion and Tenure Committees."

The majority of the Senate were in agreement and the motion for amendment 4 carried.
I. Extension of Lectureship Pilot Program

II. Issue and Background

At the September 6, 2003 Board of Regents meeting the Board approved the Lectureship Pilot Program for a two-year pilot period during which departments could design models and procedures for using lecturers. The uses of such positions were evaluated annually by the Provost and the Faculty Senate. At the April 4, 2005 Faculty Senate meeting a motion to eliminate this title and change the status of the lecturer positions to a visiting or tenure-track position was made by the Provost. At the May 2, 2005 Faculty Senate meeting, the motion was postponed until the first meeting of the Faculty Senate in Fall 2005.

III. Alternatives

Not approve the extension and continue with only the present policy on visiting faculty positions.

IV. President's Recommended Action

Upon the recommendation of the Provost, the President recommends extension for the 2005-2006 academic year.
Faculty Senate Motion:

Effective with the fall of 2003 and for a period of two years, pilot programs to create and test the concept of "lectureship" in its broad definition, will be permitted under the following guidelines:

Departments, working in concert with their dean, may develop procedures and guidelines for the use of lectureships for specific purposes that are unavailable under current faculty regulations. Any such plan will have the approval of the department faculty, chair and dean prior to submitting it for approval to the provost. The policy and guidelines will specify all conditions under which lecturers will be employed and will clearly delineate their duties and responsibilities.

Evaluation of the use of lectureships will be conducted annually and a report will be submitted to the Provost and Senate by the April meeting of each year. By the May meeting of the second year, the Senate will make a recommendation to the President and Provost regarding the continuation of the use of lectureships.
I. Lectureship Pilot Program

II. Issue and Background

For over 10 years EKU has been investigating the possibility of adding another faculty rank called "Lecturer." A Lecturer is a non-tenure track faculty position that can be filled on a year-to-year basis. Most universities have created similar ranks to take advantage of special opportunities for programming and to bring distinguished professionals who, due to career path, interests or academic background, do not fit the typical tenure track ranks. Unlike a visiting position, lecturers may be hired beyond the three-year limit and would not be expected to (nor would they be eligible to) pursue tenure. Lecturers will be used sparingly and not as a replacement for tenure track lines. Examples of persons who might fit the Lecturer ranks would be successful professionals such as retired school superintendents to teach in the graduate educational administration program or up-and-coming, non terminal degree individuals who bring practical experience to programs as they work to complete degrees such as minority, grow-your-own candidates.

The Faculty Senate has recommended a two-year pilot period during which departments may design models and procedures for using Lecturers. The use of such positions will be evaluated annually by the Provost, Deans and the Senate. A copy of the motion passed by the Faculty Senate follows.

III. Alternatives

Not approve the attached and continue with only the present policy on Visiting faculty positions.

IV. President’s Recommended Action

President recommends implementation immediately for a two-year pilot period.
Faculty Senate Motion:

Effective with the fall of 2003 and for a period of two years, pilot programs to create and test the concept of “Lectureship” in its broad definition, will be permitted under the following guidelines:

Departments, working in concert with their dean, may develop procedures and guidelines for the use of Lectureships for specific purposes that are unavailable under current faculty regulations. Any such plan will have the approval of the department faculty, chair and dean prior to submitting it for approval to the provost. The policy and guidelines will specify all conditions under which Lecturers will be employed and will clearly delineate their duties and responsibilities.

Evaluation of the use of Lectureships will be conducted annually and a report will be submitted to the Provost and Senate by the April meeting of each year. By the May meeting of the second year, the Senate will make a recommendation to the President and Provost regarding the continuation of the use of Lectureships.
UNFINISHED BUSINESS:

Lecturer/Part-Time Lecturer. At April’s meeting, Senator Wasiczko moved, seconded by Senator Callahan, to recommend the following motion to the President: Senator Johnson ruled the motion substantive and deferred action until today’s meeting.

That effective with the fall of 2003 and for a period of two years, we try pilot programs to create and test the concept of “Lectureship” in its broad definition, will be permitted under the following guidelines:

Departments, working in concert with their dean, may develop procedures and guidelines for the use of Lectureships for specific purposes that are unavailable under current faculty regulations. Any such plan will have the approval of the department faculty, chair and dean prior to submitting it for approval to the Provost. The policy and guidelines will specify all conditions under which Lecturers will be employed and will clearly delineate their duties and responsibilities.

Evaluation of the use of Lectureships will be conducted annually and a report will be submitted to the Provost and Senate by the April meeting of each year. By the May meeting of the second year, the Senate will make a recommendation to the President and Provost regarding the continuation of the use of Lectureships.

Senator Farrar moved to amend the motion, seconded by A. Jones, to insert another paragraph after the second paragraph stating:

That under no circumstance shall the percentage of full time and equivalent faculty that are in positions as lectureships, adjuncts, temporary faculty and part time faculty exceed the percentage of those temporary adjunct and part time faculty or the equivalent which currently comprise the teaching at this University.

The majority of the Senate were not in favor of the amendment, and failed for lack of support.

Senator Rahimzadeh moved, seconded by Senator Reed, to include the following statement preceding the motion:

Under the condition that lectureships do not either replace or hinder the development of tenure track positions which are essential to the mission and the integrity of this University, the Faculty Senate recommends the following motion.

The majority of the Senate were in favor and the amendment was approved.

The majority of the Senate were in favor of the amended motion and the motion passed. Senator Hart abstained from voting.

Senate Bill 152 Motion. At April’s meeting, Senator Siegel moved to approve the Senate Bill 152 motion, seconded by Senator Dunston. The motion was postponed for discussion until today’s meeting.

Senator Siegel moved to amend the original motion to the following, seconded by Senator Collins:

In light of the turmoil that surrounded SB 152, the Faculty Senate of Eastern Kentucky University hereby makes it known that we support the following:

The Faculty Senate, on behalf of the faculty, expresses appreciation for the tireless efforts over the past 18 months that President Joanne Glasser has demonstrated to further the reputation and image of the University, to support academic and faculty concerns and to place the welfare of students as a top priority. The Senate pledges full support of the President as she moves us into the next phase of the development of the University into a Regional University of Distinction and expresses confidence in her assertion that “the best is yet to come.”

Furthermore, the faculty of Eastern Kentucky University, as is true in any higher education institution, takes the issues of governance very seriously. The governance of higher education requires a working partnership among state government, appointed governing boards and the university administration, faculty and staff. The best decisions regarding governance are made with open and honest dialog among all stakeholders. By working together we can make significant strides to advance the goals of higher education in our Commonwealth. The EKU Faculty Senate expresses our concern with any activity