

**Stony Brook UUP Chapter Final Response to Administration's Proposal
to Create Lecturer I and II and Senior Lecturer Positions
March 27, 2007**

The following points arise from discussions with a number of full-time lecturers who participated in two focus group discussions with UUP chapter leaders responding to management's draft proposal of March 2006, conveyed to UUP in the fall semester of 2006. This response, prepared by UUP chapter Vice-President for Academics Michael Zweig, incorporates comments from all focus group participants and the chapter executive board.

I. Concerning the proposal to establish Lecturer I and II positions:

UUP feels that this proposal is not well thought out and needs considerable reformulation before it is ready for further review. In particular:

- A. The anticipated pay differentials will dissolve over time as there will be no standard base rate for Lecturer I from which to calculate the salary of Lecturer II. Further, on hiring new faculty directly into the Lecturer II title, there will be no basis to calculate the higher salary due.
- B. There is nothing in the proposal to enhance the pay of those currently teaching a 4-4 load as they are promoted to the Lecturer II title when the ranks first go into effect..
- C. The proposal codifies an expectation that full-time lecturers have no research obligation. This degrades the expectations we have of faculty at Stony Brook, who are here at least in part to conduct research and publish. Stripping full-time lecturers of any expectation to do research only deepens the two-tier faculty system to the detriment of our colleagues' intellectual interests while seriously weakening the educational mission of our University.

Until these concerns are met, UUP does not agree to the proposal to establish the positions of Lecturer I and Lecturer II.

II. Concerning the proposed establishment of the rank of Senior Lecturer:

UUP finds this a welcome initiative. After a few questions are resolved we would support implementation of this proposal. In particular, we seek resolution of the following issues:

- A. The policy should be clear that promotion to senior lecturer would be considered in the seventh year of employment as Lecturer (in the first year of the third three-year contract).
- B. Recommendation for promotion to Senior Lecturer should be subject to peer review in the candidate's department and in a College-wide peer review system parallel to the

existing PTC, as worked out by the College of Arts and Sciences Senate with the Dean. We note that these procedures should allow for proper review of Lecturers in pedagogy who have appointments in academic departments but do not teach in those departments (e.g. the Social Studies Teacher Education Program).

- C. Candidates recommended for promotion to Senior Lecturer by all levels of peer review and then denied by the Provost should have access to a review process parallel to that set out in Article 33 of the UUP contract with New York State, with the recommendation of the special review panel forwarded to the President with the file when it first is presented to the President.

- D. Once promoted to Senior Lecturer, subsequent reappointments will be considered in the first year of each contract to give the maximum stability to employment.

- E. The policy should be clear that a Senior Lecturer would be reappointed except in cases where there is documented non-performance of duties.

- F. The policy should have explicit provision for retired state employees who cannot have three-year contracts but must have one-year contracts with annual waivers.

UUP proposes that the following policies be added to the final document:

- G. To extend the Lecturer career ladder backward as well as forward, it should be stated policy that part-time lecturers/adjuncts should have first consideration for full-time Lecturer positions as they open up in a department. The department will hire outside personnel only when existing part-time faculty are not suitable for the position. Such a commitment is contained in a Memorandum of Understanding between Administration at SUNY Cortland and the UUP chapter there. Contract provisions recently negotiated by the Professional Staff Congress and CUNY Administration created 100 “conversion lines” dedicated to such promotions. Fifty long-serving CUNY Adjuncts were recently promoted to full-time Lecturer positions. Fifty more will be promoted for the fall 2007 semester.

- H. It should be University policy that the number of full-time lecturers in the CAS number no more than twenty percent of the total full-time faculty in the College (full-time lecturers plus full-time tenure-track and tenured faculty). This is also part of the Cortland MOU.

UUP welcomes further discussion with management to resolve these issues so we can move quickly to implementation of the Lecturer II rank.

