

Policy on Lecturer Salaries at Appointment November 15, 2017

This College policy shall be interpreted to be consistent with the CSU–CFA Collective Bargaining Agreement and will serve to guide decisions that are made at the College level within the confines of CBA.

- A. Lecturer faculty are appointed by the Dean on recommendation of Chairs and/or department/program committees. It is the responsibility of the Dean to appoint faculty at a fair and equitable salary, and further to maintain equity by not arbitrarily making salary adjustments without sufficient cause.
- B. At the time of first hiring, initial placement on the salary schedule is determined by either the highest degree earned that is relevant to the academic program, professional training and experience, or a combination of both of these.
 - i. The primary consideration is whether the degree is considered terminal for the academic program. Those with a terminal degree shall be placed in Range 3 (Lecturer B) on the CSU Salary Schedule for classification 2358; those without in Range 2 (Lecturer A).
 - ii. A degree may be considered terminal in one field, but not terminal in another. Further, within the same department, a degree may be terminal for part of the curriculum, but not for other parts of it. For example, an MFA degree is terminal in Theatre, but not Philosophy. Similarly, an MFA degree is terminal in studio art and design, but not in Art History, where the PhD is considered the terminal degree. Similar comments hold for the JD degree. *As a consequence of this policy, lecturer faculty may have different salaries in different departments and programs.*
 - iii. Professional training and experience is taken to mean substantial workplace experience outside of academic teaching that provides the instructor with skills and knowledge that otherwise would not be provided by their educational credential alone. When evaluating the contribution of this professional experience, important factors include the length of employment, the level of responsibility, and the typical compensation in the field for individuals with similar experience at that level of responsibility.

Normally, *professional training and experience* does not include past teaching experience, for example, at other campuses. Chairs and department hiring committees may recommend consideration of past teaching experience in determining the initial salary. Significant criteria for consideration would include the relative availability of qualified instructors, specialized course content, and the importance of the course to the program. Other criteria may include teaching awards, evidence of excellent teaching, and other qualitative measures.

- C. Faculty are always hired in the *highest salary range* for which they are qualified, typically determined by whether they possess the appropriate terminal degree. At the same time, new lecturer faculty are normally and usually hired at the *current entry level salary* within that

range. The purpose of this is twofold: first, to pay due respect to faculty service, and, second, to not place newly hired lecturer faculty at a higher salary than lecturer faculty with greater years of service in the program.

- i. Typically, the only time faculty are hired at a higher salary than the *current entry level salary* for their range is due to criteria set out in B.iii. In this instance, the department chair shall send the Dean a memo formally requesting appointment at a higher salary. The memo shall address the nature of the professional experience, the level of responsibility, typical compensation in that profession, and other market factors. Similar comments apply to recommendations made due to extensive teaching experience. The Dean shall take these matters into consideration when making the appointment. The decision of the Dean regarding salary shall be final. If a higher salary is granted, a copy of the memo shall be placed in the file to document the decision.
 - ii. Lecturer faculty may be appointed at one salary and then appointed at a higher salary as their teaching duties change. For example, a particular degree may not be considered terminal for the original teaching assignment, but may be for subsequent teaching assignments. In these cases, faculty shall be appointed at the higher salary based on the terminal degree. Pursuant to Articles 12.9 and 12.11, subsequent appointments shall be at the same or higher salary *even if the degree is not considered terminal for future teaching assignments*.
 - iii. Lecturer faculty who earn a terminal degree after their initial appointment shall be appointed at the higher salary prior to the beginning of their next teaching assignment. The new salary shall be at least 5% higher than the previous salary.
- D. Normally, lecturer salaries are not subject to negotiation. The CBA provides for Service Salary Step Increases and General Salary Increases and these are the typical means for adjusting lecturer salaries. The Dean will not normally consider requests for appointment at a higher salary except when provided with (a) evidence that that the lecturer has now earned a terminal degree or (b) documentation of significant professional experience gained since the time of initial appointment.
- E. Lecturers who are appointed to full-time contracts as the result of a search or similar process will typically be appointed at a new salary 10% lower than the starting salary of an assistant professor. This includes lecturers who were previously employed in a part-time capacity.
- F. The College and the Dean support Range Elevations for lecturer faculty and encourage the campus to consider policies which provide additional opportunities for range elevations.

Policy endorsed by A&H Chairs Council, 11/15/17

Approved by Dean with minor edits, 11/20/17