

May 10, 2006

Dr. Barbara Bowen
President
Professional Staff Congress/CUNY
25 West 43rd Street
New York, New York 10036

Dear Dr. Bowen:

I write to inform you of my intention to create 100 full-time Lecturer lines over a two-year period that would be available to adjunct instructional staff. This initiative will take the following form:

- Subject to budgetary ability, I will distribute to the colleges up to 50 full-time Lecturer lines during the 2006-2007 academic year with as many as possible to be filled at the beginning of the Spring 2007 semester. The balance of the total of 100 full-time Lecturer lines would be filled in the 2007-2008 fiscal year. To which colleges these lines are distributed is within my sole discretion, as is the distribution of other lines.
- The Presidents of the colleges that receive these Lecturer lines will allocate them in their discretion to college departments.
- In addition to meeting the qualifications for the position, to be eligible to apply for these Lecturer lines, an adjunct instructional staff member must have taught as an adjunct in the department that receives these lines for 8 of the 10 most recent semesters (excluding summer session) and in 7 of those 10 semesters must have taught at least 6 classroom contact hours during the semester. Substitute service shall bridge immediate prior and subsequent adjunct service. In addition, to be eligible, an adjunct instructional staff member must be teaching at least 6 classroom contact hours in the department during the semester in which the search is conducted.
- Searches to fill these Lecturer lines will be conducted pursuant to normal procedures, with the exception that the search will be limited to adjunct instructional staff members who fulfill the eligibility requirements described above in the department that is conducting the search.
- Once one of these Lecturer lines is filled, it is to be treated in all respects like other Lecturer lines under the collective bargaining agreement, the University *Bylaws*, and other applicable rules and regulations.
- I expect the Chairs of the department to monitor these Lecturer lines for a period of three academic years beginning with the academic year in which the lines are filled. If a vacancy occurs in one of these Lecturer lines during that three-year period, I expect the vacancy to be filled in accordance with the procedures described above. A vacancy is not created by promotion, retrenchment, or non-reappointment due to budgetary reasons.

This is a University initiative that is not part of the collective bargaining agreement and is not funded pursuant to the collective bargaining agreement. It is an exercise of the University's managerial prerogatives regarding hiring decisions, developed, in part, in response to issues that

were raised by the Professional Staff Congress during collective bargaining. As such, none of its terms are subject to the grievance procedure in the collective bargaining agreement.

Signed by Matthew Goldstein 5/10/06