

July 17, 2008

Dr. Barbara Bowen  
President  
Professional Staff Congress/CUNY  
61 Broadway, Suite 1500  
New York, NY 10006

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 2008-2009 academic year with as many as possible to be filled at the beginning of the spring 2009 semester. The balance of the total of 100 full-time Lecturer lines would be filled in the 2009-2010 academic 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 at 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 or have taught a related course in a different department of the same college 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 and service in the visiting professor series immediately preceded by and immediately followed by adjunct service shall be counted as continuous adjunct service for meeting the 8 out of 10 semester service requirement above.

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. In the event the adjunct instructional staff member teaches only 3 classroom contact hours in the department during the semester in which the search is conducted, the college may apply to the Office of Labor Relations for a waiver of the 6 classroom contact hour requirement. A college may apply for such a waiver only in the event the department had to cancel one of the adjunct's scheduled courses prior to the beginning of the semester. In addition, the adjunct instructional staff member must have otherwise fulfilled the eligibility requirements.

- 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 department chairs 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. As such, none of its terms are subject to the grievance procedure in the collective bargaining agreement.

Sincerely,

/s/

Matthew Goldstein