

June 20, 2010

Dr. Alan Karras
UC-AFT Vice President

Notice of New Academic Program in the College of Letters and Science

The James R. Gray Lecturership

To meet the needs of Berkeley's undergraduate students, EVCP Breslauer has committed non-19900 funds to staff Reading and Comprehension (R&C) sections. To serve the current backlog of third and fourth year undergraduate students who have not yet met this requirement for graduation, EVCP Breslauer has allocated a total of \$1.3 M to be expended over the 2010-11 and 2011-12 academic years to enable the College of Letters and Science (L&S) to hire instructors to teach these classes. The EVCP has also committed the Administration to providing \$770 K per year in supplemental non-19900 funds beginning in 2010-11 so that students will be able meet the requirement during their freshman or sophomore year.

Drawing upon both allocations of supplementary funds, L&S anticipates hiring a combination of lecturers and GSIs to fill the approximately 90 sections needed in the Divisions of Social Sciences and Arts and Humanities in academic years 2010-11 and 2011-12.

L&S also recognizes the value of providing transitional employment to recent Berkeley PhDs while they pursue opportunities for academic positions elsewhere. Among these recent PhDs are a number of individuals who are experienced R&C instructors who have demonstrated their excellence in R&C classes.

Therefore, L&S proposes the creation of a two-year pilot academic program of time-limited lecturer appointments for R&C classes, beginning July 1, 2010, to meet the needs of both our recently minted PhDs and our undergraduate students who have yet to fulfill their R&C requirements. It intends to hire lecturers for this program who have successfully completed training at Berkeley as R&C instructors; who have a documented record of excellence at Berkeley as R&C instructors; who have earned their PhDs no earlier than the spring of 2008; and who have not been previously employed as lecturers at Berkeley.

These lecturers will be called the James R. Gray Lecturers, in honor of long-term Berkeley lecturer Jim Gray, the founder of the Bay Area Writing Project and of the National Writing Project. Gray Lecturers will have opportunities to continue working with their faculty research mentors as well as additional opportunities to further their training and expertise in the teaching of writing. These opportunities will assist them in establishing their careers as scholars and teachers.

Appointment of Gray Lecturers to teach R&C will be approved for one initial year; where this best meets departmental needs, one additional year may be approved. To encourage these recent UCB graduates to continue their scholarly and academic growth, we expect that they will pursue opportunities to establish their careers elsewhere.

Not all lecturers hired with the special funds provided by EVCP Breslauer will be James R. Gray Lecturers. Those who received their PhDs before 2008 or who earned their PhDs elsewhere will not be part of this time-limited pilot program.

Through the hire of the James R. Gray Lecturers, we seek to serve the immediate best interests of both our recent PhD students and our undergraduates, not to create a new career-path opportunity at UCB. The James R. Gray Lecturership program is a two-year pilot program, and if it is successful, it may be continued after the 2011-12 academic year. If it is continued, however, it will not be open to individuals who have already been Gray Lecturers for two years. Of course, former Gray Lecturers would be eligible to be considered for any additional lecturer appointments that were available outside the James R. Gray Lecturership program.

See the attached list of lecturers hired with the special non-19900 funds committed by EVCP Breslauer.

We look forward to the AFT's acknowledgment and acceptance of this academic program as it pertains to the subgroup of Gray Lecturers hired with this special funding.

Sincerely,



Janet Broughton
Dean of Arts & Humanities

/srs

cc: Dean Carla Hesse
Associate Dean Schweik
Associate Dean Voss
Director of APO Heather Archer
Labor Relations Manager Debra Harrington