

## MINUTES OF THE DEPARTMENT OF ENGLISH

April 3, 1981

The meeting was called to order at 3:05 p.m., Joseph Moldenhauer presiding.

Mr. Moldenhauer introduced Randy Moreau, Secretary in the Freshman Office, the newest member of the Classified Staff.

Several faculty members had requested more information about the "Grade Inflation Index" surveys recently released by Associate Dean Joseph Horn. Mr. Moldenhauer briefly explained the different aspects of the report.

1. Undergraduate Enrollment - This figure indicates how many students were enrolled in an instructor's undergraduate courses, presumably as of the Twelfth Class Day.
2. Inflation Index Raw Score - This figure represents a comparison of the grades awarded by the instructor to the GPAs brought into the course by the students. It usually hovers around 1.0; a figure of 1.0 means that the GPA weights given were no higher or lower than the GPAs brought into the class; the instructor may surmise that he or she is applying exactly the same grading standards as the other teachers who have collectively taught these students. If the figure is higher than 1.0, the instructor has been giving higher grades on average than the students have been bringing in. If the figure is lower than 1.0, then the instructor's grading standards on average were stricter than were those of other faculty who graded the same students.
3. Percentile Rank - This is a reference to the individual instructor's standing in relation to other members of the College faculty included in the survey.
4. Raw Score Percent A's and B's - This is the proportion of the instructor's A's and B's (as a group) to the instructor's C's, D's, and F's (as a group); Q's and X's were not included in this calculation.
5. Percentile Rank - Another reference to the individual instructor's standing in relation to other members of the College faculty included in the survey.

Mr. Moldenhauer continued to welcome comments from the faculty on the Grade Inflation Survey; such comments would be transmitted to Dean Horn.

Mr. Moldenhauer introduced the first item on the agenda, changes in Chapter III, Section 1.8 ("Academic Titles") of the Regents' Rules (attached). Mr. Moldenhauer explained that the crucial changes seemed to be in the regularization of "Lecturer" and "Senior Lecturer" as non-tenure-accruing positions. The Department had received informal indications from the Dean's Office that the temporary faculty will all receive a title that includes the term "Lecturer."\* Whether these faculty members would be limited to that term or not, Mr. Moldenhauer didn't know; the presence of two special terms, "Lecturer" and "Senior Lecturer," suggested to him that a hierarchy may be set up and that some persons in non-tenure-accruing positions will perhaps be eligible for a higher rate of pay. Mr. Moldenhauer interpreted the changes in the Regents' Rules as permitting the indefinite renewal of a "temporary" appointment at up to 100% budgetary assignment given the need for the services of the lecturer and the Department's recommendation based upon the evaluation of the lecturer's effectiveness. Currently, temporary faculty appointed as Instructors or Assistant Professors may serve at 100% budgetary assignment for no more than three years; thereafter, they must serve at less than 100% time. The current practice seems intended to prevent temporary faculty from falling into a de facto tenure-accruing position. The Executive Committee felt that the Department would welcome an opportunity to deliberate on the possibilities advanced by the Regents' Rules changes; and if the Department felt strongly about these changes, it could communicate its considerations to the administration. Mr. Moldenhauer opened the floor to discussion.

There was vigorous discussion about the philosophical implications of a permanent "pool" with relative job security but no tenure. Some members of the faculty were encouraged by the changes. Wayne Reborn believed that many of the logistical problems faced by the English Department in the staffing of its courses may be eliminated by the use of the Lecturer title; at the same time members of the pool will receive greater job security. Hugh Grady thought the changes provided an increase in the rights of the pool; he believed that this was a first step toward legitimate recognition of the pool as members of the faculty.

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\*Most temporary faculty currently hold the title of "Instructor."  
A few hold the title of "Assistant Professor."

Other members of the faculty were discouraged by the changes; they believed that the Regents' Rules conveniently solved some problems for the University at the expense of the individual and perhaps of the faculty as a whole. James Wimsatt was concerned that the changes may be in violation of AAUP guidelines for tenure accrual: an individual may expect tenure after seven years of service and, if the individual is discharged after this time, that teacher has grounds for a complaint. Max Westbrook agreed; he said that to staff courses with temporary teachers in an emergency situation is one thing, but with these changes the University is regularizing what has become increasingly apparent: the University uses "temporary" people to staff its lower-division courses year after year while at the same time denying these people the right to accrue tenure. Mr. Westbrook believed that this policy was in direct violation of AAUP guidelines. James Kinneavy interpreted these changes as the first steps in an attack on the entire tenure system. The Legislature, he said, has already abolished tenure at UT-Permian Basin; if certain UT positions are labelled "non-tenurable," then the Legislature may well believe that no positions at UT are worthy of tenure. Perry Steele agreed. He believed that these changes were a direct attack on Assistant Professors; why should the UT administration pay extra money and make formal, long-term commitments to Assistant Professors when a "Lecturer" would perform more work for less pay and with no long-term contractual claims on the University?

Some faculty members didn't know what to think of the changes in the academic titles. Sue Rodi knew what the temporary faculty hoped for (job security, respectable salaries, and decent teaching loads), but she wasn't sure whether or not these changes helped or hindered their achievement of those goals. In response to a question, Mr. Moldenhauer said that although the subject of a "permanent" pool had been discussed in the Department, no consensus had ever emerged. Ray Cook made the following motion:

The Chairman will appoint an ad hoc committee, composed of both regular and "temporary" faculty members, charged with the responsibility to (1) study the current status of temporary faculty members; (2) examine possible alternatives within the tenure-track system; and (3) gather and analyze information on the Lectureship issue. Finally, within thirty days the committee will propose a policy statement on all of the above agreeable to the English Department as a whole to be forwarded to the Dean.

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The motion was seconded and approved. Mr. Moldenhauer asked that members of the pool consult early the next week and advise him of its preferred representatives on the committee.

Kurt Heinzelman moved that the Dean be advised of the Department's action on this matter. The motion was seconded and approved.

Hugh Grady moved "that the Department endorse for all faculty the following three goals: job security, reasonable salary, and workable teaching load." The motion was seconded. Mr. Grady defined a "reasonable salary" as one of commensurate salary for commensurate experience and education. The motion was approved.

Maxine Hairston moved that the second agenda item (discussion of proposed changes in the Freshman and Sophomore Literature Policy Committees) be postponed until the next department meeting. The motion was seconded and approved.

The meeting adjourned at 4:55 p.m.

whose duties will require the handling of food or the care of patients must pass a physical examination indicating fitness for the position for which application is made. The examination may be made at the health service of the component institution at which the applicant will be employed, if such service exists. Reports of physical examinations shall be filed as determined by the institutional head.

**1.8 Academic Titles.**

In order to achieve consistency in the use of academic titles among the component institutions of the System, the following subsections describe the use of titles to apply in all institutions from the date of adoption of this section.

**1.81** Except for the title Regental Professor, the only titles to be used henceforth in which faculty members may hold tenure are as follows:

- (a) Professor
- (b) Associate Professor
- (c) Assistant Professor

**1.82** Persons holding a named chair or professorship or a position designated by academic discipline may acquire tenure by virtue of one of the three positions listed above, but not through the named chair or professorship or position designated by academic discipline. At M. D. Anderson, the institution head under special circumstances may use the term Faculty Associate in lieu of Instructor.

**1.83** The following academic titles may also be used within University of Texas System institutions. Tenure cannot be awarded to a person appointed to these ranks and, with the exception of the rank of instructor, academic service within these ranks cannot be counted toward the satisfaction of any required probationary period. Appointments to these titles shall be for a period of time not to exceed one academic year, and, with the exception of the title of instructor, such appointments shall terminate at the expiration of the stated period of appointment without the notification of nonrenewal required by Subsection 6.8 of this Chapter of the Regents' Rules and Regulations. If a component institution determines that it is to the benefit of the institution, it may offer reappointments to these titles.

- (a) Instructor. This title denotes a probationary appointment as a member of an institutional faculty. During the period of probationary appointment to this rank the scholarly competence, teaching performance, and professional promise of the candidate will be evaluated.

- (b) Lecturer. This title may be used for individuals who will serve as teachers and whose experience and qualifications are comparable to those of faculty members in untenured, tenure-track positions.
- (c) Senior Lecturer. This title may be used for special teachers who will augment and complement regular teaching faculty and whose experience and qualifications are comparable to those of faculty members in tenured positions.
- (d) Assistant Instructor or Teaching Associate. These titles may be used interchangeably for (1) certain graduate students teaching on a part-time or full-time basis who are in the last phase of their doctoral programs and who are unconditionally enrolled in graduate study, or (2) persons who, because of the nature of their duties, such as in a laboratory or in a hospital, do not qualify for one of the usual academic titles and do not hold the academic training or professional distinction usually required for attaining tenure positions.
- (e) Teaching Assistant. This title usually applies to graduate students who are teachers and who are employed on a part-time basis. The only other teaching titles for graduate students are Teaching Associate and Assistant Instructor.
- (f) Faculty Associate. This title may be applied to a person assigned to a research or nonteaching center, institute, or other unit or interdisciplinary program of a component institution.
- (g) Specialist. This title may be used for professional individuals who will serve as practitioners in specific areas of instruction, training or supervision. Upon approval of the institutional head and the Chancellor, the title may carry appropriate descriptive prefixes so as to indicate the specific area of proficiency, e.g. Practice Teaching Specialist, Physical Activity Specialist, Social Work Field Training Specialist.
- (h) In the health components, persons appointed to full-time positions for the primary purpose of research activities, with only incidental teaching or patient care duties, shall be given one of the following titles:
- (1) Research Professor of (title of specialty)
  - (2) Research Associate Professor of (title of specialty)

(3) Research Assistant Professor of (title of specialty)

(4) Research Instructor in (title of specialty)

(1) In the health components, and in the general academic institutions with health-related clinical programs, persons appointed to full-time positions for the primary purpose of patient care and other service activities, with only incidental teaching or research duties, shall be given one of the following titles:

(1) Professor of Clinical (title of specialty)

(2) Associate Professor of Clinical (title of specialty)

(3) Assistant Professor of Clinical (title of specialty)

(4) Instructor in Clinical (title of specialty)

1.84 Prefixes to academic and staff positions in which tenure cannot be acquired:

(a) Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor. These titles are used only for temporary appointments of persons either visiting from other institutions where they hold similar ranks or who are brought to the University on a trial basis. Such appointments are limited to two years.

(b) Adjunct Professor, Adjunct Associate Professor, and Adjunct Assistant Professor. One of these titles may be used when a qualified person from business, industry, government, private practice, or another institution of higher education may be teaching a course or participating in the teaching of a course at one of the component institutions. Except in special circumstances, this prefix should be used to designate part-time service on the faculty. In the health components, this prefix should be used only for those persons not involved in patient care who otherwise satisfy the above criteria. Appointments to the faculty with an adjunct title may be with or without pay and shall be for a stated period of time not to exceed one academic year. Such appointments shall terminate upon expiration of the stated period of appointment without the notification of nonrenewal required by