



THE UNIVERSITY OF TEXAS AT AUSTIN
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May 2, 1984

To: Members of the Department of English

From: W.O.S. Sutherland, Chairman

Please add the protest to the Senate's approval of a Business variant for E.346K to the Agenda of the Department meeting on Thursday, May 3, GOL 105. On the other side of this sheet is the report of the Special Committee authorized to clarify issues raised in the debates on Lecturer hiring policies. Members of the Committee are Ambrose Gordon, Ramon Saldivar, Lance Bertelsen, Penny Weibly, and Charles Rossman, Chm.

REPORT OF THE AD HOC COMMITTEE ON LECTURERS

The committee met on April 26. Our goal was to define the issues concerning lecturers in the most neutral way possible, and to present those issues to the Department for debate and possible decision.

Although we were keenly aware that every aspect of every issue reverberated with philosophical, political, and moral implications, we strove to formulate the issues as pragmatically as possible. We therefore tried to work within the format of the legislation passed by the Senate on April 6 and debated by the Department on April 19.

That document contained six numbered items. It was the committee's understanding that the first and fourth items had been accepted by the Department at its meeting of April 19, and that the remaining four items were in our province. Accordingly, what follows duplicates the wording of items one and four, and offers our assessment of the Department's options in the remaining items.

Item 1. The lecturer position is a temporary, one-year or one-semester non-tenure accruing appointment, with the possibility of renewal.

Items 2 and 3. Following are the options regarding renewability:

A. Renewable, with limitations:

(1) Current lecturers may serve no more than (x) long-term semesters at full time.

(2) New lecturers may serve no more than (y) long-term semesters at full time.

B. Indefinitely renewable, without leading to tenure.

C. Indefinitely renewable, possibly leading to tenure (appears to conflict with item 1).

Item 4. Hiring decisions will be made on merit. Priorities shall be as follows:

1. New University of Texas English Department Ph.D.'s.
2. Former lecturers.
3. New applicants.

(The committee noted a possible ambiguity in the word "merit."
Does it apply within or across the three categories?)

Item 5. We request (will not request?) the administration to authorize (x) additional tenure-track lines (over and above replacement of losses) each year beginning with 1984-85 recruitment. This policy will be reviewed during its third year and every subsequent year that it remains in effect, and continued only if it is achieving its desired end: that of decreasing the number of lectures hired by the Department.