

## A Proposal on the Lecturer Situation

Over the last decade, the structure and direction of the English Department at the University of Texas at Austin have been substantially altered by drops in graduate enrollment, <sup>decrease</sup> increases in lower-division <sup>teaching</sup> teaching responsibility, <sup>decrease</sup> declines in the number of <sup>lecturer faculty positions</sup> tenure-track lines, and substantial increases in the number of temporary faculty employed to meet regular departmental commitments--most notably the teaching of in lower division writing and literature courses. In many cases, the department and college <sup>have</sup> reacted to enrollment and staffing crises with <sup>temporary</sup> stopgap measures that soon became permanent departmental fixtures.

New admission standards instituted in 1982-83 promise a more stable future. So it seems appropriate, in this Centennial year, for the English Department to evaluate its current staffing situation and to suggest measures that will enable it over the next decade to attain the very highest standards of undergraduate English instruction, to maintain the integrity of its graduate program, to promote research and scholarship of the first rank, and to grant all of its faculty members the <sup>academic</sup> assurance of security and freedom essential to their academic missions. <sup>time</sup> In the same year that it begins to offer a new undergraduate program to the university, the English Department must also seek a new direction for itself, one that affirms what is right and productive in its past and recognizes what is challenging and difficult about its future. As Wayne Booth has observed, we cannot lament the condition of the humanities if we flee the responsibility of cultivating literacy where it is needed most.

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1. The English Department, in consultation and cooperation with the College and University, should over a period of ten years undertake a program of gradual and steady growth, adding tenure-track and tenured lines until the number of its temporary teaching faculty (excluding Assistant Instructors) does not exceed (in FTE's) % of its tenured and tenure-seeking faculty.
  - a. Whenever possible, the new lines and positions should be added in areas not currently covered by the tenure-seeking and tenured faculty or in areas of staffing need at the upper-division and graduate levels.
  - b. The growth should be slow and managed. Budget-line goals should be established over a period of a decade. The department should present a plan for using the new lines to shape a department capable of meeting its substantial undergraduate teaching responsibilities with distinction while maintaining and advancing a wide-range of scholarly activities.
  - c. The department should, early in its period of growth, consider what modifications of its structure and government and what

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In ~~most~~ <sup>many</sup> cases, the department and college ~~have~~ ~~reacted~~ <sup>reacted</sup> to enrollment and staffing crises with ~~measures~~ <sup>stopgap</sup> measures that ~~have~~ soon become permanent departmental fixtures.

~~graduate enrollment rose quickly and steadily, but unpredictably, leaving the department to scramble at the last minute to find teachers for the vitally important introductory writing and literature courses, <sup>al administrators</sup> it seems~~

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2. The English Department recognizes ~~that~~ its professional obligation to ~~that~~ lecturers it has hired to meet its teaching responsibilities. It seeks to recognize and reward good service, to ~~encourage~~ <sup>nurture</sup> their professional growth, to ~~ensure their academic freedom~~ <sup>ensure their academic freedom</sup> and to encourage the highest quality of undergraduate instruction, ~~among these~~.

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~~3. Two categories of Lecturers shall be recognized by the English Department: Lecturer I and Lecturer II. Lecturer I's shall enjoy guaranteed reappointment except where demonstrated continued ~~except~~ incompetence, when a good cause ~~is~~ <sup>is</sup> ~~dismissal~~ <sup>dismissal</sup> such as continued professional incompetence, is proven.~~

A Proposal on the Lecturer Situation

- over a period of ten years
1. The English Department, in consultation and cooperation with the College and University, should undertake a program of gradual and steady growth, adding tenure-track and, ~~whenever possible, tenured lines until its reliance on temporary teaching staff is substantially reduced.~~ *the number of its temporary teaching faculty (excluding Assistant Instructors) does not exceed (in FTE's) — % of its tenured and tenure-seeking faculty.*
    - a. Whenever possible, <sup>the</sup> new lines and positions should be added in areas not currently covered by the tenure-seeking and tenured faculty or in areas of staffing need at the upper-division and graduate levels.
    - b. The growth should be slow and managed. Budget-line goals should be established over a period of a decade ~~or more~~. The department should present a plan for using the new lines to shape a *department capable of meeting its substantial undergraduate teaching responsibilities with distinction* while maintaining and advancing a wide-range of scholarly activities.
    - c. The department should, early in its period of growth, consider what modifications of its structure and government and what additions to its staff and resources are necessary to support first-rate teaching and scholarship. *from the administration*
    - d. The *English* department ~~and the college~~ *should seek assurance that* should modify its promotion and merit raise systems ~~to~~ *will be modified to* reflect the increased lower-division teaching responsibilities and decreased graduate course opportunities likely to result from any substantial increase in the size of the tenured and tenure-track faculty.
  2. Until such time as it can staff its full complement of required and elective courses with AI's and tenured and tenure-track faculty, the English Department shall continue to rely on the services provided by Lecturers. *See new # 2*
  3. Two categories of Lecturers shall be recognized by the English Department: Lecturer I and Lecturer II.
  4. The Lecturer I category shall be composed of those lecturers who, by means of a substantial review of their credentials (teaching and, when applicable, service and publication) by the English Department Executive Committee ~~or another body empowered to conduct such reviews,~~ are shown to merit regular annual reappointment.
    - a. Members of this group shall be <sup>re</sup>appointed regularly for as long as the English Department requires their service, ~~provided that they continue to demonstrate professional competence.~~ *except where good cause for dismissal, such as continued professional incompetence, is proven,*

- b. Lecturer II's may be <sup>recommended</sup> considered for appointments as Lecturer I's after a minimum of six semesters service in the Lecturer II category. The EC ~~or other empowered body~~ shall determine which members of the Lecturer II category meeting the minimum service standard shall be considered for appointment to Lecturer I.
- c. All current "Super Lecturers" shall be considered Lecturer I's and shall enjoy first hiring priority within this category in all subsequent years.
- d. All current "Lecturers" with a minimum of six semesters service shall be considered for a Lecturer I position in order according to seniority. However, the EC or other empowered body shall not be required to render a full evaluation on every current lecturer eligible for a Lecturer II position when it is very clear that a full review of credentials is not likely to result in appointment to a Lecturer I position. <sup>Lecturer II's with substantial prior teaching service elsewhere may be recommended for appointment to Lecturer I</sup> ~~offer by the EC for early appointment to Lecturer I.~~
- e. Hiring priority within the Lecturer I rank shall be determined by seniority within the rank. Lecturers appointed to this category in any given year shall have hiring priority over Lecturer I's appointed in subsequent years. Within a given appointment year, priority shall be determined by total semesters of teaching service in the UT English Department (~~excluding?~~ including <sup>graduate teaching as an A.T.</sup>)
- 1) While Lecturer I's shall continue to be evaluated in a manner consistent with their appointment, their individual hiring priority shall not be altered on the basis of such evaluations, ~~provided that a Lecturer I demonstrates reasonable professional competence. Lecturer I's who do not demonstrate such competence shall be dismissed.~~
  - 2) Lecturer I's may take a leave of up to one full year without losing their hiring rank.
- f. Lecturer I's shall have hiring priority over <sup>up to</sup> all members of the Lecturer II category with the exception of five new U.T. Ph.D.s designated annually as Lecturer II's. (See #6 below).
- g. The English Department should negotiate with the College and University for an increase in funding and services in order to enable Lecturer I.'s to enjoy ~~travel and other professional benefits.~~ <sup>regular professional benefits including secretarial support, released time for program development, reduced teaching load for departmental service or teaching revision, travel, etc.</sup>
5. The Lecturer II category shall include, initially, all current lecturers (~~excluding super lecturers~~) and all new lecturers hired in the future.

- a. All current members of this group with a minimum of six semesters teaching experience as a lecturer in the UT Department of English shall be ranked for hiring priority after <sup>up to</sup> five new UT Ph.D.'s (see #6 below) and the "Super Lecturers", but ahead of lecturers with less than six semesters experience and new applicants. This priority for Lecturer II's with six semesters or more of experience shall extend only through a transition period during which eligible Lecturer II's are given a preliminary review for Lecturer I appointments. During this transition period, Lecturer II's with a minimum of six semesters of experience shall be ranked for hiring within their group according to a procedure ~~consistent with previous EC ranking procedures.~~ *based upon recent teaching evaluations and service.*
- b. During the transition period, lecturers with less than six semesters of experience and new applicants (excluding <sup>up to</sup> five new UT Ph.D.s designated for special priority by the EC) shall be ranked for hiring within the group according to a ~~procedure consistent with previous EC ranking procedures with due consideration given to the service of lecturers already hired.~~ *procedure ~~measures~~ measures evidence of teaching effectiveness. Due consideration, however, will be given to the service of all current lecturers.*
- c. Following the transition period, Lecturer II's shall be hired after <sup>up to</sup> five new UT Ph.D.s and all Lecturer I's.
- 1) Within the group, Lecturer II's shall be ranked annually for hiring priority according to a review conducted by the EC, ~~or other empowered body.~~
  - 2) Lecturer II's shall be ranked along with new applicants both from within and without UT.
  - 3) Lecturer II's shall be ranked according to student teaching evaluations, course evaluations performed by directors and associate directors of the freshman, sophomore, and E346 programs, departmental service, <sup>and</sup> publications, etc.
  - 4) Lecturer II's reviewed, but rejected, for appointment to Lecturer I may continue as Lecturer II's and may be reconsidered for Lecturer I appointments.
- ~~d. In years when departmental staffing needs can be satisfied by the five new UT Ph.D.s appointments and Lecturer I's, no Lecturer II's will be appointed.~~
- <sup>Up to</sup> 6. Five lecturer positions will be reserved each year for new UT Ph.D.s in English *who have demonstrated continuing teaching excellence.*
- a. New Ph.D.s awarded these positions will enjoy hiring priority for one year only. In all respects except hiring priority, new Ph.D.s in this category will be considered as Lecturer II's. (see below.)



- b. New Ph.D.s awarded hiring priority in their first year of lecturer appointment may subsequently apply as Lecturer II's. ~~with one year of service.~~
- c. New Ph.D.s not among the five awarded hiring priority may be considered for appointment as Lecturer II's.