

MINUTES OF THE SENATE
Department of English

12 May 1983 /

12:00-2:05 p.m.

Present: Moldenhauer (Chair); Cable, Carton, Cullingford, Duncan, Friedman, Gordon, Gribben, Jolliffe, Kruppa, Lesser, Lidoff, Reed, Rossman, Ruszkiewicz, Sipiora, Skaggs, Stoeltje, Westbrook, S. Wevill. Absent: Faigley, King, Megaw.

The Minutes of the 29 April 1983 Senate meeting were approved.

Dr. Joseph J. Moldenhauer introduced the main agenda item of the meeting: discussion of the report of the study group on Lecturers. The study group had been appointed by the Chair in response to a motion passed at the 25 February 1983 Senate meeting petitioning the Chair to appoint the group with the following charge: to bring to the Senate recommendations bearing on the questions of Lecturer status, appointment, reappointment, and evaluation. On 28 March 1983 the Chair appointed the following individuals to the group: David Beer, Susan Blalock, Evan Carton, John Cook, David Gaines, Zulfikar Ghose, Alan Gribben, Paul Meyer, Gregory Myers, John Trimble, Linda Vance, John Velz, and John Walter; David Beer was selected by the group to serve as its chair.

Dr. Beer spoke briefly about the report. It is a product of 13 individuals of all ranks in the Department. The document is based on compromise and reasonableness by the group which worked with a full awareness of the present situation; it is in part a synthesis of the best features in previous reports presented to the Department. Dr. Beer said he hoped, should the proposal be passed by the Senate, that the Department would create a standing committee on Lecturers to continue monitoring the document as necessary within changing circumstances.

On behalf of the committee Dr. Beer moved and seconded that the document be discussed before the Senate; the Senate agreed by consensus.

Dr. Joe Kruppa moved, and Mr. Philip Sipiora seconded, that D.5 be changed from "As many as five of these positions may be reserved for new UT PhDs who have demonstrated teaching excellence; after finishing their one year of priority, they will be ranked with others at the Lecturer I level." to "New UT PhDs who have demonstrated teaching excellence will be given priority; after . . . level." and that D.13 be changed from "After the Lecturer IIs have been appointed, up to five new UT PhDs may be appointed." to "After . . . appointed, new UT PhDs may be appointed." The motion was approved, 13-4-2.

Dr. Alan Gribben moved, and Dr. James Skaggs seconded, that D.9 be changed from "The EC should limit the proportion of Lecturer II appointments to no more than one-third of the previous year's total number of Lecturers." to "The . . . than one-half of . . . Lecturers." The motion was defeated, 1-15-3.

Dr. Gribben moved, and Dr. Kruppa seconded, that C.2 be changed from "Besides the standard form administered by the Measurement & Evaluation Center, the Department should also consider grading data, faculty assessments, and professional publication and activities." to "Besides the standard form . . . activities as supplementary evidence of a commitment to fine teaching." The motion passed, 16-0-2.

Minutes of the Senate
12 May 1983
Page 2

Dr. Evan Carton moved, and Dr. Skaggs seconded, that B.1 be changed from "The committee recommends that the Department negotiate with the College to provide Lecturers with:" to "The committee recommends that the Department provide, or negotiate with the College to provide, Lecturers with:" The motion passed unanimously.

Dr. Carton moved, and Dr. Gribben seconded, that the Report as amended be accepted by the Senate. (A previous motion to accept proxy votes by absent Senate members had been approved; one proxy vote was noted in this balloting.) The motion passed, 12-0-3.

The meeting adjourned at 2:03 p.m.

Pamela Wheeler
Secretary

Enclosure: Report on Lecturer Matters, as approved by the Senate,
12 May 1983

Distributed to Senate members 16 May 1983.



THE UNIVERSITY OF TEXAS AT AUSTIN
AUSTIN, TEXAS 78712-1164

Department of English

REPORT ON LECTURER MATTERS

as approved by the Senate
12 May 1983

- A. 1. A Lecturer is a teaching professional whose experience and qualifications, as defined in the Regents' Rules, are comparable to those of faculty members in tenure-track positions. 2. Although Lecturers cannot acquire tenure, and may only be hired on a year-to-year basis, they should be recognized as integral members of the English Department. 3. At present the Department has one of the largest Lecturer groups in the country; in the foreseeable future, there will continue to be Lecturers in the English Department, just as there are and have been Lecturers in other departments. 4. Lecturer appointments, however, like appointments of other faculty, should be consistent with a balanced departmental structure. 5. Specifically, the English Department should seek to sustain Assistant Professor budget lines and to provide teaching positions for graduate students.
- B. 1. The committee recommends that the Department provide, or negotiate with the College to provide, Lecturers with:
- a. salary increases;
 - b. the opportunity to serve on departmental committees;
 - c. a 4-3 teaching load;
 - d. improved office space;
 - e. eligibility for travel money;
 - f. eligibility for teaching awards;
 - g. absences for up to one year, without loss of hiring rank, for professional improvement.
- C. 1. Although the primary criterion for the evaluation of Lecturers must remain good teaching, evaluative procedures should be as comprehensive as possible. 2. Besides the standard form administered by the Measurement & Evaluation Center, the Department should also consider grading data, faculty assessments, and professional publication and activities as supplementary evidence of a commitment to fine teaching. 3. Individual Lecturers should be encouraged to supplement their dossiers with materials supporting their effectiveness. 4. Such materials could include original syllabi, letters of recommendation, course proposals, innovative assignments, and graded essays.
- D. 1. Hiring and rehiring procedures should recognize excellence, as determined by the comprehensive evaluations described above, and should reward continued excellence over several years with some security based on seniority. 2. The committee recommends that the Department recognize two levels of priority

in Lecturer reappointments: Lecturer IIs, who are hired first, reviewed every three years, and ranked for rehiring by seniority, and Lecturer Is, who are hired after Lecturer IIs, evaluated every year, and ranked for rehiring by evaluations. 3. These levels do not create new titles or carry additional salary increments.

4. All new Lecturers will be hired at the Lecturer I level and will be ranked annually for rehiring by the EC, using the comprehensive evaluation procedure. 5. New UT PhDs who have demonstrated teaching excellence will be given priority; after finishing their one year of priority, they will be ranked with others at the Lecturer I level.

6. The EC may designate as a Lecturer II anyone who has taught at least six semesters as a Lecturer at UT and who has shown excellent comprehensive evaluations. 7. The EC may evaluate early a Lecturer I who has substantial prior teaching experience. 8. The EC shall not be required to render a full evaluation on every eligible Lecturer I when a full review of credentials is not likely to result in appointment to a Lecturer II position. 9. The EC should limit the proportion of Lecturer II appointments to no more than one-third of the previous year's total number of Lecturers.

10. The sequence of hiring will operate as follows. 11. Members of the Lecturer II group will be reappointed regularly as long as they are needed, their Lecturer II status subject to comprehensive review every three years. 12. Hiring priority within the Lecturer II group will be determined by seniority, dating from appointment as Lecturer II. 13. After the Lecturer IIs have been appointed, new UT PhDs may be appointed. 14. Then other members of the Lecturer I group will be hired; hiring priority within this group will be determined by evaluations and supporting materials.

15. Several temporary adjustments will be needed as the present arrangement is converted to the new system. 16. The current "Super Lecturers" will be the most senior members of the Lecturer II group. 17. The current Lecturers who have already taught six semesters at UT will be given hiring priority over other Lecturers until the EC has had time to consider possible Lecturer II appointments, and during this period priority within the group will be based on recent teaching evaluations. 18. The current Lecturers who have not taught six semesters at UT will be ranked separately, according to teaching evaluations.

19. The EC, if it wishes, may delegate any portion of these responsibilities to a standing committee on Lecturers appointed by the Chairman.