To: Departmental Senate

From: W. O. S. Sutherland

I would like to call a meeting of the departmental senate for 3:00 p.m. Wednesday, March 28, to be held in PARLIN 203.

Agenda: Recommendations of the Executive Committee with regard to the hiring of Lecturers. The text of the recommendation follows.

The Executive Committee is fully cognizant of the fine service rendered the department by our colleagues serving in the rank of Lecturer. Since all Lecturers are reviewed each year, the EC sees directly the good teaching that goes on in Lecturers' classes. The committee also appreciates the work done by the Committee on Lecturer Matters, which met and produced the Report on Lecturer Matters passed by the Senate on May 12, 1983. In discussing the hiring process, however, several problems have arisen which suggest that the present policy should be clarified and modified. Two situations make it urgent that these changes be considered this year: (1) Several Lecturers are now in their sixth year; and (2) The hiring priority established in Section D of the May 12, 1983 document must be modified since the category of Lecturer II cannot be established.

The Executive Committee is, therefore, making the following recommendations:

1. The Executive Committee feels that the position of Lecturer should be defined unequivocally by the department. While the Rules of the Board of Regents state appointments "shall be for a period of time not to exceed one academic year," the Report on Lecturer Matters approved by the Senate on 12 May 1983 speaks of "security based on seniority" and indeed sets up a system of Lecturer I and Lecturer II, based on seniority, which the department cannot, because of the Rules of the Board of Regents, institute. The assumption of continuing appointment is at odds with the rules; so the Executive Committee recommends the following statement:

   > The Lecturer position is a temporary, one-year or one-semester non-tenure accruing appointment.

2. The policy adopted last year places no limits on the years or semesters of full-time service in the Lecturer position. French-Italian, for example, places a three-year limit. Lecturers in Spanish-Portuguese are appointed for one year. There is a reason for this limitation. Although the Regents define Lecturer as non-tenure accruing, the AAUP principles hold that any person who teaches a full-time load regardless of title is covered by the policy that the probationary period should not exceed seven years. Service in the eighth year, the AAUP would argue, assumes tenure. We have four Lecturers now in their sixth year; so the issue of whether the Lecturer position is temporary or permanent (according to the AAUP principles) is at a critical point.

   In order to prevent the assumption of tenure by default, at least according to AAUP principles, and to give the department

a definite policy which will allow both Lecturers and the department to plan ahead, the EC recommends the following:

> A person may serve in the position of Lecturer no more than a total of eight long-session semesters at full time.

In order to allow a transition for anyone currently serving who would be appointed for 1984-85, the following principle is recommended:

> Anyone currently serving as a Lecturer who has already served a total of six long-session semesters may, if reappointed, serve no more than two more semesters at full time.

The transition must come next year, 1984-85. This principle would hold if the Lecturer is rehired and if full-time appointments for 1984-85 are the general rule. The drop in staffing needs for next year may lead the Executive Committee to reexamine the practice of making full-time appointments for all Lecturers who request full time.

Please, note that it will still be possible, under these recommendations, for persons to serve as part-time Lecturers after they have completed eight semesters of full-time service.

3. One of the original intentions of establishing full-time temporary positions in the department was to give U.T. Ph.D.'s who had not obtained jobs, a position from which to continue to look for employment. The intention of the document passed last May was to establish the hiring priority of (1) Lecturer II, (2) new U.T. Ph.D.'s, (3) other members of the Lecturer I group. The category of Lecturer II has not been approved. Also, the document of May 12 does not specifically state that old Lecturers (there called Lecturer I) and new applicants would be ranked in the same list or just what the priority should be between new applicants and Lecturers reapplying. To clarify priorities and to allow new U.T. Ph.D.'s an opportunity to have additional time to seek positions, the EC recommends the following:

> Hiring decisions will be made on merit. Priorities shall be as follows:
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> (1) New University of Texas English Department Ph.D.'s
> (2) Continuing part-time Lecturers and those who have taught fewer than eight semesters full time
> (3) Lecturers who have taught more than eight semesters full time but who wish to teach part time
> (4) New applicants

In addition to these policies, the Executive Committee will urge the administration to authorize additional tenure-track lines in the budget. It will also encourage other departments and colleges to staff required writing courses, preferably by hiring some of the current Lecturers.