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Department of English
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To: Bill Sutherland
From: Greg Myers
Re: Executive Committee Recommendations on the Hiring of Lecturers
Date: March 27, 1984

I will be out of town during the senate meeting to discuss the EC's recommendations on the hiring of lecturers. I am not a member of the senate, but I would like to add my comment as someone who worked on last year's committee on this issue. The document produced by that committee has the problems the EC points out, but it also has some authority as the only policy statement to which the department has agreed. One of the principles in the document was that continued excellent service should be rewarded with whatever limited security the English Department can offer. The EC recommendations seem to me to contradict this principle in two areas.

First, the EC recommendations reduce the teaching by those who have been evaluated and rehired the most times. I recognize the threat of censure that motivates this change, and I agree wholeheartedly with the apparent intention of retaining good teachers. But I wonder whether placing sixth-year lecturers on part-time service will help us avoid AAUP censure. This provision seems to violate the spirit of AAUP rules, if not their wording, and seems to leave the department as open to challenge as it would be if it continues year to year appointments under the terms of the Regents' Rules.

Second, the EC's recommendations reverse the order of hiring agreed on last year, so that those who have been repeatedly evaluated and rehired are hired after those with less service. Although the EC cannot use the titles proposed last year, or make any promises of security, it can carry out the intentions of the Senate Proposal in its rehiring decisions.

I recognize that the EC has considered this issue carefully. If the Senate decides the EC recommendations are unavoidable, I hope it will consider a six-year term and a revised hiring priority. But before the senate votes on this new proposal, I hope that

it considers whether the very different proposal it passed last year can be modified to take into account the problems pointed out by the EC, and whether the AAUP guidelines have to force the department to add to the insecurity of the more experienced lecturers.

I will send a copy of this memo to each of the two members of the senate I've talked to, Alan Friedman and John Ruskiewicz. I am sure they have heard these arguments, and will hear them again Wednesday, but I repeat them here for whatever effect one more voice can have.

CC: Alan Friedman
John Ruskiewicz