



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

Department of English  
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February 28, 1983

*Dear Hester,*

Attached is yet another proposal for ameliorating the lecturer situation. I've attempted to incorporate the best parts of the proposals already before the department as well as some suggestions made at the Senate meeting on February 25. I apologize for the technicality of some sections, but what I have attempted to do is spell out as clearly as possible the hiring priorities within and between the several categories created in the document. Sometimes the resulting language is not very inviting.

What I'd like you to do, if possible, is to read over this draft, making suggestions, corrections, additions, deletions, etc. If you don't have time or inclination, please return the proposal to me. I don't want this document to have wide circulation yet, but I'd like to have reactions from people who are familiar with the lecturer situation--its opportunities and pitfalls.

Thanks for your time and patience.

Sincerely,

A handwritten signature in black ink, appearing to read "John J. Ruszkiewicz".

John J. Ruszkiewicz

## A Proposal on the Lecturer Situation

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.
  - a. Whenever possible, 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 handling its substantial teaching needs 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. [REDACTED]
  - d. The department and the college should modify its promotion and merit raise systems 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.
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 appointed regularly for as long as the English Department requires their service, provided that they continue to demonstrate professional competence.

- b. Lecturer II's may be 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.
  - 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? graduate teaching). [REDACTED]
    - 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 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.
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 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.
  - b. During the transition period, lecturers with less than six semesters of experience and new applicants (excluding 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.
  - c. Following the transition period, Lecturer II's shall be hired after the 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, 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.
6. Five lecturer positions will be reserved each year for new UT Ph.D.s in English.
- 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.