



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

Office of the Chairman
Department of English
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6 May 1983

MEMORANDUM

To: Department of English
From: Joseph J. Moldenhauer, Chairman *JJM*
Subject: Meeting of the Departmental Senate

The Department of English Senate will meet on Thursday, 12 May 1983, at noon in Parlin 304. This time has been chosen because the meeting falls during the final examination period. No examinations are scheduled between noon and 2 p.m.; thus all Senate members and any other colleagues interested in the business of the meeting should be free to attend at least until 2 p.m.

The principal item of business will be the recommendations of the study group on Lecturer matters established at the wish of the Senate. These recommendations are being circulated today to the members of the Senate and the study group. It is expected that most or all of the study group membership will be present at the Senate meeting.

If any Senate member has other items for the agenda, please inform me and circulate any necessary paper to the voting membership by Tuesday, 10 May.

All members of the English Department are reminded that they are welcome to attend and to speak at any meeting of the departmental Senate.

JJM:psw



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Department of English

STUDY GROUP ON LECTURERS

Final Report

6 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 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. 3. Individual Lecturers should be encouraged to supplement their dossiers with materials supporting their teaching 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. 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.

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, up to five 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.