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The following proposals for revisions to the EC recommendations concerning Lecturer hiring represent two approaches to the problem.

The first proposal is an effort to preserve the spirit of the departmental policy voted into effect by the Senate and Executive Committee in the spring of 1983, based upon the efforts of many individuals and two departmental committees (a copy of the policy is attached).

The second set of amendments addresses the issue of AAUP guidelines as discussed in the EC recommendations. If the department should determine that AAUP guidelines should take precedence over the Regents Rules on this issue, then these amendments represent an effort to ensure consistency and equity in the application of those guidelines.

PROPOSED AMENDMENTS TO THE REPORT
ON LECTURER MATTERS

It was not the intent of the departmental study group to recommend the creation of new titles for Lecturers (see sentence D.3 in the Report on Lecturer Matters). Nevertheless, it is clear that some confusion and misinterpretation have resulted from the report's use of the terms "Lecturer I" and "Lecturer II". These terms were intended to represent categories of hiring priority for use within the department only.

It is also clear that the original report, in proposing a three-year interval for evaluation of one category of Lecturers, left itself open to an interpretation at variance with university policy, which does not allow the department to make a commitment to anyone at the rank of Lecturer beyond one year.

Moreover, the report does not seem to give adequate expression to departmental sentiment regarding our commitment to new UT PhDs.

Therefore, the following amendment seems appropriate.

For section D (in its entirety), substitute the following:

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 measure of security based in part on seniority. 2. The Department should recognize four categories representing levels of priority in Lecturer appointment:

Category A: new UT PhDs (as qualified by teaching experience);

Category B: former Lecturers designated by the EC to be ranked for re-hiring on the basis of seniority within the category, evaluated annually to determine continued eligibility for the category;

Category C: other former Lecturers, ranked within the category by annual evaluations;

Category D: new applicants.

3. The EC may assign to Category B any Lecturer who has taught at least six semesters at UT and who has shown excellent comprehensive evaluations. 4. The EC may also assign to this category a candidate who has substantial prior teaching experience in another rank or at another institution.

5. Several temporary adjustments will be needed as the present arrangement is converted to the new system.

6. The current "Super Lecturers" will be the most senior members of Category B. 7. Until the EC has had the opportunity to consider other Lecturers for assignment to Category B, current Lecturers who have taught six semesters at UT should be considered for hiring priority within Category C, provided their evaluations support such a priority. 8. The current Lecturers who have not taught six semesters at UT should be ranked according to teaching evaluations.

9. The EC shall notify all candidates as to their hiring categories at the earliest possible date each year.

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

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, evaluation 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 publications 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 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.

PROPOSED AMENDMENTS TO THE EC RECOMMENDATIONS

The Executive Committee's proposal addresses the dilemma of "tenure by default" by defining the Lecturer position as "a temporary, one-year or one-semester non-tenure accruing appointment" and by putting a limit on the number of long-session semesters a person may serve as a full-time Lecturer.

The following amendments to the E.C. recommendations seem the most equitable way to implement the new hiring policy and the surest guarantee that each departmental course offering will be staffed by those teachers the E.C. deems best qualified.

Amendment 1. For "A person may serve in the position of Lecturer no more than a total of eight long-session semesters at full time" substitute "A person may serve in the position of Lecture no more than a total of twelve long-session semesters at full time."

The adoption of this amendment would also require that the proposal for a transition period be changed from "...has already served a total of six long-session semesters..." to "...has already served a total of ten long-session semesters."

Amendment 2. For "hiring decisions will be made on merit. Priorities shall be as follows:

- (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."

Substitute: "Hiring decisions will be made on merit. Priorities shall be made as follows:

- (1) New University of Texas English Department Ph.D.'s
- (2) Former Lecturers
- (3) New applicants."

Finally, we urge the Department to continue to seek pay raises at all levels, particularly at the Lecturer rank where the reduction to part time and part time pay will make for many an economic hardship.