



THE UNIVERSITY OF TEXAS AT AUSTIN

DEPARTMENT OF ENGLISH

AUSTIN, TEXAS 78712

*Office of the Chairman*

TO: Members of the Department of English

FROM: W.O.S. Sutherland

DATE: July 10, 1984

SUBJECT: Lecturer Appointments

The appointment of Lecturers for 1984-85 is still in a fluid state, with applicants being moved from the "hold" list to the appointment list as successful applicants find jobs elsewhere or for other reasons decline their appointments; nevertheless I can report on some figures now even though they are not and will not be final until later.

1984-85 is a slack year for registration in required English courses. Many students have begun under the new catalogs but have not reached the 316K or 346K requirement. The Executive Committee, faced with a drop in enrollment, had to decide whether a limited number of Lecturers would hold full-time positions or whether it would make appointments at a maximum of three-quarter time and spread the work among more staff. It chose to make the work go farther; so three-quarter time is the maximum appointment except for those on the printed budget. The result has been that the department has been able to offer nine-month appointments to some twelve more applicants than it could have if appointments were full time. It was not an easy decision to make, but the three-quarter time keeps more of the staff working and keeps more of the staff intact for the predicted upturn which should begin next year.

To let everyone know where we now stand: We have been able to make nine-month offers to some forty-seven applicants. Eleven of those are or expect to be University of Texas Ph.D.'s, a category to which the department gave priority in hiring. Others who applied and who had made good records were placed on the "hold" list. We certainly expect to need a number of these people. We have committed the department to as many appointments as we are allowed, but for reasons of prudence we have never been able to hire 100% of our predicted need.

With a staff as large as ours one would expect that there will be a few whose work, in the eyes of the committee, does not warrant reappointment. A few were placed in this category this year; fortunately, fewer were in this group this year than last.

I am sorry for the difficulties which the uncertainties of the changeover to the new English requirements cause many to face. We should understand, though, that 1985-86 as the second year of the transition will carry its own particular difficulties which, since many will grow out of patterns of student registration, may be even harder to predict. Since the Lecturer is on one-semester or one-year appointment, hired according to need, it seems inevitable that, so far as staffing is concerned, that is where the greatest uncertainty will continue to lie.