

Encl. for members of the Senate.

Definition of Lecturer, from the Rules of the Board of Regents.  
Standard letter of appointment sent to Lecturers over the past  
few years.

Report of Lecturer Matters dated May 12, 1983.

religious qualification shall be required for appointment to any office or position connected with the System or any component institution thereof.

- 1.6 There shall be full compliance with statutory provisions requiring notification to employees.
- 1.7 Each component institution may require X-rays of the chest for applicants to be employed in regular positions. Employees whose duties will require the handling of food or the care of patients must pass a physical examination indicating fitness for the position for which application is made. The examination may be made at the health service of the component institution at which the applicant will be employed, if such service exists. Reports of physical examinations shall be filed as determined by the chief administrative officer.

1.8 Academic Titles.

In order to achieve consistency in the use of academic titles among the component institutions of the System, the following subsections describe the use of titles to apply in all institutions from the date of adoption of this section.

1.81 Except for the title Regental Professor, the only titles to be used henceforth in which faculty members may hold tenure are as follows:

- (a) Professor
- (b) Associate Professor
- (c) Assistant Professor

1.82 Persons holding a named chair or professorship or a position designated by academic discipline may acquire tenure by virtue of one of the three positions listed above, but not through the named chair or professorship or position designated by academic discipline.

1.83 The following academic titles may also be used within University of Texas System institutions. Tenure cannot be awarded to a person appointed to these ranks and, with the exception of the rank of instructor,

academic service within these ranks cannot be counted toward the satisfaction of any required probationary period. Appointments to these titles shall be for a period of time not to exceed one academic year, and, with the exception of the title of instructor, such appointments shall terminate at the expiration of the stated period of appointment without the notification of nonrenewal required by Subsection 6.7 of this Chapter of the Regents' Rules and Regulations. If a component institution determines that it is to the benefit of the institution, it may offer reappointments to these titles.

- (a) Instructor. This title denotes a probationary appointment as a member of an institutional faculty. During the period of probationary appointment to this rank the scholarly competence, teaching performance, and professional promise of the candidate will be evaluated.
- (b) Lecturer. This title may be used for individuals who will serve as teachers and whose experience and qualifications are comparable to those of faculty members in untenured, tenure-track positions.
- (c) Senior Lecturer. This title may be used for special teachers who will augment and complement regular teaching faculty and whose experience and qualifications are comparable to those of faculty members in tenure positions.
- (d) Assistant Instructor or Teaching Associate. These titles may be used interchangeably for (1) certain graduate students teaching on a part-time or full-time basis who are in the last phase of their doctoral programs and who are unconditionally enrolled in graduate study, or



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

Office of the Chairman  
Department of English  
(512) 471-4991

DATE

NAME  
ADDRESS  
CITY, STATE, ZIP

Dear (NAME):

I am happy to offer you appointment to the following position:

Academic Rank: (RANK)  
Department: English  
Period of Appointment: (BEGINNING DATE) through (ENDING DATE) only  
Percent Time: ---%  
Nine Month Salary Rate: \$ (AMOUNT)  
Total Stipend: \$ (AMOUNT)

This is a temporary appointment, without tenure. The commitment is for the above stated period only. This offer is, of course, subject to final approval of the Administration and the Board of Regents of The University of Texas System.

This appointment is subject to the provisions of the Rules and Regulations of the Board of Regents of The University of Texas System. The salary figure represents the gross salary and is subject to deductions as required by state and federal law, and such other deductions as you may authorize.

Please indicate your acceptance of the conditions of this appointment by signing and dating in the space indicated below and return to me by (DATE). Also let me take this opportunity to thank you sincerely for your willingness to serve on a temporary appointment to meet the needs of our students in the instructional program.

Sincerely,

W. O. S. Sutherland  
Chairman

WOSS/km

cc: Dean of Liberal Arts  
Vice-President for Academic Affairs

I accept these conditions of appointment.

Date \_\_\_\_\_ Name \_\_\_\_\_



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

*Department of English*

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, 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 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 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, 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.