

TO: Members of the Department of English
FROM: David Gaines and John Cook
SUBJECT: Proposal for Lecturer Hiring Procedures

We would like to offer the following modified version of the EC/Senate proposal for consideration by the Department:

1. The Lecturer position is a temporary, one-year or one-semester non-tenure accruing appointment, with the possibility of renewal.
2. Hiring decisions will be made on merit. Priorities shall be as follows:
 1. New University of Texas English Department Ph.D.'s.
 2. Former Lecturers.
 3. New applicants.
3. We request the Administration to authorize five to ten tenure-track lines (over and above replacement of losses) each year beginning with 1984-85 recruitment. This policy will be reviewed during its third year and every subsequent year that it remains in effect, and continued only if it is achieving its desired end: that of decreasing the number of Lecturers hired by the Department.

Rationale:

The 'Lecturer problem' is actually a staffing problem: namely, who will teach the composition and lower-division literature courses that Lecturers currently teach?

There is general agreement that the Department's courses ought to be staffed with tenured and tenure-track faculty supported by a limited number of AI's and Lecturers, and that the Department ought to seek new tenure-track lines to ensure a healthy departmental balance.

However, limiting the number of years of full-time service for Lecturers seems to us to be short-sighted and unnecessary, for the following reasons:

1. Such limitations will not accomplish the declared end of the EC/Senate proposal: to reduce the number of Lecturers. In fact, by forcing Lecturers into part-time service after seven years (for current Lecturers) or three years (for new Lecturers), the policy ensures that more Lecturers will have to be hired, not fewer.
2. The constant recruitment needed to replace Lecturers would place a considerable strain on the resources and personnel of the Department.
3. The limitation on years of service is unnecessary. The Regents Rules clearly define the position of Lecturer as untenured and non-tenure accruing. No clear reasons for imposing a limit have been offered except references to 'national habit' and tradition. The AAUP guidelines do not apply in any enforceable sense, a fact tacitly acknowledged in the EC/Senate proposal in Paragraph 6.A, which clearly implies that a Lecturer is eligible to begin a tenure-track probationary period after completing seven years of full-time service in the rank of Lecturer.

Our alternative proposal has several virtues, including simplicity and flexibility. It commits the Department to the pursuit of more tenure-track lines. It maintains a system that, if administered properly, ensures that well-qualified professionals will be hired to teach the Department's courses. It affirms the Department's commitment to its own doctoral students.

Finally, we would point out that an amendment to delete paragraphs 2 and 3 (which establish the limitations on years of service) won considerable support in the senate, failing by a vote of only 11 to 9.