

DEPARTMENT OF ENGLISH

MINUTES-27 September 1979

The Department meeting was convened at 4:05 p.m., Mr. Moldenhauer presiding.

Mr. Friedman announced his appointment to the Tenure Committee of the Faculty Senate and University Council, and to the chairmanship of the departmental Governance Committee. He described the charge of the Governance Committee, and solicited faculty input into the deliberations of both.

Mr. Moldenhauer made reference to his third memo on recruitment policy factors, issued 24 September and then explained data on the chalkboard reporting, for each year since 1971-72, the total size of the regular teaching staff and the proportion of this total represented by probationary, untenured faculty (see appendix). The data describe a reduction of the absolute size of the faculty, and a fairly steady proportion of untenured members. The change in individual teachers' course assignments reflects a decline in upper-division and graduate sections and an increase of lower-division sections, rather than growth in faculty numbers. He remarked that he and the Recruitment Committee would faithfully follow any recruiting policy that the Department adopted as a reasoned and conscious decision and that the Dean did not countermand. He presented the realistic possibility of an increase in course load for some faculty members if the teaching capability of the Department declined due to attrition in the present ranks, a lack of growth or a decline in the number of qualified pool applicants, and steady enrollment. This possibility, he explained, was not introduced as a threat, but as a factor to consider in the discussion.

Mr. Mewshaw spoke in favor of not recruiting in the area of creative writing. The chief arguments offered were (1) the adequacy of the present C-W staff to meet course needs; (2) the size of this staff by comparison with that at other universities; (3) the continuing lack of a systematic program in creative writing despite proposals submitted as early as 1974; (4) the status of E325H "in essence" as a lower division course. His motion--that the Department not respond positively to responses by creative writers to the recruitment ad--was discussed by Mr. Wadlington, Mr. Malof, Ms. Frost, Mr. Kruppa, Mr. Mewshaw, Mr. Moldenhauer, and Mr. Lesser, with emphasis on recent creative writing committee recommendations to hire more staff, the constraints on the Recruitment Committee, the size of the C-W applicant pool, and the relevance of proceeding to determine recruitment policy as a whole through a piecemeal interest-group process like that initiated by the motion. The proposal was tabled as a result of a motion by Mr. Sutherland.

Mr. Heinzelman asked for an explanation of Mr. Moldenhauer's notation, "5 open lines for 1979-80," and the latter complied. Two budget lines are simply vacant, and three are occupied by faculty members who will retire at the end of this year. Mr. Moldenhauer observed that he had not asked the Dean to authorize hiring of a certain number of new faculty, but that he had only indicated his sense of a target area--3 to 7. Mr. Rebhorn wondered how the "critical mass" of faculty size could be determined. Mr. Malof noted that open budget lines tend to be recaptured by the Dean, and went on to review from past years the difficult options the Department has faced--either to enlarge the temporary staff or to enlarge the probationary staff in response to lower-division enrollment pressure: after protracted debate, the votes were indecisive. The choice between evils should be faced squarely as a first step, and decided by a real majority. Mr. Moldenhauer observed that the Department had no control over the variables of available pool applicants and available college funds to hire temporary instructors.

Mr. Carton spoke in behalf of filling the open lines and possibly one or two more, observing that tenure was not inordinantly difficult to achieve at UT, and that our upper-division enrollment could and should be expanded, thus insuring that every faculty member would continue to teach at least one upper-division or graduate course per semester. Mr. Kinneavy advised that we continue hiring at the same level as in recent years. He reviewed the Department's failure, last year, to persuade the Administration to cut down the number of freshmen admissions. The Department must renew these efforts, attempt to reduce the freshman enrollment by 1,000, gradually reduce the size of the pool and gradually increase the numbers of regular staff. Pool appointments, he noted, were illegal: technically, all full-time service is tenure accruing. Dismissal of temporary Instructors after three years without cause runs counter to AAUP regulations. We should, then, start to absorb the pool into the regular ranks so as to eliminate this classification of teacher. Mr. Friedman reported that the President had no intention of limiting enrollment by raising admissions standards. Mr. Sutherland noted that the faculty were teaching more sections now than in 1974-1975, when Professors regularly had 2-2 loads. Mr. Sutherland suggested that there was need of more staff to teach lower-division courses, thus the solution--pool Instructors. Mr. Rossman proposed that a closer look be given lower-division courses. Mr. Mewshaw suggested that something "specific" be brought to a vote.

Mr. Heinzelman moved to adjourn. The motion was defeated.

Mr. Wadlington moved to remove Mewshaw's motion from table. Mr. Moldenhauer called for a vote on the Mewshaw motion: the vote was 21-18-14. Ms. Spivak changed her vote from aye to nay. Ms. Haney-Peritz protested that she and the other members had not been given an opportunity to keep the Mewshaw motion tabled. Acknowledging his imbecility as a parliamentarian, Mr. Moldenhauer consulted with Mr. Megaw, and then declared the previous vote invalid. Mr. Wadlington's motion to untable the Mewshaw motion then failed.

Mr. Kinneavy moved to recruit 6 Assistant Professors. The motion failed. The meeting adjourned about 5:20.

The record for the last 25 minutes of this meeting is spotty and perhaps in places inaccurate: the cassette recorder was not working properly and Patt Newbill had left the meeting. The same incompleteness and inaccuracy characterize the last hour's record of the 21 September meeting; Patt had left, and I kept rough notes.

Please give corrections and amplifications of the minutes to Patt Newbill

--J.M.

APPENDIX

Total regular faculty and percentage of probationary staff (tenure-seeking Assistant Professors, Instructors, Lecturers): from departmental budgets.

Note: Changes have occurred during the period 1971-1979 in the relationships of certain academic titles to tenure. The totals in the earlier years include a couple of faculty who carried "Visiting" or "Lecturer" titles but were in fact permanent, and have since received regular titles.

1971-72:	97 Total,	39.2% tenure-seeking
1972-73	92,	40.2%
1973-74	94,	41.3%
1974-75	95,	41.1%
1975-76	85,	36%
1976-77	85,	35.3%
1977-78	89,	33.7%
1978-79	86,	33.7%
1979-1980	87	35.6%

