

AN ALTERNATIVE PROPOSAL ON LECTURERS
AND RELATED SUBJECTS

April 16, 1984

Recognizing that separate parts may be deleted or amended and other provisions added, those backing this approach present it as a "package" with interdependent parts, as a substitute for the EC/Senate action of April 6.

- 1. NEW LECTURER APPOINTMENTS:** A moratorium to be declared on new appointments of Lecturers, except as Post-Doc's (see #2) and possibly an occasional part-time appointment when fully justified on an individual basis (e.g., a highly qualified faculty spouse).
On the lifting of the moratorium at some future date, new Lecturers to be appointed only on a fully justified individual basis or in a dire emergency, and never in numbers exceeding 5% of the professorial-ranked Department faculty. These new Lecturer positions to be announced in national advertising and conducted to conform with AA/EEO principles.
- 2. POST-DOC'S:** No more than 5 new UT PhD's to be appointed each year at the rank of Lecturer, on an annual basis with a firm three-year maximum.
- 3. PRESENT LECTURERS:** Present Regents Rules to be continued, but with assured reappointment at the rank of Lecturer, at full time if desired (except in case of dismissal for Good Cause), until a fair plan for phasing out the current Lecturer-reliant system can be agreed on by the Administration and the Department. In addition, after 4 or more years of service, Lecturers to be allowed to apply for promotion to tenure at the rank of AtP or AP (depending on qualifications) without imperiling their assured reappointment as Lecturers should the application be disapproved at any level in the regular promotion process.
- 4. TEACHING LOAD FOR LECTURERS (AND ASSISTANT INSTRUCTORS):** For 1984-85, a full-time teaching load for Lecturers to be defined as 3 3-hour courses one semester, 4 the other semester. For 1985-86 and subsequent years, a full-time teaching load for both Lecturers and Assistant Instructors to be defined as 3 3-hour courses each semester.
- 5. NEW TENURE-TRACK APPOINTMENTS OF ASSISTANT PROFESSORS:** For 1984-85, 5 additional tenure-track AtP's to be appointed, and 10 each year thereafter, over and above normal replacements, until the professorial-ranked faculty number 150; at this time, the number of additional AtP appointments per year to be recalculated.
- 6. PROTECTION OF PRESENT ASSISTANT PROFESSORS:** UT-Austin administrative assurances to be provided that the percentage of AtP's promoted to tenure in recent years will be held reasonably steady or increased (though some annual fluctuation is to be expected), so that the prospects for tenure of present AtP's will not be reduced by the new AtP appointments.
- 7. TENURE FOR TEACHING AND SERVICE:** UT higher administrative and Regental assurances to be provided that, at least in this Department with its heavy special responsibilities, promotions to tenure will be made with reasonable frequency not only on the traditional basis of teaching and research but also for excellence in teaching and service, without reference also to research and publication.
- 8. EVALUATION OF INSTRUCTORS:** All members of the teaching staff to be carefully evaluated annually, on the basis of criteria appropriate to their responsibilities. (E.g, the evaluation of AI's will emphasize development of instructional skills, the evaluation of Lecturers will pay less attention to research and publication than would be appropriate for the evaluation of scholar-teachers.) Annual evaluation of Lecturers to be used as the basis for recommendations of salary increases for merit.

9. PROFESSIONAL SUPPORT: The Department's nonteaching support staff, its MO&E allocation, its teaching, word-processing, copying, computing, and research equipment, its office spaces, and its faculty travel allotment annually to be increased enough to support teaching and research of the highest quality.

10. IMMEDIATE ACTION TO IMPLEMENT: The Chairman and Executive Committee are to be instructed by the Department to meet in the near future with the Dean, then with the Dean, the President, and the Academic and Financial Vice-Presidents, then with these and the Board of Regents, at each level requesting active support for these urgent requests. (At the Regental level, the support sought should not be simply endorsement but also the vigorous championing of these new, priority-shifting arrangements before the public, UT alumni, the Centennial Commission members, and the state Legislature.) If support is denied or delayed at any level, the Chairman and Executive Committee are to reconvene a plenary meeting of the Department to report that fact, while simultaneously appealing the question to the next higher level. Should support be denied at the System level, the Chairman is to convene a plenary meeting of the Department to consider what further action would be appropriate, traditional channels having been followed to the end with no success.

N. Megaw