

MINUTES OF THE SENATE
Department of English

5 March 1982

3:05 - 5:05 p.m.

Present: Moldenhauer (Chairman), E. Bowden, Cable, Duncan, Endres, Newcomb, Heinzelman, Kinneavy, Kruppa, Lindfors, MacKay, Megaw, P. Meyer, Ohle, Reed, Rodi, Ruszkiewicz, Simon, Webb, Whitbread.

Absent: Farrell, Flowers, Renwick, Saldívar, Westbrook.

1. The Senate was called to order by Joseph Moldenhauer.
2. The first order of business was a report of the subcommittee on Lecturers. Clifford Endres reported that the subcommittee met the preceding hour, a meeting also attended by approximately ten Lecturers. Questions had been raised about the difficulties of securing documentation concerning teaching effectiveness; about the criteria for hiring prospective lecturers; about how occasional uneven evaluations affect the prospect's chances (for prospects already here and seeking to be rehired); about the estimated staff turn-over; about codification of standards of selection; etc. Dr. Endres summarized that the subcommittee had adjourned without recommending for or against national recruitment.

Additional comments were made by Alice Korach, who suggested that the national advertisement be specific about the fact that there was little possibility for summer teaching. James Allsup added the suggestion that the department supplement our student evaluation system with a peer evaluation by senior colleagues. Max Westbrook questioned the legality of staffing a large portion of our courses without giving these teachers a chance for tenure and said that this procedure was contrary to AAUP guidelines. He pointed out the fact that various committees had been unable to come up with alternatives to "the Pool." Walter Reed, Neill Megaw, and Professor Moldenhauer commented on University staffing practices, AAUP policy, and the history of departmental discussion of staffing with non-tenure-track personnel. Edwin Bowden expressed his uneasiness about recruiting actively until the question of permanency for Lecturers was actively addressed by the department. He urged the Lecturers subcommittee to take up this major question. Professor Megaw suggested that Lectureships are currently a "guarantee of permanent uncertainty." The Chairman reminded the Senate the primary obligation of the departmental administration was to have the sections staffed by competent people. Paul Meyer suggested the department could send up a strong recommendation for a multiyear contract for Lecturers.

3. The Senate took up the question of national advertising for Lecturer positions, a question initiated in the Executive Committee. The Chairman explained that the Executive Committee was concerned to insure that our classes would be taught by effective teachers. Recurrently the applicant pool is barely sufficient to meet this end, and for next academic year our total staffing needs are unusually unpredictable. If the Senate voted yes on the issue of national advertising the earliest possible date of printing in The Chronicle of Higher Education would be March 21. In response to questions the Chairman outlined the various consequences of a shortage of instructors in any given year, and spoke to the subject of job security. Discussion continued on long range goals of the department and issues raised in a memorandum from Dr. Sledd.

Professor Westbrook moved that the Senate vote to advertise for this year only as an experiment and to give the department a chance to determine the best course of action on the Lecturer problems. Passed 14 For, 4 Against, 1 Abstention. Professor Reed suggested that the Chair report in the Fall to the Senate on the results of the process as they had manifested themselves, a suggestion acceptable to the Senate and the Chair.

4. Kurt Heinzelman declared that if national advertising is done this year it is crucial that we find a way to weight the reapplications of currently employed Lecturers against those that turn up in the national search. In a non-binding resolution to the Executive Committee the Senate asked that in evaluating applications for Lecturer positions, the Executive Committee should give priority to those Lecturers seeking reappointment who have shown satisfactory teaching effectiveness during their term of service at U.T. The resolution passed, 15 For, 3 Against, no abstentions.

Respectfully submitted,



Roxann Sutter
Secretary, pro tem