

Byron,

*At our meeting on April 4, 2025, I promised to inquire as to your eligibility to be a principal investigator and whether you can pursue research activity now.*

*First, as I stated in that meeting, the message you received from the dean on February 13, 2025 informed you that your Performance Improvement Plan has concluded, including that plan's restriction of your research activity.*

**To the first point, can you add any clarity on the rest of the changes that were directly and indirectly affected by the conclusion of my Performance Improvement Plan. As of yet I have not received a final deliberation on the outcome from the Dean and have only a finding by Dean Lorenzo that fails to speak definitiely to an expected standard of performance based on the set of metrics established in the letter outlaying the plan, written by Dean Lorenzo.**

*Second, I have confirmed with the VP for Research Office and the Provost's Office that your supervisor (who is your chair with oversight of the dean) has the authority to decide whether any faculty supervisee can allocate any of their faculty effort to a sponsored research grant, rather than to that faculty member's other obligations (e.g. teaching, service, mentoring).*

*So, from now until the end of summer (if you accept the summer administrative assignment), you have the same eligibility to apply for and work on sponsored research grants that you did prior to the Performance Improvement Plan. However, the timing is probably not conducive to successfully advancing a new project, because your position is expected to reduce to parttime next fall semester and there will be little room within the proposed 14% faculty appointment with a 1+1 course load for the chair to approve allocation of effort toward advancing a research project. Of course, you could be considering working on someone else's lab/project for which they might be able to*

*compensate you above the effort allocated by your faculty appointment in Design. And it's possible that a project of the right timing or scope could fit into your planned faculty appointment.*

*Can you answer a few questions about the proposed research activity you are considering undertaking for your chair and dean to consider the specifics?*

*Are you planning to draft and propose a new sponsored research grant proposal as principal investigator? If this is your plan, please describe the project proposal and timeline so that your chair, with oversight of the dean, can consider whether that scope can reasonably be accomplished within your appointment and alongside existing/expected duties. Are you planning to join an existing UT Austin research team under an existing principal investigator? If so, can you give us more information about that project and your activity in it so that your chair, with oversight of the dean, can decide if that allocation of your effort to that research project is acceptable under your current and future faculty appointments?*

**To the second request, concerning my research efforts heretofore and moving forward, are these questions typically asked of other faculty (outside of the FAR processes and procedures) or are they specific to me? Would the answers be apart of an evaluation that I, perhaps, may become better acquainted?**

*Third, there is one change to something we discussed in the meeting.*

*In the meeting, Karol said that he plans to offer you reappointment for AY 2025-26 at parttime, non-benefits eligible (~14%) at your current faculty title and rank, Associate Professor of Practice, to teach a 1+1 course load. However, the dean did not approve your reappointment to the same rank and title. Instead, the dean has instructed us to laterally reclassify your faculty position from Associate Professor of Practice to Senior Lecturer, effective Fall 2025. Senior Lecturer is the equivalent rank in the "lecturer" title series to Associate Professor of Practice, thus a "lateral" reclassification. Your fulltime annual rate of pay is expected to remain the same after this reclassification. You would be sent your offer*

*letter after the chair, dean, and provost's office approve this lateral reclassification.*

*The reason for this lateral reclassification is to better align your role in Fall 2025 and beyond with the College of Fine Arts' use of professional-track faculty titles per its [college policy](#). Practice series faculty members in Fine Arts are usually fulltime, are expected to contribute service, and have longterm expectation of employment year-after-year. Lecturer series faculty members in Fine Arts are hired course-by-course, are usually expected to only contribute teaching, and should not have any expectation of employment after the end date listed in the offer letter. The job duties Karol plans to offer you for AY 2025-26 -- a 1+1 course load, no expectation in research, no expectation in service – fit the College of Fine Arts' use of the Lecturer series better than the Practice series.*

*Per the VP for Research office, as an Associate Professor of Practice this spring and summer, you are automatically eligible to be a principal investigator. As a Senior Lecturer next fall, you would not be eligible to be a principal investigator, unless you chair or dean approve for you to be one. See this [website](#) for more details of principal investigator eligibility.*

**To the third note of 'lateral assignment', I have noticed that other professors of practice have enjoyed an appointment that is normal to fulltime assignment yet work only part-time. May I ask the rationale for this decision to change my role and title? If specific to full-time/part-time, those decisions were seemingly made at the beginning of the year without my involvement. Your email is the first that I have heard of an approval of appointment for the coming academic year. Could you possibly clarify the process involved in that determination since it has radically affect my employment status. I'm not sure if you recall, but I asked in our meeting why the change in my course offerings for next academic year and was given the response, "due to my teaching evaluations." Is it possible to receive added clarity around that? Is this a normal (singular) standard? Is this process of review**

**specific to me or is it a more normative process that I lack detail around?**

*Thank you,  
Tim*