



THE SECRET LIVES OF LECTURERS

This year, the Lecturers' Employee Organization (LEO) is negotiating a new contract with the university. LEO is the union that represents lecturer faculty on all three campuses (Ann Arbor, Flint, and Dearborn) of the University of Michigan. There are some issues facing the lecturers that you, our students, should know – though the university may not want you to.

WHAT IS A LECTURER?

Lecturers are non-tenure-track instructional faculty. Their employment contracts are granted on a fixed-term basis, and must be renewed each time they expire.

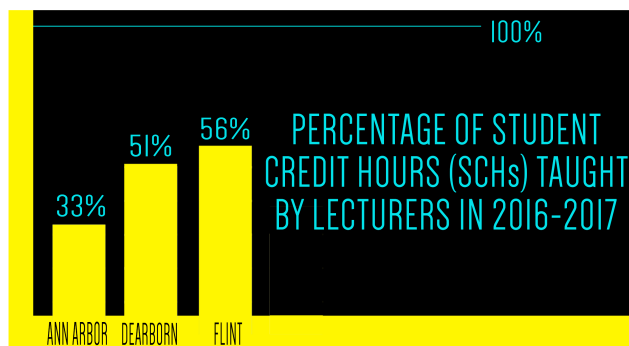
HAVE I BEEN TAUGHT BY A LECTURER?

First of all, the fact that you asked that question reflects how similar the work of lecturers is to the work of tenure-track faculty! Also: yes, you almost definitely have been taught by a lecturer sometime during your academic career.

During 2016–2017, lecturers on the Dearborn and Flint campuses taught more than half of Student Credit Hours (SCHs). In Ann Arbor, lecturers taught a third of SCHs. So, you are very likely to have

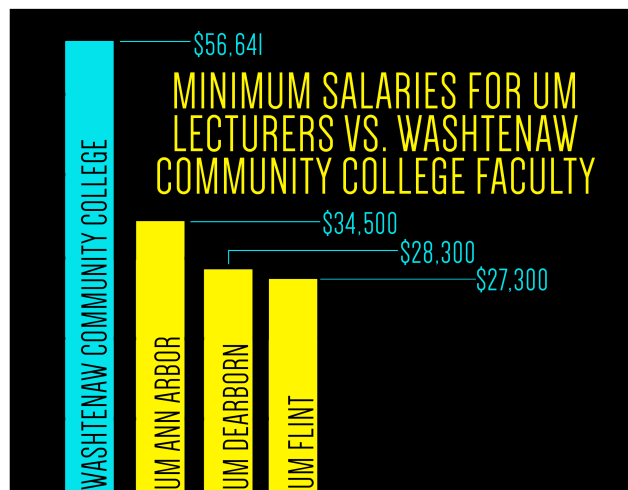
by multiple lecturers in various courses, perhaps without realizing their status.

Some of your favorite instructors and mentors at UM may have been lecturers. The support and education they gave you are equally as valuable as what is offered by tenure-track faculty, but they are compensated radically differently.



HOW ARE LECTURERS TREATED UNFAIRLY?

Almost every department has lecturers. They design, prepare, and teach courses; they hold office hours; and many do research and have service obligations similar to tenure-track faculty. However, they have much less job security. Some lecturers at UM are only on one-term contracts. That means, for example, a lecturer can be hired to teach for the fall semester, and not receive notification about work for winter semester until December! Imagine if the university admitted you on a per-semester basis, and each year you didn't know if you'd be able to come back until after final exams.



While there is a limited promotion path that lecturers follow to obtain greater job security and increased salaries, it is a long and difficult process and takes 7 years to reach the peak of the promotional track. After that, there is no formal process for further advancement in salary or employment status.

The minimum salaries for full-time lecturers at UM are \$34,500 (Ann Arbor), \$28,300 (Dearborn), and \$27,300 (Flint). UM lecturers who have their Ph.D.s earn 46%–54% below the entry level pay of faculty at Washtenaw, Henry Ford, and Mott Community Colleges!



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Finally, lecturer faculty are a good deal less diverse than tenure-track faculty. This directly impacts the level of education that the undergraduate student body, which increased in students of color from 35.5% to 39% between 2011-2016, receives. Students of

color, or other backgrounds under-represented in academia, benefit when they can connect with faculty who know what it is like to live as a member of a marginalized population.

Lack of diversity also places an undue burden on lecturers from under-represented backgrounds. They may take on disproportionate and uncompensated duties of mentorship, because students instinctively turn to them to find an environment of inclusivity and an understanding ear. LEO is committed to pushing the university to diversify hiring of lecturers, and is working to encourage and train lecturers on creating inclusive classrooms and supporting diverse students, so that all lecturers equally share this responsibility.

WHAT DO LECTURERS WANT?

FAIR WAGES AND BENEFITS

LEO IS ASKING THE UNIVERSITY TO LIFT LECTURERS' SALARIES IN ORDER FOR THEM TO OBTAIN FAIR WAGES ACROSS THE BOARD. LEO ALSO WANTS TO MAKE IT POSSIBLE FOR LECTURERS TO RECEIVE BENEFITS ON A MORE CONSISTENT BASIS. BY ENSURING THAT ALL LECTURERS WHOSE APPOINTMENTS OVER THE ACADEMIC YEAR AVERAGE TO AT LEAST 50% OF FULL TIME EFFORT RECEIVE YEAR-ROUND BENEFITS.

CLARITY ABOUT PERFORMANCE EVALUATIONS

LEO WANTS ALL DEPARTMENTS TO PROVIDE SPECIFIC CRITERIA TO LECTURERS LEADING UP TO PROMOTIONAL REVIEWS, AND TO MAKE THE PROCESS AND OUTCOME OF REVIEWS TRANSPARENT. IF YOUR LECTURERS KNOW WHAT THE HELL IS GOING ON IN THEIR DEPARTMENT, SO WILL YOU. FACULTY ARE EXPECTED TO GIVE STUDENTS CLEAR EVALUATION CRITERIA; WHY SHOULDN'T THE UNIVERSITY DO THE SAME?

INCLUSIVE TEACHING AND COMMUNITY SERVICE FUNDS

LEO HAS ASKED THE OFFICE OF DEI AND THE UNIVERSITY TO CREATE SUBSTANTIAL FUNDING RESOURCES TO SUPPORT FACULTY WHO ARE WORKING TO FURTHER DEVELOP AND IMPLEMENT THEIR INCLUSIVE TEACHING METHODS, AS WELL AS FACULTY WHO ARE TEACHING COURSES OR ADVISING STUDENT ORGANIZATIONS THAT HAVE A SIGNIFICANT COMMUNITY SERVICE/COMMUNITY-BASED RESEARCH COMPONENT.

DISABILITY ACCOMMODATIONS

IN A SIMILAR SPIRIT OF CREATING REAL SUPPORT FOR DIVERSE FACULTY MEMBERS, LEO IS ASKING FOR CONTRACTUAL LANGUAGE THAT ESTABLISHES A PROCESS BY WHICH LECTURERS WITH DISABILITIES CAN REQUEST AND RECEIVE REASONABLE ACCOMMODATIONS, E.G. TEACHING IN SPECIFIC ROOMS BECAUSE OF MOBILITY CONCERNS. NO SUCH PROCESS FOR LECTURERS WITH DISABILITIES CURRENTLY EXISTS.

LET'S TALK PAPER.

In 2016-17, lecturers generated \$462 million in tuition revenue, which was 38.5% of UM's total tuition revenue. Salary and benefit costs for lecturers in that period were around \$85 million. That means that lecturers ultimately generated a \$377 million surplus for the university in the past year. With \$377 million, you could buy 23,562,500 Zingerman's Reubens. And those sandwiches are expensive!

WHAT ABOUT TUITION?

Paying lecturers an amount that reflects how much work they do for the university does not mean we have to raise tuition. **Lecturers do not want tuition to go up anymore, and it doesn't have to.** In 2016-2017, UM made around **\$1.2 billion in tuition revenue**, only 7% of which was spent on salaries and benefits for lecturers, even though **lecturers were responsible for 38.5% of that revenue!**

I AGREE THAT LECTURERS ARE TREATED UNFAIRLY, AND THAT IMPROVING THEIR WORKING CONDITIONS WILL BENEFIT MY EDUCATION AND UPHOLD THE VALUES FOR WHICH I WANT MY UNIVERSITY TO STAND. WHAT CAN I DO?

TALK TO CLASSMATES AND PARENTS

TELL ANYONE WHO WILL LISTEN ABOUT THIS JUICY INFORMATION YOU'VE LEARNED ABOUT YOUR LECTURERS. HOW MANY OF YOUR FRIENDS KNOW THE DIFFERENCE BETWEEN A LECTURER AND TENURE-TRACK FACULTY?

ALSO, TALK TO YOUR PARENTS! YOUR PARENTS AND/OR TUITION-PAYERS HAVE A LOT OF LEVERAGE, THE UNIVERSITY WANTS TO KEEP YOU HAPPY. IF THEY EXPRESS CONCERNS ABOUT THE WAY LECTURERS ARE CURRENTLY TREATED, THE UNIVERSITY WILL FOR SURE LISTEN.

FOLLOW LEO ON SOCIAL MEDIA

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leounion.wordpress.com

THIS IS THE BEST WAY TO STAY UP-TO-DATE ON WHAT KINDS OF ACTIONS ARE HAPPENING, WHERE LEO STANDS IN BARGAINING, AND WAYS YOU CAN GET INVOLVED AND SPREAD THE MESSAGE. ALSO, LEO WILL SOON BE PUBLISHING A SERIES OF VIDEO STORIES DRAWING FROM THE UM POPULATION TO HEAR MORE ABOUT WHAT LECTURERS DO FOR THE UNIVERSITY. MAKE SURE TO CHECK OUT OUR YOUTUBE CHANNEL, LEO MICHIGAN.

TURN UP FOR WHAT? RALLIES!

SHOW THE UNIVERSITY THAT LECTURERS HAVE THE SUPPORT OF THE STUDENT BODY. WE'LL HAVE QUITE A FEW BIG EVENTS THIS YEAR: OUR BARGAINING KICKOFF, RALLIES TO DEMONSTRATE SOLIDARITY, AND MORE.

TURN UP AND BRING FRIENDS TO SEND A MESSAGE THAT YOU DON'T WANT YOUR UNIVERSITY TO EXPLOIT ITS WORKERS. EVERYONE IS WELCOME, FROM YOUR RIDE OR DIES TO THAT PERSON WHO SITS NEXT TO YOU IN YOUR SEMINAR AND YOU TWO ALWAYS MAKE POLITE CONVERSATION BEFORE CLASS EVEN THOUGH YOU FORGOT EACH OTHER'S NAMES AND ARE NOW TOO EMBARRASSED TO ASK.