

1 R W2018.05

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3 **A Resolution to Support the Lecturers' Employee Organization (LEO) in Their**
4 **Negotiations with the University**

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6 *A bill for the consideration of the College of Literature, Science, and the Arts Student*
7 *Government*

8
9 7 February 2018

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11 Sponsors: Nicholas Fadanelli, Mary McKillop, Hanna Simmons, Corrina Lee, Brooke Lennox,
12 Edward Thomson

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14 **Whereas**, the mission of the College of Literature, Science, and the Arts Student Government
15 (hereafter LSA SG) is to “actively seek the voices of LSA students and advocate their interests to
16 improve academic and non-academic life”;¹ and,

17
18 **Whereas**, approximately 33% of credit hours taught at the University of Michigan - Ann Arbor in
19 2016-2017 were taught by non-tenure track University lecturers, and thus are responsible for
20 38.5% of revenue through tuition, equivalent to approximately \$462 million;² and,

21
22 **Whereas**, many lecturers are part-time, only teaching one or two courses each semester, but over
23 one third of them teach three or more courses per semester;³ and,

24
25 **Whereas**, the promotion path for lecturers is incredibly limited, taking approximately seven years
26 to reach the peak of the promotional track, with no further opportunity for an increased salary or
27 employment status;² and,

28
29 **Whereas**, the minimum salary for a lecturer at the University of Michigan - Ann Arbor is
30 \$34,500, which is 46-54% lower than entry faculty positions at the nearby community colleges of
31 Mott, Henry Ford, and Washtenaw - with Washtenaw’s minimum salary for faculty being above
32 \$56,000;² and,

33
34 **Whereas**, according to *The Michigan Daily*, “the turnover rate, or percentage of employees that
35 leave during a year, for Lecturer I positions is at 40 percent”, which inevitably impacts the
36 classroom environment and students;⁴ and,

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¹ The Constitution of the College of Literature, Science, and the Arts Student Government. Article II

² Secret Lives of Lecturers

<https://www.pdf-archive.com/2017/10/24/leo-student-two-pager/leo-student-two-pager.pdf>

³ LEO Union Website - About Us

<https://www.leounion.org/index.php/about-us>

⁴ “Bargaining between Lecturer’s Employee Organizaiton and University faces obstacles” - *Michigan Daily*
<https://www.michigandaily.com/section/academics/lecturers-employee-organization-frustrated-universitys-response-proposals>

38 **Whereas**, many lecturers are hired on a semesterly basis which increases job insecurity,
39 decreases overall job satisfaction, and likely contributes to the high turnover rate of 40%;² and,
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41 **Whereas**, the Lecturers' Employee Organization (hereafter LEO), which serves as the union for
42 all non-tenure track lecturers for all three University of Michigan campuses, is in contract
43 negotiations with the University of Michigan to improve pay and conditions for lecturers;³ and,
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45 **Whereas**, LEO is specifically negotiating for better pay and benefits, clarity about performance
46 evaluations, inclusive teaching and community service funds, and disability accommodations;²
47 and,
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49 **Whereas**, the Central Student Government passed "A Resolution to Produce a Statement on
50 Supporting LEO", supporting LEO in their negotiations with the University of Michigan;⁵ and,
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52 **Whereas**, better pay, longer retention, and higher overall job satisfaction amongst lecturers can
53 only help improve the classroom environment and academic experiences of students; and,
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55 **Whereas**, supporting LEO in their contract negotiations therefore can directly and inevitably
56 positively impact students' academic experiences.
57

58 **Be it therefore resolved**, LSA SG formally supports LEO in their contract negotiations with the
59 University of Michigan for better pay and benefits, clarity about performance evaluations,
60 inclusive teaching and community service funds, and disability accommodation; and,
61

62 **Be it further resolved**, LSA SG shall send a copy of this resolution, alongside a letter of support,
63 to LEO Ann Arbor Central Campus Organizer Matt Oches, Chair of the Board of Regents Mark
64 Bernstein, President Mark Schlissel, and LSA Dean Andrew Martin.
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⁵ U-M Central Student Government Facebook Page
<https://www.facebook.com/umcsg/>