

A RESOLUTION TO PRODUCE A STATEMENT ON SUPPORTING LEO

- WHEREAS,** Central Student Government is committed to enhancing the welfare and promoting the academic success and growth of students at the University of Michigan¹; **AND**
- WHEREAS,** The University's reputation as a leading educational institution is founded upon its mission to be an exemplary employer and positive influence on its peers, a champion of healthcare and quality of life for all, and an equitable community of learners²; **AND**
- WHEREAS,** The Lecturers' Employee Organization ("LEO"), the union representing all non-tenure-track faculty at the University, is currently negotiating with University administration for a new contract for all Lecturers that will raise minimum wages, enhance job security, and provide consistent and affordable healthcare coverage for more Lecturers³; **AND**
- WHEREAS,** In both 2016 and 2017 the University ended its fiscal year with a surplus of revenue over \$500 million for each year⁴; **AND**
- WHEREAS,** In 2016 Lecturers generated \$462 million in tuition revenue (based on the number of credit hours taught), yet the University spent only \$85 million on salaries and benefits for all Lecturers, thus resulting in a \$377 million tuition surplus as a result of Lecturers' work⁵; **AND**
- WHEREAS,** The low pay and/or stagnated salaries that Lecturers receive result in both high turnover rates of Lecturers due to the financially untenable nature of their employment, and/or many Lecturers teaching at multiple colleges and universities on a term-to-term basis in order to survive, **AND**
- WHEREAS,** Some Lecturers who work full time earn less than \$15 per hour based on a 40 hour work week⁶, a salary that in Washtenaw County is below living wage for any single-parent household with children or for any household with two parents and more than one child⁷; **AND**

WHEREAS, High turnover rates and over-extended schedules among Lecturers hinder the access that UM students have to their educators, thus significantly impacting their academic experiences in many of the courses that are taught by Lecturers, including the majority of core curriculum and introductory courses;
THEREFORE BE IT

RESOLVED, Central Student Government will send letters to University President Mark Schlissel and each member of the Board of Regents 1) declaring organizational support for Lecturers' proposals for higher wages, more job security, and healthcare coverage; and 2) endorsing the argument that a fair contract for Lecturers is necessary to uphold the commitment of the University to be a leader among peer institutions, an exemplary employer, and an equitable learning community; **AND BE IT FINALLY**

RESOLVED, Central Student Government will announce, in conjunction with the student governments on the other two campuses of the University, across social media and other official public-facing platforms, that this resolution has been passed in support of the Lecturers' fight for a fair contract.

1 [CSG Mission](#)

2 [University of Michigan Vision and Mission Statements](#)

3 [Lecturers' Employee Organization Bargaining Platform](#)

4 [Graph Concerning University of Michigan Surplus Revenue and Contribution of Lecturers](#)

5 [Analysis of LEO Faculty: Revenue and Expenses in Context for the University of Michigan Financial Situation](#)

6 [The Secret Lives of Lecturers](#)

7 [Massachusetts Institute of Technology Living Wage Calculation for Washtenaw County](#)

Authors

Lloyd Lyons, Public Health

Angie Liao, Union Organizer

Sponsors

Zoha Qureshi, Ford School

Frank Guzman Jr, LSA

Attest

Alexandra Contis, LSA
Speaker of the Assembly

Isabel Baer, LSA
Vice Speaker of the Assembly

President's Approval

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Anushka Sarkar

Presented to the Assembly for *First Reads* on _____

Presented to the Assembly for *Second Reads* on _____

Yes: _____ No: _____ Abs: _____ Date: _____

Signature Necessary: _____ Signature Received By _____: _____

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