

I'm Rebekah Modrak, professor from the Stamps School of Art, speaking today on behalf of Kirsten Herold, President of the Lecturers Employee Organization,

to express our strong support for the amendment to the resolution, which calls for Lecturers to be included in the Faculty Senate expansion, along with Clinical Faculty.

We support the amendment for the following reasons:

1. Lecturers are engaged in the core mission of the University: teaching. They teach something like 35% of all student credit hours, and the majority of first- and second-year students.
2. Lecturers are instructional faculty, just like clinical faculty. Issues discussed in the Faculty Senate, such as COVID, affect lecturers as much as any other employee group.
3. Many lecturers stay at the University for their entire careers, and after twelve years (and three reviews), they have open-ended contracts and considerable job security. Thus, they are personally invested in the life of the University. They care about the place.
4. Faculty governance is one key way to fight the corporatization of the University, something that should be a shared interest for all of us.
5. We are stronger when we work together. Votes like the no-confidence vote against Mark Schlissel or about concerns with Work Connections would send an even stronger message with lecturer representation.
6. The resolution requirement that, going forward, a $\frac{2}{3}$ majority vote would be required to allow further expansion is particularly problematic. It makes no sense to admit clinical faculty, archivists and curators with a 50% vote, but to require a much higher $\frac{2}{3}$ bar for lecturers.

[Slide TWO] Let's be honest here. Imposing this higher threshold for lecturer representation effectively shuts the door for future inclusion. Many lecturers are feeling this as a deliberate insult.

[Slide THREE] It's time to build a unified, equitable Senate with representation from all members of the teaching and research staff, librarians, curators, and archivists.

Finally, some of the arguments against the inclusion of lecturers in the expansion of the faculty senate seem absurd and made in bad faith.

Argument #1: Lecturers have a union and therefore don't need faculty senate representation.

Only someone who doesn't understand unions would make this argument. Collective bargaining is about wages, hours, and working conditions. Although there might occasionally be some modest overlap, the two entities are entirely different. And librarians, archivists and curators already have a union, LEO- GLAM.

Argument #2: Lecturers have more allegiance to their union than to the Faculty Senate or the Senate Assembly. Well, many lecturers are not even members of LEO! Once lecturers are included in the Senate, they will be eager and active participants.

We urge you to vote "Yes" on the Amendment. Thank you.