Meeting the Needs of Faculty and Staff to Support Students

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UC's 4700 lecturers teach one-third of undergraduate student credit hours.
Faculty growth is occurring mainly in contingent job titles.
The UC uses temporary faculty to do permanent work.
A typical lecturer is qualified, talented, experienced, accomplished, and well-prepared to mentor California's students.

A typical lecturer also:
- works multiple jobs to make ends meet
- struggles to stay in the middle class
- lacks health and retirement benefits
- performs uncompensated research and service
- experiences isolation, anxiety, and depression
Lecturers are more likely than tenure-track faculty to be women and people of color.
UC administrators are increasingly separating research and teaching into distinct silos.
In considering the future of the Master Plan, the Legislature should:

- Restore state funding to historically high levels and dedicate a stable funding source to all three segments of public higher education.
- Reform the Board of Regents.
- Include measures of contingent faculty welfare in accountability metrics.
- Advocate for contingent faculty professional development and inclusion in academic initiatives.
The Legislature should urge the Regents to:

- Stop forced turnover by instituting rehiring rights.
- Improve quality of instruction by replacing Student Evaluations of Teaching with a peer-review model of teaching evaluation.
- Establish pay parity among tenure-track and non-tenure-track faculty.
- Enfranchise lecturers and adjuncts through membership in the UC Academic Senate.