

# Reasons for Admitting Lecturers to the Faculty Senate

- It's the right thing to do. All instructional and research faculty who make significant contributions to the university (e.g., 50%+ appointments) should have a say in faculty governance.
- Many of our peer universities have analogous bodies that include lecturers.

## Responses to common concerns:

- It will dilute the voice of the current members of the Faculty Senate, especially tenure-track faculty.
  - This can be greatly mitigated by (1) limiting voting eligibility based on relevance to the issue (e.g., only tenure-track faculty would vote on tenure-related issues); and (2) reporting votes on issues by different career tracks (and possibly also, different campuses or units), so that, e.g., if tenure-track faculty and lecturers vote differently on an issue, it would be visible.
  - On issues where tenure-track faculty and lecturers agree, a larger body carries more weight.
- Lecturers already have representation through LEO.
  - LEO's relationship with the university is legal, often adversarial, and primarily focused on wages, benefits, and hours. Faculty governance can have a more collegial relationship with the administration and address many other topics.
  - Librarians are currently represented by the LEO-GLAM union *and* on the Faculty Senate. Also, maybe in the future, tenure-track faculty would form a union.
  - Other universities with faculty unions also have non-union faculty governance structures.