UNIVERSITY OF MICHIGAN

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ONE UNIVERSITY STATEMENT ON THE CONCLUSION OF LEO CONTRACT NEGOTIATIONS

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ONE UNIVERSITY

Sept. 20, 2021

ONE UNIVERSITY STATEMENT ON THE CONCLUSION OF LEO CONTRACT NEGOTIATIONS

Ann Arbor, MI – Since our formation three years ago, the One University campaign (1U) has called upon the President and Regents of the University of Michigan (U-M) to create a more equitable university. Today, we offer congratulations to the Lecturers' Employee Organization (LEO) on its ratification of a contract that represents a step in this direction. In particular, and after months of negotiations with U-M administration, LEO, which represents nontenure-track faculty across U-M's three campuses, achieved pay parity in starting salaries for its members. This means that, for the first time, incoming lecturers will receive equal pay whether they teach in Ann Arbor, Flint, or Dearborn.

While we celebrate this progress, *we also acknowledge that there is still much work to be done.* The current budget model relegates the Flint and Dearborn campuses to a state of permanent austerity, constantly subject to cuts in programs for students, and struggling to provide fair wages to faculty and staff. These campuses spend one-fourth of the amount in per pupil expenditure as does the Ann Arbor campus, despite the fact that students in Flint and Dearborn pay 75% of the tuition that Ann Arbor students do. These disparities are unjust, contradictory to our stated commitments to Diversity, Equity and Inclusion (DEI), and are inconsistent with our role as a university pursuing public, rather than private, goods.

This is why LEO, engaging in a form of social unionism that entails bargaining for the common good, made funding for Flint and Dearborn a core demand of their negotiations. From the beginning of bargaining in January 2021, LEO demanded yearly $15 million transfers from central (i.e., university-wide) administration to the Flint and Dearborn campuses. While this demand was not met in full, U-M administration agreed to fund raises for lecturers in Flint and Dearborn through transferring money from central administration to these campuses.

These funds will allow for equity among lecturers without cuts to academic programs or the lecturers who teach in them. *We will be watching carefully to make sure that U-M administration provides these transfers to the Flint and Dearborn campuses and that they are spent appropriately.* We will also continue to demand that the U-M budget model -- which currently denies equity to Flint and Dearborn students, staff, and faculty -- is reformed to address the gross inequalities between campuses, inequalities that pit faculty, students, and staff on these campuses against each other, threatening academic and student services in the process.

It was hard to watch U-M administration bargain against equity for the Flint and Dearborn campuses, that is, against our students, staff, lecturers, and tenure track faculty. With this in mind, 1U will continue to stand with LEO because LEO stood with us -- *all of us* -- in bargaining for funding to support equity and excellence on all of our campuses. We look forward to the day when the University administration shares this vision and, together with the Board of Regents, enacts it. That is to say, we look forward to the day when those governing this university, rather than defend a budget model steeped in racist and classist assumptions about who is worthy of our support and what kinds of opportunities they deserve, stand for all of us too.

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The One University Coalition is a group of faculty, students, and non-instructional staff from all three campuses of the University of Michigan (Flint, Dearborn, and Ann Arbor), who have joined together to campaign for equitable funding and resource allocation across the University's campuses. The University of Michigan is governed by One President and One Board of Regents. The Coalition believes that we should function as One University, with gold-standard education and support available to our students, no matter on which campus they study, and equitable conditions for all faculty and staff.

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