

THE UNION DIFFERENCE FOR FACULTY

Non-tenure track (NTT) faculty at Loyola Marymount University are the heart of our institution. We do most of the teaching at LMU and carry out the core functions of our university: instruction, mentoring, service, and preparing the next generation of leaders in academia and beyond.

Yet, we have little job security, horrendous pay, few opportunities for advancement, and no meaningful voice in governing the university or about our working conditions.

Still, we believe there is a path forward. We LMU NTT faculty can win the pay and worker rights and protections that we deserve by forming a union, just as many other NTT faculty have already.

Below, is a comparison of our rights, pay, and working conditions versus NTT faculty members who have joined SEIU.



BETTER PAY & RAISES

Unionized faculty win better pay for themselves through contract negotiations. Below is what union NTT faculty have won at other universities:

Faculty Who Have Formed a Union With SEIU	LMU NTT Faculty
<ul style="list-style-type: none"> • Arts and Science NTT faculty will see a pay increase of at least 13% between 2022-2024. Faculty who've taught seven years or more will see an 18% pay increase. • Between 2019-2021, Arts and Science NTT faculty saw a significant increase in their pay for standard courses of three units or more: <ul style="list-style-type: none"> ▫ Faculty with three years of service or less saw a 40% pay increase. ▫ Faculty with four to six years of service saw a 42% pay increase. ▫ Faculty with seven or more years of service saw a 48% pay increase. • NTT faculty won a ~33% pay increase for standard courses of three units or more between 2017-2019. • Faculty won retroactive raises of up to 17%, with scheduled raises of up to 15% between 2021-2023. 	<ul style="list-style-type: none"> • NTT faculty have no power to bargain for annual pay increases without a union.

JOB SECURITY & PROMOTIONS

Union NTT faculty get longer contracts that provide more job security. Many also win favorable policies around the notification of assignments they receive and opportunities for promotion:

Faculty Who Have Formed a Union With SEIU	LMU NTT Faculty
<ul style="list-style-type: none"> • Faculty advance to one-year appointments after probationary period of teaching four semesters or eight courses, plus an additional two semesters. • After probationary period and three one-year appointments, faculty receive two-year appointments. Some faculty members who teach consistently also get course-load agreements moving forward. • Faculty advance to one-year appointments after three courses. • Faculty are notified of reappointments for the fall semester by the end of May and for the spring semester by mid-November. • Resident faculty appointments are renewed in terms of three to five years. • Faculty are automatically promoted to Senior Lecturer after completion of 60 units. • Faculty are notified of appointments for fall semester by late July and notification for spring semester by early December. • Part-time faculty with course seniority are preferred during the hiring process. 	<ul style="list-style-type: none"> • NTT faculty are given one-semester term to one-year appointments with no automatic renewal or set timeline for receiving notice of appointments. • Lecturers may apply for promotion to Senior Lecturer after eight semesters, but promotion is not automatic and depends on department review and dean approval.

PROFESSIONAL DEVELOPMENT

Faculty Who Have Formed a Union With SEIU	LMU NTT Faculty
<ul style="list-style-type: none"> • SEIU NTT faculty can bargain to establish robust professional development funds for faculty research, conferences, trainings, and more. 	<ul style="list-style-type: none"> • Though a proposal for professional development support is being discussed, most LMU NTT faculty members currently have no fund and no ability to bargain for a larger fund if one is established. • Those who do have access to funding often find it is insufficient to support their work and they have no avenue to demand more.

VOICE ON THE JOB

Faculty Who Have Formed a Union With SEIU	LMU NTT Faculty
<ul style="list-style-type: none"> • SEIU members negotiate union contracts that win improvements to pay, job security, workloads, health and retirement benefits, and much more. • By establishing labor-management committees, union NTT faculty have won the right to regularly meet with administration to discuss concerns about working conditions, potential violations of union contracts, and more. 	<ul style="list-style-type: none"> • Without a union, NTT faculty have no say on the job and our working conditions are subject to the whims of LMU management and administrators.