

U(M) Math & Teaching Faculty

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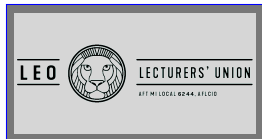
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Lecturers at UMich

- Are **unionized**, with standardized job-titles
- Are split between (strictly) **teaching positions** (**Lecturer I/II**) and **teaching/administrative positions** (**Lecturer III/IV**).
- **Lecturer I & III** positions are **probationary**, with a minimum contract length of **one semester** (Lecturer I) or **1–4 years** (Lecturer III).
- After a major review (after 8 semesters for Lecturer I, or at in the last contract year for Lecturer III), convert to **Lecturer II/IV** positions, with an initial contract of **3 years** and the **presumption of renewal**.



Lecturers in UMich Math

- Lecturers are **about 10%** of the faculty.
 - (We have a lot of post-doctoral faculty.)
- About **75%** are **Lecturer III/IVs**.
 - Administrative roles: **course coordination**, **program administration**, **new-instructor training** and mentoring, **(some) undergraduate advising**, etc.
- Almost all **Lecturer I hires** are made with the **expectation of renewal** and an **internal guarantee of at least two contract years**.
 - ... But the guaranteed contract for a lecturer I is **one semester** only.
- Lecturers are in most respects **regular faculty** in the Department.
 - ... I do not claim this is true in other units.



Thoughts on U(M) Math Lecturers

- Things that work
 - Lecturers are “well and honestly integrated into the Department.”
 - Lecturers in provide stable administrative leadership and institutional memory,
 - are well-positioned to mentor new graduate students and post-docs,
 - ... and ensure roles are filled.
 - *This is a double-edged sword.*
- Issues include
 - Intermittent lecturers,
 - overload, and
 - (perception of) regular faculty engagement with intro courses.



Other Thoughts

- The **role**, **number**, and **responsibility** of non-tenure track faculty in a department is driven by many variables.
 - **Scale** of an academic program (*3000 students in intro program this semester*),
 - **Number of tenure lines** the department is allowed (*capped by the administration*),
 - **Role of post-docs** in the department, (*research/teaching*),
 - **Administrative course structure** (*uniformity, coordination, section size*),
 - **Department & faculty philosophy** and reward structures. (*fac coordinators, fac meetings*)



The AMS and Non-Tenure Faculty

- The AMS is uniquely positioned to gather data from and set standards for institutions employing non-tenure faculty.
- For this to be useful we must have a professional understanding of what standards should be.
- And a manner or format in which to communicate expectations.