



## **UNITED FACULTY and ACADEMIC STAFF** **of UW-Eau Claire**

*American Federation of Teachers, Local 6481*



### **Instructional Academic Staff Deserve Better**

Our IAS colleagues contribute tremendously to our departments, and they enrich our community for careers spanning decades. Our students would not be able to succeed without them. Compared to their tenure-track counterparts, they teach more for less.

But over the past year, it has become clear how little our university values their work. From a university-wide survey in which 55% of all IAS shared their experiences, we found that majorities:

- are teaching full-time or overload (50%)
- report having received appointment letters late (56%)
- feel pressured to work beyond what is stipulated in their appointment letter “sometimes,” “often,” or “all of the time” (51%)
- do not receive appropriate performance evaluations, as specified in FASRP (27% are not evaluated at all, while 24% are evaluated on duties not specified in their appointment letters)
- said that faculty treat them differently because of their employment status (51%)
- are “somewhat unhappy” or “very unhappy” with pay (53%), job security (54%), and promotion opportunities (63%)
- think about leaving UWEC for a different job “sometimes,” “often,” or “all of the time” (63%)

Survey data are public and have been shared with administrators and shared governance leaders. Contact us to learn more.

As if hard work for low pay and no job security wasn't bad enough, things are getting worse. The administration is considering eliminating multi-year contracts for IAS—even for those who have taught the same high-demand courses every semester for decades. The Title and Total Compensation (TTC) Project added insult to injury by assigning all IAS the title of “Lecturer,” despite 30% of IAS having non-teaching job responsibilities in their appointment letters—like directing labs, centers, and programs. And to many Senior Lecturers, the new title and job description felt like a demotion.

These policies are hurtful to IAS, and they negatively impact our students. Many departments—from Biology to Music & Theater Arts to Nursing—struggle to attract and retain instructors because of low pay and no job security. When we don't invest in our staff, they take their talents elsewhere, and we all lose.

We can make things better, even in this terrible fiscal environment. A small group of IAS have written a petition asking the administration to make seven modest changes (*see the full petition for more details*):

1. Follow its own employment policies, as spelled out in FASRP
2. Deliver appointment letters on time
3. Remove “contingent upon enrollment” from contracts
4. Stop the effort to eliminate multi-year contracts
5. Develop a post-progression review process for IAS
6. Adopt the “Teaching Professor” title series, with IAS consultation
7. Verify that Professional titles match actual job expectations



**Before this year ends, do one small thing for your IAS colleagues: please sign the petition** (*go to <https://actionnetwork.org/petitions/respect-ias-at-uwec/> or scan the QR code above*).

IAS deserve better, and so do our students.

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