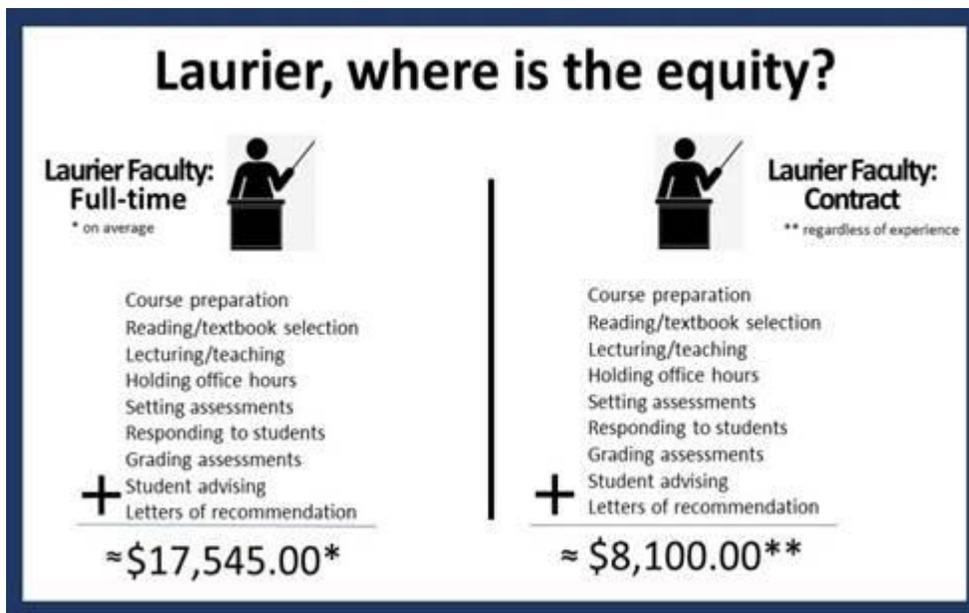


Dear fellow Contract Faculty,

OUR COMPENSATION IS CLEARLY INEQUITABLE

40-40-20. These numbers ring familiar with most faculty in North America, as they do for faculty at Laurier. They represent the generally-accepted breakdown of work responsibilities for tenured and tenure-track (“full-time” or “regular”) faculty. They assume that roughly 40 percent of a FT member’s time is spent on teaching, 40 percent on research and 20 percent on service to the university community. For regular faculty members with Professional Teaching appointments, the weight shifts somewhat such that, ideally, 60 percent of their time is to be spent on teaching and 40 percent of it is divided between research and university service.

Of course, we know that these percentages are rough guidelines that exist in a world without sabbatical or other leaves, or service commitments that exceed 20 percent of paid time, or research that must wait for golden periods of uninterrupted time—usually the summer or a period of leave. But for our purposes here, they help to reveal the staggering inequity in compensation between people doing the exact same job.



Assuming that all FT work is compensated at the same rate of pay and using a very conservative [median income](#) of about \$145,000 plus 21 percent for benefits for regular faculty, the per course compensation for FT faculty is approximately \$17,545. Even when using the conservative figure of \$17,545, the math is still staggering—FT faculty earn a

whopping \$9,445 more per course on average than CF are paid for the very same course and course-related responsibilities.

If, in our classrooms and in relation to our students, two people have the exact same duties and responsibilities (and, in many cases, the exact same credentials), is it acceptable that one receives thousands of dollars less than the other? Is there any world where this can be considered equitable?

No.

WHERE IS LAURIER'S "COMMITMENT TO EQUITY" FOR US?

It's not that there aren't other unfair employers out there. It's that we actually work for an employer that overtly proclaims a commitment to equity, but at the same time practices what amounts to a kind of feudal treatment of its most precarious employees.

Laurier's own [Strategic Plan for Equity](#) recognizes Laurier's purposeful reliance on and inequitable treatment of CF.

The winds of change are blowing, Laurier, and a storm is brewing ...

Your Action Committee,

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Twitter: @PrecariousWLU (if you need help with this contact Brent)

MyLS: Contract Faculty Community (send Kimberly an email if this interests you)

WLUFAs: <https://www.wlufa.ca/>