

Dear Colleagues:

You haven't heard from me for a few days. I hope that you had a good holiday weekend. And then yesterday was my anniversary, so happily I took that day off.

But back to the grind, as the voices of our members continue to swell.

Here is a junior faculty member who cares deeply about their teaching while recognizing that any fair and effective approach to resuming our courses in the fall must recognize hierarchies and inequalities. In their words:

Thank you for your efforts advocating around Fall 2020 planning thus far. My perspective comes from my position as Tenure Track junior faculty. I am expected to teach a large lecture class that normally has two TAs.

**This plan to attempt to get unpaid labor off contract seems to me to be inordinately impacting junior faculty who tend to be the ones teaching large introductory lecture classes.*

**Untenured junior faculty also depend on the summers in order to complete research required for tenure and cannot sustain hours of interruptions for online teaching "training."*

**These are the same people who do not have tenure and are therefore less able to advocate for themselves to protect their labor. Compared to those who have received tenure they also may be the most vulnerable to pay cuts and furloughs currently being implemented at other institutions.*

This thoughtful faculty member has considerably more to say, which I will share in upcoming letters. As is so often the case, our junior colleagues speak much truth about issues of power that we too often sweep under the rug. We should listen to them, as they are—if properly nurtured and encouraged—the heart and future of our university.

With best wishes,

Robert

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