NYU Tenured and Tenure-Track Faculty Support Contract Faculty United - UAW

To: Linda Mills, President
Gigi Dopico, Provost
Evan Chesler, Board Chair

As NYU tenured and tenure-track faculty, we write to support our non-tenure-track colleagues in CFU-UAW, who are currently negotiating a first contract with your administration. Continuing contract faculty are roughly half the full-time faculty at NYU. Tenured and contract faculty have similar duties and are held to similar standards. However, they earn substantially less than we do, and they lack the protections of tenure.

Like us, contract faculty perform service to the university and participate in shared governance. We are deeply troubled by your administration's repeated attempts to carve bargaining unit contract faculty out of existing systems of shared governance and to limit their participation in academic decision-making. The AAUP has long recognized the complementary role of collective bargaining and shared governance; we note our AAUP-member colleagues at Rutgers, UConn, Hofstra, and many other universities, both public and private, face no difficulty as unionized faculty members in participating in shared governance. We recognize your administration's proposals to expel our colleagues from shared governance as part of a broader power grab, at NYU and elsewhere, by administrators who seek to run the university with ever-decreasing faculty input. To be a university, faculty must exercise their academic expertise, through systems of peer review and shared governance and under protections of academic freedom. We, the faculty, must make decisions about who teaches, what to teach, how to teach, and whom to teach.

In addition to protecting shared governance CFU-UAW is demanding economic parity with us. Currently, we make on average 36% more than our contract faculty peers. We know that establishing parity between tenured and contract faculty is in the best interests of everyone who teaches at NYU. Our valued colleagues need and deserve the sabbaticals, professional development funding, immigration sponsorship, housing benefits, retirement plans, and salaries that we get. To do otherwise devalues them and hurts our students.

As tenured and tenure-track faculty, we reject any attempt by the administration to create division among us on the basis of rank or title. We are one faculty, and without us, NYU is not a university.

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