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## Goucher is Part of the National Movement to Raise Standards in Higher Ed

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**The Goucher Faculty Union Organizing Committee**

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AM

Dear Colleagues,

Last week we wrote to you about Goucher's Community Principles of respect, inclusion, social justice, and responsibility. We also sent out a step-by-step explanation of the process of building our union. This week we wanted to share some information about the labor movement in higher education more broadly, especially in the light of our meeting tomorrow with Goucher's AAUP chapter. The meeting is scheduled from 4:00-5:00 pm in Meyerhoff 106 today.

In organizing Goucher's contingent faculty union we are part of a larger labor movement that has swept the country and that will continue to evolve and grow in the coming years. We stand in solidarity with this larger movement.

In Maryland and Washington D.C. alone the Service Employees International Union's Local 500 represents over 2,400 part-time faculty members at Howard University, George Washington University, Georgetown, Montgomery College, American University, University of the District of Columbia, and the Maryland Institute College of Art. Last month contingent faculty members at Boston University, Washington University, Champlain College, and Burlington College filed for a union election, just like we did here at Goucher. Contingent faculty members at Tufts recently voted a groundbreaking contract (see below).

We believe that, through collective bargaining, contingent faculty across the country will be able to achieve longer-term salaried contracts with more benefits. Such terms of employment are not a luxury, but a necessity to ensure material stability and social justice. SEIU is the largest and fastest growing contingent faculty union in the country. Contingent faculty across the country know they're better with a union.

An individual's decision to vote for union representation - for the right to the legal framework and accountability a union provides - must take into account the bigger picture. As members of the organizing committee of Goucher's contingent faculty union we are first and foremost members of the Goucher community. We believe that by joining together we can not only effect positive change here at Goucher, but join together with contingent faculty across the country to build a national movement to raise standards for faculty and students alike.

Please see the articles below about the national movement to turn around the alarming trends in higher education.

Our best,

**Notes:**

The September/October issue of *Academe*, the AAUP's magazine, was dedicated to organizing. Entitled "Organizing within Our Changing Profession" the issue available here has articles you may find informative, including: ["Turning Back the Tide on Contingency: Balancing the needs of tenure-track and non-tenure-track faculty in a union contract."](#)

Efforts to organize contingent faculty within higher education have made national news recently. Here are a few articles on the subject:

- From The Atlantic: ["The Adjunct Revolt: How Poor Professors Are Fighting Back."](#)
- From the Chronicle of Higher Education: ["Power in Numbers: Adjuncts turn to citywide unionizing as their best hope."](#)

Here is the outcome at Tufts, which successfully organized with the SEIU.

- From The Boston Globe: ["Tufts part-time professors to get better pay, better job security."](#)

Lastly, here is a quote from the [AAUP's statement on collective bargaining](#):

"The presence of institutions of faculty governance does not preclude the need for or usefulness of collective bargaining. On the contrary, collective bargaining can be used to increase the effectiveness of those institutions by extending their areas of competence, defining their authority, and strengthening their voice in areas of shared authority and responsibility. The Association therefore affirms that faculties at both public and private institutions are entitled, as professionals, to choose by an election or comparable informal means to engage in collective bargaining in order to ensure effective faculty governance..."

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