

Goucher Faculty Union

A Collective Voice for Non-Tenure Track Faculty at Goucher College

Dear Colleagues:

As you may be aware, there is interest among the non-tenure track faculty at Goucher College in forming a union. We, the undersigned non-tenure track faculty, have formed an organizing committee because we strongly favor unionization.

Non-tenure track employees at Goucher (full-time, half-time, and part-time) now comprise more than 60% of the faculty. With the firm belief that our working conditions are our students' learning conditions, we have listened to the concerns of non-tenure track faculty. We believe that the democratic process offered by collective bargaining is the most just and fair way to address these concerns, including but not limited to compensation, faculty governance, voting rights, job security, benefits, advancement, and transparency. We believe that a union is the best avenue to ensure that we have an equitable voice within the structure of our employment.

Whether we have been here less than a month or for over a decade, we love Goucher College. We recognize the fiscal pressures that higher education currently faces. We also believe that changes at the college make questions regarding the decision making processes at institutions of higher learning all the more important. It is our firm belief that a commitment to social justice means that such processes be democratic.

Collective bargaining, in our view, will not only strengthen our commitment to one another as a community at Goucher, but also our commitment to social justice, which the labor movement, and the Service Employees International Union (SEIU) in particular, have been waging. In forming a union, we will be joining our colleagues throughout higher education, including non-tenure track faculty at Baltimore-Washington, D.C.-area schools like the Maryland Institute College of the Art (MICA), American University, and Georgetown who all have successfully organized unions with SEIU.

We share a deep commitment to Goucher's Community Principles of respect, inclusion, communication, service/social justice, and responsibility. With these principles in mind, we have chosen to publicly endorse the unionization effort here at Goucher.

Many people with whom we have spoken think that organizing a union is a great idea. If you are ready to stand with us and sign your union card, please click on to the following link (or copy/paste it into a web browser): <http://action.seiu.org/page/content/auth-card-baltimore>. Then we will contact you. If you have some questions and want more information, please let one of us know at goucherfacultyunion@gmail.com.

Sincerely,

Ruquia Ahmed-Schofield, Chemistry
Robert Baron, Cultural Sustainability
Laura Burns, Art and Art History
Mina Brunyate, English
Jeffrey Dowd, Sociology and Anthropology
Madeleine Fairbairn, Environmental Studies
Rollie Hudson, Communication & Media Studies
Antje Krueger, German
Laura Orem, English

Guy Raymond, Communication & Media Studies
Charlee Sterling, English
Pamela Thompson, Art and Art History
Johnny Turtle, English
Rory Turner, Sociology and Anthropology
Maureen Winter, French