

June 19, 2015

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Eric D. Isaacs, Provost  
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Joseph Neubauer, Chairman  
University of Chicago Board of Trustees  
5801 South Ellis Avenue  
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Dear Sirs:

We are writing to advise you that the University of Chicago Advocacy Chapter of the American Association of University Professors (AAUP) supports the right of contingent faculty at the University of Chicago to form a union.

As you may know, the AAUP was formed almost a hundred years ago by one-time University of Chicago professor John Dewey, along with several faculty members from other institutions, who believed that higher education is an investment in the common good. To renew this tradition at the University of Chicago, a group of faculty members voted earlier this year to reestablish an Advocacy Chapter. We strongly believe that higher education will thrive only where faculty—all faculty—have won economic security, shared governance, and academic freedom.

As a national organization, the AAUP “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” (*Statement on Collective Bargaining*, AAUP POLICY DOCUMENTS AND REPORTS 259 (2006 ed.)). We believe that this affirmation is consistent with the principles stated in the “Report of the Committee on Freedom of Expression” issued in January of this year. Accordingly, as the UChicago AAUP Advocacy chapter, we ask that the University

of Chicago administration remain neutral and not use university funds or other institutional resources to oppose the unionization effort. We ask that the University not employ any union avoidance consultants. Any communications from University personnel speaking in their administrative capacities about the unionization effort should not discourage faculty participation in or support for the initiative. Additionally, we ask that the administration make clear to administrative personnel that a contingent faculty member's decision to invoke her right to organize can play no role in making personnel decisions about that faculty member, and that the University will tolerate neither intimidation nor retaliation against contingent faculty who invoke their right to organize.

Finally, should the required majority of contingent faculty at the University of Chicago vote in favor of unionization we urge the administration of the University of Chicago to recognize the AAUP's position on the question of collective bargaining, as it represents a nationally recognized "best practice" for university governance.

Sincerely,

The University of Chicago Advocacy Chapter of the AAUP  
Willemien Otten, president  
Kenneth W. Warren, vice-president