

From: Rochelle Ford, dean of the School of Communications

Subject: Dean follow-up related to Faculty Union

Sent: Dec. 5, 2018 at 10:20 a.m.

Dear colleagues,

I am looking forward to celebrating the end of formal classes for the semester with you on Friday after the University Faculty meeting, at our School of Communication social in the Snow Family Grand Atrium, that we had planned several weeks ago. This event is a small way to thank you again for all of your support and help introducing me to the Elon community as well as to celebrate our progress as School this semester.

During these first six months, I have learned a lot about the importance of relationships, shared governance and unity through our one-on-one, small-group and school-wide discussions. And I want to ensure that we will continue this openness and collaboration as the University community responds to the unionization efforts on campus.

As I have said before, know that you can contact me at any time with questions, concerns or ideas related to anything, including this unionization effort. My cell number is ... if you want to talk with me. I return to campus this afternoon.

On Tuesday, you received two emails related to the Faculty Union from Provost Steven House and from Jeff Stein with a video of President Book. Please read these emails and watch the video as they have a lot of detailed information that will help you understand some of the facts about Elon. As President Book and Provost House said in their messages, let's remember that Elon University is a relationship-based community and that our strength comes from the power of relationships and community. I have trust and confidence in our shared governance model and trust in the ability of the Elon community to work together to address issues and support its faculty, students and staff. I also have trust and great respect for President Book, a member of our faculty, to continue to lead our campus community to address issues that may have led to this desire to unionize. Therefore, I too urge our faculty community to discuss and solve issues facing Elon together, as we have in the past.

Therefore, I highly urge all faculty to attend the University Faculty meeting on Friday, December 7. Know that this unionization effort is directly related to all non-tenure track and non-tenured faculty, including our continuing track faculty of all rank, all lecturers, all visiting faculty members, all contract limited term, and all part-time faculty members. Therefore, we must learn the facts and seek to gain a full understanding of the all sides of the unionization effort. I hope all eligible voters will participate in the election. President Book has made it clear of the desire for those eligible to vote, to cast a "NO" vote to the unionization question. Not voting in effect is a vote of yes. Even if you vote "no" to the union and it passes, you will be bound by that vote, and the union will represent you in establishing the terms of your employment.

Again, learn the facts, ask questions, and know that your opinions will be respected and will have NO impact on your evaluation for tenure, contract renewal or promotions in rank. I hope that all of our colleagues will operate with the values of our University and School in mind.

Sincerely,

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From: Raghu Tadepalli, dean of the School of Business

Subject: My views on the unionization effort

Sent: Dec. 6, 2018 at 10:51 a.m.

Dear Colleagues,

I know from recent conversations with many of you that you have questions related to the recent petition filed by the Service Employees International Union (SEIU) with the National Labor Relations Board requesting a vote on a union to represent a group of non-tenure track faculty at Elon University. I feel it important, to me personally, to share with you my opinion on these unionization efforts.

After working in five universities, I can tell you that Elon University is a special place. I agree wholeheartedly with what President Book and Provost House have said in their messages earlier this week. Elon University is a relationship-based community and our strength comes from the power of relationships and community. Our shared governance model and our ability to work together to address issues that support our students, faculty, and staff are hallmarks of Elon that I haven't seen at the other universities that I have worked at. I support Drs. Book and House in their efforts to address any issues brought forward through our shared governance process.

In the Love School of Business, we have a history of recognizing the many contributions of our non-tenure track colleagues. Specifically:

- A continuing track faculty member (since retired) served two stints as associate dean of the LSB and as interim dean;
- Two continuing track faculty members currently serve as department chairs;
- We have moved several adjunct faculty members into lecturer track positions in the departments of Accounting, Management, and Marketing;
- We have moved an adjunct faculty member into a continuing track position;
- We have moved several continuing track faculty members into tenure track positions;
- We have funded travel of any adjunct faculty member who asked to attend a conference for professional development;
- Adjunct faculty members teach courses, including elective courses, commensurate with their professional expertise pursuant to AACSB accreditation standards;

Therefore, I oppose the unionization efforts because of the impact it would have on all of us, even those who would not be in the union. I feel it would drastically change the Elon culture. Personally, if the unionization effort were to succeed, it would be a very sad day for me. Several of our colleagues in the LSB have worked at schools with a union and I encourage you to speak to them about their experiences. My door is always open should you wish to discuss the matter with me.

Thanks for all that you do.

Best, Raghu

From: Gabie Smith, dean of the College of Arts and Sciences

Subject: My thoughts on these topic

Sent: Dec. 6, 2018 at 12:59 p.m.

Hello everyone,

Since the organized union event on campus last week, I have had a number of one-on-one conversations with Elon College faculty and staff. I want you to know that I am available to talk with you about any questions you might have. That said, I recognize this is an incredibly busy time of the academic term! I encourage every member of our community to make time to review the FAQs at the [site](#) I mentioned in my previous email.

As many of you would expect, in my conversations I have openly shared my thoughts about the petition for a union. I am not in support of the petition. While I have not asked anyone to share their own views with me, many have done so during our conversations.

Why don't I support of the petition? First, I am very concerned about the timing of the action, as we are in the most hectic period of the academic term. With the rapid call for a vote we are hindered in our ability to fully dedicate time and attention to these important topics. Being informed is essential to the democratic process as well as having opportunities to ask questions and openly discuss things from different points of view.

Many in our community have good questions about the details of the voting process, possible implications for the campus community, and even whether they are or are not included in the union's petition. I'd like our community to have an opportunity to hear from part-time, visiting, limited-term, and full-time faculty. Second, I'd also like us to have an opportunity to engage our shared governance process. As I referred to in my earlier email, legal parameters guide our institution's ability to take certain actions during this process.

So what can I/we do right now? I can talk with you individually and you can talk openly with each other. I encourage you and your colleagues to inform yourselves to the best of your ability. When it comes time to vote on the petition, if you are eligible to participate, I encourage you to complete your ballot.

Please let me know if you would like to have a conversation with me. I appreciate you making time to read this email and consider my invitation.

All the best,
Gabie