

# As a faith leader, I support Elon non-tenure-track faculty who are forming a union!

Dear President Book and Provost House:

We write to you to voice our support for the non-tenure-track faculty at Elon University, who are coming together to form a union and foster greater justice and democracy at their workplace. We urge you be neutral and let the faculty vote on their union.

As faith and community leaders, we regularly encounter people who are struggling to make ends meet. The reasons for their struggles are legion. Perhaps their employers moved operations elsewhere and laid them off. Or they work several low-paying jobs to provide for their families—but none of them offer enough hours to provide health insurance or retirement benefits. Or maybe they have decent jobs but are burdened with student or medical debt.

And what of our educators? They, too, face mounting challenges to a stable life. North Carolina, once a national leader in public education, has systematically disinvested from it in recent decades. Funding cuts means fewer resources for students and stagnating wages and benefits for teachers. This time of uncertainty has required bold moral action. Accordingly, we were inspired by the courage of North Carolina public school teachers who united, thousands strong, for the “Red for Ed” rally in Raleigh in May. These teachers stood up for the future of their profession and the future of their students.

Now, the non-tenure-track faculty at the university you lead are standing up for their rights—both moral and legal—in forming a union. Over the past decades, Elon University has become a leader in higher education in this state, not least because of the student-focused model it has pioneered under the stewardship of you and your predecessors. As teachers, mentors, and counselors, the faculty who have filed for a union election are among those making your student-centered mission a reality, day in and day out.

Their desire for a union is also desire for greater belonging in the Elon community. This is true belonging, based on the mutual respect of negotiating, in good faith, to improve their working conditions, which are their students’ learning conditions. Raising standards for faculty will help students continue to grow and the university community to flourish.

In the spirit of justice and moral clarity, we call on you to be neutral and allow these faculty to decide on the critical matter of their union for themselves, through a free and fair election.

Sincerely,

Ben Floyd, Pastor, Blackburn's Chapel UMC

Ben Haas, Pastor, Emmaus Way Church

Reverend Caitlin Tremper, Associate Pastor, First United Methodist Church Asheboro

Reverend Doctor Christopher B. Hughes, United Methodist Pastor, retired

Rev. Chris Breslin      Pastor, Oak Church

Chris Agoranos, Pastor, Calvary-Resurrection UMC

Craig Schaub, Parkway United Church of Christ

David Stephen Cloniger, M.Div.; Ph.D. Davidson, NC

Denver Douglas Clewis, Elder, Fla. Conference United Methodist Church, Retired

Eric Solomon

Reverend Doris (Dottie) Gibbs, retired elder in the WNC Conference of the UMC

Dr. Robert Charles Scott

Gregory K Moss

Reverend James Marsh Jr, Pastor at Bread of Life Church Washington DC

Reverend J Jay Kennett, Hillsborough UCC

Jeremy Morris, United Methodist Church

Jessica Rigel, Reverend, PC(USA)

John S. Friedman, Rabbi Emeritus: Judea Reform Congregation

Reverend John Thornton, Durham, NC

Karen Kurtz, United Methodist pastor

Imam Khalid Griggs, Imam, Community Mosque of Winston-Salem

Kim Ingram, Director of Min Serv, WNCC, UMC

Rev. Melissa St. Clair, Christian Church (Disciples of Christ)/United Church of Christ

Rev. Dr. Michelle J. Morris, Center for Vitality

Nancy Miller Campbell, Associate Pastor, SouthPark United Methodist Church

Pastor James Brunson, First Baptist Church

Rev. Ashley Crowder Stanley, Sr. Pastor, Mills River United Methodist Church

Reverend Brian Elwell, Head Pastor, Knob Creek UMC, Kadesh UMC, and St. Peter's UMC

Rev. Dr. J. Diane Mowrey, Chaplain Emerita, Queen's University of Charlotte

Rev. Kelly P. Carpenter, Senior Pastor, Green Street United Methodist Church

Reverend Dr. Julie A Mavity Maddalena, Interim Pastor, Georgetown Congregational UCC

Reverend Dr. Stephen Boyd, Minister's Conference of Winston-Salem & Vicinity

Reverend Shelly Webb, WNC United Methodist Clergy

Susan Eldon, Pastor, Saxapahaw United Methodist Church

Suzanne Watts Henderson, Queens University

Rev. Dr. Thomas W. Mann, Minister Emeritus, Parkway UCC, Winston Salem

Reverend Dr. Timothy C. Murphy, Senior Pastor and Teacher, Plymouth Congregational Church