

Dear President Johnson, Provost Shennan, Carolyn Slaboden, and Wellesley faculty community,

As you are aware, FIP faculty delivered a letter on November 21 requesting recognition for the WOAW-UAW union after nearly 75% of eligible FIP faculty signed union cards. They also asked for a commitment to neutrality in the process of certifying the union and a meeting to work out an election agreement.

We write to urge the Administration to publicly commit to neutrality. In particular, we ask that the College avoid any attempts to influence faculty against unionizing. Many FIP faculty worry about reprisals for even considering unionization, and Wellesley College communications regarding unionizing may be perceived to be delivering subtle messages concerning safe or acceptable behaviors.

We also write to encourage the larger faculty body to support our FIP colleagues as they weigh their decision. FIP faculty constitute a significant percentage of the Wellesley faculty body, and their contributions are essential to the College's ability to achieve its mission. We would not be able to provide students with our current top-notch instruction and mentorship without the expertise and commitment of our non-tenure track faculty. Many of our FIP colleagues have committed their professional careers to Wellesley, while others join us for a shorter time when the College has a short-term need for instructional support. In all cases, FIP faculty bring their expertise to the classroom and ensure that our students receive the high-quality and student-focused education for which Wellesley is renowned. We will continue to collaborate and partner with FIP faculty to deliver an excellent learning environment.

Unionization of FIP faculty would certainly introduce some changes to the way the College operates, but we believe these would ultimately benefit the College community. We are already seeing some of these changes when it comes to community building and frank discussion. It is our sense that the FIP community has had far more connection in the months leading up to the unionization effort than ever before. There have also been more opportunities for open dialogue and transparency with tenure-track faculty about the experiences of non-tenure track faculty at the college. Some of these conversations have been difficult; we might prefer to assume that good-faith efforts have resulted in conditions that are amenable to everyone. True progress, however, requires that we are as open to facing our shortcomings as we are to enjoying our successes. Creating an environment where FIP faculty feel comfortable partnering with tenured faculty is to the benefit of everyone at the College.

We have been living under a budget scarcity mentality for nearly two decades, and we have all felt this in different ways. Wages and benefits for faculty have lagged across all categories, but this is felt most acutely by the faculty who are paid the least and who have access to fewer benefits. Rather than seeing this as competing for finite resources, we should welcome a chance to rethink how we can lift up our colleagues so we can all thrive.

We are fortunate that Wellesley values a strong faculty voice in deliberations concerning the College's operations, including faculty working conditions. Of course, tenured faculty have a level of privilege and security that makes participation in these discussions a much less fraught experience than it is for faculty who do not have the protections of tenure. Our FIP colleagues deserve to have a more robust mechanism for participating in these matters without fear of reprisal. Their efforts to unionize are an

expression of this need. We ask that the Administration be vigilant in their commitment to giving FIPs the space and independence they need as they chart their preferred path.

Sincerely,

On behalf of tenured faculty in support of WOAW-UAW (listed alphabetically):

Angela Bahns, Psychology	Heather Mattila, Biological Sciences
James Battat, Physics & Astronomy	P. Takis Metaxas, Computer Science
Patricia Berman, Art Dept.	Phyllis McGibbon, Studio Art
Hélène Bilis, French, Francophone, and Italian Studies	Alison McIntyre, Philosophy
Dan Brabander, Geosciences	Kim K. McLeod, Physics & Astronomy
Dora Carrico-Moniz, Chemistry & Biochemistry	Eni Mustafaraj, Computer Science
Jonathan Cheek, Psychology	Julie K. Norem, Psychology
Dan Chiasson, English	James Noggle, English and Creative Writing
Catia Cecilia Confortini, Peace & Justice Studies	David Teng Olsen, Studio Art
Stephen Chen, Psychology	Kaye Peterman, Biological Sciences
Genevieve Clutario, American Studies	Jennie Pyers, Psychology
Helena de Bres, Philosophy	Smitha Radhakrishnan, Sociology
Christen Deveney, Psychology	Petra Rivera-Rideau, American Studies
Alexander Diesl, Math	Markella Rutherford, Sociology
Susan Ellison, Anthropology	Andrew Schultz, Math
Nolan Flynn, Chemistry	Inela Selimovic, Spanish and Portuguese
Corinne Gartner, Philosophy	Andrea Sequeira, Biological Sciences
Tracy Gleason, Psychology	Mingwei Song, East Asian Languages and Cultures
Sharon Gobes, Neuroscience	Rachel Stanley, Chemistry
Kaleb E. Goldschmitt, Music	Ray Starr, Classical Studies
Octavio R. González, English & Creative Writing	Banu Subramaniam, Women's and Gender Studies
Laura Grattan, Political Science	Yui Suzuki, Biological Sciences
Brenna Greer, History	Sally Theran, Psychology
Alden Griffith, Environmental Studies	Franklyn Turbak, Computer Science
Scott Gunther, French, Francophone, and Italian Studies	Jay Turner, Environmental Studies
Evelina Guzauskyte, Spanish and Portuguese	Adam Van Arsdale, Anthropology
Koichi Hagimoto, Spanish and Portuguese	Ismar Volić, Mathematics
Anjeana K. Hans, German Studies	Sarah Wall-Randell, English
Soo Hong, Education	Julie Walsh, Philosophy
Lidwien Kapteijns, History	Wes Watters, Physics and Astronomy
Megan Kerr, Mathematics	Catherine Wearing, Philosophy
Karen Lange, Mathematics	Mike Wiest, Neuroscience
Peggy Levitt, Sociology	
Erich Hatala Matthes, Philosophy	