

To the Mercy College Administration:

We are excited to announce our effort to organize a union. Accompanying this note is our letter of public support. We hope that you will respect our process of coming together to have a voice for all non-tenure track faculty. We look forward to having a relationship with you to improve our institution for both faculty and students, and to hearing your confirmation that you will remain neutral. You can write to us at mercyfacultyforward@gmail.com.

•••

Dear Colleagues,

Since last semester, Mercy Faculty Forward has been meeting and organizing to form a union for all non-tenure track faculty. Today, we invite you to join us, so that we may move forward together in a way that reflects Mercy College's values.

Because we love teaching at Mercy, we are coming together to ensure more equitable working conditions. In particular, we are working to ensure improvements to our compensation, benefits, and job security.

Contingent faculty currently make up 74% of the faculty at Mercy. This model affects our working conditions and creates an obstacle to providing the high quality education that our students deserve. For contingent faculty, Mercy's flexible hiring practices have led to unstable and inconsistent employment, a lack of benefits, and financial insecurity. As a result, we have less time to prepare for our courses and fewer resources to focus on students' needs. Due to this instability, we are effectively prevented from playing a stronger role in our departments, to the detriment of our students.

At Mercy, we are paid less than faculty at many surrounding colleges for doing the same work. Many adjuncts and non-tenure track full time faculty members have to work multiple jobs and travel between campuses or other workplaces, which detracts from the time and effort that could be better spent meeting with students, preparing for classes, or evaluating assignments. Better working conditions for contingent faculty would quickly translate into increased student success.

We believe that bargaining collectively to determine our working conditions will allow us to have a voice to win inclusion in the academic community and to enhance our commitment to quality education.

The Mercy College Mission Statement asserts that the college is "committed to providing motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high quality learning environments, thus preparing students to embark on rewarding careers, to continue learning throughout their lives and to act ethically and responsibly in a changing world." Many of our students are first-generation college students who are dedicated to the idea that education and hard work will lead to successful and rewarding careers. How can we reflect those values if, as faculty, our work is not fairly valued or respected? How can we exemplify those ethics if we are not being treated

ethically ourselves? How can we say that hard work and education can transform lives if we are being sidelined by our own institution?

Mercy College was founded on the ideas of innovation and providing academic and career success. We want these ideals to be applied to faculty as well. It is time for Mercy College to join the growing community of colleges both locally and nationwide that have chosen to have a faculty union. With this in mind, we have affiliated our movement with the Service Employees International Union (SEIU), one of the largest unions of contingent faculty in the country. SEIU faculty members work to raise employment standards for contingent faculty and underscore the central role of teaching and teachers to our institutions.

We have been inspired by the gains made by contingent faculty through unionization at Fordham University, Ithaca College, the College of St. Rose, American University, George Washington University, Tufts University, Georgetown University, and elsewhere. These gains include: pay increases, improved job security, better processes for teaching assignments, fair and transparent evaluations, access to more benefits, and a platform to allow their voices to be heard.

Join us! The first step is to fill out a union authorization card today.

You may be approached by a colleague or SEIU organizer during the coming weeks. We invite you to join our movement to reform higher education nationally and to re-establish the centrality of teaching at our institutions. You can find further information at our campaign website, seiufacultyforward.org.

By joining together, we can win a voice in the life of our campus and improve our students' learning conditions.

Sincerely,

Alyssa Adamson, Adjunct Lecturer, Liberal Arts
Alexander Adesman, Adjunct, Math and Computer Science
Anthony Aggimenti, Adjunct Faculty, Communication and the Arts
Luis Raul Alicea, Adjunct Professor of Natural Sciences, Natural Sciences
John Amodeo, Adjunct, History
Ricardo Anjos, Adjunct, Finance
Susmita Bagchi, Adjunct, Natural Sciences
Tammy Lee Christensen, Adjunct Lecturer, Natural Sciences
Thomas Colicino, Adjunct, Seminars Program
John Coppola, Adjunct, School of Liberal Arts
Melinda Corey, Adjunct Professor, English
Elliot Cowan, Adjunct, School of Liberal Arts
Kenneth Crab, Adjunct Professor, Media Studies
Nicole Crispinelli, Adjunct Professor, School Psychology, Graduate School of Behavioral Sciences
Caroline Curvan, Adjunct English Faculty, English
Kevin Czerwisni, Adjunct Professor, Communications
Richard A. D'Amico, Adjunct Professor, Natural Science
Jessica Davis, Adjunct Professor, School of Social and Behavioral Sciences
Kevin Donahue, Adjunct, Math

Brian Doyle, Adjunct, Media Studies
Karelle Dyer, Adjunct Professor, School of Health and Natural Sciences
Ursula Embola, Adjunct, English
Paul Entes, Adjunct Instructor, Social Sciences
Tyler Evertsen, Adjunct Professor, Liberal Arts
Eugene Farrell, Adjunct, School of Social and Behavioral Sciences
Katherine Flaherty, Lecturer, Seminars Program
Alex Fiano, Adjunct Faculty, Humanities
Jeanne Frey, Adjunct, School of Business
Jacob Friedman, Adjunct Professor, Liberal Arts
Alfonse Friscia, Adjunct, Natural Sciences
Sara Fruner, Adjunct Professor of Italian, Modern Languages
Andrew Garnett, Adjunct, Philosophy
Sam Griswold, Lecturer, Foreign Languages (Italian)
Wayne Groh, Adjunct Professor of Mathematics, Dept. of Math & CS
Sandra Guerrero-Vasquez, Adjunct Faculty Member, Humanities Department
Delores Hart, Adjunct Professor - American Sign Language, Liberal Arts
Aida Hasanpapa, Adjunct Lecturer, Humanities: School of Liberal Arts
Rachel Heater, Adjunct, Behavioral and Social Sciences
Donald Held, Adjunct History, History
Cassey Hidalgo, Adjunct, Psychology
Eileen Hoffman, Lecturer, Communications Disorders
Jeffrey A. Hudson, Adjunct Professor, Social and Behavioral Sciences
Shah Huq, Adjunct, School of Health and Natural Sciences
Amanda Ireton, Adjunct, Seminars Program
Dr. Marcy S. Jatovsky, Adjunct Instructor, English
Catherine Johnson, Adjunct, English
Sira Keolamphu, Adjunct, Social and Behavioral Sciences
Katsuhiko Kita, Adjunct, Natural Sciences
Karen Koziol, Adjunct, School of Health and Natural Sciences
Maxime Kudinov, Adjunct, Math Department
Victoria Larkin, Adjunct, Seminars Program
Arthur J. Lerman, Professor Emeritus, Liberal Arts & Social & Behavioral Sciences
Bernadette Lopez-Fitzsimmons, Adjunct, Library
Terri Lucas, Adjunct, Social and Behavioral Sciences
James McSherry, Adjunct Professor, English
Rafael Macaranas, Adjunct, School of Liberal Arts
Verderico Manganiello, Adjunct Professor, Education
Dana Manzella, Adjunct, Social and Behavioral Sciences
Ryan McMillen, Adjunct, History
Keith Medelis, Adjunct, Oral Communications
Patricia A. Meravy, Adjunct Instructor, Liberal Arts - English
Segrario Melo, Adjunct, Modern Languages
Jack Mendelson, Adjunct Instructor, Social and Behavioral Sciences
Leonard Morency, Adjunct, Math
Susan Oleferuk, Adjunct, Liberal Arts
Elaine Paris, Adjunct, Math
Johnathan Pettinato, Adjunct, History

Lynne Pierce, English Professor, English
Dennis Putorti, Adjunct, Math
George J. Ramos, Adjunct Professor, Counseling
Johanna Riehm, Adjunct Professor, English
Luc Rioual, Adjunct Professor of English, English
Eugene Ritchie, Adjunct, General Ed
Mary Louise Rivera, Adjunct Lecturer, Psychology
Daniel Rivera, Adjunct, Modern Languages
Juan Rodriguez, Adjunct, Math and Science
Darren Ruane, Adjunct, Natural Sciences
Farrah Sarafa, Adjunct, Seminars Program
Mark Sawycky, Adjunct, Natural Sciences
Natassja Schiel, Adjunct, Seminars
Jay Lorne Seagren, Adjunct, Computer Science
Frederick L. Shiels, Professor Emeritus, Liberal Arts/Humanities/History
Jane Silver, Adjunct Professor, Psychology
Josh Taylor, Adjunct, Modern Language
Joseph Thomas, 3D Animation Professor, CATA/CART - Computer Arts
Thomas J Tibaldi, Adjunct Professor, Criminal Justice
Yvonne Tyson, Adjunct, Psychology
Theresa Ubriaco, Adjunct Professor, Behavioral and Social Sciences
Sandra Wisor, Adjunct Professor, CISC
Christine Woody, Visiting Assistant Professor, Literature and Language
Kristina Zupnik, Adjunct, Seminars Program