

Andrew Hamilton, President  
William R. Berkley, Chair of the Board of Trustees  
New York University  
70 Washington Square South  
New York, NY 10012

Dear President Hamilton and Mr. Berkley:

As you are aware, on February 22 Contract Faculty United-UAW--representing substantially more than half of the continuing, full-time contract faculty at New York University--presented you with a petition calling on you to publicly commit to respect their right to collective bargaining; ensure real due process for contract faculty at NYU, including a guaranteed right to grieve termination to a fair and impartial third party; and establish meaningful annual raises that match or exceed the rate of inflation. So far you have refused your faculty a response. I urge you to ensure that the administration remains neutral and does not attempt to influence faculty against unionizing, and to agree on a fair process to verify majority support for the union.

The AAUP initially adopted its Statement on Collective Bargaining in 1973 and revised it most recently in 2017. It begins:

The American Association of University Professors supports collective bargaining as a means to advance the goals of the organization. The Association is committed to protecting academic freedom, institutions of faculty governance, fair procedures for resolving grievances, the economic well-being of faculty and other academic professionals, and the advancement of the interests of higher education. Collective bargaining is an effective instrument for achieving these objectives, and therefore the Association supports the right of faculty, other academic professionals, and graduate students to form unions. As a national organization that has historically played a major role in formulating and implementing the principles that govern relationships in academic life, the Association promotes collective bargaining to reinforce and secure the principles of academic freedom and tenure, fair workplace procedures, and the economic security of the profession. Moreover, a union can provide all those who teach and conduct research in higher education with an effective voice in decisions that vitally affect its members' professional well-being, such as the allocation of financial resources and determination of salaries and benefits.

The AAUP supports the contract faculty at NYU as they demand that you agree to a fair process by which to recognize their union, and we look forward to supporting them as they negotiate their first contract.

Sincerely,

A handwritten signature in black ink, reading "Irene T. Mulvey". The signature is written in a cursive, flowing style with a large initial 'I' and 'M'.

Irene T. Mulvey  
President