

THE PENDULUM



A movement to form a union for non-tenure-track faculty members is underway at Elon

THE URGE TO UNIONIZE

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UNIVERSITY ADMINISTRATORS ARE PUSHING back hard against a movement to create the institution's first non-tenure-track faculty union by the end of the year.

Elon Faculty Forward says its goals are to provide both fair wages and job security to all non-tenure-track faculty members, as well as push Elon University's administration to be more transparent in regard to salary and promotion decisions.

WHAT IS A UNION?

A labor union is an organized association of workers tasked to protect their rights and interests.

the video. "We have had tremendous success working together to create our own destiny."

Catherine Bush, assistant professor of biology, has been helping lead the charge to unionize as a member of the Organizing Committee of Elon Faculty Forward. On Nov. 29, the movement filed its representation petition to the National Labor Relations Board. If approved, this would lead to a vote including all non-tenure-track faculty members to decide on the union's formation.

Since joining Elon's faculty in 2012, Bush said she has constantly found herself limited by the lack of resources provided



WE ARE PROFESSIONALS. WE SHOULD NOT LIVE IN FEAR THAT WE CAN BE REPLACED, AND I REJECT THE NOTION THAT WE CAN BE REPLACED.

CATHERINE BUSH
ASSISTANT PROFESSOR OF BIOLOGY, ELON FACULTY FORWARD ORGANIZATIONAL COMMITTEE MEMBER

to non-tenure-track faculty members such as herself.

The Professional Development and University Awards section of the Faculty Handbook excludes Bush and other instructors and adjuncts from being able to take part in experiences such as sabbatical leaves, conducting research, participating in professional development and the teaching of multidisciplinary classes.

These restrictions have kept Bush from feeling like she is fulfilling a part of Elon's mission statement to provide a "rich intellectual community characterized by active student engagement with a faculty dedicated to excellent teaching and scholarly accomplishment."

ABBY GIBBS | PHOTO EDITOR
Supporters of Elon Faculty Forward hold up signs and march toward Powell Building during the movement's first public event on Thursday, Nov. 29.

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Elon Faculty Forward supporters march toward Powell Building, home to the president's office, in favor of higher wages and resources for non-tenure-track faculty members on Thursday, Nov. 29.

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