



ABBY GIBBS | PHOTO EDITOR



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Above: An Elon Faculty Forward supporter dressed as the Statue of Liberty leads the crowd of union supporters in their march on Thursday Nov. 29.

Opposite: Jim Bissett (left), professor of history, holds a sign saying "United with SEIU" with other supporters of Elon Faculty Forward on Thursday, Nov. 29.

Left: Adjunct instructor in communications Sharon Eisner chants, "We teach. We give. Help us earn enough to live," during Elon Faculty Forward's march on Thursday Nov. 29.

Adamik learned of the movement to unionize and immediately joined.

As a student ally, Adamik has been garnering support for the Student Alliance by having students sign a petition in support of the union.

"It is the students sitting in these classrooms and absorbing all of this information who will leave here and change the world based off of what they experienced in their classroom. We often forget to say thank you," Adamik said. "This is showing professors that we know that you are going through something, and we want to let you know that you are not alone."

Adamik turned the petition in to Book's office Nov. 30 with 270 signatures representing all four classes, fifth-year seniors and alumni.

"With this union, it's not just picking up the non-tenure-track faculty — it's picking up every single faculty member here," Adamik said. "At the end of the day, it is these professors that are changing our lives. The university is the home that is housing the students, but it is the professors that show up to class that we will remember for years to come."

These signatures won't have a direct effect on the union's certification, but Adamik hopes it will sway professors to vote yes and send a message to the administration.

"It's a statement to upper admin saying students are aware and students will stand with the faculty," Adamik said.

Now, as a public movement with a student petition, the SGA will be discussing its stance Dec. 6 on whether to support the union.

"Faculty, students and administrators all have the shared mission to come together to make the strongest learning environment. If faculty feel that this union is the best way to achieve this goal, then that is what they need to do," said Kenneth Brown, SGA executive president. "If there are students and faculty out there that see a problem, then they need to do whatever they need to do to make sure conversations are being had and decisions are being made for the best interests of the students and the faculty."

to the National Center for Educational Statistics, a branch of the U.S. Department of Education, Duke has the 13th largest endowment in the country. This is roughly 36 times more than Elon's 2017 endowment, which was 231 million according to the university's Form 990.

Following the signing of the contract, the relationship between the administration and DFU has remained stable.

"We are very fortunate that, at this point in time, we have a very productive and collaborative relation with the union," Cavanaugh said. "We are in the second year of a three-year contract, and we expect to have amicable relations going forward."

The three-year contract has affected the lives of the roughly 250 non-tenure-track faculty members within the DFU.

During its formation, the union received support from Duke students. This helped propel the movement forward, and similar student support can now be seen at Elon.

The student side

During his freshman year at Elon, junior Chris Adamik fell in love with biology after taking a biodiversity class with a professor who soon became one of his favorite people at Elon. He enjoyed working with her so much that he later became her research student and teacher's assistant. That professor was Bush.

As the two spent more time together, Adamik learned of the issues Bush faced as a non-tenure-track faculty member. Earlier this fall,

CLASS DEMOGRAPHICS OF STUDENT PETITION



■	Freshmen (16.3%)
■	Sophomores (25.6%)
■	Juniors (31.9%)
■	Seniors (25.6%)
□	Super Seniors (>0.05%)
□	2018 Alumni (>0.05%)

SOURCE: STUDENT ALLIANCE FOR ELON FACULTY FORWARD

bers — similar to the goals of the Elon movement.

"After the contract with Duke was implemented, it has had a huge positive impact on my teaching," said Nancy Kalow, a lecturing fellow at Duke and member of the executive board. "I can engage more fully with the academic life of the university because I have three years of job security finally. It has been a huge positive for all of us in the DFU."

Two significant effects of the negotiated contract were an average 12 percent salary increase for all members of the union at the time of nego-

tiation and the creation of a \$50,000 fund for unionized faculty to pursue professional development opportunities such as conferences.

But these benefits come with a cost. In order to be a member of the DFU, faculty members must pay 1.5 percent of their monthly paycheck, which can cost up to \$50. Elon's union movement has not yet released the potential cost of the fees.

Working closely with DFU during the contract negotiation period on the administrative side was Kyle Cavanaugh, vice president of administration at Duke. One of his

roles was to reallocate the budgets for the different schools in order to compensate for the then-newly agreed upon contract.

"The funds have been coming from our normal sources like endowment," Cavanaugh said. "Each school is responsible for its own operational budget, and the additional costs from the union contract come from these budgets. ... I'm not sure I would say there has been a demonstrable impact on our budgets."

In September, Duke's endowment hit a record \$8.5 billion, a 16.4 percent increase since 2015. According