

RESOLUTION IN SUPPORT OF THE RIGHT OF NON-TENURE TRACK FACULTY AT DUKE UNIVERSITY TO FORM A LABOR UNION AND BARGAIN COLLECTIVELY

WHEREAS, according to the Duke University Faculty Council Diversity Task Force, the size of the Duke faculty has grown by one-third in the past decade; and,

WHEREAS, according to this task force, the number of non-tenure track faculty has grown by 67% while the number of tenure track regular-rank faculty has grown by only 11%; and

WHEREAS, according to the task force, this means that undergraduate and graduate students enrolled at Duke University are increasingly dependent upon the instruction and guidance of non-tenure track faculty; and

WHEREAS, in our opinion, if the task force is correct, non-tenure contingent faculty should be adequately supported by their institutions for their growing presence and role in the academic pursuits of students at Duke; and

WHEREAS, according to the National Center for Education Statistics' Integrated Post-Secondary Data System (IPEDS), average pay for non-tenure track faculty at Duke has been stagnant, with lecturers' average pay rising just 0.2% over the period from 2009 to 2013; and

WHEREAS, according to Duke University's publication, "2016 Duke Benefits," health care benefits are limited to certain classes of faculty, which results in many non-tenure track faculty not receiving health care benefits; and

WHEREAS, the cost of living in Durham is increasing and is expected to continue to increase as our area grows; and

WHEREAS, according to IPEDS data for 2000-2014 for non-medical faculty at Duke, 40% of faculty lack access to tenure, reducing their job security and their ability to invest in a long-term future in Durham despite their desire to do so; and

WHEREAS, the City of Durham is stronger when more of our residents have stable and secure jobs that allow them to contribute to the common good of our city over the long term; and

WHEREAS, as required by National Labor Relations Board (NLRB) election rules, at least 30% of non-tenure track faculty in the Trinity School of Arts and Sciences, the Center for Documentary Studies, and the Graduate School filed union authorization cards and a petition for election with the NLRB; and

WHEREAS, these faculty want to have a collective voice to help improve working conditions in order to be more effective teachers, researchers and professionals; and

WHEREAS, the decision of whether to unionize belongs solely to the workers of Duke University; now therefore

BE IT RESOLVED that we, the Mayor and members of the City Council strongly endorse the right of non-tenure-track, contingent faculty at Duke University to form a union to improve their working conditions and to have a collective voice on campus; and

BE IT FURTHER RESOLVED that this resolution is effective March 10, 2016, and that the Mayor and Council direct the City Manager to send a copy of this resolution to the chair of the organizing committee of Duke Teaching First and to the Dr. Richard Brodhead, President of Duke University.