

## THE ILLINOIS STATE UNIVERSITY FACULTY ASSOCIATION –A UNION FOR PROFESSORS–

For some months now, a group of professors at Illinois State University, the ISU Faculty Association, has been engaged in an effort to form a faculty union here. The group began small, but has grown, and continues to increase and gain support. Our goal is a union of tenured and tenure-track employees at ISU, affiliated with the Illinois Education Association (IEA), part of the National Education Association (NEA). We want you to know about this opportunity, too.

Given the budgetary crisis and economic collapse in which the state of Illinois finds itself, brought on by Governor Rauner and the Illinois legislature, the ISU Faculty Association (ISU FA) is now needed more than ever. In coalition with students, other campus employees, and the general public, we will fight to ensure the future of accessible, affordable public higher education, the vital foundation for a healthy and just democratic society, while also promoting the economic and general welfare of tenured and tenure-track faculty at Illinois State University. While the majority of US states (33) has increased financial support for higher education, the state of Illinois belongs to the minority (17) that has cut funding. Through its affiliation with the IEA-NEA, the ISU Faculty Association will support lobbying efforts on behalf of public education and across party lines in Springfield and in Washington.

The ISU FA values faculty participation in truly shared governance of the university. We will support any measure ratified by the ISU FA membership to ensure real decision-making power for the faculty as concerns budgetary and hiring as well as tenure and promotion cases. We support the pillars of our university's strategic plan, Educating Illinois, by fostering a holistic university experience for all of our students in all disciplines and colleges. We value the importance of a general education foundation based on the liberal arts and will defend best practices in education and work to secure the resources necessary to carry out our responsibilities.

We will protect and improve the working conditions of all tenured and tenure-track faculty at ISU through the process of collective bargaining, the only proven strategy for defending and advancing the rights of employees in relation to administration / management. We will work in solidarity and collaboration with other teaching and staff unions (such as the ISU NTT union and ASCFME) to promote the best possible working environment for all university employees. So, too, the ISU FA will defend academic freedom and the right to criticize without reprisal. We will protect the interests of community members at risk as a result of race, class, gender, sexual orientation, disability, religion, national origin, political ideology, or citizenship.

IEA-NEA will provide legal support and guidance to the local ISU FA. We will have a fully autonomous and democratic organization in which members determine both

collective bargaining demands and the organization and procedures to guide effectively shared governance of the university.

ISU and UIUC are currently the only campuses among the state universities of Illinois without a faculty union.

To summarize, we seek to form a faculty union at ISU for the following reasons:

-Our union will work with the administration to increase the strength of the university in relation to the governor and legislature in order to fund our university appropriately and as needed.

-Our union will strengthen the voice and decision-making power of the faculty at this institution.

-Our union can and will fight the governor's and legislature's attacks against our pensions and health insurance coverage. Thanks to other university employee unions, the State's plan to increase our share of health insurance premiums has been challenged and taken to court. Coalitions of higher education employee unions are crucial for the protection of our pensions as well.

-Our union will increase the accountability of our university's administration.

-A union contract is a legally binding document that helps us keep what we like about current policies and gives us equal decision-making power to make improvements and changes where needed.

-Studies have shown that, where there is a union, salaries actually increase across the board in all departments and colleges. Our union will not suppress salaries at this university.

We hope you share our convictions and ask you to join us and establish the ISU FA as an organized bargaining unit for tenured and tenure-track faculty at our university. You can find more information available at our weblink: [www.isufa.org](http://www.isufa.org). If you have any questions, please contact one of us.

ISU FA Support Committee (partial list)

J.M. van der Laan	Stacy Otto	Gregory Braswell	Juliet Lynd
Andrew Hartman	Melissa Johnson	Daniel Liechty	Tami Martin
Jennifer Howell	John McHale	Saad El-Zanati	Kass Fleisher
	Cynthia Langrall	Michael Dicker	