



Organize. Educate. Unite.

We are the union of Chatham University faculty.

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Here We Go! 💜

Whether you are returning to campus from several months of research and other work, or have been teaching all summer, or are part of a program that doesn't fit neatly into semesters, we are all heading into the new academic year together. Over 80% of Chatham faculty have signed union cards and are committed to building a thriving university that works for everyone. We know that shared governance with a union contract means a seat at the table when decisions are being made that impact our teaching, our students, our scholarship, our careers, and our university. Here's to a strong 2024-2025 together!

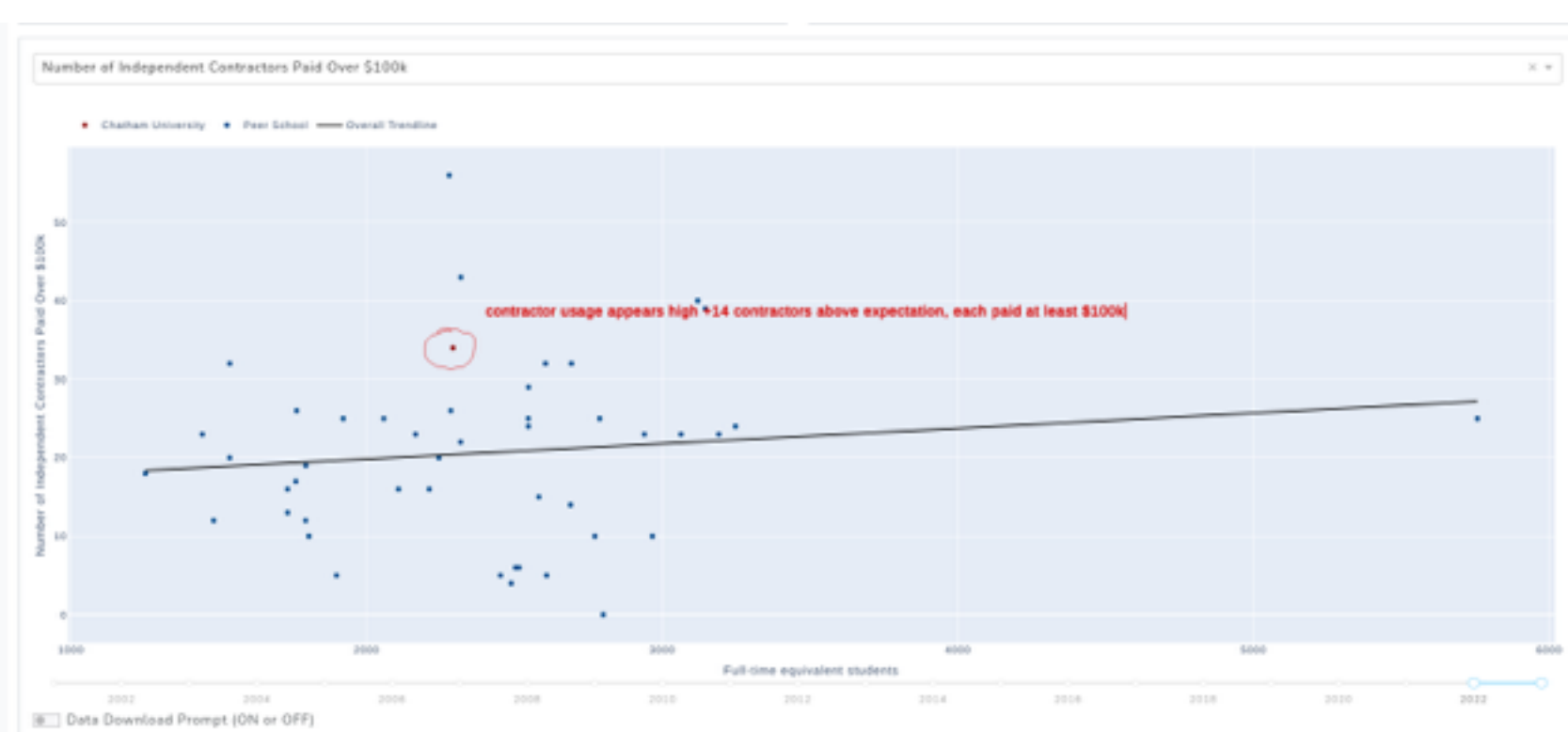
[You Can Still Sign a Card!](#)

Administration's Financials

CFU recently connected with economist and data scientist [Matthew Hendricks](#) about Chatham's financial situation, how we got here, and what we the faculty can do about it. The data and analysis shared on his College Financial Health Show [podcast](#) (start at 6:32) and Perspective Data Science [website](#) paint a dire picture of the university's financial situation and provide a vivid portrait of why transparency and shared governance are so important for Chatham's sustainability.

As you listen to the podcast and review the data figures, keep the following in mind:

1. Chatham's financial problems pre-date 2016. They existed before the current administration and before CFU. They do not pre-date most of the members of the Board of Trustees.
2. Chatham's administrations and the Board of Trustees have a long history of making decisions—regarding financial, personnel, infrastructure, and nearly all other institutional matters—without any transparency. This lack of transparency significantly contributes to the very financial problems we are experiencing.
3. Faculty did not create this fiscal crisis, were not given accurate information for years about the situation, and were not permitted to lend their knowledge and expertise to assist with possible strategies. That must change. CFU is seeking a seat at the decision-making table in order to pull back the veil of mystery and start helping to resolve these financial problems.
4. Unions do not have to cost the administration a dime. Unions and union members work toward a wide variety of goals: participation in institutional decision-making, financial transparency, administrative accountability, better working conditions, fair wages and salaries and so much more.
5. Don't let anyone tell you that Chatham cannot "afford" a union. If anything, Chatham cannot afford not to have a union.



Source: Dr. Matthew Hendricks, www.perspectivedatascience.com/research

Unity is Sustainability 🦊

When we work together in solidarity, we create unity, and that helps build sustainability and stability for our beloved university. **Please wear your CFU t-shirts on Tuesday (tomorrow) to show our unity.** (Don't have a t-shirt and want one? [Let us know](#) so we can keep track of numbers for a future order.) **Come to the campus update meeting in person to get a CFU pin.**

CFU is FUN 🎵

Join us for our first CFU social event of the year on Wednesday, August 28th. Chatham has a rich history of beloved traditions. In the last few years, so many of those traditions have fallen to the wayside. But they make our community vibrant and strong!

CFU is revising one of our most cherished traditions: Choir Practice! Can't sing? That's ok because that is not the point of "Choir Practice." The purpose is to come together as a community, share a beverage, see a friend, and leave feeling restored. Should you happen to break into song, all the better.

Please join CFU and your Chatham community members for our first Choir Practice of the 2024-2025 school year. We will be gathering at Goodlander (6614 Hamilton Ave, Pittsburgh, PA 15206, just behind SHS) on **Wednesday, August 28th from 4:30-6:30pm**. Come for five minutes or the whole two hours. Bring a friend, colleague, or family members. We will be overjoyed to see you!

How to Block a Union 🚫

University administrations and trustees have been known to try to block faculty members from unionizing in several ways. Be on the lookout for this one:

Holding captive meetings.

Faculty may be required to attend "captive audience" meetings in which administration tries to make their case against unionization. When an employer hires an antiunion consultant, this is one of their most common tactics, and they will likely write a script for a management official to deliver. Often they will include some of the [common antiunion messages](#) we've debunked on our website. These meetings are designed to create anxieties, sow division, and cause confusion. They are called "captive" meetings because attendance – sometimes in large groups, sometimes one-on-one – is mandatory. Here's a [video that dissects this strategy](#) in just a few minutes. In recent years, some states including Illinois have [passed laws that ban captive audience meetings](#) at work. If you find yourself in such a meeting, make note of any antiunion messages that you find concerning and be sure to discuss them with a member of the Chatham Faculty United organizing committee. For other common antiunion tactics, see [8 Ways Administrations Block Unions](#).

In Case You Missed It

A lot happened this summer! In our last newsletter, we did a quick run down of some important [decisions made without faculty input or against faculty recommendations](#) in recent months. You can check out that issue and all other [past newsletters](#) archived on our website. And as always, if you have any questions, please feel free to get in touch with one of the organizing committee members:

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