



**Sarah Lawrence College**

***Participatory Governance, Academic Freedom***

October 21, 2024

Dear Cristle,

As faculty who are members of SLC AAUP, we write on behalf of the chapter to apprise you of our current activities. There are two main initiatives that we're pursuing this year: a new campaign grounded in the theme of One Faculty, and an external financial analysis by the AAUP commissioned by our chapter.

We call on you to include all guest faculty in increases to salary and benefits. As we all know, the overwhelming majority of guest faculty were excluded from measures recommended by the Planning & Priorities Committee, and approved by the Board of Trustees in May 2024.

Last year, 160 of our colleagues worked under Guest Faculty contracts, while approximately 75 of us did so under Tenure or Tenure Track contracts. These proportions align with dire national trends, emphasizing both the need for Sarah Lawrence to remediate the increasingly untenable situation for guest faculty, and to reverse the precipitous decline in numbers of regular faculty appointments. As AAUP has already argued and we are now compelled to repeat, it is unacceptable that any guest faculty are excluded from yearly salary increases and equitable benefits for ten years from the time they begin teaching at the college. AAUP also demands that the college restore the proportion of regular faculty needed for the teaching, donning and committee service upon which the college depends, especially as our student body continues to grow.

As argued last year by CCT, annual cost of living adjustments for all faculty members will be needed to maintain any improvements achieved by the evolving Sarah Lawrence Compensation Policy. We maintain, as stated in last year's COLA for All petition signed by 168 faculty members, working conditions for teachers are learning conditions for students. Sarah Lawrence must uphold its commitment to the faculty and to the academic viability of the College.

Just as last year's process of determining steps toward improving salaries of regular faculty included multiple committees that shared information and provided opportunities for faculty response, the same should apply to the process for guest faculty. Transparency is paramount. The process for guest faculty should not be managed solely by the Provost's office. We urge you to ensure that the process for this phase of decision-making meets the requirements of our bylaws.

As noted above, SLC AAUP has commissioned a financial analysis of the college from the national AAUP. This independent review, which culminates in a comprehensive report, will serve as a valuable resource across the campus as we continue to grapple with vital questions surrounding allocation of institutional resources, ensuring that SLC faculty are able to meet the standards for institutional governance established jointly by the Association for the Governing Boards of Universities and Colleges (AGB), American Council on Education (ACE) and American Association of University Professors (AAUP) and reaffirmed by AGB in 2017.

The AAUP is requesting a number of documents needed for the analysis: 2023-24 IPEDS data, which includes the number of employees as of November 1, 2023, IPEDS Finance for 2022-23, the Common Data Sets for the years 2015-16, 2016-17, 2017-18, 2018-19, and 2021-22, enrollment data for Fall 2024, and audited or draft financial statements for year ending June 30, 2024. Although these materials are routinely made public by the college as required by law, they are not yet available to us. We ask you here to approve transmission, by November 1, of the requested materials in support of this endeavor and the transparency that it will provide.

Thank you,  
Julie Abraham  
Brom Anderson  
Emily Anhalt  
Melvin Bukiet  
Charlotte Doyle  
Merideth Frey  
Peggy Gould  
Sarah Hamill  
Leana Hirschfeld-Kroen  
Marie Howe  
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Dave McRee  
Brian Morton  
April Mosolino  
Jamee Moudud  
Parthiban Muniandy  
Joshua Muldavin  
Stephen O'Connor  
Philip Ording  
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