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United University Professions

June 29, 2010

Dr. Mohammed Wasiullah Khan, Chancellor
East-West University
816 South Michigan Avenue
Chicago, IL 60605

Dr. Khan:

As the president of the nation's largest higher education union, I wish to convey United University Professions' strong condemnation of your precipitous action against your adjunct faculty. UUP represents 35,000 academic and professional faculty at the State University of New York, including its adjunct faculty. We believe adjunct faculty deserve to be protected just as much as full-time faculty.

It strains credibility to hear your spokesman say that the sudden decision to send non-renewal notices to all of your adjunct faculty had anything to do with the initiative by part-time instructors to form their own union. Your actions appear to be an exercise in manipulation and intimidation.

Employees have the right to organize to have their interests represented as part of the collective bargaining process. To prevent such an organizing effort is a violation of federal law as well as basic human rights.

We strongly urge you to reinstate these faculty members immediately and refrain from interfering with their ability to unionize. We also request that you take no action to penalize any adjunct faculty member for their role in the unionization drive.

We look forward to your prompt response and positive actions.

Sincerely,

A handwritten signature in black ink that reads "Phillip H. Smith". The signature is written in a cursive, slightly slanted style.

Phillip H. Smith, Ph.D.
President