



Manhattan College
Riverdale
New York, 10471

President's Office

February 4, 2011

Dear Colleagues:

The decision is yours. The NLRB has directed that there be an election among the adjunct faculty to decide whether or not they want the New York State United Teachers to act as the exclusive representative of all adjuncts at Manhattan College. We believe that ballots will be mailed to adjuncts on February 16th. As this is a very important issue for the long-term interests of the College as a whole, we want to encourage everyone eligible to vote to be as informed as possible before casting their ballots.

We want to reiterate the basis for the College's opposition to the inevitable government involvement that will occur should NYSUT be voted in as the representative of the adjunct faculty. As a Catholic college, Manhattan is legally entitled to define how it pursues its Catholic identity and mission. The recent NLRB decision—which claims that Manhattan College does not offer a Catholic educational environment and that its Lasallian mission is purely secular—underscores the government's total lack of understanding of the realities of Manhattan College, of the distinctiveness of Catholic institutions of higher education, and of contemporary Catholic teachings and practices. The decision departs from the law as defined by court decisions, and erroneously decides a fundamental constitutional issue that is a crucial matter of religious freedom for religious colleges throughout the country. NYSUT argued that Manhattan is not truly Catholic, urged the NLRB to rule as it did, and now celebrates as a victory the decision finding Manhattan College insufficiently Catholic. Such an attempt to erode the institutional distinctiveness of the College is troubling; such a decision is not a victory for the future of Manhattan College.

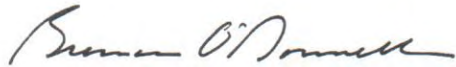
Manhattan College, along with more than 220 Catholic colleges and universities in the United States, is committed both to academic freedom and to its identity as an institution in service to the Catholic church. The two, despite the union's arguments and the government's decision, are not mutually exclusive. Indeed, the existence of the College as a Catholic institution depends on their being held in complex relationship. In the Catholic tradition, faith and reason are not opposites, but allies, and the College must be free to develop its curriculum and programming in such a way that the rich and complex conversation between faith and reason can flourish. Developing our core Catholic identity is at the heart of our work, and we must be free to seek, develop, and retain faculty who understand and respect the intellectual tradition and theologically grounded ethics that are fundamental to Manhattan's distinctive educational environment. The pursuit of these fundamental rights cannot be subject to union or government constraints; they are matters for Manhattan College to engage in freely, to debate and ultimately decide consistent with its definition of its Catholic mission.

Manhattan knows that adjunct faculty are essential members of the academic enterprise, and respects the fact that many adjunct faculty want to concentrate on their core responsibility to their students and do not have the luxury of time to share in many wider campus activities. Our relationship with adjunct faculty has never been a one-size-fits-all model. Different departments, programs, courses and adjunct faculty have had different needs and objectives. The flexibility and

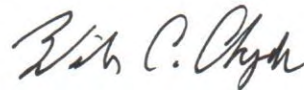
freedom to respond to the various circumstances has worked to the benefit of the College, its students and the adjunct faculty. We do not claim the College's current adjunct system is a perfect one or that it cannot be improved. In fact the College's new leadership is firmly committed to addressing the needs of adjunct faculty.

We do know however that the intrusion of a third party union, unfamiliar with Manhattan College and dismissive of our very core identity, will bring to the process an inflexibility grounded on rules and regulations designed to meet union goals for a standard work situation. Adjunct employment, however, by definition is very varied and attracts professionals for vastly different reasons. There are very few common elements in how departments employ adjunct faculty, why professionals come to Manhattan to teach as adjuncts, and what they seek to receive from Manhattan. We believe NYSUT can make no meaningful contribution on behalf of the diverse group of adjuncts that could justify the intrusive impact that the union will have on the College's functioning and its relationship with adjunct faculty. NYSUT cannot change the economic constraints faced by the College and our students. A vote for NYSUT is a vote for vague promises, for the government's entanglement, for union-championed rules and regulations, and for an erosion of our institutional culture and distinctiveness. The decision is yours.

Sincerely,



Brennan O'Donnell, Ph.D.
President



William Clyde, Ph.D.
Provost and Executive Vice President