

# **Why we support a faculty union at Longy**



At the heart of any school are the faculty and their students. We, the faculty, are the primary reason people come to Longy to study. As a student at Longy, I was always impressed by the dedication and commitment, the expertise and wisdom, and the great loyalty and passion that the faculty showed toward the school and their students. I feel that it is essential for our faculty to have a voice that is heard and respected, so that in partnership with the administration, we can best serve the community. That is why I support the efforts to create a faculty union at Longy.

—**Marta Zurad, faculty member, string department, Longy School of Music**



We're at a crossroads. We have to ask ourselves what life would be like at Longy going forward without a faculty union. Would morale improve? Would faculty compensation be a priority? Would employment no longer be able to be discontinued "at any time, for any reason or no reason"? Right now, Longy faculty members have no job security. I've experienced this myself – five of my six classes have been reassigned. It is vital that we come together during this difficult, emotional time and support our union's efforts to make a positive change for all of us here at Longy.

—**Erik Entwistle, music history teacher, Longy School of Music**



If our goal is to give faculty a voice and achieve some degree of transparency in decision making, I don't see any way for us to go but to form a union. As a long time faculty member at Dartmouth College, I've had an opportunity to see how things are done when faculty really do have a voice in decision making—when hiring and firing decisions are made transparently. That's not the case at Longy; there doesn't seem to be any set procedure for faculty participation. The rules that govern other academic institutions don't seem to apply here. We need a voice and we need transparency. Unionizing is currently our only effective tool to achieve those goals.

—**Sally Pinkas, faculty member, piano department, Longy School of Music**



When I came to this country in 1989 I had no friends here, no family and no connections. I started at Longy as a graduate student and the school has really become my community. Longy is really my family. The faculty here have taken care of me and taught me how to share my music—I feel like everything I've learned has come from Longy. I'm living the American dream at Longy—having a voice in the school I love so much is part of that. But I think a faculty union will be good for all of us. It's a way of protecting the strong community that we have here.

—**Yuan-Mei Xing, faculty member, string department, Longy School of Music**



The faculty at Longy is an incredibly creative, committed and problem-solving group of people. We teach here because we love music, we love to teach and we love Longy. Having a union is going to empower us, empower our students and will make our school a stronger, better place to work and teach. It's not about the money—it's about love!

—**Liz Anker, faculty member, vocal department, Longy School of Music**



I've been a faculty member at Longy for 32 years. Several times I've been a member of the Faculty Committee and I've always been part of the faculty life. Lately it feels as though the faculty at Longy doesn't have a voice. We know that these are difficult economic times—everyone understands that. Nevertheless there are issues on which the faculty needs to be listened to. That's why we need a faculty union. The administration keeps telling us that the union is going to run the school, but that's nonsense. The union is the faculty. The union is us.

—**Sophia Vilker, faculty member, string department, Longy School of Music**



I've taught at Longy for more than 20 years and believe in the good will of our faculty towards each other and towards the school. I support a process of negotiation that seeks out common interests among different individuals and groups of people while working out disagreements in a fair way. Although negotiation can feel uncomfortable, in the long term it offers the realistic possibility of an improved future for our already outstanding school, a future in which our professionalism can serve as a model for students as we recruit and educate them to make a difference in the world, and as we lead the kinds of professional lives our students could want to lead.

—**Debbie Beers, faculty member, piano department, Longy School of Music**



In the last few years the atmosphere at Longy has changed—it has turned cold and depressing. I look around and see what's happening—colleagues of ours being dismissed suddenly—and it doesn't feel productive to me. This isn't the atmosphere that we used to have. Forming a faculty union is a way for us to get together and reclaim the spirit of this school.

—**Shizue Sano, faculty member, piano department, Longy School of Music**