



November 7, 2017

Sarah C. Mangelsdorf
Provost and Vice Chancellor for Academic Affairs
University of Wisconsin–Madison

Dear Provost Mangelsdorf,

We are writing to you because you are the chancellor's designee on many matters concerning academic staff at the University of Wisconsin–Madison.

United Faculty and Academic Staff (UFAS), American Federation of Teachers Local 223, AFL-CIO, is a labor union democratically organized to represent its members: academic staff and faculty at UW–Madison and UW–Extension. Among our members are Alyssa Franze and Jambul Akkaziev, former Faculty Assistants in the ESL Program, in whose support we are submitting this letter.

Last year UFAS spearheaded a campaign for fair pay and better job security for Faculty Assistants at UW–Madison. This campaign was resoundingly endorsed by the Academic Staff Assembly, Faculty Senate, Teaching Assistants Association (TAA), and the Associated Students of Madison (ASM). As a result of the campaign, most ESL Faculty Assistants were transitioned into positions with more professionally appropriate and better-paid job titles. However, Ms. Franze and Mr. Akkaziev, both fixed-term terminal employees at the time, were not rehired for the 2017/2018 academic year despite years of dedication and excellence in the program. They were among the most visible leaders of the equitable pay campaign and outspoken advocates for their fellow Faculty Assistants.

We are extremely disappointed that in October the Academic Staff Appeals Committee dismissed Ms. Franze's grievance connected to her non-rehiring by ESL. This decision, while procedurally permissible, is unjust as it signifies that there is a category of employees who have little to no recourse in case of conflicts with management, and it contributes to perpetuation of various inequities existing on campus.

UFAS has collected over 500 signatures in support of Ms. Franze and Mr. Akkaziev. The signatories include academic staff, faculty, university staff, students, and alumni of UW–Madison and UW–Extension, members of other labor unions and concerned supporters in Wisconsin and nationwide. The TAA, AFSCME Local 2412, and the Interfaith Coalition for Worker Justice have also endorsed the petition. Such broad support from so many campus and community stakeholders signals a strong concern about employees' due process rights, job security, and working conditions on our campus. With this letter we want to draw your attention to persisting pay inequities and precarious job situations that many UW–Madison employees continue to experience, as well as to our right to criticize these conditions without retaliation.

Because our working conditions are our students' learning conditions, UFAS remains committed to improving them. We call on you to support our efforts.

Respectfully,
Chad Alan Goldberg, President
Parthy Schachter, Vice President
Jason Lee, Secretary
Amihan S. Huesmann, Treasurer
Aaron Crandall, Chairperson, Academic Staff Committee
Susan M. Nossal, Chairperson, Equity & Diversity Committee
Anna Paretskaya, Chairperson, Compensation & Benefits Committee

United Faculty and Academic Staff

United Faculty and Academic Staff (UFAS) is a labor union democratically organized to represent its members—faculty and academic staff at both the UW–Madison and UW–Extension. UFAS is an independent affiliate of the American Federation of Teachers, Local #223, AFL-CIO.

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