



THE CITY OF SAN DIEGO

TODD GLORIA

MAYOR

April 9, 2024

President James T. Harris III, DEd  
University of San Diego  
Hughes Administration Center 229  
5998 Alcalá Park  
San Diego, CA 92110

**RE: Support for USD Non-Tenure Track Faculty Unionizing Efforts**

Dear President Harris: *Jim*

Thank you for our recent telephone conversation about efforts by Non-Tenure Track Faculty (NTT Faculty) to organize a union and collectively bargain with the University of San Diego (USD). I appreciated your time and willingness to discuss this important matter with me.

From my years observing your leadership I know you care deeply about the faculty. Our conversation confirmed that you understand how NTT Faculty are essential to creating the superior academic environment that makes USD a distinguished institution of higher learning.

As a proud USD alumnus I strongly support NTT Faculty's efforts and respectfully ask the university to:

- Respect NTT Faculty's rights and refrain from interference or retaliation for their protected labor activity;
- Agree to recognize the NTT Faculty union via a card check process or, in the alternative, via a stipulated NLRB mail-ballot election; and
- Bargain expeditiously and in good faith if the NTT Faculty vote to form a union.

I am confident that these requests would help bring a swift resolution to this issue. Please call on me if I can be of service during this process.

Thank you for your ongoing leadership and commitment to USD and the broader San Diego community.

Respectfully,



TODD GLORIA  
Mayor  
City of San Diego

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cc: Board of Trustees