

Goddard College

PLAINFIELD, VERMONT | PORT TOWNSEND & SEATTLE, WA

March 27, 2023

Greetings Goddard Community:

This message is to inform you that Goddard College is currently in negotiations with United Auto Workers (UAW Local 2322), the staff bargaining unit. These negotiations are being addressed by the Goddard Negotiation Team and the UAW Local 2322 Negotiating Team—consistent with established procedures. Consistent with those established procedures, the UAW Local 2322 selected the persons to serve on its negotiating team and the college administration led by President Hocoy selected the members of the College negotiating team. The Board continues in its fiduciary role.

The UAW Local 2322 has opted to initiate its right to strike as noted in its press release and articles, and the Board respects the rights of members of the Bargaining Unit and others to engage in these lawful strike activities. We are appreciative of the efforts to date. It is our hope that an agreement emerges soon because we care!

The Board's priority has and continues to be a balanced budget to assure financial solvency of the college. We understand the difficulty of assuring that level of financial viability. This insistence on a balanced budget is grounded in accreditation and Department of Education financial responsibility expectations. Failure to maintain accreditation and/or failure to show financial responsibility mandates of the US Department of Education can negatively impact Goddard student eligibility for financial aid.

Goddard is a tuition-driven institution. Declining numbers of incoming students, coupled with length of time between enrollment to graduation and the attrition rates of students prior to graduation all contribute to decreases in tuition revenue. Decreases in tuition revenue leads to decreases in funds to address budget challenges. The Board is aware of the difficulty of addressing these and related challenges. Now is the time for finding ways to seriously put aside long-standing differences and responsibly assure a balanced budget.

The Board and the President acknowledge that every employee of Goddard College is an important part of the Goddard Community. Consistent with the changes and demands of today's world of collegiate education, Goddard College continues to work on strategies for fairly compensating Goddard staff without placing an increased financial burden on our students in this tuition-driven environment. We are mindful of the challenges of maintaining that balance. We are sure that all constituents and supporters of student success at this historic institution agree on the difficulty of that balance while trying to assure it occurs.

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The Board continues to have full confidence in President Hocoy's leadership of this college during challenging times. The Board joins in the commitment to 21st Century progressive education.

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