

TAUP Job Security Proposals 5/18/2017

1) Experience and Teaching Assignments:

- a) Establishing Teaching Experience at Temple:
 - i) Adjuncts shall be credited with one semester for courses of at least 2 credits taught in bargaining unit schools and colleges
 - a. for each full term, partial term or early term taught in one or more departments
 - b. for semesters taught as full-time faculty since their initial hire at Temple
 - c. for semesters taught at Temple as an adjunct for the past 6 years
 - d. for semesters taught as instructor of record as a graduate teaching assistant at Temple for the past 3 years
 - ii) A maximum of 3 semesters of experience can be earned in an academic year.
 - iii) By the first day of classes of the Fall and Spring semesters, Temple shall provide departments and TAUP with lists of adjuncts who have taught in bargaining unit schools and colleges in the past 6 years and the number of semesters they have taught in TAUP schools and colleges.
- b) Chairs shall send an email to adjuncts who have taught satisfactorily for their department in the past 3 years or to adjuncts whom they deem otherwise qualified that lists the sections available for adjunct teaching during that term by the following dates:
 - i) Four weeks before priority registration for the Fall and Spring
 - ii) Two weeks before priority registration for Summer
 - iii) A month before the start of an Early Term
- c) Within ten (10) working days, or 5 days for a summer course, after the email is sent, adjuncts shall indicate which sections they are interested in, qualified, and available to teach, how many sections they want assigned to them, how many times they have taught a particular course and their qualifications to teach it.
- d) In assigning these sections to adjuncts, Chairs shall use the following criteria:
 - i) Adjuncts who have completed at least 6 semesters teaching at Temple shall be hired first, provided the adjunct in question is qualified to teach the course in question.
 - ii) Then, if there are multiple equally suitable candidates, Chairs may consider each individual's particular expertise with the subject matter covered in the course in question in addition to experience teaching the course at Temple, and may use their discretion in the course assignment.
 - iii) Using this process, adjuncts who have completed at least 6 semesters of teaching at Temple shall be offered at least one class, provided that the course in question is available.
- e) If an adjunct discovers that this procedure has not been followed, the adjunct may file a grievance. If upheld, the adjunct shall be paid for the section(s) that should have been assigned.

2) Promotion Standards and Procedures

Procedures and standards in place for Fall 2018.

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- 3) **Compensation for cancelled/re-assigned courses:** Adjuncts who have a course cancelled or re-assigned one week or less prior to the start of classes or during Add-Drop will receive 5% of what they would have been paid for the course.

- 4) **Full-time employment:**
 - i) Adjuncts shall be informed in a timely manner of any searches for full-time positions in their department.

- 5) **Workload:**
 - a) **Maximum credits per semester:** Adjuncts may be assigned to teach up to 8 credits per semester or to conduct research up to 25 hours per week, including the extra time credited to them for administrative/service work. Above 8 credit hours or 25 hours per week, they shall be full-time faculty under the collective bargaining agreement and compensated accordingly.

 - b) **Large classes:** Adjuncts who teach larger classes shall be given the same assistance through the assignment of Teaching Assistants or Graders and/or increased compensation as other faculty in their department, school or college.

 - c) **Administrative/service work:** Within the 8-credit maximum, adjuncts may be assigned administrative or other service work at the discretion of the Dean or Chair or his/her designee. This work shall be compensated at the same credit-hour rate as mandated by the article on salary, with 10 hours/week of work equaling 3 credit hours, i.e., 3.3 hours equal 1 credit hour.