

TEMPLE ASSOCIATION OF  
**T A U P**  
UNIVERSITY PROFESSIONALS  
e-Bulletin20170414

## Adjunct Negotiations: Money Matters

TAUP and Temple negotiating teams met again yesterday, this time in the presence of a state mediator. We agreed on language covering discipline and dismissal of adjuncts and discussed pay proposals, among other outstanding issues.

### Movement on pay

TAUP de-linked our proposal from full-time faculty minimum salary levels ([see new proposal](#)), calling for a raise in the adjunct Instructor minimum for a 3-credit course from the current \$3,900 to \$5,235, similar to minimum pay at Rutgers (\$5,178 for Fall 2017), which provides an additional 8% pension contribution. Temple offered an increase per 3-credit course of \$103, enough to buy lunch once a week during the semester at a food truck. TAUP proposed a 2.875% raise for those already above the new minimum. Temple offered none. We are still very far apart.

### False Austerity: What Temple Can Really Afford

**RCM** (Responsibility Centered Management) is the decentralized budget system that Temple adopted 3 years ago. At the negotiating table, Temple is using RCM as a strategy for saying no to proposals that invest adequately in faculty. The administration claims that with RCM, each school's budget is a fixed pie and that the amount of money that colleges receive from central administration cannot be increased. But the algorithms that drive RCM are not set in stone. In fact, the University is in the midst of a comprehensive review of RCM. We urge faculty to be frank in reporting their experiences with RCM, and to help in that effort, we have scheduled [Forums on RCM on April 24th, 25th, and 26th 12:00-1:30](#) (click to indicate your preferred date). These forums are open to all members of the bargaining unit.

Temple's administration has ample funds to give to colleges and schools to better support faculty, but they refuse to do so. In [Temple's audited financial statement for 2015-2016](#), we looked at Educational & General (E&G) revenues and expenses (see page S-1). E&G does not include the Health System, clinical faculty practice plan, and externally sponsored activities, such as most grants and contracts. E&G expenses include Instruction, a large part of which is faculty pay and benefits. In that year, **E&G revenue exceeded expenses by almost \$158 million**. Of this, **\$120 million was shifted to the Quasi-Endowment**, an unrestricted account that the Board of Trustees has full control over.

During this week's negotiations, Temple stated that if the adjunct contract costs go above their target, they will need to take back raises that have been negotiated in the current bargaining agreement. **We will never agree to engage in discussion of any give-backs from the current contract**, and Temple knows this. If the RCM is a problem, then the Central Administration has to give the deans more funding, and deans should demand it.

### Solidarity Moving Forward

**Temple can and must do better than this.** We remain committed to improving the working conditions of everyone in the bargaining unit, and improving adjunct conditions will benefit us all. The University balances its budget on the backs of the faculty – all of us. Many Temple schools and colleges operate under austerity budgets while there should be no shortage of funds for instruction. Significantly improving conditions for adjuncts would hardly put a dent in the money the BOT has in its Quasi-Endowment. **Moving forward, we need everyone who believes that Temple must invest more in its academic mission to be supportive in the fight ahead. We cannot accept the status quo.** Join the union. Become more active as a member.

### Rally May 2nd

Join us at a rally outside of the Board of Trustees meeting on May 2<sup>nd</sup> from 3-4pm, at Sullivan Hall. You can RSVP for it by email to [taupaft@gmail.com](mailto:taupaft@gmail.com) if you'd like to volunteer to help with the event. We need to join together to fight against the status quo and for the Temple we want, need, and know is possible.

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