

TEMPLE ASSOCIATION OF
T A U P
UNIVERSITY PROFESSIONALS

e-Bulletin201700306

Our Temple - Concerning Respect

On Monday, February 27, TAUP and Temple University administration met again to bargain a first contract for the 1400 adjuncts who are now part of our union. We made some progress on a few issues, but on the fundamental matter of defining who is covered by the contract, there are still significant sticking points. And on the most important matters—among them pay, benefits, and job security—we are still far apart, though we continue to talk in hopes of finding common ground. Your support is crucial, so [sign the petition to stand for a fair contract](#).

Our differences with the administration stem from a basic disparity in approach. TAUP has been consistent in putting forth proposals that formalize professionalism and respect for adjunct faculty. That includes equal pay for equal work, a system of reappointment that acknowledges experience, opportunities for promotion in rank, and reasonable access to benefits. You can find [details of our proposals here](#).

Alternatively, the administration seems to be operating from an assumption that nothing needs to change for adjunct faculty and that the overwhelming majority of adjuncts who voted yes for a union are happy with the status quo. We know this is not the case. Nevertheless, we have found some common ground with the administration on some specific issues, such as grievance and arbitration, non-discrimination, personnel files, adjunct parking benefits, and provision of desk copies of texts.

More troubling, the administration echoes the same arguments they made last year when they were fighting adjuncts' rights to join TAUP--that adjuncts are so fundamentally different from full-time faculty that they deserve none of the same protections and benefits. The administration appeals to *the market*, which *unerringly* sets the worth of work. They assert that adjuncts keep applying to teach at Temple despite the lack of a living wage, affordable health benefits, a path to promotion, and any job security. Doesn't that prove that things are just fine as they are? These sentiments are perhaps most clearly reflected in the administration's current counter-proposal of a ZERO % raise for adjunct faculty in response to our proposal for equal pay for equal work.

The status quo condemns 1400 of our colleagues to non-professional status. This is unacceptable. The Temple we are fighting for, OUR TEMPLE, is a place where Temple's considerable resources are sufficiently invested in those engaged in its primary missions of teaching and research. OUR TEMPLE values as professionals the adjunct faculty who teach so many of our students. OUR TEMPLE respects adjuncts. If you agree, please [sign the pledge of support](#).

We also ask that you join us on March 29 for a Rally for Respect. At stake in this first contract isn't just raises for adjuncts, but respect for all faculty. Over half of the faculty at this university are adjunct, and a quarter are NTT. If we are to slow the ever-increasing movement toward contingent faculty that devalues *all* faculty, including those on the tenure track, we must stand together. If those of us who teach graduate students are to make it more likely that many of our students can pay their rent and keep off food stamps as they search for scarce full-time academic work, we must stand together. Temple has relied on underpaid, overworked, and contingent faculty for years. This is an opportunity for faculty to stand united and share the message that our vision of Temple is one where all faculty are respected. [Stand with us!](#)

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