

TEMPLE ASSOCIATION OF  
**T A U P**  
UNIVERSITY PROFESSIONALS  
e-Bulletin20170519

## Negotiations Update

TAUP and the administration met yesterday to continue bargaining a first contract for adjunct faculty. Prior to this, we offered the administration new proposals on [salary minima](#), [across-the-board raises](#) and [promotion](#). On all of these issues, we significantly adjusted our proposals in an effort to settle the contract; for instance we removed rank differentials in salary, since the administration indicated that this was a bar to agreeing on a process for promotion. We also reduced our demand for increased minima and proposed phasing it in over the course of the year.

In response, the administration offered a raise to minima over three years that would in the first year give a raise of \$50 a credit hour and in the third another raise of \$50. Those earning between \$1350 and \$1400 in the second year of the contract would get a one-time \$100 bonus--not an addition to base pay. Everyone else above the minimum would get nothing. The administration reiterated its position that their proposals were informed by market competitiveness; we believe that the administration's version of the market cannot be the sole component determining how people are paid, especially in the case of those who do the crucial work of teaching Temple's students.

The administration raised the possibility of extending this contract beyond October 15, 2018. This may give both sides some needed flexibility, and it is something our team plans to discuss further.

But despite the progress we have made and the hopes for more, there is still great distance between us on crucial issues, such as Academic Freedom and Dues Deduction, where Temple has made no movement. Without some shift on these two issues in particular, we are not encouraged to move much further in our proposals. But we are resolved to keep meeting as long as the discussions have a chance of being productive.

If you have any questions or concerns, if you would like to get more involved in the work of TAUP, please contact Steve Newman (President) at [stevenewman1970@gmail.com](mailto:stevenewman1970@gmail.com) or Jennie Shanker (Vice President) at [jshanker1@gmail.com](mailto:jshanker1@gmail.com).

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