

TEMPLE ASSOCIATION OF
T A U P
UNIVERSITY PROFESSIONALS
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**An Open Letter to Provost Epps and CFO Kaiser:
Why TAUP's Members Oppose Temple's Current Budgetary Model, Part I**

In April, TAUP sent out a comprehensive Work Life survey to our entire bargaining unit—faculty across ranks and tracks, librarians, and academic professionals, those who pay dues and those who don't. It covered many topics, from faculty voice to benefits to how TAUP is doing. The responses, both numerical and discursive, are illuminating--perhaps most of all in the section on Decentralized Budgeting or Responsibility Centered Management ([RCM](#)), the new budgeting system instituted three years ago and [currently under review](#).

We included a section on RCM because it bears in fundamental ways on TAUP's work and mission. In the adjunct faculty contract negotiations, we have frequently been told that Deans are constrained by RCM from affording raises and other improvements in working conditions. RCM also has implications for NTT, Tenure Track and Tenured faculty workload, as our members have told us of increased class size as a result of increased pressure to produce credit hours; RCM also may be leading to fewer sections for adjunct faculty and has the potential to create a reduction in the number of NTTs, as colleges attempt to pack more students into existing sections. More broadly, the institution of RCM represents the largest single change in the work lives of our members in many years. TAUP is obliged to scrutinize whether it is living up to its promises of transparency, equity, and encouraging innovation. **We are committed to faculty voice and shared governance, to identifying obstacles to them, demanding they be addressed, and suggesting solutions.**

As you know, faculty, librarians, and academic professionals are a very diverse and intellectually vibrant group; they often hold differing opinions and are not shy about expressing them. But on RCM, the views of the 400-plus respondents were remarkably consonant: **They find it opaque, inequitable, and destructive of core academic values.** We appreciate that the Finance Office has made a real effort to inform members of the Temple community about RCM; I attended one of the workshops it sponsored and found it helpful. We also acknowledge the work you have put into reviewing it, surveying Temple faculty (though only full-time faculty) and interviewing many individuals. We are eager to hear the results of your efforts. The responses to our survey suggest that our members see RCM as deeply flawed in theory and/or practice.

In tomorrow's e-Bulletin, I will dive into the data provided by the survey, both the numerical and discursive responses.

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President
TAUP

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