



# TAUP BULLETIN

ISSUE 254 MAY 2008

Temple Association of  
University Professionals

## President's Message from Art

### Negotiations to Commence Soon: Will They Be Better Than Last Time?



What is happening in negotiations? Lots. However, there have been no actual negotiations yet with Temple management. Yes, we've been talking a great deal. Joyce Lindorff and I have met many times with President Ann Weaver Hart, Provost Lisa Staiano-Coico and Vice President for Human Resources Deborah Harnett.

Our relationships with all three are friendly as well as business-like, full of mutual respect, listening, and open discussion. It has been a great change in atmosphere from prior administrations.

There's a new twist to the story, however. We had been told several months ago that management's negotiating team would be led by two familiar and experienced Temple administrators – Labor Relations Director Sharon Boyle as Chief Negotiator and Debbie Harnett by Sharon's side. Top administrators told us that no one wanted to have a repeat of our last negotiations in 2004-2005. You'll recall that Temple's Chief Negotiator then was an outside attorney, a hired gun who had also conducted the difficult negotiations with Temple's AFSCME local 1723 (which represents technical and professional employees). You'll also recall that for the first time since 1990 our contract negotiations went beyond the contract expiration date, with much tension and contention on both sides before we finalized a settlement in March 2005.

On the first day of May, I received a memo asking us to

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## Inside This Issue

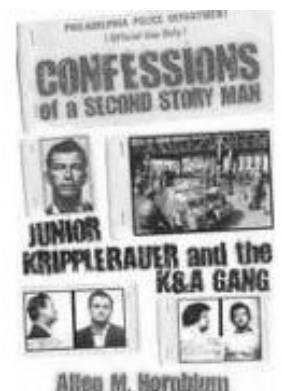
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## *TU Administration Wins, the Faculty Loses Your Academic Freedom in Peril*

*By Terry Kilpatrick*

Recently Temple University administration spent tens of thousands of dollars to avoid recognizing the research of one of their faculty members.

The case involved Allen Hornblum, a nontenure track faculty member in the department of Geography and Urban Studies in CLA. Hornblum is the author of the highly regarded *Acres of Skin: Human Experiments at Holmesburg Prison*, published by Routledge (1999), a book that exposed medical research done on uninformed prison inmates in Philadelphia during the 1960s. In the fall of 2004 he was facing a harassing (and ultimately baseless) defamation lawsuit by a subject of one of his



*(Continued on page 3)*

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A scene from the staged reading of *Organizing Abraham Lincoln*, a play inspired by the experience of organizing the Temple University Graduate Students' Association (TUGSA) union. The production on May 3 was sponsored by TAUP as a benefit for UNITE HERE! union housekeepers who lost their jobs for refusing to cross a picket line at the Doubletree Hotel in center city last fall.  
*Photo: Dave Lindorff*

## TAUP Executive Committee

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Terms Expire 4/30/2010

Terms Expire 4/30/2011

Terms Expire 4/30/2009  
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## TU Administration Wins, the Faculty Loses

(Continued from page 1)

recent books, *Confessions of a Second Story Man: Junior Kripplebauer and the K & A Gang*.

Temple University Press had agreed to feature Hornblum's book as its lead-off publication for 2005. However, with the possibility of a lawsuit, Temple administration withdrew support from the book, causing Temple Press to stop publishing the work and to destroy all copies that had already been printed. TU Press counsel, George Moore (also University Counsel) then asked Hornblum to sign a confidential agreement indemnifying Temple University and all affiliates before his copyright would be returned to him and he could find another publisher for his book.

When the threatened lawsuit (which Hornblum eventually won on summary judgment in fall 2007, after running up about \$250,000 in legal bills) materialized, Hornblum requested that Temple give him liability coverage, as required by Article 22, Section O of the Temple University – TAUP collective bargaining agreement. Temple administration, however, denied him the insurance coverage.

University Counsel Moore's reason for refusing liability coverage was simple. Although the university had many times lauded Hornblum for his work by giving it wide publicity, they withheld coverage for the defamation suit, on the grounds that his work was not done, as the contract states, "in connection with [his] responsibilities to or at Temple." They also stated that Hornblum had foregone his right to the insurance coverage by signing the confidential agreement which indemnified both the Press and the University.

TAUP rejected the University Counsel's position on the grounds that Hornblum's work was an integral part of his work at Temple.

In March of 2005 TAUP filed a grievance on Hornblum's behalf against Temple for their failure to cover him. The union maintained that Hornblum's work fell well within the scope of his job at Temple. The grievance further stated that the confidential agreement had been unlawfully negotiated without the union's participation. (TAUP eventually prevailed on this claim in an ancillary Unfair Labor Practices charge that was decided by the Pennsylvania Labor Relations Board – see TAUP *Bulletin*, September 2007.)

Temple denied the grievance, and TAUP filed for arbitration in accordance with Article 9 of the contract.

The Hornblum arbitration case was finally heard on May 23, 2007. Temple argued that Hornblum was not hired to do research, despite an appointment letter that included the wording "By accepting this offer, you agree to teach, conduct research, or engage in scholarship or creative

work ..." TAUP maintained that although the appendix to the letter of appointment stated that Hornblum was to teach four classes in the fall and four in the spring, this did not preclude his researching and writing a book as well. TAUP stressed that no faculty is directed to do specific research, and that Hornblum's book fell under the parameters of the duties outlined in his letter of appointment.

On March 11, 2008, the arbitrator made his ruling. He focused very narrowly on the language in the appendix to Hornblum's letter of appointment that stated how many courses he was hired to teach. Because this work was specified in detail, and research activities were neither required nor assigned directly, the arbitrator decided in Temple's favor.

**We stand against the idea that the University Counsel's office can pass judgment on matters concerning research, teaching, and publishing."**

According to TAUP president Art Hochner, this ruling has implications for *all* other faculty. As he put it, "If Temple administration so narrowly construes what work faculty should do, then the administration may fail to support a professor whose work becomes controversial. Very few faculty at Temple are given a specific research assignment – this is the essence of academic freedom [see the Preamble to the contract]. For Temple to backtrack and deny professional liability coverage because something is not specifically mentioned at the time of initial appointment is a betrayal of the fundamental values that guide academic institutions. Such a

policy could mean that the University counsel's office would be in the position of vetting everyone's research, and even the content of everyone's teaching. This would affect all faculty: tenured, tenure track, and nontenure track alike. The question arises, who tells faculty what the content of a course is and how it is taught, what kind of research to do, and what to publish? If the university equivocates on liability coverage, it damages all faculty."

Hochner also had this final opinion about the arbitration. "We stand against the idea that the University Counsel's office can pass judgment on matters concerning research, teaching, and publishing. What Temple administration has done in the Hornblum case is to parse the language and split hairs. They are denying the basic rights specified in the contract. Isn't research and publication a part of every faculty member's responsibility. Isn't it the responsibility of the University to uphold academic freedom? It may be a win for Temple, but it is a loss for the faculty. While the administration won this battle, they have not heard the last of this issue."

## "Uptown, Downtown, All Around the Town: A New Orleans Report"

By William W. Cutler

It has now been more than two years since Hurricane Katrina sent a wall of water across vast stretches of New Orleans. The images of destruction broadcast on TV remain with me to this day. I haven't forgotten the suffering I saw: squalor at the Superdome, refugees on the interstate, families on rooftops. Today, the Superdome hosts football games once again; cars and trucks jam the interstate; and birds, not people, perch on rooftops. The French Quarter is bustling and the hotels in the so-called American Sector look and feel like their counterparts elsewhere. But despite such appearances, New Orleans has not recovered from Hurricane Katrina. Not even close. Whole neighborhoods remain largely uninhabited, especially those that were poor and black. In the lower Ninth Ward unoccupied houses are everywhere, their doors and windows covered in plywood. In parts of New Orleans East the houses that used to be there are gone, washed away by the storm. All that remains are the cinderblocks that they once sat upon. The lingering effects of Katrina can even be seen in Lake View, an

publications as *National Geographic* (August 2007) and the *Journal of American History* (December 2007). They tell the story of the storm's impact on housing, government, and business. They make it clear that race and class are powerful forces, shaping the present condition and future prospects of New Orleans. Nowhere are these forces more apparent than in the public schools.

If the city's schools had opened in September 2005, they would have employed nearly 9,000 people, including 4,656 teachers. They would have educated 67,000 students in 128 schools, 125 of them operated by the Orleans Parish School Board (OPSB). But the OPSB did not open its schools that fall or at any time during the ensuing school year. Since its buildings were closed, the OPSB laid off all its teachers. Many left the city and have never returned.

Today, the schools are open, but public education in New Orleans is nothing like it was before. There are fewer teachers and fewer schools. Many have never reopened. Once home to more than 400 students, Lawless High School in the Lower Ninth Ward has not been touched since the day



*Devastated neighborhoods remain in New Orleans more than two years after Hurricane Katrina slammed the city.*

affluent neighborhood on the shores of Lake Ponchartrain. Some homes there are still in disrepair, but others have been made whole because their owners had sufficient resources to rebuild them on their own.

The television reporters who descended upon New Orleans in the wake of the storm are now long gone. Instead, print journalists and scholars are beginning to assess the state of the city. In recent months I have read articles about New Orleans in such disparate

of the storm. Ghostlike, its empty shell serves as a tragic reminder of the black neighborhood that once was there but is no more.

Public education is being reorganized in post-Katrina New Orleans. Of the 77 public schools now in the city, just five are run directly by the OPSB. Thirty-five are operated by something called the Recovery School District (RSD), which the Louisiana legislature created in 2004. The RSD also

*(Continued on page 5)*

## *New Orleans Report:*

*(Continued from page 4)*

oversees 25 of the 38 charter schools in the city. They receive public money but can choose not to accept certain kinds of students. Those needing special education are not always welcome. At 33,500, enrollment in the city's public schools stands at about half what it was. But despite this precipitous drop, class sizes are often large, especially outside the core curriculum.

Paul Vallas is the CEO of the RSD. As Philadelphia's school superintendent, he spent six years promoting an ambitious agenda of reform. He eliminated middle schools, broke up mega-high schools, and showed violent students to the door. But because the cost of such reforms was high, he left behind a large deficit when he went south nearly two years ago. In New Orleans he faces a more basic challenge -- getting schools open and staffed. The RSD is recruiting teachers from all over the country, but turnover is high because so many are quickly overwhelmed. Perhaps this helps explain why charter schools, which can be more selective, have become so important in the "new" New Orleans.

Brenda Mitchell is the president of the United Teachers of New Orleans (UTNO). Katrina shut her union down. Like many others, she became a refugee, forced to live in another city for many months after the storm. Today she's back home and her union is recovering. It now boasts nearly 1100 members. But Mitchell's task is monumental because she works in a "balkanized school system." Although the superintendent means well, she says, he can't be trusted to do what he says. Nobody knows where the buck stops anymore.

These days many professional meetings are being held in New Orleans. A convention there is like a helping hand. It was an AFT committee meeting that took me to the city at the start of this year. It can certainly use the business. Tourism is a core industry and has been for many years. The local residents are greatly appreciative when you come. So perhaps you may travel there some day soon. As you leave the airport and head for the downtown, remember that New Orleans is a divided city, more so than ever before. Inequality is everywhere but nowhere more than in the city's public schools -- the ones that have reopened, that is.

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## *Adjuncts: Throwing Professors?* By Pat Bradley

Like Jerry Herman's anguished Auntie Mame reviewing how she has raised her nephew Patrick, I have had recent cause to revisit my former role as a chair of the department of Journalism here at Temple, and its relationship to the department's adjuncts. I wonder: Did I respond to applicants resumes, or merely shove them in a folder? Did I think twice about asking someone to take over a class days before the semester began? Conversely, did I offer much apology when a scheduled class had to be cancelled? When adjuncts arrived at my door to say hello, was I polite? Did I do much more than make a sympathetic face when I told them how much money they would earn?

Adjuncts are the donkeys of the coal mines, the begrimed and the bent, pulling the sleds of crowded classrooms through Orwellian tunnels as corrugated as the shoulders that must drag the ropes. Upstairs, in sunnier climes, these slighting, darting figures, like good servants, ask for no notice, and slip by cornea and conscience. They surely don't make inroads into the cocooned concerns of full-time faculty.

How easily we assume that that the serving class likes it that way. How easily we assume that it is really quite all right for the serving class to be there at all. We are all Zarathustras-- in our own eyes anyway-- leaving our mountain caves for periodic visits to the bottom slopes, where we toss our bits of bread on moldy ponds. Principled perhaps; pompous certainly; our ignorance of the lower slopes surely intact.

Not so for administrators, who know the value of adjuncts to the budget process. Adjunct faculty now account for some 50 per cent of all faculty nationwide. They make academia hum. They help pay for the weave and woof of our cocoons, allowing lighter teaching loads, sabbaticals, the six-figure salaries and the sense that the grunge work is the responsibility of the wage slaves.

This new appreciation for the adjunct came to me recently, when I slipped on the moccasins of the available-for-hire. Seeking literal sunnier climes, my cv flits across country on its electronic wings. Does the butterfly alight? It is hard to know. Does it arrive on any desk? Get stuffed in any file folder for future reference? Get read by any eyes? No response is the new "no." It is the first lesson of the adjunct: Don't hold your breath.

But wait; here is something. A course, if offered bearing a name from a humanities past--"the American Mind"--for an instructor with a February start date. The initial call from the committee head: wonderful. We talk philosophy; I am asked if I like wine, not an inconsequential question when it comes from the sacred heart of the Wine Country (as it is insistently capitalized).

Perhaps I would like to come to a special wine tasting at the restaurant that is--can this be!--part owned by my very inquisitor. Oh yes. Count me in.

The bubble begins to ooze with the second interrogator, a call from the mother-to-be that arrives unapologetically two hours after the assigned time. I am asked to relate what special relationships I have had with students. I wonder about the class size. A slight pause, as if an inappropriate question. Forty, I am finally told, going down to 37 by the end of the semester. How does one keep up with the grading (much less the development of all the special relationships)? It appears the final is "performed."

The bubble goes flat with the third call from the harried administrator who wants, simply, to "plug" me in. I ask, incautiously, about the "compensation." A longish pause--has the question never come up before? She will have to get back to me. When she does, this American mind calculates money into time and comes up with \$8 an hour. This American mouth blurts out the quintessential American question, "Are you kidding?" I hear a sympathetic noise. I can imagine the impatient shrug of sympathy from an individual who sees her role as nothing more than water carrier.

So I decline, in a note that is cordial and open-ended. But it hardly matters. The telegraph key has been stilled. A storm in the Midwest no doubt. There is no "thanks anyway." The finger has moved to the next name on the list, perhaps someone more compliant.

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## **ADJUNCTS AT TEMPLE WILL HAVE A UNION!**

*By Regina Bannan*



Regina Bannan  
Adjunct Organizing  
Committee

The kick-off to the final campaign to organize part-time faculty at Temple started in April with an email to all spring semester adjuncts in TAUP schools and colleges.

The Adjuncts Organizing Committee asks that all faculty encourage those adjuncts whom they know to return the information form, and ask any who had not received it to visit the adjunct website, <http://adjuncts.taup.org>.

Solid AFT and TAUP support underpins this effort. We have two Temple organizers available to speak personally with adjuncts who have questions or concerns.

## Negotiations to Commence Soon

(Continued from page 1)

schedule negotiating sessions beginning this month and informing us that Temple's Chief Negotiator would now be outside attorney John Langel, from the law firm of Ballard Spahr. Mr. Langel has worked with Temple's labor relations people for a long time, even before I was first elected to the Executive Committee in 1986. He has represented management in arbitrations, unfair labor charge hearings and court cases with TAUP. I know from personal experience that he is a formidable lawyer, highly knowledgeable in labor relations and possessing devastating skill in cross-examination. And, by the way, he is an adjunct at the Law School and his son, Matt, is an assistant Temple basketball coach. (No, TAUP doesn't represent coaches.) However, in my experience, John never sat across the table from us in contract negotiations.

What does the replacement of Sharon Boyle and Debbie Hartnett by John Langel mean for our negotiations? Does it mean we will have a replay of the last negotiation? Temple management is moving from a team led by human resource professionals who administer the contract on a day-to-day basis to a team led by outside attorney who defends management in disputes over contract interpretation and rights. We will have to wait and see if this reversal marks a significant change.

Our goal is to maintain and enhance the good relationship we've been developing with President Hart's administration.

We strive to achieve a collective bargaining agreement that is good for the faculty and staff, good for our students, good for Temple, and good for TAUP. We will work with Temple's negotiating team in a positive spirit towards those ends. A contract is important to all of us, whether members or nonmembers of TAUP. It requires a **contract** to guarantee academic freedom and a reasonable salary increase commensurate with our academic duties.

The TAUP Negotiating Team has been meeting for several weeks. The composition of the Team – Vice President Joyce Lindorff (Keyboard/BCMD), Treasurer Al Findeisen (Chemistry/CST), Carol Brigham (Paley Library), Pat Hansell (Anthropology/CLA), Nikki Keach (Communication Science/CHP), Elaine Mackowiak (Clinical Pharmacy), Daniel Szyld (Mathematics/CST), and me (HRM/FSBM) as Chief Negotiator, plus TAUP staff members John DiBenedetto and Terry Kilpatrick – was approved by the Executive Committee earlier this

semester. It is a diverse group with a mix of those with previous negotiating experience and those without.

We have been receiving reports, recommendations and proposals from the variety of Negotiation Issues Subcommittees, which we formed in March, with the help of many volunteers among the membership. Those committees include (chairs in parentheses):

- Academic Professionals (Al Findeisen)
- Discipline/Dismissal (Nikki Keach)
- Health Care (Tom Getzen – RIHCM/FSBM)
- Librarians (Carol Brigham)
- NTTs (Billie Goldstein, CIS/CST)
- Retirement (Bill Cutler, History/CLA)
- Salary (Carol Brigham)
- Study Leave and Research (Daniel Szyld)
- Work-Family (Lynne Andersson, HRM/FSBM)
- Workload (Joe Schwartz, Political Science/CLA)

In addition the Negotiating Team and the Executive Committee are looking at several other issues: academic freedom; department chair selection; fair share fees; intellectual property (copyright); promotion and tenure; and others. We are still receiving inquiries, suggestions and offers to volunteer from our members. Don't hesitate to contact me ([ahochner@temple.edu](mailto:ahochner@temple.edu)) or the TAUP office ([taupaft@aol.com](mailto:taupaft@aol.com)) to ask questions, give suggestions or to help in other ways.

Elsewhere in this issue, we're presenting the results of last fall's Bargaining Issues Survey. Take a look and see how your views compare with those of your colleagues. You may find that you share the same concerns as others. Or you may find that what you think is very important has not been recognized by others. TAUP wants to represent each and every one of you to the best of our ability. We need to hear from you, even if (and especially if) you are in the minority. We are each in the minority on some issues, but together we can do much for each other.

Negotiating a new contract is complicated and takes time. Remember, the members of our EC, our negotiating team, and our issues committees are volunteers. With just a few exceptions, they receive no release time or stipend for their efforts. We hope our negotiations are concluded before the Fall Semester gets underway. However, we have to be prepared to keep negotiating however long it takes to achieve a fair and mutually-acceptable agreement. We promise to keep you informed as much as we can. In return, we count on your support – in small ways and large.

It bears repeating – the stronger our membership is, the better our results in negotiations will be. If we support each other, we will each have more success for ourselves. The first way to support negotiations is to be a member of TAUP. If you have not yet joined, do so right away. Only members can participate on committees shaping the

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**It requires a contract to guarantee academic freedom and a reasonable salary increase commensurate with our academic duties.**

## Negotiations to Commence Soon

(Continued from page 7)

contract. Only members can vote on the contract. But everyone is affected by the results of negotiation. So, it's in your interest to join, to be informed and to be involved.

Have a great summer! Make sure you keep up-to-date on the issues and the progress of negotiations. We'll be in touch. And don't forget to write or call.

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## Three New Members Added to TAUP Executive Committee

The TAUP elections held this April brought three new members to the union's Executive Committee. Elliot Koffman (CIS/CST), Maida Odem (Journalism/SCT) and Robert Pred (Statistics/FSBM) started their three-year terms on May 1, 2008.

In addition, Lynne Andersson (HRM/FSBM) and Billie Goldstein (CIS/CST) were each returned to the Executive Committee for another three-year term. Elaine Mackowiak (Clinical Pharmacy) also came back for a one-year term. Tom Getzen (RIHCM/FSBM) and Jeffrey Solow (Instrumental Studies/BCMD) retired from the committee.

The upcoming contract negotiations will keep the Executive Committee busy starting this June. It will meet frequently as long as bargaining talks continue. When a tentative agreement is reached, the Executive Committee will vote on whether to send it to the general membership for acceptance or rejection.

The Executive Committee is the union's governing body. It consists of fifteen members at large elected by TAUP's general membership. Members of the EC serve three-year terms. These terms are staggered so that each year five positions become open in the spring election.

## Temple Retirees Unite — Something New is in the Works By Marianne Torbert

Retiring from Temple, but want to stay connected with your university colleagues?

TAUP is following the lead of the American Federation of Teachers (AFT, TAUP's national affiliate union) in establishing a chapter for retirees; this organization will also continue to connect us to AFT and all its many benefits.

The organizing committee of retirees, which was formed in June of 2006, conducted a survey in December 2007 to find out what retirees would like the chapter to focus on. Thirty-six out of a possible 123 (29%) retirees answered the survey.

The two areas that received an overwhelming majority of positive responses were: first, learning about and improving benefits for Temple University retirees, and second, learning about and improving emeriti privileges. For both of these, 83% of respondents said they were somewhat or very interested in finding out about the proposed issues. Sixty-nine percent of respondents were also interested in finding out about the services for retirees offered by the AFT.

A majority of respondents said they would appreciate assistance with health care choices (62%), research opportunities at Temple (58%), or financial advice and investment counseling or education (56%).

Less popular issues were getting together with other Temple retirees for social events, fun and travel; only 46% of respondents indicated that they would be very or somewhat interested. Only slightly more than a third (37%) of respondents indicated that they would be interested in community involvement.

Finally, the possibility of adjunct teaching was evenly distributed as an interest for respondents. Thirty-five percent were very or somewhat interested in returning to Temple to teach part-time. Thirty-two percent were possibly interested, and the last third (32%) were not interested.

The results of this survey will guide the new retiree chapter as it plans how best to serve its members. If you are about to retire, or have already left Temple, the retiree chapter stands ready to welcome you to our group. Just email us at [taupaft@aol.com](mailto:taupaft@aol.com). We look forward to your joining us.

## Together We Are Strong Join TAUP Today

## Bargaining Issues Survey

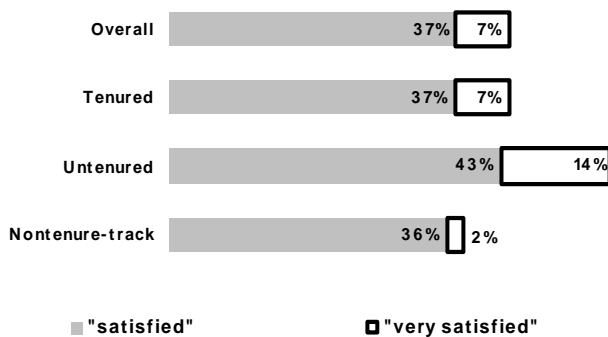
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the-board (ATB) increases ranked highest, compression adjustments second, merit third and equal dollars lowest. Tenured faculty were actually the most likely to say ATB should be a “great deal” of an individual’s increase. Women were more likely than men to weigh three of the four factors heavily: across the board increases, equal dollar increases, and salary compression.

### Merit Pay

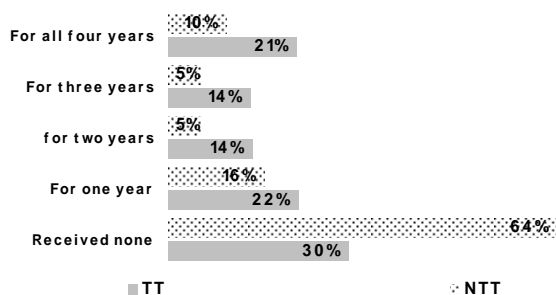
Overall, 56% respondents were generally “dissatisfied” or “very dissatisfied” with the **fairness of merit allocation**, but Figure 3 shows that there is substantial variation by type of appointment. More than half of tenured and nontenure-track faculty are dissatisfied, while more than half of the untenured faculty are satisfied. In fact, very few were “very satisfied” – only 7% overall, with a range of 2% for NTTs to 14% for untenured faculty.

Figure 3: Satisfaction with Fairness of Merit Allocation



NTTs are also less likely to have received merit awards over the past four years. As seen in Figure 4, close to two-thirds of NTTs report not receiving any merit awards. However, three in 10 of tenured and tenure-track faculty also report receiving no merit pay. Just over one-third of TT faculty said they had gotten merit for at least three of the four years, more than twice the rate of NTTs.

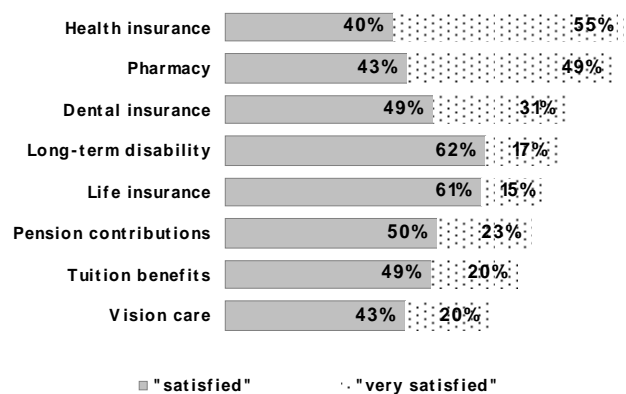
Figure 4: Frequency Awarded Merit from 2003 to 2007



### Benefits

Faculty and staff in the bargaining unit tended to express a high degree of satisfaction with our current benefits as illustrated in Figure 5. Nonetheless, only health insurance had more than 50% of respondents saying they were “very satisfied”. More typically, the plurality of respondents chose “satisfied,” indicating there is room for improvement. Regarding pension contributions, there is a marked difference, as would be expected, between NTTs (only 38% of whom are “satisfied” or “very satisfied”) and tenured or tenure-track faculty. Currently, NTTs are limited to a maximum employer contribution of just 4.5% after receiving only 1% for three years. We also asked about a number of other benefits, such as various forms of leave (maternity, parental, family

Figure 5: Satisfaction with Benefits



[FMLA], educational, or unpaid), domestic partner coverage, professional liability insurance, and post-retirement health coverage, all of which are currently enjoyed by some or many of us. However, more than one-half of the respondents either answered “don’t know” or did not answer, so the results are not very meaningful.

### Chair Selection

Faculty were asked their satisfaction with the current method of choosing a department chair. About 60% (no differences among subgroups) are either “satisfied” or “very satisfied.” Nevertheless, the largest number (44%) fall into the “satisfied” category. In fact, more were “dissatisfied” (22%) than were “very satisfied” (only 15%).

When respondents were asked how much should the following people participate in the choosing and appointment of a department chair, a major difference emerged. More than 70% of the TT faculty and fewer than 25% of the NTT faculty believe that the tenure-track faculty should have a “great deal” of weight. Not surprisingly, the preferences reverse when asked whether all faculty should participate. Of the NTTs, 85% said a

(Continued on page 10)

## Bargaining Issues Survey

(Continued from page 9)

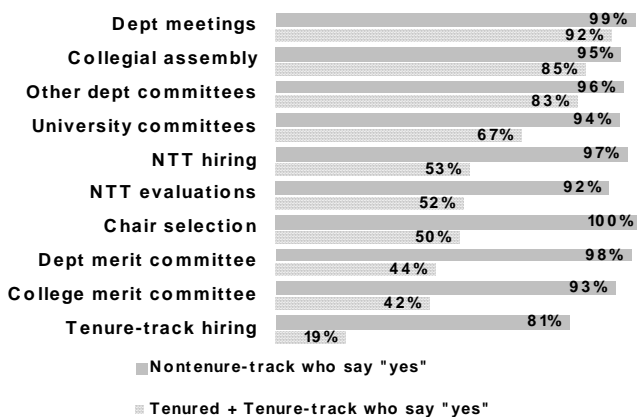
“great deal,” but fewer than 40% of the TT faculty agreed. About 71% of the NTTs, but only about 16% of the TT faculty, would give the Dean either “somewhat” or a “great deal” of weight in the process. Women were somewhat more likely than men to believe that all faculty should participate a “great deal.” But there was a clear consensus from all respondents regarding appointees from outside the department; 75% said they should participate “not at all” or “minimally.”

### NTTs’ Role in Governance

A clear contrast emerged over questions involving the participation of NTTs in various shared governance activities. NTTs are much less satisfied with their participation in all but department meetings, compared with tenured and tenure-track faculty. NTTs also want far more participation than their tenured and tenure-track colleagues want them to have, as evidenced in Figure 6.

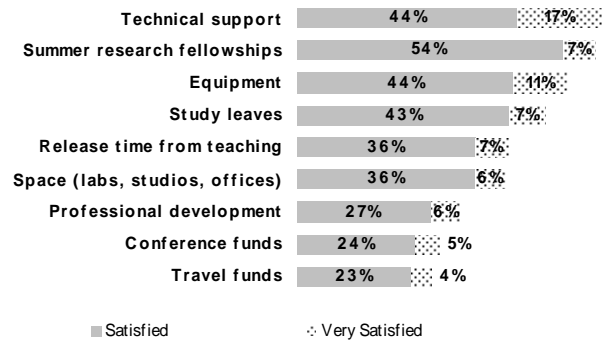
### Support for Research

Figure 6: How Should NTTs Participate in Governance?



We also asked about respondents’ satisfaction with Temple’s support for research. Very few respondents called themselves “very satisfied” about this, and for five of the nine items a majority of respondents were not satisfied (see Figure 7). Interestingly, women faculty tended to be less satisfied on most issues than men. In addition, tenure-track (but untenured) faculty were much more likely than either tenured or NTTs to be “very dissatisfied” with the availability of travel and conference funds. NTT faculty also were more likely to express that they were “very dissatisfied” with summer research fellowship and study leave support.

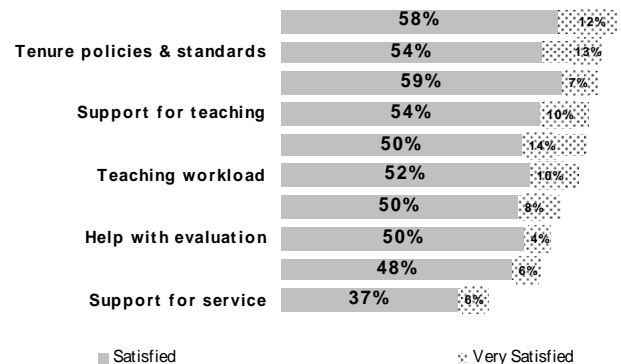
Figure 7: Satisfaction with Research Support



### Professional Working Conditions

As with the previous questions about research support, respondents were generally satisfied, though not “very satisfied” with their professional conditions of work (see Figure 8). The least satisfaction is with support for service activities, with a total of only 43% satisfied or very satisfied with this. Even fewer tenured faculty (36%) expressed any degree of satisfaction with service support. Support for service is usually seen in reduced teaching loads and merit pay awards; both of these were made scarcer during the previous administration. While the new administration’s attitude at the top has changed, the perceptions of faculty and staff have not. Similarly, there is considerable dissatisfaction with important procedures, such as promotion standards and policies, especially among NTTs, only 31% of whom are satisfied or very satisfied, compared with tenured faculty, of whom 68% are satisfied or very satisfied.

Figure 8: Satisfaction with Professional Working Conditions



## Bargaining Issues Survey

(Continued from page 10)

### Conclusion

Members of the TAUP bargaining unit tend to want a cost-of-living, across-the-board raise. They have some doubts about the fairness of the merit pay allocation process, too, especially if they are NTTs. While there were some differences of opinion on the proper role of NTTs in departmental, collegial and university-wide shared governance, there are also many points on which NTTs and TTs share common perceptions and attitudes. There is a good deal of satisfaction with most benefits, with chair selection procedures, with research support, and with other working conditions. However, except on health insurance and pharmacy benefits, there is not a high degree of satisfaction. In other words, there is much room for improvement through the upcoming negotiations.

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## UPDATE YOUR INFORMATION

Have you moved or relocated your office? Maybe your email or phone number have changed?

If you have any of these updates, TAUP would appreciate your letting us know. We strive to keep our records as accurate as possible.

Don't miss any of our *Bulletins* or *ebulletins*. Let us know now how to reach you. Just send your information to [taupaft@aol.com](mailto:taupaft@aol.com)

## Activists for Congressional Education Meet at Rep. Chaka Fattah's Office

TAUP president Art Hochner, along with representatives from AFT PA and the PFT (Philadelphia Federation of Teachers) met with Liz King, the legislative aide to Rep. Chaka Fattah on April 18, 2008. Congressman Fattah represents District 2, which covers much of Philadelphia as well as parts of Montgomery County. The group got together with Fattah's aide as part of the Activists for Congressional Education (ACE) program sponsored by the American Federation of Teachers (AFT). The meeting gave the ACE members a chance to talk with Liz King about educational issues affected by current legislation. In particular, Art Hochner focused on the introduction of AboR (Academic Bill of Rights) language into the Senate version of the reauthorization of the Higher Education Act. AFT and TAUP are on record against this so-called "bill of rights" as a threat to academic freedom.

## Truth in Advertising? Your Temple Benefits

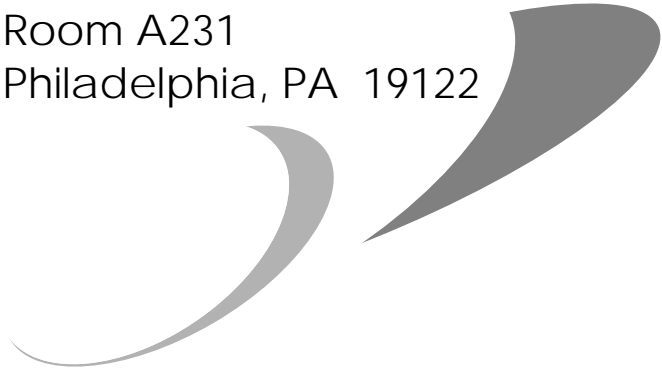
Did Temple tell you the whole story when they sent TAUP bargaining unit members a "Personal Total Compensation Statement?" This personalized itemization is a nice touch, and something that Temple's Human Resources department used to do long ago, but stopped doing about 12-15 years ago when budget cutbacks were instituted. It's a good idea to remind employees about their pay and benefits – because sometimes they forget what they actually have available to them.

These statements don't tell you everything, however. Salaries and benefits stem from a collectively bargained agreement with the TAUP. All the personalized statement discusses is "Temple University's philosophy" regarding compensation. The philosophy may be fine, but the actual package is guaranteed under the TAUP -- Temple contract (aside from federally mandated payroll taxes). Every four years TAUP has negotiated with Temple a collective bargaining agreement. Better salaries and better benefits always take high priority in the union's goals. Management wants to hold the line or cut back, and TAUP must work hard to procure salaries and benefits. When you look at your total compensation package, remember: TAUP bargained a contract to get you what you now enjoy.



From L to R: Art Hochner, president, TAUP; Dee Tancredi, Political Director, AFT Pennsylvania, Liz King, legislative aide to Congressman Chaka Fattah (D-PA-District 2); Ben Sears, Philadelphia Federation of Teachers staff; and Bill Carver, Philadelphia Federation of Teachers staff.

Photo: Jay Andrews



## What Does TAUP Want?

### Bargaining Issues Survey Results

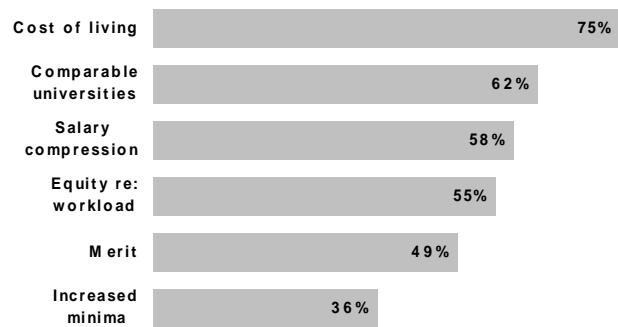
*By Dave Elesh and Art Hochner*

In October 2007, TAUP sent out a web survey to the 1181 faculty and staff covered by the collective bargaining contract. The aim was to better understand your concerns as we move toward contract negotiations this year. A total of 335 responses (a 28% rate) were received; 221 (31%) from members and 114 (23%) from nonmembers. We not only report the key responses here, but also look for differences by TAUP membership status, gender, and type of appointment, (for faculty - nontenure-track, i.e., NTT; tenured and untenured tenure-track, i.e., TT). The responses of librarians and academic professionals were too few to present in tabulations by appointment status, but they are included in overall results. We found relatively few differences by membership, gender or appointment.

#### *Salary Issues*

First, we asked how important should these factors be in determining contractual salary increases: Merit, Comparable universities, Cost of living, Compression, Workload equity, and Minima? The most emphatic response to all was "great deal." Figure 1 ranks responses on the percentage choosing "great deal." Cost of living placed first. Merit, which the administration tends to favor, came in fifth. Few differences appeared by membership or faculty status. TAUP members were more likely than nonmembers to consider increasing salary minima to be a "great deal" important. NTT faculty put more emphasis than did TT faculty on equity in workload. Male respondents were more likely than females to favor merit, while women placed more emphasis on cost of living, salary compression, and equity:

**Figure 1: Importance of Factors for Salary?**  
 (percent saying "great deal")



*To what extent should certain factors be used in determining annual salary increases: Across-the-board %; Equal \$ per rank; Merit; and Compression adjustment?* Figure 2 ranks the response saying "great deal." Across-

**Figure 2: Importance in Determining Annual Salary Increase?**  
 (percent saying "great deal")

