

TEMPLE ASSOCIATION OF
T A U P
UNIVERSITY PROFESSIONALS

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Amid Budget Uncertainty, NTTs Get Contradictory Messages

Are you an NTT with five or more years of service at Temple whose current appointment expires this year? TAUP has learned that a number of you have been told that you would not be reappointed next year. In one college alone, this affected 22 NTTs, who were told by their dean that they were being given notice of nonrenewal. Have you been [notified by your dean that you won't be renewed](#) for 2011-2012? Were you given any reasons why? TAUP would like to hear from you (1-7641; taupaft@aol.com).

NTTs who have been at Temple five or more years have a contractual right to find out four months before their appointments expire that they are not being renewed. In the last negotiations, TAUP worked to improve job security for NTTs. We were able to get Temple to agree on early notification provisions ([Article 14 Sections B & C](#), [Article 15, Section A2](#)), so that NTT faculty would face less uncertainty about their jobs, and have time to look for a new position if necessary. Gaining this new contract language was an important step toward better treatment.

What is happening to long-term NTTs may be a harbinger of what other NTTs will face. For some who have received notice, the only certainty they have been given is uncertainty. These NTTs are being told that looming budget cuts in the state appropriation may mean Temple will not be able to afford to hire them next year, and that the Temple-TAUP contract obliges they be notified of nonrenewal four months in advance. At the same time, deans are sending a mixed message that leads to more anxiety. On the one hand, the contract notice is being pitched as a necessary formality, but on the other hand, most of those NTTs getting notice are being told that likely they will be reappointed. They should look for another job, but not be hasty in accepting it.

In addition to this mixed message to long-term NTTs, Temple has sent other mixed signals to faculty about the university's financial health. On the one hand, administrators say that the commonwealth's financial crisis could mean significant cutbacks for the university. On the other hand, at the Faculty Senate meeting on January 24, Provost Richard Englert and CFO Tony Wagner tried to reassure faculty that there will be no draconian cuts. They emphasized that the consulting company hired by the University to look at its finances is not focusing on how to cut the Temple budget immediately, but rather on how to create efficiencies over the long-term. Meanwhile, as reported in the *Philadelphia Inquirer* on February 2, Temple's applications for next year are up by about 14%, so we ought to have lots of students, which means we need lots of faculty teaching them.

Temple needs to be more open about its plans for faculty. In the TAUP bargaining unit, cutbacks will hit nontenure-track faculty first. All faculty deserve more information about their college's plans, but NTTs need it most. In this time of budget uncertainty, they are the most vulnerable, and they should not be kept in the dark.

The administration should clearly tell NTTs who have been here five years or more whether or not they will be reappointed next year. These faculty have proven their worth and loyalty to Temple; the administration should respect them enough to make realistic decisions about their continuing employment, and should be frank in telling them what those decisions are. They need to be treated as professionals and colleagues. Faculty deserve a clear statement about the University's plans, and we need it now.

TAUP welcomes your response. You can email us at taupaft@aol.com, or call Terry Kilpatrick in the TAUP office at 1-7641 or 215-763-2287.

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