

Integrating Adjuncts into TAUP: Amending the Constitution & Bylaws

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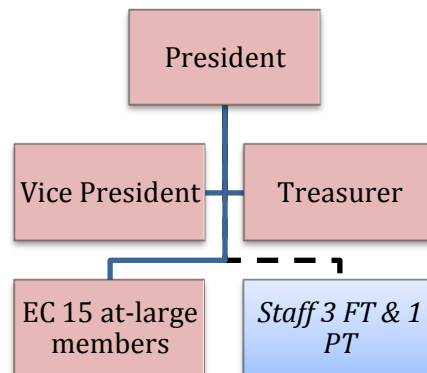
Since the beginning of this year TAUP has talked with hundreds of members to discuss the proposed changes we need to make to TAUP's Constitution & Bylaws to bring adjunct faculty into membership and leadership.

I want to give an outline of the changes proposed by the Executive Committee. As you can see, we are building a vibrant and engaged TAUP for all faculty who teach in the bargaining unit schools and colleges.

What are these key changes?

- A. A new Mission Statement that focuses on ideals and activities:
TAUP is a democratic union of faculty, librarians, and academic professionals that protects academic freedom and faculty governance in 11 schools and colleges at Temple University. We are committed to the historic mission of Temple University, to our obligations to our students, and to the Commonwealth of Pennsylvania. We uphold the ideals of Opportunity, Quality, and Accountability and maintain that faculty, librarians, and academic professionals, on all tracks and of all ranks, must be treated as professionals. TAUP seeks to improve the working conditions of faculty, the learning conditions of students, and the well-being of the wider community through collective bargaining, organizing, political action, community engagement, and the work of our members.
- B. Bringing adjuncts into TAUP membership:
 1. Until the first contract including adjuncts is negotiated, a signed membership card will suffice for adjunct faculty to be TAUP members.
 2. All members will have full and equal rights to participate in TAUP decisions, elections and contract ratification.
- C. A revised leadership structure.
 1. Currently we have:
 - a. 3 Officers – President, Vice President & Treasurer, elected at-large for 2-year terms
 - b. 15 Executive Committee members elected at-large for 3-year terms, plus the three officers.

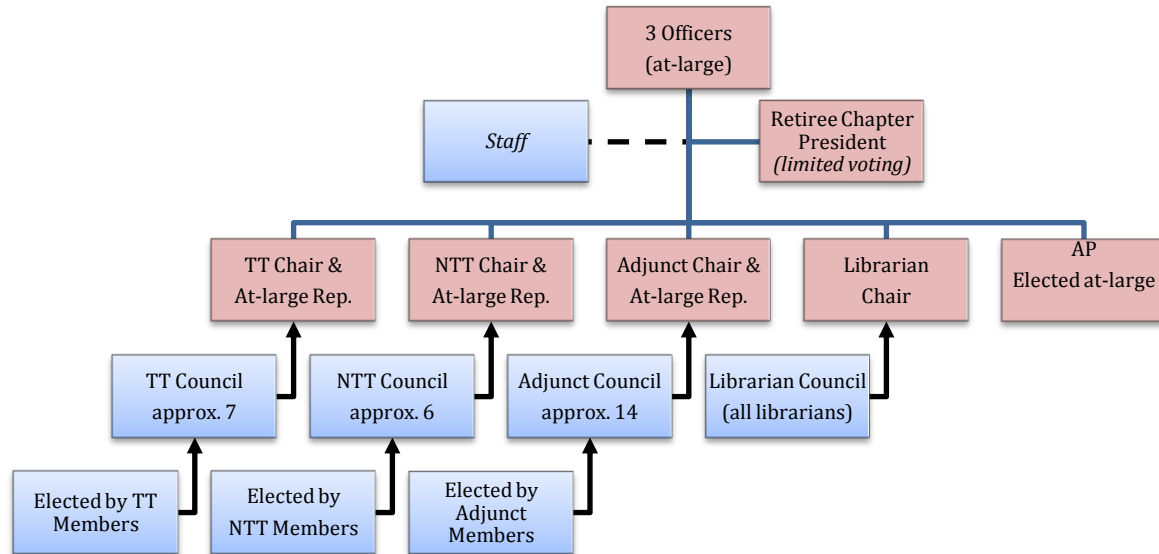
Current Executive Committee (voting members in **rose**)



2. Proposed changes to the Executive Committee, which would have up to 12 members, comprising:
 - a. 3 Officers – same as current – three elected at-large
 - b. 4 Constituency Chairs – (a) Tenured/Tenure-Track faculty, (b) NTT faculty, (c) Adjunct faculty, (d) Librarians – chosen by 4 Constituency Councils
 - c. 3 At-large faculty Constituency representatives – chosen by the three faculty Constituency Councils
 - d. 1 Academic Professional
 - e. Retiree chapter president (restricted voting, i.e., not on legal matters, contract approval, etc.)
3. Constituency Councils, which will be advisory to the EC
 - a. Members elected directly by TAUP members in each constituency

- b. One Council member per 100 bargaining unit members in that constituency; that means approximately 7 for TT Council; 6 for NTT Council; and 14 for Adjunct Council
- c. Duties are:
 - i. Organize, engage, and recruit members in the constituency
 - ii. Represent the views and needs of the constituency
 - iii. Communicate and meet with constituents

Proposed Executive Committee (voting members in rose) and Constituency Councils



D. Negotiations

- 1. Negotiating Team - must include at least 1 representative of each Constituency Council; members appointed by EC.
- 2. Negotiating Process - similar to current practice
 - a. Negotiating Team must vote in favor of a tentative agreement in order for it to advance to the EC, which must vote in favor for it to advance to a membership vote for ratification. (NB: Both NT and EC have representatives of all constituencies)
 - b. Simple majority of those voting is needed for ratification

E. Membership Dues

We propose to change the current structure (which has mostly been in place since 1993), with a small increase and to set membership dues for adjuncts.

FAQs

Q: With 1,400 adjuncts joining the existing union that has 1,300 full-time faculty, librarians, and APs, won't the adjuncts dominate and drown out full-time voices?

A: No, the new proposed structure ensures that each constituency has a guaranteed voice in leadership and on all policy, legal, and contract issues. Adjuncts will have the same number of EC representatives as TT and NTT faculty. Nevertheless, the various groups of faculty have much in common as teachers, scholars, and artists. The new structure will allow us to work on building those commonalities, while acknowledging our differences. Customarily, important decisions by the EC and the Negotiating Team are made by consensus, and we see no reason for that custom to change. Consensus means that differences of opinion and perspective are listened to with respect and mutual accommodation. Besides, it would be counterproductive for one segment of the faculty to alienate another segment. We need to work together to enhance unity and strength.

Q: What if the adjuncts were to band together and elect adjuncts as the Executive Officers - President, Vice President and Treasurer – who are elected at large by the entire membership?

A: That is highly unlikely, given the vulnerability of adjuncts in general and specifically given that they are employed only semester by semester. Moreover, the new structure is intended to ensure that all segments of the faculty have strong voices and that a unified faculty will work together. As primarily a volunteer organization, TAUP needs leadership that is dedicated, motivated, and skilled. We welcome leaders from all segments of the faculty, librarians, and APs. TTs and NTTs have worked together well in the leadership. Currently, our officers are two TTs (president and vice

president) and one NTT (treasurer). In the recent past, we had one TT and two NTTs. Combinations like this are very useful to represent a variety of perspectives. As we integrate adjuncts into TAUP, they will gain much greater awareness of TT and NTT issues, and vice versa. Mutual understanding will help us find mutual solutions.

Q: Won't full-time faculty dominate the union, as they currently do, thereby doing little to improve adjuncts' conditions?

A: No, adjuncts have a guaranteed role on the Executive Committee and will be part of any Negotiating Team. The above answers also apply to this question.

Q: What are membership dues used for?

A: We run an office with three full-time staff and one part-time, which enables TAUP to communicate with and involve members, to defend academic freedom, to enhance and defend shared governance, and to do the best job we can of representing our interests at Temple and the wider community. Representing adjuncts will bring more work to our office staff and we will need more staff. Losing department chairs from the bargaining unit reduced TAUP's income, which we need to replace to enhance our work. Our new structure, however, envisions a union with a more active membership, so that constituency representatives will help greatly in providing answers to questions and taking care of members' needs.

Q: Why didn't adjuncts form a separate bargaining unit, as Temple administration said that they could?

A: Under Pennsylvania labor law that would not have been possible. The labor relations board is required to prevent fragmentation of bargaining units under a single employer when there is an identifiable community of interest among groups of employees, such as between full-timers and part-timers. In fact, in 2015 as TAUP's our petition to the PLRB for a combined unit was under consideration, another petition was submitted from the Community College of Allegheny County. There, as at Temple, the full-time faculty has been unionized for many years but not the adjuncts. The union's petition for an adjunct-only unit was rejected by the PLRB, which insisted on a combined unit. TAUP was aware of the PLRB's general mandate, which led us to accrete the adjuncts into the existing full-time unit. Besides, with all faculty in one unit, we will better be able to unite our interests rather than being divided in bargaining. We are stronger together. ♦