



TEMPLE ASSOCIATION OF
T A U P
UNIVERSITY PROFESSIONALS



A Union of Professionals

WHY WE WANT A UNION



Welcome

Welcome to TAUP,

As a long-time tenured professor and President of Temple Association of University of Professionals, I welcome the unionization of adjunct faculty so that together we can serve Temple's students better and keep Temple's focus on its historic Conwellian mission. You provide a large proportion of the instruction of undergraduates, so we need to make sure you have the best conditions for that work. After all, our working conditions are our students' learning conditions.

Temple Association of University Professionals already represents over 1,400 full-time faculty, librarians, and academic professionals at the University. We strongly support your efforts to join our union and gain collective bargaining rights. As adjunct professors, your work is vital to support the mission of Temple as a public, urban research university.

TAUP is an advocate for all Temple faculty, consistently and effectively negotiating competitive pay and benefits as well as several professional issues since 1973. For full-time nontenure-track faculty, our victories have included equitable compensation, sabbaticals, job security, procedures for promotion, and inclusion in shared governance. In addition, TAUP has championed the role of tenure-track faculty and have negotiated for improved procedures and protections. We have been tireless advocates for the importance of research and instruction. As TAUP members, together we will have a stronger voice in the setting of Temple's priorities.

I pledge total support from TAUP in your efforts to improve your working life at Temple through a union voice. We look forward to collaborating with all of our colleagues.

Together we will all be stronger.



Art Hochner, President TAUP
Associate Professor of Human Resource Management
in the Fox School of Business



"I find it important, indeed urgently necessary, for intellectual workers to get together both to protect their own economic status and also, generally speaking, to secure their influence in the political field."

—**Albert Einstein**,
AFT Charter member,
1939, Princeton University

Why We Want a Union



Adam Zolkover,
Intellectual
Heritage, College
of Liberal Arts

"I want to be there year in and year out as a professor and mentor for my students. But right now the businesslike atmosphere at Temple makes employment unpredictable. My students and I would both benefit from having a union of adjunct professors so that when students need a recommendation two years down the line, I know I'll still be around to write it."



Sally Eckhoff,
Foundations, Tyler
School of Art

"I love being an adjunct professor. I want a union because I want my students to come first. Our union will bring stability to all classrooms. I want my position at Temple to be stable and durable for the betterment of my students."



Arthur Jones,
Classics, College
of Liberal Arts

"I support establishing a union of adjunct professors at Temple to ensure that our concerns are recognized and to create a platform for adjuncts' voices. This would create greater equality and belonging at the university and put an end to at-will employment for professors. Furthermore, our union will bring greater benefits, job security and fair pay to adjunct faculty."



Kelli Jones,
Mathematics,
College of Science
and Technology

"I am an adjunct professor who loves to teach and work with my students. My goal is to continue to do this in a sustainable way. I support forming an adjunct union at Temple because the salary is not commensurate with the work that we do."



Wende Marshall,
Anthropology,
College of
Liberal Arts

"After devoting hours to syllabus development and carefully budgeting my income for the Fall, I was notified three weeks before classes began that I would no longer be teaching my scheduled course at Temple due to low enrollment. I know that I'm not alone in this situation. It is unfair for Temple to rely so heavily on adjunct labor and then drop us whenever it is convenient for them. By standing together in



Jennie Shanker,
Tyler School of Art

"Even with 18 years of teaching experience, I can't count on the employment promised to me from one semester to the next. There have been times when promised classes did not come through after significant work had been done to prepare for them. With an adjunct union at Temple, our teaching expertise and prep work would be honored. The only way to achieve this is by engaging in collective bargaining for binding appointment contracts."



Paul Dannenfelsler,
Social Work,
College of Health
Professionals

"We are stronger when we stand together. That is why I believe in unions. Unions fight to give workers a voice in the workplace and bargain for fair wages and benefits. Respect and decent working conditions are essential to providing a quality education to students."



Don Deeley,
English, College
of Liberal Arts, MA
in English, 2010

"I support a union of adjunct professors at Temple because I need job security to develop new classes for my students, to serve as their advocate before the administration, and to create a stronger labor environment in the world they'll be graduating into."



Ryan Eckes,
English, College
of Liberal Arts,
MA in English,
2007

"Adjunct professors at Temple have no voice in departmental decisions and no say in the university's direction, and we are paid only a fraction of what our full-time colleagues are paid per course, yet we make up half of the entire faculty. We also work without access to affordable healthcare and without guarantee that we'll have classes to teach the following semester. On top of that, the university provides no rewards for teaching well and no pathways to full-time work for those who seek it. As a Temple alum who believes deeply in the value of higher education, I want all of our faculty to have the opportunity to thrive. That's why I support a union of adjunct

professors. It will make the Temple community stronger."



Marla Burkholder,
Theater, Center
for the Arts,
Temple Alum, MFA
in Acting 2003

"I love contributing to the theater community through my practice as an artist and adjunct. Unfortunately, the adjunct work is increasingly unsustainable due to unpredictable course scheduling, large class sizes, and a pay scale that does not adequately reflect the quality, effort, and hours I put into teaching. I want to see a union at Temple so that I can continue to give back to theater students as an adjunct instructor in a sustainable way."



Linda Lee,
Intellectual
Heritage, College
of Liberal Arts

"A union will help improve the working conditions of all adjuncts at Temple University, which in turn will help improve learning conditions for students. Today, adjuncts have no guarantee of employment from one semester to the next, few opportunities for professional development or advancement, and often little input on curriculum or

departmental matters. Given these challenges, it can be difficult for adjuncts to feel like we have a long-term stake in what happens at the university."



**Melissa
DeGezelle,**
Intellectual
Heritage, College
of Liberal Arts

"Like many of my colleagues, the 'adjunct hustle' is part of my daily routine. Despite my level of education and dedication to Temple University, I find myself working multiple jobs in various industries to make ends meet for me and my daughter. As a single mom I need security, benefits, and a living wage to make the day to day less of a struggle. I can't ask for these things alone with much hope for results, but by standing together with my colleagues in a union I know we can see conditions improve for everyone."



Will DiBello,
Tyler School
of Art

"As an invested member of the Temple community I want a union for adjunct faculty at Temple in order to give us the same opportunity as full time faculty to design, collaborate and give input to course development and programmatic decisions. I think the result will be a better learning environment for students and a stronger bond between all faculty."



**Matthew
Kowalski,** English,
College of Liberal
Arts

"A union of adjunct professors at Temple University will ensure that all students are being taught by faculty members who are respected, empowered and available in each area of study. Moving forward, our union will be in the interest of the entire Temple community."

For more information about our union or to obtain an authorization card find us at:

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