



TAUP & Shared Governance: Working Together

Art Hochner

President, TAUP, AFT 453 I

&

Associate Prof. of Human Resource Mgt.

Fox School of Business

Temple University

Philadelphia, PA

UIUC September 18, 2013

My photos from August convocation

Mark Radhert,
President
Temple Faculty
Senate



Ken Kaiser, Interim CFO &
George Moore, University Counsel



Temple Faculty Herald

VOL. 2 NO. 2

Temple University

WEDNESDAY, OCTOBER 11, 1972

The Temple Election: Four Arguments

Most of this issue of the Herald is given over to the argument for or against the union. The Herald thought there might be value in bringing together the arguments for each of the four choices. How they stand up against each other might be

Necessarily, however, the material has come in separate items, one day from one group, another day from another. The Herald thought there might be value in bringing together the arguments for each of the four choices. How they stand up against each other might be

easier to judge.

Each of the three leaders was asked to prepare an article up to 2000 words in length to present the case for unionization (as against non-unionization) and for his union (as against the other two).

The editor made a con-

siderable effort to find a spokesman for the "no union" position and about gave up before he found Sam Wilson.

Since on this issue the Herald imposes neutrality upon itself (an imposition made easier by the editor's lack of clear conviction)

nothing needs be said here except a little exhortation at the risk of laboring the obvious: The decision made on October 24-25 is far and away the most important political decision within the University that the Temple faculty has ever made.

The Case For No Union

Samuel M. Wilson,
Professor of Management

If Temple University's faculty members did not have one of the best salary schedules in the Commonwealth and fringe benefits which compare favorably with the vast majority of in-

The Case For AAUP

By AAUP Organizing Committee: Henri Amar, Sidney Axinn, Elizabeth Beardsley, Nancy Beere, Thomas Basse, Elaine Clever, William Cutler, Irene Donnelly, Leroy Dubeck, Douglas Greenlee, Richard Harris, Marvin Levy, Ross Nickel, John Raines, Leslie Rei-

The Case For FCBA

By F C B A Executive Committee: Matthew H. Bruce, Michael Der Sarkissian, Howard M. Felt, R. H. Llewellyn, Marian Meiskoth, Rosemary B. Phillips, Charles F. Reed, Ralph L. Towne, Murray M. Tuckerman, Loren Vosika.

The Case For TUFF - AFT

by Ellis Katz
in behalf of the TUFF
Executive Committee

Being actively involved in exploring collective bargaining in higher education, I sometimes lose sight of the fact that many faculty members find it difficult to distinguish TUFF from the

TEMPLE FACULTY HERALD

In this issue:

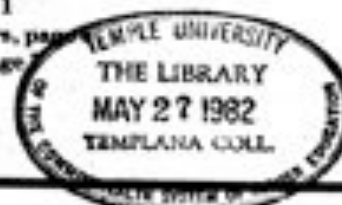
Anti-Reganomics Rally, page 10
Clamorous Owl, page 2
The Collaborators, page 9
Continuing Education, page 9

Faculty Senate Minutes, page 5
Graduate Board Minutes, page 5
Haldeman Interview, page 11
Out of the Chair, page 4

Retrenchment, page 1
Senate Elects Officers, page 1
Temple Overseas, page 1
Union Lines, page 4

Volume 11, Number 7

Temple University, Philadelphia, Pa.



May 6, 1982.

President Fires 52 Tenured Faculty: Dismissals Effective 1983

During the last days of April, 52 tenured members of the Temple faculty received from President Wachman letters of retrenchment—letters informing them that they would be fired at the end of October 1983 (five untenured faculty also received letters). Of these 57 dismissal notices, 35 went to faculty in the College of Education, 14 to the College of Liberal Arts, four to Tyler, three to Pharmacy and one to Allied Health.

The extent of academic damage wrought by the retrenchment action can be seen graphically in the College of Education, where, in order to carry out the orders of the administration, it was necessary to reach deeply into the seniority pool. For example, in a single department, 16 of the 34 tenured members received dismissal notices. Among those retrenched were faculty with as much as fourteen years of service to Temple. Some were full professors.

Although the dismissal letters came as no surprise to the faculty at large, many at Temple had hoped that the



(for example, in a large endowment) I would recommend using that to get us through this difficult period, until the upturn I see coming, especially in Education, in five or six years. As for cut-backs in non-academic areas, we've cut back in many administrative areas below the safety level. But the question is not completely relevant to the problem of having a faculty without enough to do in some academic areas."

Asked whether he believed that John Rumpf, as the chief academic officer, had played the proper role as the faculty's advocate in these negotiations over retrenchment, President Wachman said that Dr. Rumpf was deeply involved in the entire process. "There was a lot of exchange," said Wachman, "between John Rumpf and the individual schools and colleges and their deans, although John did not choose the people to receive retrenchment letters. I think John was frank about the budget and personnel implications. And he tried very hard to provide equity in this crisis."





TAUP deals with change & upholds academic values

- Defend the faculty role in shared governance vs. the “corporatized” university
- Lobby state government for funding and to prevent drastic cuts
- Negotiate over changes in staffing, i.e., increase in non-tenure-track faculty and decrease in tenure-track



Shared governance protected in collective bargaining agreement

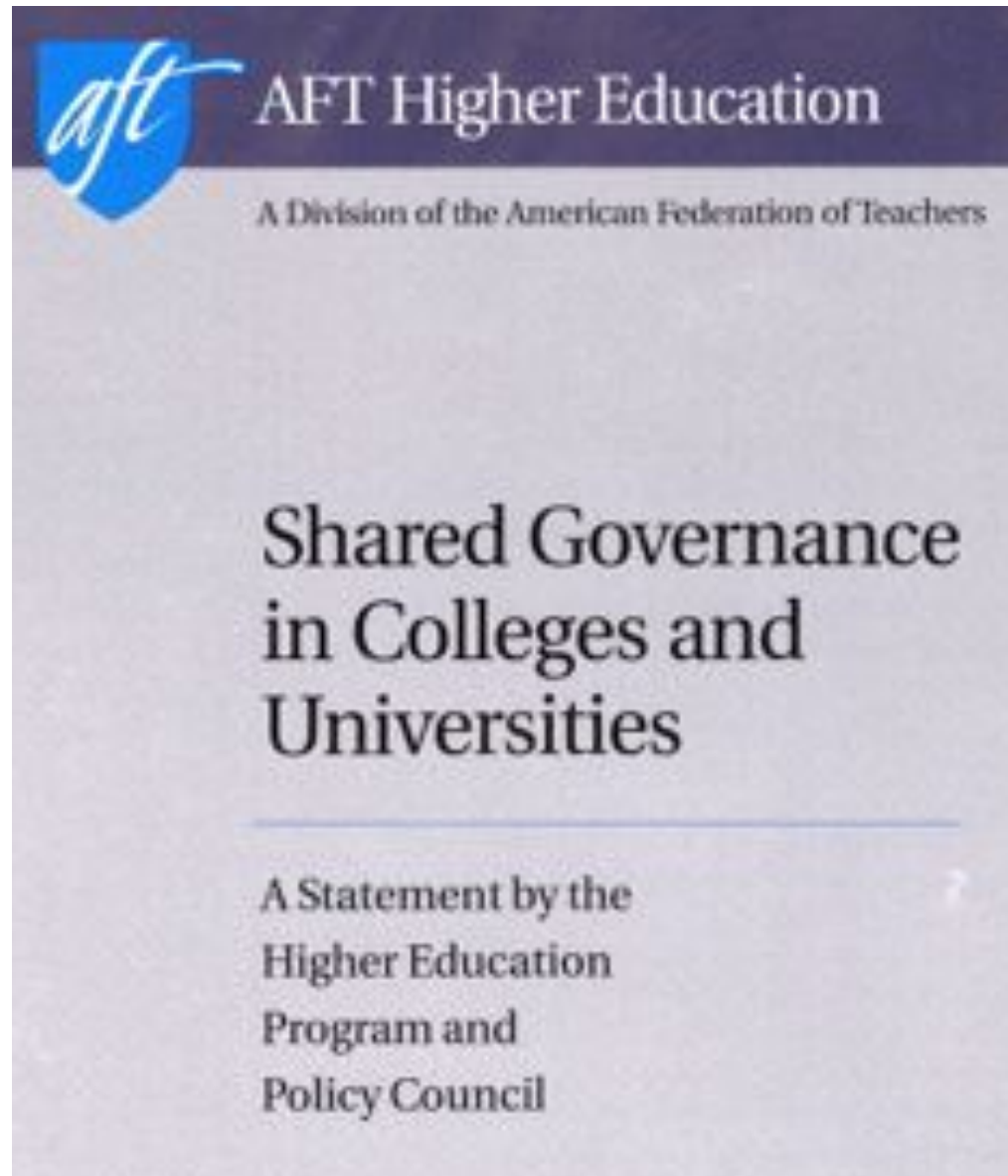
- **Educational Policy:** Faculty rights to participate in formulation & recommendation
- **Retrenchment:** Follow AAUP standards; Senate and TAUP have key roles
- **P & T:** Standards and procedures ensured in CBA; Senate holds elections for university-wide P&T comm.; appeals of negative decisions go to Senate elected comm.; union grievance & arbitration



More shared governance in CBA

- **Discipline & Dismissal:** Mandatory mediation process; rights & procedures involve peer review in college & university; Senate personnel comm.
- **University Sabbatical Committee:** Senate selects 6 of 13 members
- **College Merit Pay advisory committees:** half of members elected by faculty through collegial assemblies
- **Others:** dept. chair selection; summer research award comm.; NTTs in shared governance

AFT values shared governance





Conclusion

- Faculty **unions** work well with **senates** & have the highest respect for **shared governance**
- Despite disagreements with university **administration**, the **union** can maintain a decent **relationship** and negotiate to advance the **professional interests of the faculty**