

April 27, 2010

Side Letter to October 15, 2008- October 15, 2012 TAUP – TU Contract

RE: Article 11, Promotion and Tenure.

1. The parties have agreed that the Council of Deans (COD) will issue a memorandum of referral each time it refers a case to the University Tenure and Promotion Advisory Committee (UTPAC). In this memorandum, the COD will set forth what documents were reviewed and the basis for the decision. It will also state whether the referral was based on a formal vote (and if so the number of votes for, against and abstaining or absent) or consensus. The candidate will then have 10 days to respond to the memorandum of referral. This process applies both to Promotion cases referred by the COD pursuant to Article 11.C.7.f and Tenure cases referred by the COD pursuant to Article 11.G.6.f.

2. The parties have agreed that the Senior Vice Provost for Faculty will serve only in an administrative capacity for both the COD and the UTPAC, as the Provost's surrogate. In his/her administrative role for the UTPAC, the Senior Vice Provost for Faculty or her designee shall post all memoranda of transmittal or of referral if applicable, schedule all meetings, choose the Provost's appointees to the committee, and provide relevant information to the UTPAC on procedural issues and applicable standards as set forth in the Temple-TAUP CBA, the Presidential guidelines on Tenure and Promotion, and any College, School or departmental guidelines as applicable. The Senior Vice Provost for Faculty will not vote, nor will s/he provide any substantive review of the candidate at the COD and UTPAC levels. The Senior Vice Provost for Faculty shall advise the COD and the UTPAC that s/he is not permitted by contract to provide to the COD and the UTPAC substantive evaluation of any candidate. Nothing in this provision prohibits the Senior Vice Provost for Faculty's advising the Provost or otherwise performing duties as requested by the Provost.

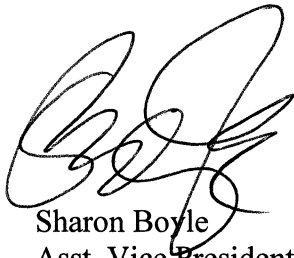
3. The parties agree that Section 11.C.2(a) did not intend to preclude law school representation. Accordingly, the language will be changed to provide that at least 7 members selected by the Faculty Senate shall be faculty members from TAUP schools and colleges, and at least 7 selected by the Provost shall be faculty members from TAUP schools, except that in the Provost's discretion up to two may be administrators with faculty rank in the schools and colleges eligible to participate on the UTPAC. The Faculty Senate and the Provost shall each select one appointee with faculty rank from the Law School.

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For purposes of Spring Semester 2010 only, the Senior Vice Provost for Faculty will serve as the Provost's appointee with faculty rank from the Law School, but will participate substantively and vote only if a Law School candidate is before the UTPAC.

The parties will meet and discuss during summer 2010 about the staggering of terms on the UTPAC as required by the contract, and notifying the Faculty Senate so that the UTPAC is fully staffed in the fall of each year.



Sharon Boyle
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Arthur Hochner
President, TAUP