

TEMPLE ASSOCIATION OF UNIVERSITY PROFESSIONALS
American Federation of Teachers, Local #4531, AFL-CIO

MEMORANDUM OF AGREEMENT

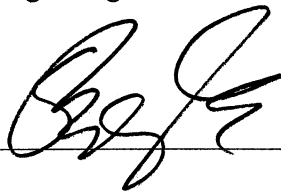
September 1, 2010

Re: Side Letter to Article 11 – Role of Chairs in Tenure and Promotion Process

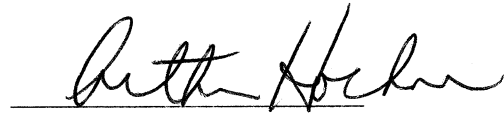
This will confirm the understanding between TAUP and Temple University of Article 11 of the 2008-2012 collective bargaining agreement as it pertains to the role of Chairs in the Tenure and Promotion Process.

TAUP and Temple University agree that the language “A faculty member is only eligible to be present, participate in deliberations or vote” (from Article 11, C3a and G2a) does not preclude the Chair from introducing the candidate’s dossier to the department committee, the school or college committee, or to the University Tenure and Promotion Advisory Committee (UTPAC) and/or asking or answering questions about the candidate for promotion or tenure and/or discussing the selection of the candidates outside evaluators. Except for these purposes the Chair may not be present or otherwise participate in deliberations or voting. The chair cannot make or announce his/her recommendation with respect to tenure and/or promotion for a candidate until after receiving the department's committee memorandum of transmittal.

TAUP and Temple University agree that a Chair may sit on a department committee only for the purposes given above. When a Chair sits on a school or college promotion and tenure committee or on the UTPAC and a candidate from the Chair’s department for tenure or promotion is to be evaluated by that committee, the Chair must recuse him/herself for that case, i.e., may not act in an official role, be present when the committee(s) discusses the candidate’s qualifications for tenure or promotion, except to answer questions as above, or otherwise vote on the committee’s recommendation regarding the candidate from the Chair’s department.



Sharon Boyle
Asst. Vice President
Labor and Employee Relations



Arthur Hochner
President
TAUP

Cc: Diane Maleson
Ginny Lederman