

e-Bulletin20080908

Nontenure-Track Title and Rank Transition

TAUP is aware that many nontenure-track faculty remain concerned about how the transition from lecturer to professorial ranks has affected them.

While the University has the right to change NTT classifications and titles, management should have met with TAUP to address the impacts of these changes, prior to their implementation. The impacts include status, due process, and salary.

Apparently, the implementation has been inconsistent from college to college. At least one school has requested a postponement in implementation. In some colleges, both Lecturers and Senior Lecturers are being made Assistant Professors (Teaching/Instructional), despite different levels of seniority, qualifications, and accomplishments.

Discrepancies have occurred with some faculty members who had been hired as "Dean's Appointments" or "Special Appointment Faculty" with the rank of Assistant Professor prior to the transition in 2005 to the Lecturer classification. Several had been subsequently promoted to Senior Lecturers. Now they are being told that they are back to Assistant Professor. Thus, their promotions are being negated.

The union is discussing these decisions and impacts with Temple management. We are seeking full information and want answers to our questions and requests.

TAUP is optimistic that these informal talks with Temple management will lead to a reasonable and consistent implementation of NTT title and rank transitions, but stands ready to pursue legal options if necessary.

TAUP will keep you apprised of our progress.