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Contract News: Merit Awarded and Paid

Another effect of the new TAUP-Temple contract showed up on November 30 in the paychecks of faculty, librarians and academic professions. TAUP negotiated to make sure that work done in academic year 2007-08 was recognized and that the long-established merit process remain the same. Temple's Provost's Office and Human Resources staff swiftly got the decisions made and the implementation completed.

There were 565 faculty members receiving a total of 1,674 merit units, or an average of 3.0 units per recipient. Of the librarians, 9 individuals received 30 units, or an average of 3.3 units. Sixteen Academic Professionals received 32 units, with a 2.0 unit average. For faculty, each merit unit represents a base salary increase of \$600; for librarians and APs, a merit unit equals a \$350 base salary increase.

These merit units are those that would normally have been decided on during the 2008-09 year. Because we worked without a contract for 10 months, no money was allocated for merit during the year. However, the new contract provides for merit to be retroactive to January 2009, as it would normally have been.

Soon, the merit process for work done in AY 2008-09 should begin with the submission of individual merit reports.

TAUP congratulates all the merit awardees on your accomplishments. The list of merit recipients – organized by college and department and showing number of units, categories of awards (research, teaching and service), and faculty status (i.e., tenure-track, TT, or nontenure-track, NTT) – is posted on the TAUP website

If you received merit, here's what you'll see in your paystub. Under RETRO PAY is the retroactive portion of merit for January through October. Let's say you're a faculty member who earned one (1) merit unit. For the six months from January through June 2009, you received \$300. For July through October the 2% across-the-board raise was applied to your merit unit. This amounts to \$204 for those four months. Thus, the total RETRO PAY for one unit is \$504. The November REG PAY (base salary) amount shows an increase of \$51 over your October base. If you were awarded more than one unit, the amounts above should be multiplied by the number of units.

For a librarian or AP earning one merit unit, the RETRO PAY amount would be \$294 (\$175 for January to June, plus \$119 for July to October) and the November REG PAY amount would be \$29.75 more than the October paystub amount.

If you have any questions regarding merit, please call (1-7641 or 215-763-2287) or email (taupaft@aol.com) John DiBenedetto or Terry Kilpatrick.

TAUP

Temple Association of University Professionals

1900 N 13th Street

Barton Hall Room A231

Philadelphia, PA 19122-6013

Phone: 215.763.2287 or 215.204.7641

Fax: 215.204.7645

email: taupaft@aol.com

web site: www.taup.org

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