



# TAUP BULLETIN

ISSUE 260 DECEMBER 2009

Temple Association of  
University Professionals

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*President's Message from Art Hochner*

## *Where is Temple Heading on Academic Staffing?*



Temple is undergoing its periodic review for Middle States reaccreditation. In October, the university's Middle States Steering Committee made a draft self-study document available to faculty, staff and students for comments. The self-study, comprising 304 pages in 14 chapters and two appendices, covers many topics. One chapter discusses faculty staffing.

In recent years academic staffing has become more of a focus for the regional accrediting agencies be-

cause of its role in determining educational quality. Guidelines have been developed, but the AFT and other observers of the accreditation agencies have concerns. It seems that the agencies sat by idly as the overuse and exploitation of contingent faculty – NTTs, adjuncts and graduate employees – became a critical problem.

Meanwhile, the corps of tenure-track and tenured faculty has become a diminishing minority. In 1960, 75 percent of college faculty members had full-time tenured positions or were on a tenure track. Today, that group accounts for fewer than 30 percent of the

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## ***All Full-Time Faculty Eligible for Merit***

The new 2008-2012 contract, ratified in September, contains important new language about merit. NTTs in particular should be aware that the language in the new agreement clearly shows that ***all nontenure-track faculty may apply for merit in any category***. The new agreement means that merit awards shall be given for recognition of exceptional performance as defined in the guidelines (in Article 11 for tenured and tenure-track faculty, ***and Article 15 for nontenure-track faculty***) which delineate the duties and responsibilities for promotion in rank.

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*TAUP President Art Hochner, left, with Jack Wagner, Pennsylvania Auditor General, at the AFT PA Higher Education Conference dinner October 16, 2009.*

## T A U P Executive Committee

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## President's Message

### Where is Temple Heading on Academic Staffing?

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instructional workforce. Temple's proportions are typical.

There is now a national campaign, sponsored by the American Federation of Teachers (AFT), to reverse the crisis in instructional staffing. To address the issue the AFT's FACE (Faculty And College Excellence) initiative (see <http://www.aftface.org>) provides a model bill. Through the efforts of the FACE project, this legislation has been introduced in a number of state legislatures.

We in TAUP want to do our part at home to deal with the crisis. We need more hiring of tenure-track and tenured faculty at Temple. But we are legally constrained on this issue at the bargaining table. So, we have advocated and won better pay, benefits and working conditions for the contingent faculty we represent – the NTTs. We have advocated rights for adjuncts. Simultaneously we have strengthened the pay, benefits, professional conditions and role in shared governance that tenure-track and tenured faculty deserve.

As advocates for all of the faculty, TAUP wants Temple to be an excellent research university, providing the best affordable education at all levels to our students. The accrediting process enables us to look at faculty staffing in this context. Therefore, I wrote an analysis of the self-study's section on staffing. We are publishing here the full critique, submitted to the Middle States Steering Committee in November. (An edited version appears in the December *Faculty Herald*, <http://www.temple.edu/herald>).

I encourage your comments. Let's discuss the issues on TAUP FORUM, on listservs, in the Senate and in the hallways. Academic staffing is vital to the core mission of Temple. It not only defines our institution but also has deep implications for the future scholars we teach and for our entire profession.

## Temple's Self-Study and Faculty Staffing

By Arthur Hochner

Temple's Draft Self-Study Chapter 10, "Faculty," leaves much to be desired with respect to staffing issues. While the draft provides a good deal of information and data, certain trends are not fully addressed. The Self-Study also alludes to information that is not, though it should be, publicly available. TAUP's major concerns are the increased reliance on nontenure-track and adjunct faculty, the relative shrinking of the tenured and tenure-track, and lack of transparency on the hiring and conditions of adjunct faculty.

According to the Middle States standards, "the term 'faculty' should be broadly construed to encompass qualified professionals" with teaching responsibilities. That is, full-time and adjunct faculty have to be included. Moreover, the standards state, "There should be an adequate core of faculty and other qualified professionals that is responsible to the institution, supports the programs offered, and assures the continuity and coherence of the institution's programs."

Middle States leaves it to the institution to determine what is an "adequate core of faculty." They do not say whether the core is full-time or not or tenured or not. Nonetheless, it is reasonable to assume that a research university needs a substantial core of tenured faculty and that heavy reliance on contingent faculty, i.e., nontenure-track and adjunct faculty, may not be what is necessary for continuity and coherence.

What are the proper proportions of tenured, untenured, nontenure-track and adjunct faculty? Temple's Self-Study provides some information but does not answer this question. The study does not focus equally on the various components, thus giving an incomplete picture. Moreover, what is the impact of the composition of the faculty on the fulfillment of the university's mission?

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## Temple's Self-Study and Faculty Staffing

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Self-Study Table 10.1 shows that of the 1826 full-time faculty at the university in fall 2008, 54.1% are tenure-track or tenured (TT+T) and 45.9% are non-tenure-track (NTT). Table 10.3 in the Self-Study shows that in fall 2008 there were also 1584 adjunct faculty. In fact, Table 10.3 has data from years 2005 through 2008. Chart 1, using data from the Self-Study, shows the relative proportions of each category of faculty.

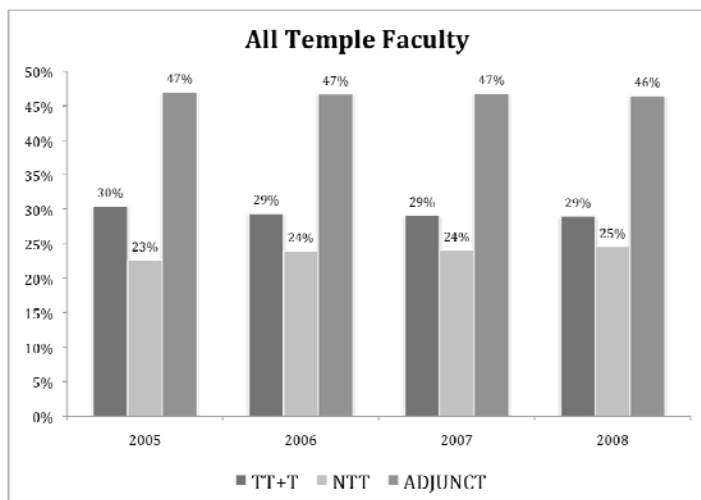


Chart 1

The proportion of TT+T faculty has declined over time, even as their numbers increased slightly – from 966 in 2005 to 988 in 2008, a 2.2% rise. Meanwhile the proportion of NTT faculty has increased steadily as their numbers went up from 716 in 2005 to 838 in 2008, a 17.0% jump. Likewise, the proportion of adjuncts has gone down slightly, even as their numbers have gone up from 1491 in 2005 to

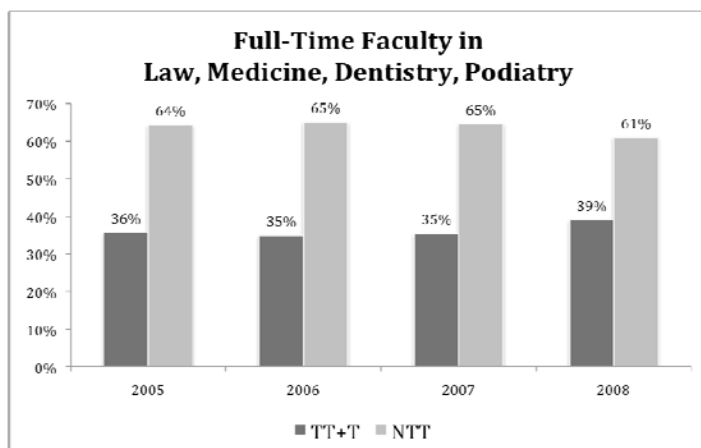


Chart 2

1584 in 2008, a 6.2% increase.

Actually, the trend toward NTTs is even more pronounced in the TAUP schools than in the non-TAUP schools (Law, Medicine, Dentistry and Podiatry), as shown in Chart 2.

Using data from TAUP's records, it is possible to separate out the two sets of schools, as shown in Chart 3. (TAUP does not represent adjunct faculty, so we can only compare the proportions of full-time faculty.)

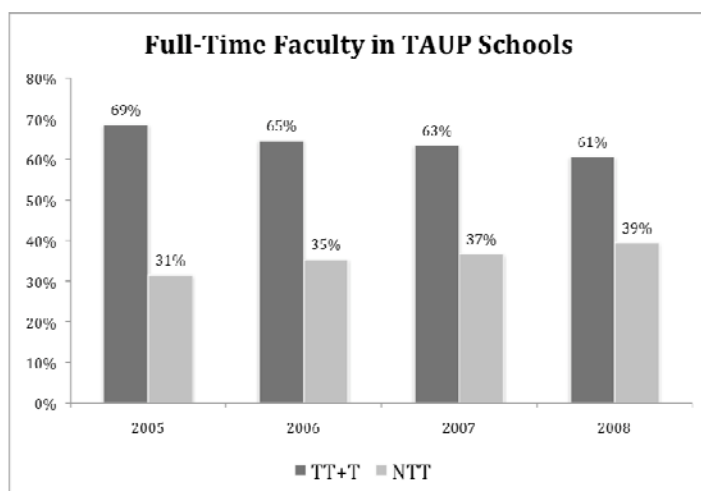


Chart 3

In other words, in the TAUP schools, which teach the undergraduate curriculum, the tenured and tenure-track are on the decline, and the nontenure-track faculty have continued to grow. The Self-Study says that "recently, the university has focused heavily on tenure-track faculty hiring." However, relying on data from the Self-Study, only in the non-TAUP schools has the proportion of TT+T faculty grown. In the TAUP schools it has dropped. As older tenured faculty retire, Temple has not replaced them in proportion to the overall growth in faculty.

*The proportion of TT+T faculty has declined over time.*

Why is this happening and what does it mean? The Self-Study says that "the role of the full-time non-tenure track [NTT] faculty, which has been expanding over the past decade, became more pronounced following the collec-

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## Temple's Self-Study and Faculty Staffing

(Continued from page 4)

tive bargaining agreement with TAUP in October 2004." It goes on to explain that the 2004 contract removed the 7-year limit on NTT appointments. But longer-term data shows that this is not accurate. While the Self-Study draft mentions the decade-long trend, it does not provide any data.

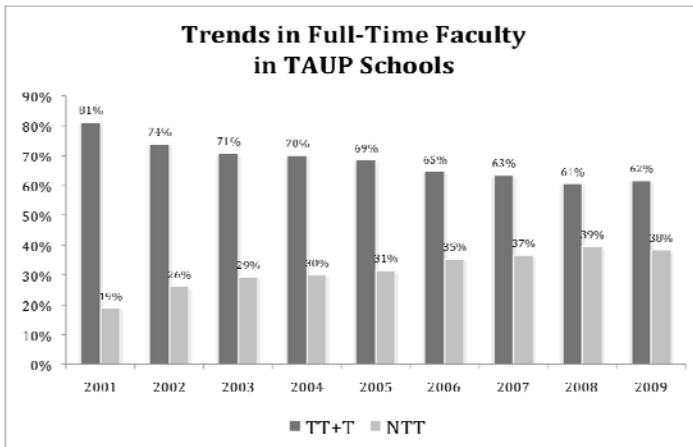


Chart 4

Chart 4 above shows the longer-term trend in TAUP schools and colleges from 2001 to the current fall 2009 semester.

It indicates that the trend to more NTTs and away from TT+T faculty took off in 2002 and 2003, well before the 2004 contract. Indeed, in the Health Science schools (Pharmacy and Allied Health in the TAUP bargaining unit, as well as Medicine and Dentistry) the trend toward nontenure-track clinical faculty began in the early to mid-1990s.

TAUP does not have access to data regarding the use of adjuncts in schools covered by the TAUP contract. But adjunct staffing likely follows the same pattern as NTT staffing, rising in the TAUP schools. That seems like a logical assumption, given that the increase in student enrollment, hence the need for more faculty, has largely taken place in TAUP schools.

The 2009 data, which will likely be added to the Self-Study in further drafts, show a small uptick in the proportion of TT+T faculty and a corresponding small decrease in the proportion of NTT faculty in the TAUP bargaining unit. It is too early to tell whether this is a possible trend reversal. If so, it is a

welcome one. However, the Self-Study does not address what the proper proportion of TT+T faculty should be. In the non-TAUP schools the proportion, 39%, is very low. But in the TAUP schools even 62% TT+T faculty is too low.

Why has the role of NTT and adjunct faculty been expanding, while the role of TT+T faculty been declining? What is the impact on curriculum, instruction, research, creative activity and shared governance? These questions are the elephant in the room that the Self-Study ignores. Emphasizing the hiring of tenured and tenure-track faculty indicates a focus on enhancing the research status of Temple. However, it is disingenuous, at best, to emphasize the hiring of TT+T faculty without also stating that there has been even more hiring of NTT faculty.

The Self-Study document indicates that "schools and colleges are the primary determiners of new faculty hiring." It further states that "non-tenure track faculty hiring is based on curricular needs and is at the department chair/unit head and dean's discretion." These statements make it sound as if the administration above the deans' level has no role. This ignores the important, indeed governing, role that budgetary considerations play in hiring. Budgets for colleges

are not set by deans and those for departments are not set by chairs. Deans and chairs have to operate under tight budgetary constraints set by higher levels. Hiring of tenured or tenure-track faculty involves a substantial long-term financial commitment. NTT faculty cost less, teach more and are on limited-term contracts, mostly for one year. It is not hard to see why the NTT faculty proportions have continued to rise.

What difference do these staffing patterns make? One implication is that undergraduates are increasingly being taught by NTT and adjunct faculty. These faculty lack the long-term commitment from the university that TT+T faculty have. While many of them have the desire to make a long-term com-

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## Temple's Self-Study and Faculty Staffing

*(Continued from page 5)*

mitment, their pay and working conditions leave them less secure and affect how much mentoring they may be able to offer students. Often their heavy teaching assignments leave them no time for research and for involving students in that endeavor. In fact, in some cases, NTTs on the Teaching/Instruction track are discouraged from conducting research when their efforts are excluded from consideration in reappointment, promotion and merit decisions.

NTTs have won better pay and benefits through TAUP negotiations. Just as significantly, the new 2008-2012 contract has improvements in job security and procedures for appointment, reappointment, evaluation, and promotion. NTTs have been granted the right by the Faculty Senate and collegial bylaws to participate in shared governance at the college and university level. There is still a long way to go, however. And there are many functions that only tenured faculty are qualified to perform.

With respect to adjuncts, the Middle States standards say, "For institutions relying on part-time, adjunct, temporary, or other faculty on time-limited contracts, employment policies and practices should be as carefully developed and communicated as those for full-time faculty." Their specific requirements call for "published and implemented standards for all faculty and other professionals, for actions such as appointment, promotion, tenure, grievance, discipline and dismissal, based on principles of fairness with due regard for the rights of all persons." Moreover, they call for "criteria for the appointment, supervision, and review of teaching effectiveness for part-time, adjunct, and other faculty consistent with those for full-time faculty."

***What are the purposes for which adjuncts are used?***

Temple's Self-Study draft "recognizes the important role that adjuncts, many of whom are specialists in their fields, fill within each school and college." The implication of this state-

ment is that adjuncts provide specialized skills that the full-time faculty does not have. This is especially true in a handful of fields, for instance music, business, law and journalism. But what are the purposes for which adjuncts are used? The Self-Study gives no data regarding which courses adjuncts teach. Indeed, many adjuncts teach basic writing, basic math, and other important undergraduate courses. Full-time faculty also teach these courses, but there are not sufficient numbers of them, so adjuncts are employed.

***Policies and practices with respect to employment of adjuncts are unavailable.***

The Self-Study refers to the policy on adjunct faculty that was first issued in 2003 and updated in 2008, which defines their role, titles and compensation. However, contrary to the claim that "the University has published and imple-

mented standards and procedures for all faculty and other professionals for promotion, tenure, grievance, discipline, and dismissal," no such standards and procedures for adjuncts are available. While the Adjunct Faculty Handbook does provide information on the responsibilities of adjuncts, it does not cover these other important matters. Policies and practices with respect to employment of adjuncts are unavailable.

The document speaks of "university-wide policy on adjunct appointments, as well as individual school and college appointment guidelines," but TAUP knows of no such university-wide policy, nor of the guidelines for individual schools and colleges.

Finally, we are told that "the policy on adjunct faculty defines their role in the university, titles, and compensation/salary minima. . . .The policy also standardized, and in most places, increased the salaries allocated to adjunct faculty." However, no criteria are established for moving from one step to the next on the salary scale. In fact, the salary scale itself has been removed from the website where it was published in 2005.

Many adjuncts have experienced no salary increases in the past two years. Adjunct faculty at Temple are

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covered by no collective bargaining agreement, unlike all the other eligible professional employees in the TAUP schools and colleges. Although Temple expresses sensitivity to the plight of adjuncts, many of whom are young, dependent on more than one adjunct position, and vulnerable to exploitation, the university has not provided the hard information, statistics, salary data, etc., which would allow us to evaluate the situation of adjuncts relative to other professionals here at Temple.

***NTTs and adjuncts are valued colleagues. But they cannot replace the core of tenured and tenure-track faculty.***

NTTs and adjuncts are valued colleagues. But they cannot replace the core of tenured and tenure-track faculty. The proper proportion of NTTs and adjuncts relative to the core of tenure-track and tenured faculty needs to be addressed. Nevertheless, ***ALL*** faculty need to be treated as Middle State requires, as professionals important to the educational, research and service mission of the university.



*Temple students at the Bell Tower on their way to finals.*

## CLUW TO HOLD BENEFIT FOR WOMEN AGAINST ABUSE

WHEN: Monday, January 25, 5:30-7

WHERE: Workers United Joint Board  
22 South 22nd St., 2nd Floor, Philadelphia

The Coalition of Labor Union Women (CLUW) will hold its annual fundraiser to benefit the Philadelphia organization Woman Against Abuse ([womenagainstabuse.org](http://womenagainstabuse.org)). Donations to the shelter are very welcome--either bring them with you, or contact Joyce Lindorff (1-2533, [lindorff@temple.edu](mailto:lindorff@temple.edu)). The following items, new or in very good condition, would be greatly appreciated. The shelter especially needs: gift cards to K-Mart or Target, outerwear, pajamas and underwear (must be new), bedding, footwear, bags, sunglasses, umbrellas, toiletries, cleaning equipment, batteries (especially AA), and kitchen items.

The evening's program will feature a panel focusing on parental leave:

- 1) A representative from the Women's Law Project will review state and federal maternity and paternity leave/FMLA laws.
- 2) Alaine S. Williams, labor lawyer, of Willig, Williams & Davidson, will discuss common legal cases regarding paternity/maternity leave and FMLA brought by unions or individuals.
- 3) Kathy Black, President of Philadelphia CLUW and April Logan, Chair of CLUW's Young Women's Committee, will present some model contract language.
- 4) Rona Kaufman Kitchen, Abraham L. Freedman Teaching Fellow, Temple University Beasley School of Law, will provide an overview of international maternity and paternity leave laws.
- 5) Joyce Lindorff, TAUP's Vice President and member of the Negotiating Team, will discuss the union's new Work-Life Balance contract language.
- 6) A member of the Transport Workers Union will speak about their recent efforts related to this issue.

Please join CLUW for this enjoyable and information-filled evening.

## P&T Procedures: Important Changes

Are you up for promotion or tenure? Are you a member of the P&T committee of your department, college or at the university level? Are you a department chair with colleagues under consideration? If so, or if you will be affected within the next three years, here is important news. While P&T standards remain the same, it is important for *all faculty* to note that there have been *significant changes to the procedures* for promotion and tenure as set forth in [Article 11](#) of the new TAUP – Temple contract (go to [www.taup.org](http://www.taup.org) to see the new language).

These procedures affect all schools and colleges in the TAUP bargaining unit. It is very important that the procedures be adhered to, so that each candidate receives fair and equitable treatment in this essentially peer-review process.

Please take the time to read the highlights of the changes to Article 11 listed below. If you have questions, please call (1-7641) or email ([taupaft@aol.com](mailto:taupaft@aol.com)) the TAUP office, and the staff will be happy to help you.

### *Important Changes:*

- Levels of review for P&T must be followed sequentially (departmental committee, chair, college or school committee, dean). and now include the Council of Deans.
- The make-up of the University Tenure and Promotion Advisory Committee has been changed. There will be 16 members of the committee, all from schools and colleges within the TAUP bargaining unit. Committee votes will be conducted by secret ballot.
- Students have been eliminated from membership on the college and University committees, although some input from students is still required.
- There is clearer language stating that a person may participate at ONLY one level of deliberation. Chairs may not serve on departmental or the University Tenure and Promotion Advisory Committee.
- The Dean may now add to the lists of outside evaluators submitted by the candidate and the departmental P&T committee. All evaluation letters received become part of the dossier.
- The Dean may appoint faculty members from outside the department or college to serve on these committees should there be fewer than three qualified faculty at those levels, but the Dean has to notify, in writing, the candidate and the committees before review, deliberation or action by the committee.
- Within ten days of receiving a letter of transmittal, the candidate may write a letter to be included the next levels of review, providing his/her perspective on the previous evaluation.
- Candidates who have received a positive judgment from each level of review shall have their dossiers go to the Council of Deans first. The Council of Deans may, but is not obligated to, send these dossiers to the University Tenure and Promotion Advisory Committee for consideration.
- Only candidates who have not received positive recommendations at each level of review shall have their dossiers go directly to the University Tenure and Promotion Advisory Committee.
- Individual cases of tenure upon hire may be handled by an expedited procedure, which is spelled out in Section H of Article 11.

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### QUESTIONS ABOUT THE NEW CONTRACT?

Do you have questions about the new contract? Do you want to know about revised procedures or are you wondering about new benefits? Call the TAUP office at 1-7641 or 215-763-2287. The staff will be happy to help you.

# *A Giant Step Toward Balance*

## *By Joyce Lindorff*

The brand new contract provision for Work-Life Balance (Article 22W) is a giant step toward recognizing the importance of balancing our working lives with caregiving in our personal lives. It reflects much discussion over the past several years, and ideas that emerged from a variety of sources.

To start with a bit of recent history, a Joint TAUP-Administration Committee was formed under the terms of our last contract, "to explore and recommend establishment of enhanced child care policies." But as TAUP and administrative representatives brainstormed, it soon became clear that child care arrangements were only part of what was needed. It also became clear that the then-current medical leave provision for childbirth was simply not enough. The Joint Committee therefore proposed that they focus on family-friendly issues in general, as opposed to just child care. This Work-Family Balance Committee recognized that in our bargaining unit members were experiencing a variety of situations that included childbirth, adoption, elder care, children with special needs, and responsibility for grandchildren. But all faced the same challenges, trying to do their best both at work and at home.

TAUP conducted a survey in the spring of 2007 to determine specific work-family balance needs. Later that year the November *Bulletin* was devoted to several articles on this topic, and results of the survey were reported: "51% of all respondents were involved in at least one care-giving responsibility to a family member."

As important as medical leave is for a new mother, parents need time to bond with a child new to their home, whether that child arrives by birth, adoption, fostering or through combining families. Our new contract language addresses this reality.

Now, for the first time at Temple, a tenured or tenure-track faculty with a newly arrived child aged five or younger is entitled to a semester without teaching duties. Because the benefit is available to

the primary caregiver, both new mothers and new fathers are equally eligible.

With regard to the tenure clock, faculty may request a one-year extension for a number of situations, including a newly arrived child in their home or a serious health condition in their family. Finally, tenured, tenure-track and nontenure-track faculty alike may request flexibility in work assignments for those same reasons. These requests are now covered by a contractual process that includes the opportunity to request a review.

We still have a long way to go. But for now our new contract contains meaningful gains for Temple faculty striving to balance work and family.

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## **Pat Eiding, Philadelphia Labor Leader, Elected to Temple Board of Trustees**



*Pat Eiding*

Patrick J. Eiding, president of the Philadelphia Council of the AFL-CIO, was elected to the Temple Board of Trustees on October 13, 2009.

Eiding has a long history in unions in Pennsylvania. Prior to being elected AFL-CIO President in January 2002, Mr. Eiding served for 25 years as Business Manager and Financial Secretary of the Insulators and Asbestos Workers Local 14 covering Philadelphia and Southern New Jersey.

In addition to his role as a leader in the Philadelphia and Pennsylvania labor movement, Mr. Eiding is also active in many civic and government affairs. Currently he is a member of the Philadelphia Planning Commission and the board of the Philadelphia Housing Authority (PHA).

Upon election to the Board Mr. Eiding said, "I'm proud to join the Board for Temple, which has long been an institution for working families in Philadelphia."

## *An Inequitable Practice: Nontenure-Track Merit Awards*

*By John Scovill, Assistant Professor  
(Teaching/Instruction)*

*(Below is the experience and viewpoint of one faculty member in the Department of Chemistry. He discusses the inequities in merit distribution that NTTs in his department have experienced. The views expressed do not necessarily represent those of TAUP).*

Suppose you invite ten friends to supper at your house. They sit down to the dinner table and you serve a meal to six of them and entertain the remaining four with polite conversation while the others eat. That is how merit pay was distributed for the academic year 2007-2008: the tenure-track faculty received nearly all of the merit units awarded. The nontenure-track faculty went hungry.

By my count, there are 20 tenured or tenure-track faculty (TT) in the Chemistry Department, and 25 nontenure-track (NTT). NTTs teach all of the sections of the largest enrollment courses; that is, general Chemistry I and II, Applications of Chemistry, and Introduction to Chemistry I and II. Lecture sections in these courses are large, typically 150 to 250 or more students at the beginning of the semester. NTTs also teach the majority of the lecture sections in the other large enrollment courses, Organic

Chemistry I and II, and the analytical chemistry courses. In addition to their teaching responsibilities, NTTs are responsible for coordinating and developing curricula in these courses, be it in laboratory, recitation, or in lecture.

In the Chemistry Department, 78 units of merit pay were distributed. Of these, 76 went to tenure track faculty and 2 units went to nontenure-track faculty. Of the 78 units awarded, 72 units were awarded for research, six were awarded for teaching, and none were awarded for service.

It is interesting to note that in the area of teaching only two of six merit awards went to NTTs, despite the fact that the overwhelming majority of students in chemistry lecture sessions are taught by NTTs.

The complexion of the merit award outcome no doubt reflects the complexion of the composition of the merit award committee. Since there are no NTTs on the merit award committee, and the merit committee is largely composed of successful researchers, it is not surprising the committee distributes awards to faculty successful in research.

An equitable solution would be to reward merit based on the proportion of pay given to the TT faculty and NTT faculty. Criteria for award of merit should reflect differing duties and opportunities inherent in the two different populations of faculty. NTTs should serve on merit committees, and the composition of merit committees (TT vs. NTT) should reflect the composition of the department. After all, TAUP negotiated a 1% merit pay raise for the entire bargaining unit, not just the TT faculty.

Reprinted with permission.



## All Faculty Eligible for Merit

(Continued from page 1)

Indeed, Article 15 states that the responsibilities specified in an NTT's appointment letter are the primary (i.e., not exclusive) criteria for evaluating performance for reappointment and merit. That is, research or service accomplishments of NTTs on the teaching/instruction, clinical or practice tracks cannot be arbitrarily ruled ineligible for merit consideration. Similarly, teaching or service accomplishments of NTTs on the research track should be considered.

In addition, *nothing* in the contract precludes the participation of NTTs on the departmental or college merit committees.

A number of misconceptions and miscommunications about eligibility of NTT faculty for merit have been put forth by deans, department chairs, collegial assemblies and individual faculty members. Since a new round of merit applications is soon to commence (in January 2010) for work done during 2008-09, it is important that everybody, faculty and deans alike, have an unambiguous understanding of the criteria and process for awarding merit.

After the recent round of merit awards (for work done in the academic year 2007-2008), TAUP analyzed the distribution of merit. As the table below shows, we found that NTTs were significantly underrepresented in the number of units awarded.

Status	Number of Faculty	Per cent Faculty	Number of Merit Recipients	Per cent Merit Recipients	Number of Merit Units	Per cent merit Units
TT & T	809	61.5%	448	73.7%	1451.5	86.7%
NTT	506	38.5%	118	26.3%	222.5	13.3%

*Merit Distribution at Temple*

TAUP is addressing the issue of merit units. The union has requested to hold discussions with Temple administration to address this unbalanced distribution.

## New Sabbatical Policy

(Continued from page 12)

The new contract improves the procedure for reviewing applications. All applications will now be reviewed at each level, and all will be forwarded to the next level. To allow more peer review, the new University Sabbatical Committee will comprise thirteen faculty members from the TAUP bargaining unit. Seven will be selected by the Provost and six by the Faculty Senate.

***The new contract improves the procedure for reviewing applications.***

The contract also contains other improvements to university-supported research. The stipend for summer research grant has increased, from \$4,500 to \$7,000. In addition, there is new language covering prestigious fellowships and awards, such as Fulbrights or Guggenheims. Faculty with such honors will now receive the balance of their salary from Temple if the award does not cover it. Benefits are also included.

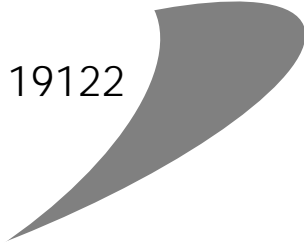
Applications for sabbaticals for use in 2011-12 will be considered next fall. It isn't too early now, however, to begin planning a project for the next round of awards.

If you have any questions about sabbaticals, please contact the TAUP office ([taupaft@aol.com](mailto:taupaft@aol.com); 215-204-7641) for further information.

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## Join TAUP Today

As the holidays approach, give yourself a present. Join TAUP and know that you are contributing to the quality of your own work life at Temple. You will be supporting the union that has worked to enlarge your share in faculty governance, to guarantee transparent tenure and promotion procedures, to provide for salary increases and to support a better environment for all employees covered by our contract. For information email [taupaft@aol.com](mailto:taupaft@aol.com), or call 1-7641 or 215-761-2287.



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## New Sabbatical Policy Puts Temple in League with Other Major Research Universities

The TAUP-Temple collective bargaining agreement that was ratified in September contains significant new provisions on University-supported research. Our new contract finally puts Temple in league with other major research universities by establishing a true sabbatical program, expanding availability of these leaves and making more projects eligible for sabbatical awards.

Sabbaticals (formerly research and study leaves) are covered by Article 23 (See “Sabbaticals and Other University Supported Research” at the TAUP website, [www.taup.org](http://www.taup.org)). The language for university-supported research has changed substantially. These changes include the:

- Purpose of sabbaticals
- Process of review of the applications
- Number of sabbaticals available
- Waiting time between sabbaticals
- Availability of sabbaticals for untenured tenure-track faculty
- Composition of the University Sabbatical Committee
- Requirement to return for one year after a sabbatical

The new provision for sabbaticals enlarges the number available compared to the previous contract. They are now to be given out annually at the rate of one per seven (1 per 7) tenured faculty; Temple will try for the same ratio for tenure-track faculty, who are eligible to take a sabbatical in their fourth or fifth year of service at Temple. Sabbaticals for nontenure-track faculty are allotted at the rate of

*The new provision for sabbaticals enlarges the number available.*

one per ten (1 per 10) such eligible faculty members. Nontenure-track faculty may take a leave after ten years of continuous service at Temple. If they want to apply, tenured professors must accrue six years at Temple before taking a first leave, or six years after their last leave. Nontenure-track faculty must accrue ten years. Time spent on paid or unpaid leave does not count toward the accrual.

The new contract also allows for faculty who have not waited the requisite six years to request permission to apply early for a sabbatical, if all sabbaticals have not been used. Nontenure track faculty may also request permission to apply with fewer than ten years in the same manner. The Provost’s office has notified TAUP that the deadline for pre-approved applications for sabbaticals to be used in 2010-11 has been extended to January 11, 2010.

The purpose of sabbaticals differs from the previous criteria for study leaves. They are now for 1) to pursue professional development; 2) to conduct research and/or creative activities; and 3) to improve teaching and curricula. This last goal is new.

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