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## **TAUP Objects To New Merit “Reporting Year” Never Agreed To Change**

Temple administration has announced that, for faculty, only work done from September 1, 2009 to August 31, 2010 will be considered for merit this year. This new definition of “academic year” is completely contrary to what was agreed upon by TAUP and Temple in the 2008-2012 contract.

This unilateral change damages in two ways faculty’s ability to be awarded merit. First, the change in reporting period disqualifies work or achievements from July and August 2009. Second, the change means that faculty must report on work that ends the day the annual report form is due.

TAUP never agreed to, nor does the contract allow for, the changing of the July 1 to June 30 academic year to any new period. We have written to the administration about this and have not received a reply thus far. Now that the new guidelines for the merit process have been issued, however, we are registering our objections publicly.

Starting in Fall 2010, the contract agreement calls for annual reports to be filed by September 1. Management originally proposed at the bargaining table that an annual report be filed by June 30, to cover the immediately preceding year. TAUP rejected the June 30 proposal because (1) it would take place on the last day of the reporting period, leaving no time to gather materials; and (2) it would take place during the summer, when faculty are not obligated to Temple.

TAUP then proposed that the annual report deadline should be October 1 for the previous July-June period. A compromise was reached at the September 1 date that is in the current contract. The whole discussion revolved around the union’s objections to June 30. At no time was there any discussion at the bargaining table of switching the reporting period from the time-honored one of July 1 to June 30.

This year, due solely to the university’s failure to have the report form ready for use on May 1, as the contract required, the deadline for submission has been advanced to September 24. The change in deadline never included TAUP’s agreement to change the “academic year.”

The merit period in every contract since the 1970s has consistently been from July 1 to June 30. Indeed, under the current collective bargaining agreement, faculty have already been considered for merit twice. Both times the university used the mutually-accepted academic year of July 1 to June 30.

Temple has acknowledged that last year the reporting period for merit was July 1, 2008 to June 30, 2009. They have acknowledged that they have now changed the dates for the academic year, and that their doing so means that work done in July and August 2009 was not considered for merit last year, and will not be considered this year without the consent of the university. This is inappropriate and contrary to the agreement reached at the bargaining table.

TAUP will do everything we can to resolve this issue soon enough to let the merit process take place without interruption.

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