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TAUP & Temple Reach Agreement Elucidating P&T Process Role of Council of Deans and University T&P Advisory Committee Clarified

On April 27, 2010, TAUP and Temple administration signed a formal agreement to resolve different possible interpretations of the new contract's procedures for Promotion and Tenure. This [Side Letter](#) covers three issues:

- The relationship between the roles of the Council of Deans (COD) and the University Tenure and Promotion Advisory Committee (UTPAC);
- The role of the Senior Vice Provost for Faculty (SVPF) in relation to the COD and the UTPAC; and
- The numbers of faculty from the TAUP bargaining unit and from the Law School on the UTPAC.

The details of the changes are explained below.

The COD and the UTPAC

The 2008-12 contract revised the P&T process by adding the COD to review tenure and/or promotion cases that received positive recommendations from all lower levels (i.e., within the schools and colleges). Instead of reviewing all cases, as formerly was the rule, the UTPAC is to review and make recommendations on cases for which there were differences of opinion among the lower levels. However, in its discretion, the COD can refer a case to the UTPAC for further review. This led to some ambiguity about whether the COD has to do a full review and make a recommendation on a memorandum of transmittal that is shared with the candidate before sending a case to the UTPAC.

The union and the administration agreed that a full review is not mandated, but that the COD will issue a memorandum of referral stating what kind of review was done, what documents were consulted, whether a formal vote was taken, and what the results of the vote were.

This issue is important because the contract gives a candidate ten working days to respond in writing to the next level of review after receiving a memo of transmittal or referral. This agreement maintains the transparency of the process and provides the candidate with opportunity to respond.

The role of the Senior Vice Provost

The Senior Vice Provost for Faculty is extremely important to the tenure and promotion process in many ways, such as in receiving the tenure and promotion materials and recommendations from the school and college levels, in distributing cases appropriately to either the COD or the UTPAC, and in other respects. Both the union and management want to make sure her/his role is clear.

Therefore, we agree that the SVPF will serve only in an administrative capacity for both the COD and UTPAC and will not be a voting member on either body.

The composition of the UTPAC

Changes made in the 2010-12 contract in the composition of the UTPAC have resulted in some ambiguity about the total number of members. The contract currently states that there will be at least sixteen members from the TAUP bargaining unit. However, the Beasley School of Law agreed several years ago to opt into the UTPAC process, as permitted under the 2004-2008 contract. So, to clear up the ambiguity, TAUP and Temple administration agreed that there will be fourteen members from TAUP schools and colleges and two from the Law School. For this semester only, the SVPF will serve as one of the Law School's appointees to the UTPAC, and will participate substantively and vote only if a Law School candidate is up for promotion and/or tenure.

These agreements are now part of our collective bargaining agreement. Thus, they have binding force. They are in the form of a side letter and won't be printed in the contract booklets because they have come a little late for that. The contract is currently at the printer and should be available in print before the semester is over.

The side letter was the result of amicable discussions that arose in the course of one particular case this year. TAUP is gratified to work so well with Temple administrators to come up with this agreement on these issues.

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