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## Merit Pay for 2008-2009 Awarded

Merit awards faculty, librarians and academic professionals in the TAUP bargaining unit for the 2009-2009 academic year have been made. TAUP has posted [the lists](#) on our web site. Feel free to download and peruse the data.

Faculty received a total of 1,720 units, valued at \$600 each, making a total of \$1,032,000. Six hundred and three (603) faculty in the bargaining unit, or 46%, received an average of 2.9 units (\$1711.44) each.

Librarians received a total of 29 units, valued at \$350 each, making a total of \$10,150. Nine (9) librarians in the bargaining unit, or 50%, received an average of 3.2 merit units (\$1,127.80) each.

Academic professionals received a total of 33 units, valued at \$350 each, making a total of \$11,550. Seventeen (17) APs in the bargaining unit, or 85%, received an average of 4.7 merit units (\$669.41) each.

Merit awards are contractually required under Article 21, Sections C, D, and E (pages 63-68) of the [2008-2012 TAUP – Temple University collective bargaining agreement](#). This year, for the first time, half units are allowed after the first unit is given.

You will see merit increases in your May 28 pay check. TAUP offers the information below so that you may better understand how merit will appear there.

### **For faculty, the following calculations apply:**

Each faculty unit is worth \$600 annually, which translates into \$50 x the number of merit units to be added to your monthly gross pay. This is a permanent raise which will appear in your May, and subsequent, pay checks.

Because merit is retroactive back to January 2010, in your May paycheck you will also see four months' worth of merit in separate lump sum. This amount will be 4 (months) x \$50/unit x number of units.

Merit can be awarded to faculty in any combination of the following three categories, which are shown in the lists this way:

Category 1 = R = Research/Scholarship/Creative work

Category 2 = T = Teaching/Instruction

Category 3 = S = Service.

**For Librarians and Academic Professionals the following calculations apply:**

Each librarian and academic professional unit is worth \$350 annually, which translates into \$29.17 x number of units to be added to your monthly gross pay. This is a permanent raise which will appear in your May, and subsequent, pay checks.

Because merit is retroactive back to January 2010, in your May pay check you will also see four months' of merit in a separate lump sum. This amount will be 4 (months) x \$29.17 x number of units.

Merit can be awarded to librarians and academic professionals in any combination of the following three categories:

Category I = outstanding effectiveness of performance

Category II = significant continuing professional growth

Category III = effectiveness of service to the college, school or library

Two [documents](#), found under the heading of "Merit Information" on the website of the Vice Provost for Faculty, will explain the administration's basis for merit.

If you have any questions, please email [John DiBenedetto or Terry Kilpatrick](#) in the TAUP office, or call them at 1-7641 or 215-763-2287.