

TEMPLE ASSOCIATION OF  
**T A U P**  
UNIVERSITY PROFESSIONALS

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## Faculty Merit Awards Announced

Faculty merit awards for work done in the 2009-2010 academic year have now been announced. TAUP has posted [the list](#) on our web site for your benefit.

The awards for librarians and academic professionals should be announced shortly.

Faculty received a total of 1,929.5 units, valued at \$600 each, making a total of \$1,154,400.00 in the merit pool. Six hundred and sixty-nine (669) faculty in the bargaining unit, i.e., 50%, received an average of 2.88 units (\$1,728.00) each.

Merit awards for research accounted for 66.0% of the total units; teaching for 16.5%; and service for 17.5%. Tenured faculty received 65.0% of the units awarded; tenure-track faculty 16.8%; and nontenure-track faculty 18.2%.

Merit awardees will see the merit increases in the May 31 pay check. TAUP offers the information below on how merit is calculated so that you may better understand your pay stub.

### **How merit is calculated:**

Each faculty unit is worth \$600 annually, which means that an amount equal to \$50 times the number of merit units will be added to your monthly gross pay. This is a permanent raise added to your base salary.

Because merit is retroactive back to January 2011, in your May paycheck you will also see four months' worth of merit as a lump sum. This amount will be 4 (months) times \$50/unit times the number of units, listed as a separate line item.

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;

Category 2 - T = Teaching/Instruction;

Category 3 - S = Service.

The final column in the spread sheet shows total units per person.

Two documents, [05.18.10 Communiqué from SVP Maleson regarding merit and ARoFA](#) and [Newly Revised Merit Pay Guidelines effective 2007-2008 AY](#), which can be found under the

heading of “Merit Information” on the website of the Vice Provost for Faculty, explain the administration’s basis for merit.

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, the electronic Annual Report of Faculty Activities (ARoFA) was used as a basis for merit applications. This is now the permanent procedure, and the electronic forms have been available to faculty through their TU Portal sites since January. All faculty must submit the Annual Reports by September 1, 2011, to be considered for merit next year.

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.

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