

# TAUP – Temple Collective Bargaining Agreement 2012 - 2014

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## ARTICLE 16 DEPARTMENT CHAIRS

- A. TAUP and Temple recognize that the role of the Chair differs among academic units across the University and, in some cases, among departments within the same collegial unit.
- B. The Dean may appoint Department Chairs after consultation with the tenured and tenure-track faculty. Department Chairs serve for initial terms of up to five (5) years and an additional term of up to five (5) years but at all times Department Chairs serve at the pleasure of the Dean. Except in unusual circumstances, Department Chairs may not serve for more than ten consecutive years.
- C. An acting chair may be appointed while internal or external searches are taking place and/or at the end of such searches if no appointment is made. The Dean may appoint acting Department Chairs after consultation with the Departmental faculty for terms of up to two (2) years.
- D. Searches for and Appointment of Department Chairs
1. When the Dean initiates the search for a department chair, an advisory committee shall be constituted with at least a majority being members of the departmental faculty. The department members shall be elected by the full-time faculty of the department.
  2. The Dean may specify whether the search is limited to internal or external candidates or if both internal and external candidates are to be considered. If internal candidates are to be considered, all members of the department are eligible to apply.
  3. The advisory committee shall review the credentials of all candidates and shall interview a reasonable number of candidates that the committee and the dean agree should be interviewed.
  4. After interviewing the candidates, the committee shall give the dean a list of preferred candidates consisting of not fewer than two persons and preferably more. Usually the Dean will then meet with the committee to hear the committee's views and to discuss further the preferred list of candidates.
  5. The Dean may then appoint a department chair. If the Dean does not intend to appoint one of the committee's preferred candidates, the Dean shall meet with the committee to explain why he/she does not intend to make such an appointment and to hear the views of the committee members about the preferred candidates and any candidate the dean may propose to appoint.
  6. During the time when a chair has not been regularly appointed, the Dean may appoint an acting chair.
- E. The University may, in its sole discretion, assign management rights and responsibilities to the Department Chairs which may include but are not limited to:
1. Class scheduling and faculty assignment
  2. Review of faculty for tenure and promotion
  3. Review of faculty for merit pay awards
  4. Review of departmental budgets
  5. Reporting for the Administration to the faculty and for the faculty to the Administration
- F. Department Chairs may be compensated for the extra duties of that office during the Fall and Spring Semesters by a reduction from the base teaching work load.

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## G. Compensation/Stipends of Department Chairs

1. A faculty member shall receive additional compensation in the form of a stipend for serving as a Chair.
2. Minimum stipends for a Chair during the Fall and Spring semesters shall be 5% of base salary for Chairs and shall be 10% of base salary for Chairs of departments consisting of more than 150 majors and 15 faculty.
3. A Chair shall receive a minimum additional stipend of \$1500 per year if enrollment of a department exceeds 250 majors and a minimum additional stipend of \$1500 per year if there are more than 25 full-time faculty in a department.

If a Chair is assigned a full workload over the summer, he/she may receive, at the discretion of the Dean, summer compensation not to exceed 2/9ths of his/her base salary.