

## *Merit Awards in May Paychecks*

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### **MERIT EXPLANATION**

Merit awards for the academic year 2006 – 2007 have been announced. TAUP will post the list of recipients on our website [www.taup.org](http://www.taup.org). We offer the information below so that you may better understand the way merit is awarded and applied to your paycheck.

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

Each faculty unit is worth \$600, which translates into \$50 x # of units of merit added to monthly gross base pay. This is a permanent raise which should be reflected in your May paycheck.

Because merit is retroactive back to January, in your May paycheck you will also see 4 months' worth of merit pay in a lump sum. This amount will be 4 (months) X \$50 x # of units.

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

Each Academic Professional and Librarian unit is worth \$350, which translates into \$29.17 x # of units of merit added to monthly gross base pay. This is a permanent raise which should be reflected in your May paycheck.

Because merit is retroactive back to January, in your May paycheck you will also see 4 months' worth of merit pay in a lump sum. This amounts to 4 (months) X \$29.17. X # of units,

The merit unit categories are defined as the following:

Category 1 = R – Research/Scholarship/Creative Work

Category 2 = T – Teaching and Instruction

Category 3 = S – Service

Or any combination of these categories

Two documents found at the link below will explain the Administration's basis for merit.

<http://www.temple.edu/vpfaculty/awards/index.htm>

- a. Newly Revised Merit Pay Guidelines effective 2007-2008; and
- b. Provost Staiano-Coico's memo for 2007-2008

If you have any questions, please get in touch with John DiBenedetto or Terry Kilpatrick in the

TAUP office at 1-7641 or 215-763-2287 or [taupaft@aol.com](mailto:taupaft@aol.com).