

*e-Bulletin20090324*

## **Temple Can Do Better on Full-Year Sabbaticals**

An important element of the TAUP contract is the provision for Study Leaves, which enable faculty to advance their research or creative work and formulate new projects. Improving opportunities and conditions for Study Leaves has been a steady goal in the current negotiations with management.

At many universities, to encourage research productivity, the percentage of salaries paid for full-year sabbaticals is high. For example, at Rutgers it is 80%. At Temple, such percentage was 50% (or less) for many years. In the last few years, as a result of TAUP's contract negotiations, this percentage grew to 65%.

TAUP believes, however, despite our success on this issue in the 2004-05 contract negotiations, that this percentage is still too low, and many faculty with strong research and creativity programs are unable to afford the full-year leaves. In order to get closer to what is needed, TAUP has put on the bargaining table a proposal that raises this percentage to 70%. It is a modest proposal, but it is forward-looking.

As a matter of fact, its cost to the University would be small. Had this 5% differential been in effect in 2008-09, the total additional cost to Temple would have been \$145,800 (including Social Security and pension contributions). This is less than one-sixth of one percent of the total of base salaries.

Why doesn't Temple administration agree to TAUP's full-year sabbatical proposal in the negotiations? While our proposal is modest and inexpensive, it would emphasize excellence and show Temple's commitment to its research and creative faculty.

**Temple can do better.**