Sick Leave

An academic professional or librarian who has completed the first ninety (90) days of employment will be entitled to accrue and use sick days in accordance with the sick leave policy for university employees.
Beginning with the merit process to commence in AY 20-21, the university will establish an electronic process by which the performance development system can be used for submission of accomplishments to be considered for merit. This process will be aligned with the timing of the merit process.

The guidelines developed for this process in accordance with Article 21.D.5 will normally include recommended ranges of merit units that may be awarded.
Rights of TAUP

Revise Article 6 as follows:

The University shall reproduce and provide 3,000 copies of this Agreement to TAUP within sixty (60) days following ratification of the Agreement. The cost of such reproduction shall be borne equally by the parties.
Adjunct Faculty Grievance Procedure Article 8.B

Step 1.

Within twenty (20) business days or 28 calendar days, whichever is shorter after the grievance occurs or after the grievance should have been known, it shall be presented in writing to the Chair, with copies to the Dean and TAUP. The Chair shall discuss and answer the informal presentation in writing within five (5) business days after receiving the grievance, with copies to the Dean, Human Resources and TAUP.

Step 2.

A dispute unresolved in Step 1 may then be presented in writing to the Dean or other designated University officer within five (5) business days of the grievant's receipt of the response or lack thereof in Step 1. A grievance so presented in Step 2 shall be answered by Temple in writing within ten (10) business days after its presentation.
ARTICLE 8: Fact Finding Step in the Grievance Process
8/26/19

1. Article 8, New Section A

A dispute unresolved in Step 1 may be presented in writing to the Provost or other designated University officer within ten (10) working days of the grievant's receipt of the response or lack thereof in Step 1.

When a step 2 grievance is filed, either party may request a fact finding meeting with Human Resources prior to the university issuing a response. The meeting will occur no later than 14 business days from the presentation of the step 2 grievance. Such grievance will be answered by Temple in writing by twenty (20) working days after its presentation or 10 working days after the meeting occurs, whichever is later.
ARTICLE 13: Retrenchment
10/24/19

H. Written notice that employment is to be terminated because of retrenchment shall be given as follows:

1. For an untenured tenure track faculty member holding a first one year contract, at least three months;

2. For an untenured tenure track faculty member holding a second one-year contract or a third one-year contract, at least six months;

3. For an untenured tenure track faculty member who has either:
   a. Completed three or more years of service at Temple, or
   b. Been issued a three-year contract at the time of first appointment to Temple, at least 12 months.

4. For tenured faculty, at least 12 months.

5. For nontenure track faculty, notice equivalent to the period of notice of nonrenewal under Article 15.

13.1. The order of retrenchment for faculty within a department or program of instruction shall be:

1. Part-Time Faculty

2. Nontenure track faculty with fewer than five years of service, with individual decisions based upon such important factors as affirmative action goals, academic excellence, years of service, and programmatic needs.

3. Nontenure track faculty with five years of service or greater with individual decisions based upon such important factors as affirmative action goals, academic excellence, years of service and programmatic needs.

4. Untenured tenure track faculty, with individual decisions based upon such important factors as affirmative action goals, academic excellence and years of service.
ARTICLE 15
NON-TENURE TRACK FACULTY CLASSIFICATIONS

A. The University may create classifications of faculty who are not on the tenure-track. These non-tenure track classifications are limited to appointment of persons who are not charged with the tripartite mission of teaching, research and service, but who specialize in one of the three missions and whose assignment is wholly or predominantly in one of the three missions.

1. Such classifications may include, but are not limited, to those listed in the Provost’s guidelines issued June 12, 2008. Any classifications and ranks may be added or eliminated in the sole discretion of the University. If the University adds or eliminates classifications or ranks, it shall notify TAUP before implementation.

2. Non-tenure track faculty members shall be free to apply for open tenure-track positions. Similarly, individuals on the tenure-track shall be free to apply for available positions as non-tenure track faculty.

B. Appointment and Reappointment Procedure

1. Searches to fill non-tenure track positions may be conducted at the local, regional or national level. Searches shall not be required when reappointing a non-tenure track faculty member whose initial appointment was the result of an appropriate search or whose appointment has already been renewed as of the execution date of this agreement. For cases in which inadequate time exists to conduct a search, individuals may be hired and will, in most cases, be given a maximum appointment of one year. Affirmative action procedures as defined by the University shall be followed in accordance with University policy.

2. The processes for appointment and reappointment shall be discipline specific and shall be determined by the Dean in consultation with Department Chairs, department committees and other appropriate collegial bodies. These processes shall include consultation with appropriate departmental committees and/or faculty within the department, except in urgent situations, such as when faculty are unavailable for consultation and a rapid decision is necessary. The faculty in the relevant departments and colleges shall be provided a copy of the procedures once they have been approved by the Dean. Faculty shall be notified of any changes in the procedures.

3. At the time of initial appointment and at each reappointment, the term of the appointment and the responsibilities of the non-tenure track faculty member shall be clearly defined in the appointment letter signed by the appointing authority. In the case of faculty continuing on multiple year appointments, the Dean annually shall provide the faculty member with a letter outlining the faculty member’s assignments and responsibilities for the coming year. The responsibilities as specified in the foregoing appointment and annual letters shall be used as the primary criteria by which to evaluate the faculty member’s performance and eligibility for reappointment,
promotion and merit. If the responsibilities of a non-tenure track faculty member were changed during the previous year, it will be documented in his/her annual report and acknowledged by the department chair.

4. Non-tenure track faculty members who have appointments continuing into the next academic year shall meet with the Dean or the Dean's designee to discuss the faculty member's performance in meeting his/her responsibilities in the current year. Such performance evaluation meetings shall take place no later than March 15. Evaluations shall be based on multiple measures of performance and accomplishment in relation to the type of appointment. A written summary of the performance evaluation shall be provided to the faculty member and placed in the individual's official personnel file. A performance evaluation meeting pursuant to this section will not constitute a reappointment or promise of continued appointment.

5. Non-tenure track faculty may be hired initially on a series of single year contracts for three (3) years. Faculty members who receive a satisfactory evaluation following completion of their third year will receive multi-year appointments. Faculty members who have been satisfactorily employed as non-tenure track faculty for more than three (3) years and who are subsequently appointed only for a single year will receive a letter of explanation from the chair with a copy to the Dean and the Office of the Provost. Faculty members who have been employed by the University as non-tenure track faculty for six (6) consecutive years or more will receive appointments of three (3) years or longer. Faculty members who have been satisfactorily employed as non-tenure track faculty for six (6) years or more and who are subsequently appointed for less than three (3) years or less than their prior contract length will receive a letter of explanation from the chair with a copy to the Dean and the Office of the Provost that will document the reasons for the reduced length of the contract. This paragraph does not apply to NTT research faculty funded predominantly or wholly on external grants.

C. Appointment Termination and Notice of Non-Renewal

1. For full-time non-tenure track faculty employed for three (3) consecutive years or less in one of the classifications described in this Article (Section A.1 above), whose letters of appointment include a termination date, the appointment shall end at the termination date without further notice. Full-time non-tenure track faculty employed for more than three (3) but less than five (5) consecutive years shall be given written notice of renewal at least three (3) months prior to the expiration of his/her contract.

2. If a faculty member has been on the non-tenure track for five (5) consecutive years or more and is not being renewed, he/she shall receive a separate termination notice at least four (4) months prior to the termination date in his/her letter of appointment.
3. Temple shall have the option of substituting equivalent severance salary for the period of advance notice, called for in C2 above. In making this determination, Temple will take into consideration the faculty member's expressed preference.
ARTICLE 15.D.2 and 15.D.3
Promotion Standards and Procedures

2. The processes and criteria for promotion shall be discipline-specific and shall be determined by the Dean in consultation with Department Chairs, department committees and other appropriate collegial bodies. These processes and criteria will be consistent with University established guidelines and Section 15.A. The faculty in the relevant departments and Colleges shall be provided a copy of the procedures once they have been approved by the Dean. Faculty shall be notified of any changes in the procedures and criteria.

3. Whenever available, there shall be NTT faculty representation at the appropriate rank on any committee evaluating an NTT faculty member for promotion.
Probationary Period Article 17 .C.2
Newly hired employees shall be considered probationary for a period of ninety (90) calendar days from their date of employment, excluding time lost for sickness and other leaves of absence. Temple, with the mutual consent of the union, may extend the probationary period of any employee for an additional ninety (90) days. The discipline, suspension or termination of any probationary employee by Temple, with or without cause, shall not be subject to the grievance and arbitration provisions of this agreement.

Side Letter:
Within 90 days of ratification of this agreement, Temple shall offer a meeting to Academic Advisors within CLA to provide information regarding the different classifications advisors and the requirements of each role.
Adjunct Faculty and Artist in Residence Salary

The following salary shall apply to adjunct faculty minima rate

<table>
<thead>
<tr>
<th>Adjunct Faculty</th>
<th>Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effective 7/1/2020</td>
<td>$1550</td>
</tr>
<tr>
<td>Effective 7/1/2022</td>
<td>$1600</td>
</tr>
</tbody>
</table>

$5/hr added to the minima for instrumentalists, jazz, voice, and keyboard artists-in-residence.

Any adjunct in the bargaining unit as of Fall 2019 and/or Spring 2020, earning above $1550 per credit hour but below $2000 per credit hour will receive a $500 payment one time in the earlier of Spring semester 2020 or Fall semester 2020 based on their first semester worked after ratification.
Representation of NTTs on College/School and Departmental Committees
Article 20.B.8, 20.B.10
Article 22.A.4 and 22.A.5

Article 20.B Merit Awards

8. The Department Chair may consult with a departmental merit committee prior to making recommendations to the Dean regarding merit awards. The departmental or program merit committee shall include at least one NTT faculty member, provided one is available, when evaluating NTT faculty members for merit.

10. The Dean shall also consult with a College- or School-wide merit advisory committee consisting of no more than ten members who shall be selected in equal numbers as follows: (a) up to five members appointed by the Dean from among those persons who shall have recently served on the College or School Promotion Committee, College or School Tenure Committee and/or University Promotion and Tenure Advisory Committee and (b) an equal number elected by the College or School Assembly. At least one of the members appointed by the college or school assembly shall be an NTT faculty member when evaluating NTT faculty members for merit.

Article 22.A Sabbaticals

4. The appropriate college committee shall review all applications for sabbaticals and forward all applications and recommendations to the Dean. The Collegial Assembly shall specify the appropriate committee to review sabbatical applications. The Collegial Assembly shall ensure that at least one NTT faculty member is on any such committee evaluating NTT faculty members for sabbatical.

6. The Provost or other designated University officer will consult with a University Sabbatical Committee consisting of 13 faculty members from the TAUP bargaining unit. Seven (7) members shall be selected by the Provost and six (6) members shall be selected by the Faculty Senate. Of the six (6) selected by the Faculty Senate, at least one (1) shall be an NTT faculty member. To maintain disciplinary breadth and diversity on the committee, no more than one faculty member per school or college may be selected by the Faculty Senate to serve at one time. The committee shall recommend to the Provost or other designated University officer which sabbaticals should be awarded. The Provost shall then award sabbaticals in his/her discretion.
Changes to Merit Guidelines
10/4/19

Add to current Article 20.B.6

Uniform written guidelines governing the process of nomination and criteria for recommending faculty for merit awards shall be distributed by Temple to all faculty, Department Chairs, and Deans. These guidelines may include discipline-specific ranges of units for each accomplishment that can be claimed in applying for merit. These guidelines do not constitute promises that a certain number of units will be awarded and cannot be used as the grounds for a grievance.
ARTICLE 20.B.2

Faculty Merit Awards

2. The merit pool shall be divided into merit units. Each merit unit shall equal $600. Half units may be awarded only after the first unit with the exception of awards for exceptional effort coming out of the Provost's merit pool. TAUP may request a description of these awards. Any fraction of a merit unit remaining in the pool shall be rounded up.
### ARTICLE 20 Full-Time Salary Increases

A. For faculty, librarians, and academic professionals, the following salary increases shall apply:

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Across-the-Board</th>
<th>Merit Pools</th>
<th>Additional Merit</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 1, 2019</td>
<td>1.625%</td>
<td>1%</td>
<td>0.25% - 0.75%</td>
</tr>
<tr>
<td>July 1, 2020</td>
<td>1.625%</td>
<td>1%</td>
<td>0.25% - 0.75%</td>
</tr>
<tr>
<td>July 1, 2021</td>
<td>2%</td>
<td>1%</td>
<td>0% - 0.5%</td>
</tr>
<tr>
<td>July 1, 2022</td>
<td>2%</td>
<td>1%</td>
<td>0% - 0.5%</td>
</tr>
</tbody>
</table>
Health Insurance (Art. 21.J)

Add to Article 21.J.1.a:

i. Effective July 1, 2021, the employee contribution for medical and prescription benefits shall be 24% of the premium for the Plan and coverage elected. Effective July 1, 2022, the employee contribution for medical and prescription benefits shall be 26% of the premium for the Plan and coverage elected.

ii. Effective July 1, 2021, faculty members with annual base compensation below the “cap amount” shall pay an employee contribution for medical and prescription benefits equal to 21%. Effective July 1, 2022, faculty members with annual base compensation below the “cap amount” shall pay an employee contribution for medical and prescription benefits equal to 23%. The “cap amount” shall be $76,000.

Add 21.J.1.a.iii:

As of 7/1/2022, employees above the cap amount shall pay a $100 deductible for single coverage and a $150 deductible for family coverage.
TENTATIVE AGREEMENT

NOVEMBER 25, 2019
Add to Article 21.5.3:

v. Effective July 1, 2020, eligible faculty members who contribute 4.5% of base salary shall receive an employer contribution of 7.5% of base salary.

vi. Effective July 1, 2022, eligible faculty members who contribute 4.5% of base salary shall receive an employer contribution of 8% of base salary.
ARTICLE 22 Maternity Leave for Librarians

Add the following to Article 22:

FF. Maternity Leave. Librarians are entitled to maternity leave in accordance with the FMLA and university Policy. All time spent on leave under this provision will run concurrently with FMLA and/or university leave per university policy. The University will establish a sick leave donation bank for use by librarians who have given birth subject to the terms below. A librarian who has given birth also may elect to use scheduled time off (STO) during an approved leave of absence for the birth subject to the terms below.

1. Request for Leave
   a. A librarian who wishes to use leave from the sick leave donation bank, if available, must submit a written request to do so to the Library Director for Finance and Administration and Absence Management at the time of the leave approval and in no case less than 60 days prior to the anticipated start of the approved leave
   b. A librarian who wishes to use STO for maternity leave must notify the Library Director for Finance and Administration and Absence Management at the time of the leave approval and in no case less than 60 days prior to the anticipated start of the approved leave

2. Sick Leave Donation Bank
   a. Only librarians are permitted to donate to the bank or receive leave from the bank. The bank may be used for maternity leave only.
   b. Librarians may donate up to 35 hours of sick leave per fiscal year. Donations may only be made during the month of July each year. All donations must be made in 7 hour increments.
   c. All donations to the bank are irrevocable.
   d. Librarians may use up to 4 weeks (140 hours) of leave from the bank when they give birth to a child, up to the amount of hours available from the bank. Any leave from the sick leave donation bank may be used only after the employee has exhausted all of their own sick leave for which they are eligible. In no case shall the amount of sick time used, including leave from the sick leave donation bank, exceed the amount permitted under University sick leave policy.
   e. Leave from the bank may only be used in a continuous block following the birth of a child and cannot be used intermittently.
   f. The librarian will use leave in the following order: all sick leave for which the employee is eligible in accordance with the Sick Leave policy, donated leave from the sick leave donation bank, STO (if elected), any other paid leave the employee has available.
   g. Requests for sick time from the sick leave donation bank will be approved based on the hours available at the start of the leave. Requests will be granted in first come, first used order.

3. Use of STO for Maternity Leave
   a. The librarian may choose the amount of sick time she would like applied to the beginning of the leave, unless the employee is approved to use sick leave from the
sick leave donation bank in accordance with paragraph 2. In no case shall the amount of sick time used exceed the amount permitted under University sick leave policy. STO time will be applied after sick time. Any additional leave time will be administered in accordance with university policy.

b. The commencement of the 12-month period during which the leave and STO are taken shall be in the discretion of the library administration, taking into account the librarian’s preference and operational needs. Other librarian schedules may be adjusted to ensure full library operations during this period.

c. Librarians whose regular annual schedule does not include 4 weeks of scheduled time off (STO) and who have been approved for a maternity leave may elect to change their annual schedule to include 4 weeks of STO to be used in conjunction with their maternity leave during the 12 month period in which the leave occurs.

   (1) The librarian’s salary will be reduced by 9.6% during the 12 month period in which the leave occurs. At the end of the 12-month period, the librarian’s salary will be returned to the amount of salary earned prior to the leave plus any scheduled increases.

d. Librarians whose regular annual schedule does include 4 weeks of scheduled time off (STO) and who has been approved for a Maternity Leave may elect to schedule her STO during the approved leave of absence.

   (1) The librarian will receive no further reduction in pay during this period.
NTT Sabbaticals Article 22.A

Nontenure-track faculty who have completed ten (10) years of full-time service at Temple shall be eligible to be considered for a sabbatical. In each year, the number of sabbaticals made available shall be equal to ten percent (10%) authorized at the rate of one (1) per ten (10) of the eligible nontenure-track faculty members. Nontenure-track faculty members who have accrued more than six (6) years of full-time service nonetheless may apply, provided that they have secured the prior approval of their dean or the Provost.

A nontenure-track faculty member who receives a sabbatical shall not be eligible to apply for another sabbatical until he/she has accrued ten (10) additional years of service at Temple, not including any unpaid or paid leaves. A nontenure-track faculty member with fewer than ten (10) additional accrued years of service at Temple nonetheless may apply, provided that he/she has secured the prior approval of his/her dean or the Provost. If all sabbaticals for eligible nontenure-track faculty are not used in a particular year, then those with fewer than ten (10) years accumulated after their last leave who have applied after obtaining approval from the dean or Provost will be considered at the Provost's discretion.
ARTICLE 22.B.1

Prestigious Fellowships and Awards

1. When a full-time faculty member receives a prestigious external fellowship or award and Temple grants an unpaid leave for the purpose of pursuing the activities described in this award, Temple shall provide full benefits throughout the leave. The collegial assembly of each school and college shall make a recommendation to the Dean regarding which fellowships and awards should be considered "prestigious" within each discipline. The Dean will consider the recommendation and make a final determination.
**Tuition Exchange**
Add the following to Article 22 Section W:

2. Effective with the 2021-2022 academic year, the University will enter into The Tuition Exchange. Based on their eligibility for benefits under Section W.1 of this Article, dependents of full-time bargaining unit employees will be eligible to participate.
The Hiring, Appointment, Evaluation and Base Pay for Adjunct Faculty

1. Hiring and Appointment of Adjunct Faculty
   a. Within 6 months of the ratification of this agreement, each school/college will create guidelines for the appointment of adjunct faculty. The guidelines will provide information regarding the process for hiring, appointment, titles and other relevant information. The guidelines will be consistent with 1.b below, as well as the criteria for hiring, title assignment, use of titles and other policies included in the University Policy on Adjuncts, as it may be modified from time to time.

   b. Qualifications for Adjunct Ranks in Initial Appointments

   Qualifications for adjunct faculty rank in all adjunct classifications shall be the same as delineated below.

   i. Appointment as Adjunct Instructor is usually based on the attainment of a bachelor’s degree, master’s degree or equivalent qualifications.

   ii. Appointment as Adjunct Assistant Professor is usually based on the attainment of an appropriate terminal degree or equivalent qualifications.

   iii. Appointment as Adjunct Associate Professor is usually based on the attainment of the qualifications necessary for Adjunct Assistant Professor, with substantial experience in teaching, research/creative work in the intended field of appointment, and such experience as is pertinent to the duties to be performed as an adjunct faculty member.

   iv. Appointment as Adjunct Professor is usually based on the attainment of the qualifications necessary for Adjunct Associate Professor, with the candidate having attained a substantial reputation in their field as evidenced for example, by a significant record of publications, presentations, or creative works in the intended field of appointment or who has received substantial honors or recognition in their field of endeavor.

   c. When assigning rank and base compensation, appointing units are encouraged to consider not only educational requirements, but also the experience and effectiveness of an adjunct as well as academic and/or professional attainments relevant to their work at the university.

   d. Appointment letters will indicate rank, rate of base pay, and for adjunct faculty with teaching assignments, the number of credits for each course.

   e. Appointment letters will contain a link to information regarding criteria for hiring adjunct faculty at each title and will state that each school’s guidelines may be requested from their chair. At the time of appointment, adjunct faculty may request appointment at any rank for which they are qualified. When making the request, the adjunct faculty must provide evidence that they meet the minimum qualifications for that rank in accordance with university and school/college policy. Links to important information included in the letter will be provided in an attachment that clearly specifies the resource that is accessed via each link.
f. Within 6 months of ratification of this agreement, colleges/schools shall establish specific minimum pay rates for adjuncts at each rank above instructor. These minimum rates shall be reported to TAUP before the start date of the semester that they are adopted or changed.

These rates shall include appropriate increases per rank based on the qualifications in Paragraph 1(b). Adjuncts hired prior to the implementation of those guidelines shall maintain their then-current rank and pay if at or above established minima. Such an adjunct may request a formal evaluation in order to be considered for a change in rank/pay regardless of the date of any previous evaluation.

g. Absent exceptional circumstances, or where different qualifications exist between disciplines, an adjunct’s rank and base pay within a college or school shall not be decreased in subsequent appointments once an agreement letter has been approved by the Dean.

h. In recommending appointments for adjunct faculty, Deans or those designated to make personnel recommendations will consider evaluations and prior experience at Temple, and the skills and expertise to meet the specific hiring needs of the department.

i. No adjunct has a reasonable assurance for re-appointment until an appointment letter is issued by a hiring department.

j. Teaching experience as an adjunct at Temple University shall be taken into consideration when applying for a full-time faculty position at the university.

2. Faculty Resources
a. Each newly-hired adjunct will have access to an orientation session, contact information for a chair or other faculty member within their department for support, consultation, review of course materials, classroom observation, referrals to the Center for the Advancement for Teaching or other university resources. The individual will respond to an adjunct’s request for support or referral in a timely manner.

3. Formal Evaluation of Adjunct Faculty
a. Prior to the start of the second semester following the ratification of this agreement, each school and college will develop and post guidelines for the formal evaluation of adjunct faculty. The guidelines are in the sole discretion of the school/college. These guidelines shall include:

i. A process for adjunct faculty to request an evaluation in order to be considered for promotion, pay increase, or to request a multi-semester appointment.

   ii. Information on where an adjunct faculty member can send a written response to go in their personnel file.

b. An evaluation will normally occur in the semester in which it is requested, provided the required resources are available and the request is made prior to the completion of the first 4 weeks of the semester. If it cannot be done in the semester in which it is requested, it will be done in the next semester in which they are employed.
c. Evaluations shall include multiple measures of performance which may include classroom observation, a review of course materials, student projects and/or assignments. Student Feedback Forms will not be used as the primary tool for evaluation, except in the case of exceptional circumstances. The determination of exceptional circumstances is in the sole discretion of the university.

d. Those designated to make personnel recommendations will be responsible for conducting evaluations when requested. If a designee is appointed, they will send a written summary of the evaluation to the appropriate personnel decision maker.

e. Decisions regarding promotion in rank, pay or assignment of a multi-semester appointment resulting from an evaluation are in the sole discretion of the school/college.

f. The evaluator will endeavor to provide the adjunct faculty member with a written summary of the evaluation within 30 calendar days of the review. The summary will be placed in the adjunct’s departmental and personnel file.

g. An adjunct may request a formal evaluation at any time, but no more than once during any 2 successive semesters of employment.

h. An individual who is designated to make personnel recommendations may evaluate an adjunct teaching in their college/school at any time. Normally, an adjunct will be provided with at least 1 week’s notice of an evaluation. Under exceptional circumstances, the university, in its sole discretion may conduct an evaluation without notice. If production of student work is requested, the adjunct will be allowed up to an additional week to assemble and provide the requested materials.

i. An adjunct who receives an unsatisfactory evaluation may provide a written response which will be placed in their personnel file. If a response is submitted, a note will be placed in the departmental file stating that a response is included in the personnel file.

4. Multi Semester Appointments

a. Any adjunct faculty may be appointed for single or multiple semesters. Multiple semester appointments do not need to be for consecutive semesters and may extend beyond an academic year. Appointment letters must state the semesters/years that the adjunct will have teaching assignments.

b. A multi-semester contract need not initially specify a course assignment beyond that in the first semester but will commit to hiring for the additional semesters.

c. The assignment of multi-semester appointments will be at the discretion of the dean.

d. If an adjunct teaches in multiple departments within a school, a multi-semester appointment may be coordinated through the dean’s office which will specify which department the adjunct will teach in during each semester of the appointment.
Job Postings Sideletter

Within 6 months of ratification, the university will develop a method for posting full time faculty openings through its applicant tracking system. This system will also allow for individuals to establish profiles and email alerts for positions for which they are interested.
October 2, 2019

Librarian Promotion to L4

Side Letter

No later than 4 months following the ratification of this agreement, the Academic Assembly of Librarians (AAL) will make a recommendation to the Dean regarding suggested requirements for achieving L4 level. This recommendation must establish an exceptional level of achievement in the context of a major university and may recognize differences in individual librarian roles. The Dean shall consider the recommendation and, within 5 months of the receipt of the recommendation, provide the AAL with preliminary written guidelines for the requirements and achievements necessary for promotion to L4. The AAL will have 1 month to review and provide comments on the preliminary guidelines. The Dean shall review the comments within 2 months of receipt and provide the AAL with final written guidelines for the requirements and achievements necessary for promotion to L4.
10/11/19

Memorandum of Understanding Merit for Research NTTs

It is the shared understanding of Temple University and TAUP that full-time non-tenure track faculty who are compensated 100% on grants will have any approved merit applied to base pay. If any current grant funding is insufficient to compensate the faculty member for the merit increase, the difference shall be paid by the school/college.
After ratification of the contract, the parties will meet for discussions in an attempt to resolve union concerns under Article 15, Section A, in a manner which also addresses administration need with a focus on NTT job responsibilities in Fox and CPH.
Neither Temple nor TAUP shall discriminate against or in favor of any employee because of race, color, creed, marital status, sexual orientation, national origin, political belief, political affiliation, sex, age, TAUP membership or non-membership. Neither party shall discriminate against an individual with a disability who with reasonable accommodation can perform the essential functions of the job or activity in question. **Before filing any grievance alleging a violation of this Article, TAUP shall inform the individual of the university processes for handling complaints of discrimination and encourage the individual to take advantage of those processes. If the individual takes advantage of the university's internal complaint procedures, the grievance will be held in abeyance pending the conclusion of the internal complaint procedure.**
10/4/19
Side Letter on Academic Professionals and Program Directors

In withdrawing proposals related to academic professionals and program directors, Temple does not waive its right to challenge the appropriateness of the inclusion in the bargaining unit of academic professionals and "program directors" and other roles in which faculty may perform managerial duties. TAUP reserves its right to contest any attempt to challenge the inclusion of these members.
Union Business: Temple and TAUP hereby agree that Temple shall provide no more than 15 (fifteen) contact (semester) hours of release time each semester for members of the TAUP bargaining unit for such TAUP activities as the processing of grievances and the implementation of the Temple-TAUP contract. One contact hour for a faculty member shall normally be one semester hour course credit; its equivalent for librarian or an academic professional shall be two hours per week for six months. Release time shall not be applied in a manner that would result in any faculty member’s being excused from all classroom teaching responsibilities.

Effective with the 2021-22 academic year, no more than 6 (six) credit hours of the 15 (fifteen) total hours of release time per semester will be provided by any one school/college. However, TAUP can request up to 3 (three) additional credit hours from a school/college, which shall be counted towards the fifteen (15) total credit hours, on the condition that TAUP compensate that school/college at the average adjunct wage at the faculty member’s rank in that school/college.

a. The assignment of release time by TAUP to its members shall be subject to the approval of the appropriate Dean, Vice-Provost for Libraries, or appropriate budget unit head for academic professionals. This approval shall not be unreasonably withheld.
Sideletter 10

The parties agree to delete Sideletter 10, "Part-Time Faculty."
Sideletter 21

The parties agree to delete Sideletter 21, "Changes in the levels of review for promotion and tenure."
The parties agree to delete Sideletter 22 on UTPAC composition.
Office Space Side Letter

10/24/19

Changes marked against TAUP 10/24/19 proposal

The Adjunct Office Space Committee will continue as the Office Space Committee, to explore recommendations in relation to the lack of adequate work space or related resources necessary for CBU members to do their job.
Deletion of Sideletters 18 and 19

Delete Sideletter 18: Tuition Benefits at Other Colleges/Universities

Delete Sideletter 19: Childcare
Within 6 months of ratification, the university will make the necessary steps to allow hardship of distribution of employee funds in the 403(b) plan in accordance with its guidelines.
Use of Student Feedback Forms
10/14/19

Student Feedback Forms (SFFs) shall not be used as the sole criterion and shall not be used as the primary criterion for evaluating faculty for hiring, re-appointment, termination or any other personnel decision. In cases of discipline, the university may decide at its sole discretion, to use the SFFs as the primary or sole basis for initiating the disciplinary process as articulated in Article 12.
EE. Work-Life Balance

CURRENT LANGUAGE:

2. A tenured or tenure-track faculty member who is the primary caregiver to a child five years of age or less who is newly arrived to his/her home will be entitled to the elimination of teaching duties for up to one academic semester without any reduction in pay. The faculty member must request the relief from teaching duties within six months from the date of birth, adoption or placement of a foster child into the primary caregiver's household.

NEW LANGUAGE

2. A tenured or tenure-track faculty member who is the primary caregiver to a child five years of age or less who is newly arrived to his/her home will be entitled to the elimination of teaching duties for up to one academic semester without any reduction in pay. The faculty member must file a Request for Tenured or Tenure Track Workload Modification--Work Life Balance within six months from the date of birth, adoption or placement of a foster child into the primary caregiver's household. The semester from which the faculty member is relieved from teaching duties must end within 12 months of the child’s arrival into their home.