

**ARTICLE 22**  
**SALARY INCREASES FOR FACULTY, LIBRARIANS AND ACADEMIC PROFESSIONALS**

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

<i>Effective Date</i>	<i>Across-the-Board</i>	<i>Merit Pools<sup>1</sup></i>	<i>Additional Merit<sup>2</sup></i>
<i>October 1, 2019</i>	<i>1.625%</i>	<i>1%</i>	<i>0.25%-0.75%</i>
<i>July 1, 2020</i>	<i>1.625%</i>	<i>1%</i>	<i>0.25%-0.75%</i>
<i>July 1, 2021</i>	<i>2%</i>	<i>1%</i>	<i>0% - 0.5%</i>
<i>July 1, 2022</i>	<i>2%</i>	<i>1%</i>	<i>0% - 0.5%</i>

**EXPLANATIONS**

**Eligibility for Merit**

*To be eligible for merit, a faculty member must have completed an Annual Report of Faculty Activity (ARoFA) each year by September 1.*

**Merit Pools**

*There shall be separate merit pools for nontenure-track and tenure-track/tenured faculty, with each pool consisting of the stated merit % for that group as a whole. Merit shall be added to base salary in April or May of each year, retroactive to January 1 of that year.*

**Additional Merit**

*Deans shall establish additional merit pools in accordance with the table in A above. Additional awards will be added to base and may be awarded for group or individual efforts and/or RCM performance measures.*

<sup>1</sup> See “Merit Pools” next page.

<sup>2</sup> See “Additional Merit” next page.

## B. Faculty Merit Awards

1. All faculty members in the bargaining unit must submit an annual report of activity in order to be eligible for consideration for merit awards. Merit awards shall be given for recognition of exceptional performance of the duties and responsibilities as set forth in Article 12 for tenured and tenure-track faculty and in Article 16 of this Agreement for nontenure-track faculty. Specifically, merit awards shall be given principally for outstanding performance in teaching/instruction and in research/scholarship/creative activity. Outstanding performance in service to the university, in service to the profession/discipline and in discipline-based community service may also be considered in making 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.

3. Nominations for merit awards may be made by faculty members themselves, or colleagues, Chairs, Deans, or Temple.

4. The Provost will develop guidelines regarding the annual reports for faculty within each school/college. Final guidelines will be distributed to all faculty members.

5. Each faculty member shall be expected to submit an annual report to their Department Chair by September 1 detailing the faculty member's activities and achievements at Temple from the previous year. The commencement of the nominating process will be announced by Temple to all faculty members, Department Chairs, and Deans each year.

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.

7. Each Dean shall consult with Department Chairpersons about the nomination of persons for merit salary increases.

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.

9. When the Department Chair decides who is being recommended for merit, the chair shall inform those faculty members who have been recommended for merit, the reason for the recommendation and numbers of merit units recommended.

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.

11. After consulting with the chairpersons and the College or School wide merit committee, the Dean shall prepare a list of their recommendations for merit awards, the reasons for which the faculty is being recommended and number of merit units recommended for each person. Each faculty member recommended for merit by the Dean shall be notified of the Dean's recommendation at the time it is forwarded to the Provost or other designated university officer. Faculty members who were recommended by the Department Chair, but not recommended by the Dean, shall receive a letter of notification.

12. The members of the merit advisory committee shall elect a chair. Only faculty members on the committee shall be involved in the deliberations and formulation of recommendations. The list of faculty members proposed for merit awards and the amount of each merit award recommended shall be forwarded to the Provost or other designated university officer for review and final decision. Faculty who have been awarded merit awards shall be informed of the number of merit units and the reasons for which merit is being awarded by the Provost or other designated university officer no later than May 1. TAUP shall be provided a list of faculty receiving merit awards no later than May 1.

13. Decisions on the awarding of merit pay by the Provost or other designated university officer shall not be subject to grievance or arbitration.

#### C. Librarians

1. All librarians in the bargaining unit shall be eligible for consideration for merit awards. Merit awards shall be given for recognition of exceptional performance of the duties and responsibilities set forth in Article 18 of this agreement. Specifically merit awards shall be given principally for (1) outstanding effectiveness of performance as a librarian; (2) significant continuing professional growth as demonstrated by scholarly activities such as continuing education, participation in professional activities, contributions to the profession, and publication of reports, articles or other works pertinent to university libraries and librarianship; and (3) effectiveness of service to the library and/or Temple.

2. The merit pool shall be divided into merit units. Each merit unit shall equal \$350. Half units may be awarded after the first unit. Any fraction of a merit unit remaining in the pool shall be rounded up.

3. Nominations for merit awards may be made by librarians themselves, or colleagues, supervisors or Temple.

4. The commencement of the nominating process shall be announced by Temple to all librarians and their supervisors.

5. Uniform written guidelines governing the process of nomination and criteria for recommending librarians for merit awards shall be distributed by Temple to all librarians and their supervisors each year.

6. The Dean of university Libraries or other designated head of the university Libraries shall also consult with a library-wide merit advisory committee consisting of no more than three (3) librarian members who shall be nominated by the Academic Assembly of Librarians and three (3) members who shall be appointed by the Dean or other designated head of the university Libraries.

7. After consulting with the supervisors and the library-wide merit committee, the Dean or their designee shall prepare a list of their recommendations for merit awards, the reasons for which they are recommended, and the number of merit units for which each person is recommended. Each librarian recommended for merit by the Dean of university Libraries or their designee shall be notified of the recommendation at the time it is forwarded to the Provost or other designated university officer. Librarians who are not recommended for merit shall receive a letter of notification.

8. The list of librarians proposed for merit awards and the amount of each merit award recommendation shall be forwarded to the Provost or other designated university officer for review and final decision. Librarians who have been awarded merit awards shall be informed of the number of merit units and the reasons for which merit is being awarded by the Provost or other designated university officer no later than May 1. TAUP shall be provided a list of librarians receiving merit awards no later than May 1.

9. Decisions on the awarding of merit pay by the Provost or other designated university officer shall not be subject to grievance or arbitration.

#### D. Academic Professionals

1. All Academic Professionals in the bargaining unit shall be eligible for consideration for merit awards. Merit awards shall be given for recognition of exceptional performance of the duties and responsibilities set forth in Article 19 of this agreement. Specifically merit awards shall be given principally for (1) outstanding effectiveness of performance as an academic professional; (2) significant continuing professional growth as demonstrated by scholarly activities such as continuing education, participation in professional activities, contributions to the profession, and publication of

reports, articles or other works pertinent to employment as an academic professional; and (3) effectiveness of service to the College or School and/or Temple.

2. The merit pool shall be divided into merit units. Each merit unit shall equal \$350. Half units may be awarded after the first unit. Any fraction of merit unit remaining in the pool shall be rounded up.

3. Nominations for merit awards may be made by academic professionals themselves or colleagues, department heads, Deans, or Directors or Temple.

4. The commencement of the nominating process shall be announced by Temple to all academic professionals, and their department heads and/or supervisors.

5. Uniform written guidelines governing the process of nomination and criteria for recommending academic professionals for merit awards shall be distributed by Temple to all academic professionals and their supervisors each year.

6. The Dean, Director or other senior supervisor shall consult with the immediate supervisor about the nomination of persons for merit salary increases. After consulting with the supervisors, the Dean, Director or other senior supervisor shall prepare a list of their recommendations for merit awards, the reasons for which they are recommended, and the number of merit units for which each person is recommended. Each academic professional recommended for merit by the Dean or Director shall be notified of the recommendation at the time it is forwarded to the Provost or other designated university officer. Academic professionals who are not recommended for merit shall receive a letter of notification.

7. The list of academic professionals proposed for merit awards and the amount of each merit award recommendation shall be forwarded to the Provost or other designated university officer for review and final decision. Academic professionals who have been awarded merit awards shall be informed of the number of merit units and the reasons for which merit is being awarded by the Provost or other designated university officer no later than May 1st. TAUP shall be provided a list of academic professionals receiving merit awards no later than May 1.

8. Decisions on the awarding of merit pay by the Provost or other designated university officer shall not be subject to grievance or arbitration.