

NON-ECONOMIC TERMS – August 25, 2009

**ARTICLE 4
AFFIRMATIVE ACTION**

Add the following:

“Temple University and TAUP agree to establish a joint committee to discuss diversity related issues pertaining to the bargaining unit.”

What the change means: A committee will be established consisting of members appointed by both the University and TAUP to discuss diversity issues.

ARTICLE 7

DEDUCTION OF DUES

D. Change the date for measurement of the seventy percent (70%) of the bargaining unit members of TAUP from November 1 to December 1 of each calendar year.

What the change means: Temple will calculate the percentage of the bargaining unit who are dues paying members each December 1.

ARTICLE 11

**PROMOTION AND TENURE STANDARDS AND PROCEDURES FOR TENURED
AND TENURE TRACK FACULTY**

Section 11.C – Promotion Procedures

Change section to the following:

“Levels of review for promotion shall include in consecutive order: a departmental committee; the Department Chairperson; a College or School committee; the Dean; the Council of Deans and/or the University Tenure and Promotion Advisory Committee; and, the Provost. Recommendations for promotion are made to the President, who has the authority to promote faculty.”

What the changes mean: All promotion applications will no longer be referred to and reviewed by the University Tenure and Promotion Advisory Committee. All cases with positive recommendations at each level will be referred to the Council of Deans. Only cases for which there is a tie or negative recommendation at one or more levels will be automatically referred to the University Tenure and Promotion Advisory Committee. This will enable broader faculty review and added assurance that the final decision is the right one for the University.

Section 11.C.1 – Promotion Procedures

Change Section to the following:

1. “The University Tenure and Promotion Advisory Committee shall report to the Provost or other designated University officer, and shall be composed of at least sixteen (16) members, as follows: Half shall be faculty members from the TAUP bargaining unit selected by the Faculty Senate; the remaining members shall be faculty members from the TAUP bargaining unit selected by the Provost, except that in the Provost’s discretion up to two may be administrators with faculty rank. Committee votes will be conducted by secret ballot. Individuals serving on the University Tenure and Promotion Advisory Committee shall serve two (2) year terms, with a staggered rotation to assure that half of such members continue on the Advisory Committee each year. No more than two (2) faculty members from any one department, college or school may serve at any one time.

Committee membership shall be increased by an additional two (2) members if one additional non-bargaining unit college or school comes within the jurisdiction of the Committee. One of these faculty members will be selected by the Faculty Senate, the other will be selected by the Provost. No further members shall be added, however, if more than one additional college or school comes within the jurisdiction of the Committee. Committee membership shall be limited to no more than 18 members.”

What the changes mean:

- *Students will no longer be members of the committee*
- *The Provost may appoint a maximum of 2 administrators who have faculty rank to the Committee. The Provost is not obligated to appoint specified administrators as in current agreement*

Section 11.C.2 – Eligibility to Serve on Promotion Committees

Change Section to the following:

“Only individuals holding tenure at Temple are eligible to serve on promotion committees. Only individuals holding the rank of Professor at Temple may serve as Faculty Senate representatives on the University Tenure and Promotion Advisory Committee or participate in committee deliberations regarding the promotion of a faculty member to the rank of Professor. A faculty member is only eligible to be present, participate in deliberations or vote at one (1) of the following levels of the promotion process: as a member of a departmental committee; as a department Chair, as a member of the College or School committee; or, as a member of the University Tenure and Promotion Advisory Committee. Individuals being considered for promotion are ineligible to participate in deliberations regarding promotions in the year in which their candidacy is being considered.

At the departmental committee level, in addition to student feedback forms, each department will solicit student input in tenure and promotion decisions”.

What the changes mean:

- *This language clarifies the eligibility of a faculty member to be present or participate at only one level of review of the promotion process.*
- *Students will no longer be included as part of the college or school committee. Recognizing the value of student input in the process, each college or school will decide on a process for soliciting student input on tenure.*

Section 11.C.3 – Selection of Departmental and College Promotion Committees

Add to first paragraph:

“Should the Dean appoint additional persons from outside the Department or School or College, he/she shall notify the candidates and the school or college committee in writing as to who has been appointed. Such notice will take place prior to any review, deliberation or action by the promotion committee with respect to that individual or individuals.”

What the change means: Deans are required to provide written notice to candidates for promotion as well as the school or college committee when appointing a committee member from outside the school or department.

Section 11.C.4 - Independent External Evaluators of Candidates for Tenure

Add to first paragraph:

“All external evaluation letters received shall be part of the individual’s dossier.”

What the change means: All external evaluation letters will be included in the tenure file to ensure transparency

Section 11.C.6 – Sequence for Promotion Evaluation Process

Add to beginning of section:

“At each level of review, the candidate shall have the opportunity to communicate in writing to the individual or committee receiving the letter of transmittal from the previous level, to provide his/her perspective on the previous level’s review and recommendation. Except in cases in which good cause is shown, the candidate must provide any such communication to the individual or committee within 10 days of the date of the relevant transmittal.”

What the change means: Candidates will be allowed to provide written communications to each level of review regarding the evaluations provided at the previous level. This gives a candidate an opportunity to provide any additional information, explanation or clarification he/she feels is necessary for an accurate review.

Section 11.G – Tenure Procedures

Change first paragraph to the following:

“Levels of review for tenure shall include in consecutive order: a departmental committee; the Department Chairperson; a College or School committee; the Dean; the Council of Deans and/or the University Tenure and Promotion Advisory Committee; the Provost; and, the President. Recommendations for tenure are made by the President to the Board of Trustees, which has sole authority to grant tenure.”

What the change means: All tenure applications will no longer automatically be referred to and reviewed by the University Tenure and Promotion Advisory Committee. All cases with positive recommendations at each level will be referred to the Council of Deans. Only cases for which there is a tie or negative recommendation at one or more levels will automatically be referred to the University Tenure and Promotion Advisory Committee. This will enable broader faculty review and assurance that the final decision is the right one for the University.

Section 11.G.1 – Eligibility to Serve on Tenure Committees

Change to the following:

“Only individuals holding tenure at Temple are eligible to serve on tenure committees. Only individuals holding the rank of Professor at Temple may serve as Faculty Senate representatives on the University Tenure and Promotion Advisory Committee or participate in committee deliberations regarding the tenure of a faculty member at the rank of Professor. Faculty members are only eligible to be present, participate in deliberations or vote at one of the following levels of the tenure process: as a member of the departmental committee; as a department chair; as Department Chairperson; as a member of the College or School committee; or, as a member of the University Tenure and Promotion Advisory Committee.

At the departmental committee level, in addition to student feedback forms, each department will solicit student input in tenure and promotion decisions”

What the change means:

- *This language clarifies the eligibility of a faculty member to be present or participate at only 1 level of review of the tenure process.*
- *Students will no longer be included as part of the college or school committee. Recognizing the value of student input in the process, each college or school will decide on a process for soliciting student input on tenure.*

Section 11.G.2 – Selection of Departmental and College or School Tenure Committees

Add to first paragraph:

“Should the Dean appoint additional persons from outside the Department or School or College, he/she shall notify the candidates and the school or college committee in writing as to who has been appointed. Such notice will take place prior to any review, deliberation or action by the promotion committee with respect to that individual or individuals.”

What the change means: Deans are required to provide written notice to candidates for promotion as well as the school or college committee when appointing a committee member from outside the school or department.

Section 11.G.3 – Independent External Evaluators of Candidates for Tenure

Add to first paragraph:

“All external evaluation letters received shall be part of the individual’s dossier.”

What the change means: All external evaluation letters will be included in the tenure file to ensure transparency.

Section 11.G.5 – Sequence for Tenure Evaluation Process

Add to beginning of section:

“At each level of review, the candidate shall have the opportunity to communicate in writing to the individual or committee receiving the letter of transmittal from the previous level, to provide his/her perspective on the previous level’s review and recommendation. Except in cases in which good cause is shown, the candidate must provide any such communication to the individual or committee within 10 days of the date of the relevant transmittal.”

What the change means: Candidates will be allowed to provide written communications to each level of review regarding the evaluations provided at the previous level. This will give candidates an opportunity to provide any additional information, explanation or clarification he/she feels is necessary for an accurate review.

Section 11.G.5.e – Sequence for Tenure Evaluation Process

Change to the following:

“On receipt of the recommendations on tenure from the Deans, the Office of the Provost shall submit all materials relating to tenure in which all recommending agencies and individuals at prior levels have made a positive recommendation to the Council of Deans for review and recommendation. In its discretion, the Council of Deans may refer any such case to the University Tenure and Promotion Advisory Committee for its review and recommendation. In cases in which any of the committees or individuals below have not made a positive recommendation, the Provost will refer the case directly to the University Tenure and Promotion Advisory Committee for review and recommendation. Following recommendations by the University Tenure and Promotion Advisory Committee or the Council of Deans in cases which are not referred to the University Tenure and Promotion Advisory Committee, the Provost or other designated University officer shall separately make a recommendation. All such recommendations on tenure shall be forwarded by the Provost to the President for review and recommendation to the Board of Trustees for its review and action.”

What the changes mean: This clarifies the sequence of the process for tenure review and reinforces that all cases will no longer automatically be referred to and reviewed by the University Tenure and Promotion Advisory Committee. All cases with positive recommendations at each level will be referred to the Council of Deans. Only cases for which there is a tie or negative recommendation at one or more steps will automatically be referred to the University Tenure and Promotion Advisory Committee.

New Section - Expedited Procedure for Tenure on Hire

New Section to read as follows:

“With the approval of the Provost, individual cases of tenure on hire may be handled by an expedited procedure while still adhering to the same standards required for tenure. The expedited procedure shall be used only when it is logistically necessary.

- (a) In expedited cases, the hiring packet may be used for tenure consideration as well as hiring
- (b) The requisite departmental and collegial review committees and individuals may operate out of the normal sequences, but shall make recommendations prior to the Deans, Provost and President. If there are not positive recommendations at each of the four levels, the expedited process will not be used.

- (c) All expedited tenure on hire cases will proceed sequentially thereafter to the Council of Deans, the Provost, and the President for their review and recommendations.”

What the change means: This process will allow the departments, schools and colleges to be more responsive when recruiting faculty in competitive circumstances. This process will be used only in select cases in which the Provost determines that circumstances necessitate a more expedited process.

ARTICLE 12

TERMINATION OF SERVICE OF FACULTY AND DISCIPLINE OF FACULTY FOR JUST CAUSE

Section 12.B.8 - Discipline/Dismissal of Tenured and Tenure-Track Faculty for Just Cause

Change to the following:

“The following procedures, which may be initiated by faculty, Department Chairpersons, Deans, the Provost or other designated University officer, or the President, shall govern cases seeking dismissal or a suspension without pay of a tenured faculty member for more than forty-five (45) days for just cause”

What the change means: This lowers the threshold of FRC review of potential discipline from 60 to 45 days suspension without pay.

Add New Section:

- (a) If no resolution is reached informally as described in (a) above, an attempt shall be made to resolve the matter through mediation.
- 1) An internal, neutral mediator shall be selected by the University.
 - 2) In no case shall the combined processes in steps (a) and (b) above exceed 30 days.

What the change means: This new section provides another opportunity to attempt to resolve issues that may result in discipline. This new step would involve a neutral mediator to attempt to reach resolution. This new step will also be provided in cases involving suspension of 45 days or less.

Section 12.B.9 - Add the following to replace Section 12.B.8.j.

“In any case in which the University is seeking to impose as discipline anything other than dismissal, demotion in rank, or suspension without pay for greater than forty-five (45) days, the following procedures shall be used:

(a) An attempt shall be made to resolve the matter informally through one or more personal conferences between the faculty member and appropriate administrative officers.

(b) If no resolution is reached informally as described in (a) above, an attempt shall be made to resolve the matter through mediation.

1) An internal neutral mediator shall be selected by the University.

2) In no case shall the combined processes in steps (a) and (b) above exceed thirty (30) days.

(c) The Dean or designated University officer shall provide written notification to the faculty member that disciplinary action other than dismissal, demotion in rank or a suspension without pay for more than forty-five (45) days is being contemplated. Such statement shall include a summary of the basis for the contemplated action, and, when such basis includes allegations of violations of Temple policy or procedure, a reference to any such policy or procedure.

(d) The faculty member shall be provided with an opportunity to formally respond to the allegations made by the Dean or designated University officer. Except in extenuating circumstances, such a response must be made within ten (10) days of receipt of the notification.

(e) The faculty member shall be provided with an opportunity to meet with the Dean or designated University officer. The faculty member may be represented by legal counsel of his/her own choosing at his/her own expense, or by another faculty member. The faculty member shall also be entitled to have a TAUP representative present. The Dean or designated University officer may have an attorney present if they so desire. Except in extenuating circumstances, such a meeting shall be held within twenty (20) days of the notification.

(f) Within seven (7) days following the meeting, the Dean or designated University officer shall notify the faculty member by letter of the final action taken, with a copy to the TAUP representative and/or attorney, if any, who accompanied the faculty member to the meeting.

(g) Upon receipt of the letter indicating the University's final decision, the faculty member may exercise his/her rights under the grievance (2nd step) and arbitration provisions of this Agreement.

What the change means: This revised section provides another opportunity to attempt to resolve issues that may result in discipline and/or suspension of 45 days or less. This new step would involve a neutral mediator to attempt to reach resolution.

Section 12.C. Dismissal/Discipline of Non-Tenure-Track Faculty for Just Cause

Add New Section 12.C.3:

“If no resolution is reached informally as describe in (2) above, an attempt shall be made to resolve the matter through mediation.

(a) An internal, neutral mediator shall be selected by the University.

(b) In no case shall the combined processes in steps (a) and (b) above exceed 30 days.

Side Letter regarding Article 12:

Reads as follows:

“‘Insubordination’ as used in Article 12 is not intended to refer to vigorous and respectful debate”

What the change means: This excludes vigorous and respectful debate from the definition of “insubordination” as it applies to discipline.

ARTICLE 14

NON-RENEWAL OF TENURE-TRACK AND NON-TENURE-TRACK FACULTY APPOINTMENTS

Section 14.B

Add the following:

“Full-time non-tenure-track faculty employed for more than three (3) consecutive years shall be given written notice of renewal at least two (2) months prior to the expiration of his/her contract.”

What the change means: Full time non-tenure-track faculty with 3 or more consecutive years of service will receive at least 2 months written notice from the University if his or her contract will be renewed. There is currently no requirement to provide such notice.

ARTICLE 15

NON-TENURE-TRACK FACULTY CLASSIFICATIONS

Section 15.A

Change to the following:

“The University may create classifications of faculty who are not on the tenure track. At the discretion of the University, these faculty members will be eligible for single year or multiple year appointments without limit. 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.”

What the change means: This new language removes the current 5-year term limit on non-tenure-track faculty appointments, allowing for longer multi-year appointments.

Section 15.A.1

Change to the following:

“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.”

What the change means: This incorporates the new classifications issued in June 2008 and requires a “meet and discuss” between the University and Union should any changes be made to these classifications.

Section 15.A – New Section

New Section to read as follows:

“In cases in which a faculty member has received a series of non-tenure-track appointments amounting to 5 consecutive years or more and is being re-appointed to a single year appointment, the Dean will provide a written explanation to the Office of the Provost and faculty member. If a faculty member has been on the non-tenure-track for 5 consecutive years or more and is not being renewed, he/she shall receive a separate termination notice at least 4 months prior to the termination date in his/her letter of appointment.”

What the changes mean: This new section is designed to provide greater security to longer term non-tenure-track faculty members by (1) encouraging multi-year appointments, (2) providing for written explanation of single year appointments for faculty who have 5 or more years continuous service and (3) requiring 4 months notice if a faculty member with at least 5 years of consecutive service will not receive a new contract following expiration.

Section 15.A – New Section

New Section to read as follows:

“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.”

What the changes mean: This new section clarifies the ability of non-tenure-track faculty to apply for tenure-track positions. Likewise, tenure track faculty may choose to apply for non-tenured positions.

Section 15.B - Appointment and Reappointment Procedure

Change to read as follows:

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 or 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 meeting 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 a promise of continued appointment.

What the changes mean:

- *Clarifies that appropriate searches must be conducted in all cases except when time prohibits such a search.*
- *Clarifies the procedure and criteria for appointment/reappointment including consultation with departmental committees and/or faculty*
- *Requires written and clearly defined responsibilities annually, which will be used as the basis for evaluation. This will insure that faculty clearly understand what is expected of them and how they will be evaluated.*
- *Clarifies evaluation procedures and criteria and requires annual evaluations by March 15 of each year for faculty with continuing appointments.*
- *Provides for documentation of changes in duties*

Section 15.C – New Section - Promotion Standards and Procedures

New Section to read as follows:

1. The University will maintain uniform guidelines on procedures for schools and colleges to follow for promotion of non-tenure track faculty. Such guidelines shall provide for timely notification of the individual as his/her application for promotion proceeds through the levels of review. Applications for promotion in rank shall be considered in any year, whether the individual is currently under a single year or multi-year appointment.
2. The processes 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 will be consistent with University established guidelines. 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.

What the changes mean: This section requires the University to maintain uniform guidelines for promotion of non-tenure track faculty while allowing the department to develop the process that is most appropriate for the relevant discipline, but consistent with University guidelines.

ARTICLE 17

APPOINTMENT, PROMOTION AND TERMINATION OF SERVICE OF LIBRARIANS

Side Letter reads as follows:

“The University and TAUP agree to establish a joint committee to develop specific criteria for promotion to the various grade levels and for completion of the probationary period of librarians.”

What the change means: This new provision provides both the University and librarians the opportunity to collaboratively review and revise the current promotion and probationary criteria.

ARTICLE 23

UNIVERSITY SUPPORTED RESEARCH

THE FOLLOWING SHALL REPLACE THE CURRENT LANGUAGE IN ARTICLE 23

A. Sabbaticals

1. Sabbaticals shall be authorized annually for the tenured and tenure-track faculty at the rate of one (1) per seven (7) faculty members or fraction thereof. The Provost may increase the number of available sabbaticals in his/her discretion.
2. The Provost will notify the faculty annually of the number of sabbaticals available and encourage applications for sabbaticals.
3. The purpose of sabbaticals shall be to pursue professional development, to conduct research and/or creative activities, and/or to develop methods and materials to improve teaching and curricula with the outcome of increasing the individual's future contribution to the University. In awarding sabbaticals, Temple may take into account the applicant's recent performance in scholarship and, where the sabbaticals propose significant innovations in teaching, recent performance in teaching. The products resulting from previous sabbaticals and any reports on those sabbaticals may also be considered in evaluating applications for sabbaticals. Sabbaticals are awarded only for meritorious proposals, and there is no duty by Temple to award all sabbaticals if there are not a sufficient number of meritorious proposals.

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.
5. Applications for sabbaticals shall be forwarded to the Dean of each college following review by the appropriate committee of the college. The dean shall forward to the Provost or other designated University officer all sabbatical applications along with his/her recommendations.
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. 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.
7. A faculty member on the tenure track, but not yet tenured, may apply for a sabbatical to be taken in the fourth or fifth year of full-time service at Temple. If a tenure-track faculty member's probationary period has been extended, his/her time to apply for a sabbatical will be adjusted accordingly. Temple shall endeavor to award sabbaticals to tenure-track faculty in at least the proportion that eligible tenure-track faculty are to the tenured and tenure-track faculty group when the number of sabbaticals is calculated each year.
8. Temple shall endeavor to award all sabbaticals that are available in each year, but it is not obligated to award sabbaticals that do not meet the criteria stated in paragraph 3 above.
9. A tenured or tenure-track faculty member who receives a sabbatical shall not be eligible to apply for another sabbatical until he/she has accrued six (6) additional years of service at Temple, not including any unpaid or paid leaves. A faculty member with fewer than six (6) 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 faculty are not used in a particular year, then those with fewer than six (6) years accumulated after his/her last leave who have applied after obtaining approval from the dean or Provost will be considered at the Provost's discretion.
10. A tenured or tenure-track faculty member who has accrued the required years of service to earn a sabbatical, but would like to postpone his/her sabbatical or application for up to two (2) years, may make a request in writing to his/her dean. If Temple agrees to the postponement, the year of the postponement shall continue to accrue toward future sabbaticals. The dean also may request that a

faculty member who has accrued the required years of service to earn a sabbatical postpone his/her sabbatical for up to two (2) years during which time he/she will continue to accrue toward future sabbaticals.

11. Sabbaticals taken by tenure-track faculty will not stop the tenure clock.
12. A faculty member on sabbatical for a full year shall receive sixty-five percent (65%) of annual salary and all usual benefits. With the approval of the dean, faculty members on a full-year sabbatical are permitted to earn from external sources an amount equivalent to thirty-five percent (35%) of their annual University salary. Faculty are not permitted to earn more than one-hundred percent (100%) of their annual University salary while on full-year sabbatical except with written approval of the Provost.
13. A faculty member on sabbatical for one semester shall receive full salary and all usual benefits. With the prior written approval of the Dean, a faculty member on one semester sabbatical shall be permitted to spend one day per calendar week engaged in external consultation. Such consultation shall be conducted in accordance with the outside compensation provisions of this Agreement.
14. Non-tenure-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 (10%) percent authorized at the rate of one (1) per ten (10) of the eligible non-tenure-track faculty members.
15. A non-tenure-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 non-tenure-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 non-tenure-track faculty are not used in a particular year, then those with fewer than ten (10) years accumulated after his/her last leave who have applied after obtaining approval from the dean or Provost will be considered at the Provost's discretion.
16. Sabbaticals shall be awarded to non-tenure-track faculty through the same process and based upon the same criteria as for tenured and tenure-track faculty.
17. The percentage of salary and provision of benefits for sabbaticals for non-tenure-track faculty shall be the same as for tenured and tenure-track faculty.
18. No sabbatical from the pool available for tenured and tenure-track faculty shall be awarded to non-tenure-track faculty, and vice versa.
19. Any faculty member on sabbatical may supplement the compensation received from Temple with fellowships or grants held through Temple that support the

project or activities set forth in the faculty member's sabbatical proposal, but any such compensation shall conform to the regulations of the fellowship or granting agency and shall not in combination with the compensation from the sabbatical exceed one-hundred percent (100%) of the faculty member's regular Temple salary. Except as provided in the preceding provisions, a faculty member may not, without approval of the Provost or other designated University officer, engage in activities that produce earned income, either from services rendered or otherwise, while on sabbatical from Temple. The Provost or other designated University officer shall issue guidelines setting forth the circumstances under which a faculty member will be permitted to receive such earned income while on sabbatical. As a general principle, the faculty member is expected while on sabbatical to devote his/her full time and effort to carrying out the project described in his/her sabbatical proposal.

What the changes mean:

- *The purpose of sabbaticals is more clearly defined and the term “sabbaticals” replaces “study leave” to more accurately describe the professional nature of the leave.*
- *Includes changes in availability and process designed to encourage more faculty to use sabbaticals. The number of available sabbaticals will be increased from 1 per 8 faculty members to 1 per 7 faculty members and the Provost will notify faculty of the annual number of sabbaticals available.*
- *Allows the Provost to provide additional sabbaticals if necessary.*
- *The process for review of applications is clarified to ensure that all applications for sabbatical are reviewed by a college committee and forwarded to both the Dean and the Provost for review and recommendation.*
- *Designated University officers are no longer required to be appointed to the Sabbatical Committee.*
- *When a faculty member's probationary period is extended, this period of time will be taken into account for the purposes of applying for sabbatical.*
- *Allows faculty members to request postponement of a sabbatical without affecting the timing of future sabbaticals*
- *Both tenured and tenure-track faculty with fewer than 6 years accrued toward sabbatical may apply for and be awarded sabbaticals.*

New Section to read as follows:

C. Prestigious Fellowships and Awards

1. When a faculty member receives a prestigious external fellowship, or award such as Fulbright, Guggenheim and/or Pew 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.

2. In cases where such fellowships or awards cover only part of the faculty member's salary, Temple shall pay as a supplement an amount of money to bring the faculty member's compensation to 100% of his/her base pay for the academic year in which the leave is taken.
3. Faculty members granted leaves as described in Section C will be ineligible to take additional leaves under this article for a period of 1 year. During this period of ineligibility, time will continue to accrue toward future leaves.
4. Faculty members who are granted leaves as described in Section C will be required to return to his/her position at TU for at least 1 year."

What the change means: This new section recognizes and encourages the achievement of prestigious awards by providing funding to insure that faculty who receive such awards receive full pay and benefits when on approved leave from Temple and are still eligible for additional leaves without accruing an additional 6 years.

New Section to read as follows:

- D.** Faculty members who are granted leaves or awards described in this Article will be required to return to his/her position at Temple for at least one year."

What the change means: This insures that valuable faculty who are awarded leaves return to service at Temple.

E. Summer Research Awards - See Economic Proposals

ARTICLE 30

DURATION OF AGREEMENT

This Agreement shall be effective as of the date of ratification and shall continue in full force and effect up to and including October 12, 2012. It shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing at least 90 days prior to the expiration of this Agreement.

What the change means: This is a four (4) year contract which will be in effect through October 15, 2012.

Side Letter to read as follows:

New Employee Orientations

“Temple University agrees that, when new employee orientations are coordinated, TAUP will receive a list of new bargaining unit members scheduled to attend the orientation including name, department and contact information. TAUP will receive this list 2 weeks prior to the orientation sessions when feasible. The University will also assist the union in reserving rooms in which to meet new employees.

What the change means: The University will assist TAUP in its efforts to contact new employees in the collective bargaining agreement.