October 23, 2012

NOTIFICATION TO DEPARTMENT CHAIRS

REGARDING PETITION FOR UNIT CLARIFICATION

We want to provide you with information on a step we are taking to clarify the role of Department Chair at Temple University.

Temple University submitted a Petition for Unit Clarification to the Pennsylvania Labor Relations Board (PLRB) earlier today. The Petition asks the PLRB to recognize that department Chairs are part of the academic management team at Temple and, as such, should not be included in the Temple Association of University Professionals (TAUP) bargaining unit.

As a department Chair you are aware of the high levels of managerial responsibility and leadership required in serving in this position. You and the other Chairs now have extensive operational, budgetary, and supervisory responsibilities, as reflected in your position descriptions. These responsibilities are expected to increase as the University moves to a more decentralized budget model that places more financial and final decision-making authority at the school and college level. This proposed change reflects that the Chairs’ influence has been strengthened at the University and that they provide the faculty with a more direct channel for addressing departmental issues.

If the PLRB approves the Petition, Department Chairs at Temple will be recognized as members of the University’s administration and the role of Chair will not be subject to the TAUP collective bargaining agreement. It is important to note that you, as a Chair, will not lose pay or benefits as a result of the change; you will have the ability to interact directly with the dean and others regarding those matters. You will also retain your faculty appointment as do other faculty members who have administrative appointments. If you return to the faculty when your service as Chair is completed, you will return to the TAUP bargaining unit.
An informational letter also will be sent within the next day to all TAUP faculty advising them of this Petition. For your reference, that letter can be accessed by following this link:

http://www.temple.edu/vpfaculty/documents/Notif_Faculty_Unit_Clarif.10.22.pdf. In addition, the University has developed a list of Frequently Asked Questions which are available for your review on the website of the Senior Vice Provost for Faculty Development and Affairs:

FAQs Regarding Temple’s Petition for Unit Clarification.

We greatly value the great service and leadership you provide to the University and believe that the outcome sought in the Petition will enhance the influence all Chairs have in the schools and colleges.