

**ARTICLE 21
SALARY INCREASES FOR
FACULTY, LIBRARIANS, AND ACADEMIC PROFESSIONALS**

A. Faculty, Librarians, and Academic Professionals

1. Beginning on the effective date of this Agreement and on July 1, 2005; July 1, 2006; and July 1, 2007, each continuing member of the bargaining unit shall receive an increase that is made up of two components: (1) a base or “across-the-board” component and (2) a merit component.

2. Beginning July 1, 2004, Temple shall provide a salary increase pool calculated as a percentage of the total base compensation for all bargaining unit members on the salary payroll as of the prior June 30. Each group of bargaining unit members—faculty, librarians and academic professionals—shall have its salary increase pool calculated and applied separately to the group. The total amount of the salary increase pool for each year commencing July 1, 2004; July 1, 2005; July 1, 2006; and July 1, 2007 shall be 3.00%.

3. The salary increase pool shall be allocated between an “across-the-board increase” and a “merit pool” in each of the four years, in accordance with the following schedule:

Year Beginning	Across the Board	Merit Pool
July 1, 2004	2%	1%
July 1, 2005	2%	1%
July 1, 2006	2%	1%
July 1, 2007	2%	1%

4. Each July 1, each faculty member will receive the across-the-board increase to base salary.

5. The money allocated to the Merit Pool will be distributed on the basis of merit to bargaining unit members as described in paragraph B below.

6. Each member of the bargaining unit shall receive a bonus payment of 0.75% (three-quarters of one percent) of base salary as of June 30, 2004 on the earliest practical date after execution of this Agreement. Each member of the bargaining unit shall receive bonus payments of 0.75% of the previous June 30 salary on each of the following dates: July 1, 2005; July 1, 2006; and July 1, 2007. Bonus payments shall not be added to or considered part of base compensation.

B. Faculty Merit Awards

1. All faculty members 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 11 of this agreement for promotion to the faculty member’s rank. 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 dollars. 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, Chairpersons, Deans or Temple.

a) The commencement of the nominating process will be announced by Temple to all faculty members, Department Chairs, and Deans each year.

b) 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.

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

(i) The Department Chair may consult with a departmental salary committee prior to making recommendations to the Dean regarding merit awards.

(ii) 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.

d) The Dean shall also consult with a College- or School-wide salary 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.

(i) After consulting with the chair-persons and the College- or School-wide salary committee, the Dean shall prepare a list of his/her 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.

(ii) 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 1st. TAUP shall be provided a list of faculty receiving merit awards no later than May 1st. Decisions on the award of merit pay awards 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 17 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 dollars. 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.

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

b) 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.

c) The Vice Provost or other designated head of the University Libraries shall also consult with a library-wide salary 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 Vice Provost or other designated head of the University Libraries.

d) After consulting with the supervisors and the library-wide salary committee, the Vice Provost for Libraries or other designated head of the University Libraries shall prepare a list of his/her 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 Vice Provost for Libraries or other designated head of the University Libraries 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.

4. 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 1st. TAUP shall be provided a list of librarians receiving merit awards no later than May 1st. Decisions on the award of merit pay awards 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 18 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 dollars. Any fraction of a 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.

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

b) 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.

c) 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 his/her 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.

4. 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 1st. Decisions on the award of merit pay awards by the Provost or other designated University officer shall not be subject to grievance or arbitration.