

*e-Bulletin20090316*

***Temple Awards over \$500,000 in Additional Compensation to Faculty and Staff***

Since July 1, 2008, Temple administration has raised the salaries of 62 individuals in the TAUP bargaining unit by a combined total of over \$500,000. Data about these raises were provided by Temple administration to TAUP pursuant to our request.

These raises are in accordance with the language of the Temple-TAUP contract, which remains in force despite the expiration on October 15, 2008. The relevant contract clause (Article 20C1d, page 58) states:

*Nothing in this contract shall preclude Temple from making additional compensation awards to members of the bargaining unit when Temple deems such additional awards to be in the best interest of the University; and such awards shall not be subject to grievance or arbitration.*

Reasons given by the administration for the raises include matching offers from other institutions; salary adjustments made by deans; increased compensation; revision of NTT appointment track; increases upon reappointment for NTTs; and other reasons. These raises do not include those given to faculty and librarians who received promotions in rank during the last year.

TAUP gives thumbs up to these raises. There was no mandate in the contract prior to October 15 for Temple to spend a particular amount and there is certainly no mandate now.

Temple management has said several times that they have a plan for \$852,000 more in raises to selected individuals ([see TAUP e-bulletin of February 18, 2008](#)). We see no obstacle to Temple management awarding those raises under the same contract clause that allowed them to disburse more than half a million dollars already this year. These salary increases do not have to be approved by or further negotiated with TAUP.