



## Summary of TAUP Proposal of April 20, 2009

[[Click here for complete details of the proposal.](#) Where only parts of a contract article are given in the details, those are the parts that differ from Temple management's proposal. ]

**Duration** – 3 years - FY 2009 to FY2011

### Salary Increases –

- Across-the-board (ATB) and Merit – Year 1 (FY2009) \$2,100 ATB + 1% merit pool; Year 2 (FY2010) 2.75% ATB + 1% merit pool; Year 3 (FY2011) 3.25% ATB + 1% merit pool
- Salary minimums – Increase 2004 levels by 10% (see details in table below).
- Promotion raise – 10% effective when promotion is effective.
- Summer teaching – Summer I 2009, \$1,800 per credit hour; Summer I 2010, \$1,900 per credit hour; Summer I 2011, \$2,000 per credit hour.
- Overload pay – same as summer teaching rates.
- Increased compensation – 2 parts:
  - First, Temple can raise any salary at any time.
  - Second, in addition, a minimum pool of \$100,000 per year is available for individuals to apply for, following procedures and guidelines. Individuals may apply to correct salary compression, pay inequity issues, including market adjustments. The Provost makes the final decision.
- Side letter on joint committee to talk about ways to reduce spending and preserve academic quality.

### Merit Awards –

- All bargaining unit members automatically considered for awards upon submission of annual reports. Incentive of 0.25% raise for submitting annual report.
- Merit given for exceptional performance.
- Merit units of \$600 for faculty; \$350 for librarians and academic professionals. Half-units can be used.
- Uniform written guidelines issued each year by Sept. 1. TAUP receives list of awards by May 1.
- Faculty process – recommendations by a) departmental committee; b) department chair; c) school-wide committee of faculty elected by collegial assembly; d) Dean; e) Provost. At each level, faculty informed of recommendation.
- Librarian process – similar to faculty process.
- Academic Professional process – Dean, Director or senior supervisor consults with immediate supervisor and prepares list of recommendations for Provost. Individual informed of recommendation as it is forwarded to Provost.

- Pay-for-performance – TAUP-Temple joint committee to discuss guidelines. Guidelines submitted for ratification to TAUP members by Sept. 30, 2009. If passed, they replace merit guidelines.

**NTT Faculty Classifications** – Responsibilities specified in appointment and annual letters shall be used as the primary criteria for evaluation of performance and eligibility for reappointment, promotion and merit (or pay for performance, if that is implemented). Performance evaluation meetings shall take place no later than March 1.

**NTT Pension improvement** – Eligibility after 1 year of service. Participating faculty shall contribute 4.5% of base salary and receive employer contribution of 4.5%.

**Sabbaticals** –

- One per seven faculty members. No cap per department. If unused leaves remain, those with fewer than 6 years accumulated after last leave will be considered.
- College committees and Deans will review applications and give recommendations to Provost, who consults with Sabbatical Committee
- Sabbatical Committee composed of 12 faculty members from TAUP colleges; half selected by Provost, half selected by Faculty Senate.
- Untenured, tenure-track sabbaticals taken in 4<sup>th</sup> or 5<sup>th</sup> year.
- Six years needed after sabbatical to apply for another, with above exception. Postponement of application or of sabbatical possible, without losing all accrued time.
- NTT sabbaticals for those with 10 years service. (Same as current contract.)

**Summer Research Awards** – 35 awards annually, preference to tenure-track faculty. Summer 2009 - \$8000; Summer 2010 - \$8500; Summer 2011 - \$9000.

**Prestigious Fellowships & Awards** – Temple provides full benefits and where only part of salary is covered by award, Temple shall supplement. Requirement of returning to position at Temple for one year after award, with one year before taking additional leave.

**Promotion & Tenure** – faculty-only committee of 16 from TAUP bargaining unit schools & colleges; half selected by Provost, half elected by Faculty Senate.

**Fair Share** – In accordance with Pennsylvania Public Employee Fair Share Act.