

**TEMPLE UNIVERSITY PROPOSAL
FEBRUARY 9, 2009**

Duration: October 15, 2008 – October 15, 2013

Salary Minima: Minima shall be increased as follows:

Eff. Date	July 1, 2009	July 1, 2011
Instructor	\$40,000	\$40,000
Asst. Prof.	\$42,500	\$43,775
Assoc. Prof.	\$50,000	\$52,000
Professor	\$60,000	\$64,000

Base Salary Increases:

Effective Date	ATB %	Merit %	Total
July 1, 2008	2.0	1.0	3%
July 1, 2009	0	0	0
July 1, 2010	1.0	1.0	2%
July 1, 2011	1.0*	1.0*	2%*
July 1, 2012	1.0*	1.0*	2%*

* Salary increases in final two years may be increased as follows: The final two years' increases will be indexed to increases in the real gross domestic product (GDP), as reported by the Federal Bureau of Economic Analysis, issued in March for the preceding calendar year. For example, the FY2011 -12 increase will be tied to the percentage increase in the 2010 GDP figure (reported in March 2011) from the 2009 GDP figure (reported in March 2010). A higher percentage base salary increase in either or both of these years will be awarded under the following conditions:

- If the annual GDP has grown at a rate below 3.0%, the total base salary increase will remain 2.0%.
- If the annual GDP has grown at a rate at or above 3.0%, the total base salary increase will increase to 2.5%.
- If the annual GDP has grown at a rate at or above 4.0%, the total base salary increase will increase to 3.0%.

In all cases, the total base salary increase provided in each of these years will be distributed equally between across-the-board and merit.

The following table highlights the increases in GDP that are necessary to affect the annual salary increase.

% Change		
GDP	FY'11	FY'12
< 3.00%	2.0%	2.0%
3.00% -4.00%	2.5%	2.5%
> 4.00%	3.0%	3.0%

Merit increases will be determined in years three, four and five as previously proposed by Temple University.

Promotional Increases:

- Any faculty member or librarian who is promoted in rank or grade level effective any July 1, shall continue to receive a promotional increase, effective the following January 1, of seven percent (7%) of the promoted individual's salary as of the preceding June 30, in accordance with the current contract.

Minimum Summer Compensation:

To be increased as follows:

- Effective for the 2009 summer sessions, summer or third academic semester teaching shall be paid at a minimum rate of \$1,800 for each semester hour taught. In its discretion, Temple or the Deans of specific schools/colleges may pay any faculty member at a higher rate to secure summer teaching.
- Effective for the 2010 summer session, summer or third academic semester teaching shall be paid at a minimum rate of \$1,850 for each semester hour taught
- Effective for the 2011 summer session, summer or third academic semester teaching shall be paid at a minimum rate of \$1,900 for each semester hour taught

Compensation for Overload Teaching:

- Effective upon ratification, the *minimum* rates for overload teaching will be increased as follows:

Effective Fall Semester 2008

Instructor	\$1155/semester hour
Asst. Prof.	\$1225/semester hour

Assoc. Prof	\$1300/semester hour
Professor	\$1375/semester hour

- At the discretion of the dean, a faculty member may be paid additional compensation for overload teaching.

Increased Compensation, in accordance with Article20, section d:

Fiscal Year 2008-2009 - \$850,000 minimum in increased compensation

Fiscal Year 2009-2010 - \$100,000 minimum in increased compensation

Fiscal Year 2010-2011 - \$100,000 minimum in increased compensation

Fiscal Year 2011-2012 - \$100,000 minimum in increased compensation

Fiscal Year 2012-2013 - \$100,000 minimum in increased compensation

Promotion and Tenure:

- The University Tenure and Promotion Advisory Committee shall be chaired by the Provost or other designated University officer, who shall serve without vote, and shall be composed of at least sixteen (16) voting members; half shall be faculty members selected by the Faculty Senate. The Provost shall appoint the remaining voting members. No more than three (3) of the Provost's appointees may be administrators with faculty rank.

NTT Faculty Classifications:

- As previously proposed, NTT faculty member evaluations to take place no later than March 31 of each year.

Sabbaticals:

- As previously proposed, the Provost or other designated University officer will consult with a University Sabbatical Committee consisting of thirteen (13) **faculty members**. Eight (8) members shall be selected by the Provost and five (5) 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.

Summer Research Grants:

- There shall be thirty-five (35) faculty awards annually, with preference given to tenure-track faculty.
- Each award shall carry a \$7,000 stipend.
- The selection process shall remain unchanged.

Prestigious Fellowships and Awards:

- 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.
- 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.
- Faculty member granted leaves as described in Section C will be ineligible to take additional leaves under this article for a period of 2 years. During this period, time will continue to accrue toward future leaves.
- 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.