



## Salary Adjustments, Chair Stipends & Pay Issues TAUP Has Data for Your Use

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TAUP has recently received several important pieces of compensation data from Temple administration in accordance with negotiated provisions in the 2008-2012 TAUP – TU contract.

- Yesterday (May 19), we reported that the merit lists for this year are posted to our [website](#).
- We received the list of adjustments to base salaries made in April for 164 TAUP bargaining unit members, totaling \$899,500. The average adjustment was \$5,485, with the median a bit lower at \$5,000. The adjustments ranged from \$1,000 to \$14,000.
- The list of stipends for 74 department chairs and assistant chairs for this academic year was also received, totaling \$798,300. The average stipend is \$10,788, and the median virtually the same at \$10,868. The stipends range from \$3,000 (presumably for some assistant chairs) to \$45,000.

TAUP makes available all these data at our office to all bargaining unit members who wish to view them. We have a legal obligation to provide these data, and you have a right to review them.

### **Misconceptions about Increased Compensation Salary Adjustments:**

- It has been intimated by some administrators, we are told, that TAUP opposed these awards in negotiations in 2009. Nothing could be further from the truth. Both at the bargaining table and after contract negotiations were concluded, TAUP fully supported the university's right to give out this money. These adjustments were supposedly based on a study conducted by the administration, which they would not share with TAUP.
- Some administrators have urged recipients to keep their adjustments confidential. There can be no requirement that you refrain from discussing your award. Such a constraint would violate our contract and Pennsylvania labor law. The list of those receiving these increases, with the amounts, is available in the TAUP office.
- We have heard that some deans are telling faculty they cannot make a request for a salary adjustment because it is untimely. That is contrary to the language of our contract (see below for details).

The union office has salary data that you may consult if you feel your salary is out of line from your peers. While the contract assures salary minima, it places no upper limits on your salary.

If you want to see this information, you should call (1-7641 or 215-763-2287) the TAUP office to make an appointment. TAUP has adopted a formal policy with respect to allowing access while maintaining the integrity of our database and protecting the privacy of individuals. All

bargaining unit members looking at salary data will be required to sign a confidentiality form that states limitations on the dissemination of this data.

**Increased Compensation: (Article 20, Section D, page 61).** The increased compensation language in the contract specifically states that there is no limit to bargaining unit member salaries, and that the contract calls for a minimum pool of at least \$100,000 annually for salary adjustments. In its discretion, the university may give any member a raise at any time. Applications for increased compensation may be made in writing to the Dean at any time, and your Dean must give you a written response within 60 working days. If you are not satisfied with the dean's decision, the contract specifically states that you may ask the Senior Vice Provost for Faculty for a further review of the matter.

**Department Chair Stipends: (Article 16, Sections F and G, pages 43-44)** The contract has a formula, based on a department's number of majors and faculty, that determines the amount of a chair's stipend. The minimum stipend for department chairs for the academic year is at least 5% of base salary. All chairs should check the contract for that information and determine if their stipend meets the requirements.