



# TAUP BULLETIN

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**Editorial By Daniel Szyld**

## **Temple Average Salaries: Not Competitive**

Temple management and its public relations machine want you to believe that faculty are overpaid. The headline of the box on page 3 of the October 13 *Temple Times* reads "Survey indicates that Temple compensation is competitive." The goal of their statements and the accompanying charts is to ease our acceptance of their meager proposed across-the-board salary increase. Temple management is offering 2% for 2008-2009, with 1.75% by the end of the contract. Government statistics (the CPI-W) show that inflation is more than double this percentage.

The charts in the *Temple Times* show average salaries per rank, comparing Temple with other institutions. In my editorial "The Institutions With Which Temple Compares Itself" (page 4, Issue 257, November 2008) of the *TAUP Bulletin*, I explained why averages can be misleading comparing salary data. The median gives a more accurate picture of salaries. In addition, salaries vary a lot across disciplines. For example, at Temple the median salary for tenured and tenure-track faculty in finance is \$141,824, while in English it is \$80,803. I also questioned the choice of comparable institutions in those charts; why

does management compare Temple to Cabrini College, Chestnut Hill College, or Cheney State University? These are not doctoral institutions as Temple is.

I have made a new table (Table 1, page 2) showing average salaries at other universities as they contrast with Temple. Because average salaries are the data AAUP gives, these are the numbers I had to use. However, I have made a new list of comparable institutions. I chose institutions using three criteria: 1) only universities identified by the AAUP as "doctoral;" 2) all large universities in large cities for which data is available, and 3) a few universities which are not in large cities, but to which I know we have lost faculty, or from which the administration is selecting peers to evaluate our programs.

Even if you are not a mathematician, you can easily observe that average Temple faculty salaries are near the bottom of every rank. Indeed, the average salary for a full professor at Temple ranks 41 out of the 42 universities; associate professors are 32 out of 42; assistant professors are 38 out of 42; instructors are 21 out of the 31 universities reporting their salaries. Temple management may manipulate information to suit their case, but the real numbers show that their salary increase would neither match inflation nor the figures from other comparable universities.

*Daniel Szyld is a Professor of mathematics and a member of TAUP's negotiating team*

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## **The State of Temple's Finances? Better Than You Think**

Temple management has instituted a hiring freeze and taken other actions in response to the recent bad economic news. TAUP looked at Temple's audited financial statements for the last few years, and has found little cause for alarm. In fact, the fiscal picture at the University is quite rosy. From July 1, 2007 to June 30, 2008, for example, Temple's unrestricted net assets increased by over \$227 million, that is, by 22.4% in one

year. Since July 1, 2003, Temple's unrestricted net assets have gone up by 53.2%, a solid growth in financial strength.

However, that does not mean that Temple is increasing its emphasis on a basic mission of the university: teaching.

*(Continued on page 3)*

## Temple Salaries: *Not* Competitive

Table 1

Average salaries (in thousands of dollars) by rank					
State	Institution	Prof.	Assoc. P.	Assist. P.	Instr.
	<b>Temple U</b>	<b>121.6</b>	<b>89.5</b>	<b>72.0</b>	<b>54.0</b>
California	Cal Tech	162.2	120.2	101.3	46.4
	Stanford U	173.7	122.2	94.3	
	U San Francisco	124.9	92.4	75.3	66.8
	U Southern Cal	140.1	93.6	85.0	57.6
Connecticut	U Conn	127.5	87.9	72.5	62.9
	Yale U	165.1	91.3	81.6	
D. C.	G Washington U	128.5	92.6	75.1	56.6
	Georgetown U	148.6	95.4	75.6	
Georgia	Emory U	147.2	93.4	78.9	
	Georgia Tech	134.7	93.0	80.8	49.2
Illinois	Northwestern U	153.6	100.5	87.9	
	U Chicago	170.8	103.3	90.7	57.0
	U Illinois Chicago	115.6	82.5	71.5	57.2
Maryland	U Maryland C Park	127.5	89.5	78.8	57.2
	U Maryland Baltimore	142.7	96.0	79.2	61.9
Mass.	Boston C	139.9	89.5	79.7	53.5
	Boston U	127.2	86.0	71.0	48.3
	Harvard U	184.8	106.1	95.4	53.8
	M I T	151.6	106.4	93.3	61.4
	Northeastern U	129.9	92.2	77.3	
	Tufts U	122.7	90.2	73.3	65.2
Michigan	U Michigan Ann Arbor	137.0	89.1	79.3	
New Jersey	NJ Inst Tech	139.5	105.3	80.7	69.5
	Princeton U	172.2	107.5	81.2	65.3
	Rutgers U Newark	130.6	93.7	81.5	46.3
	Rutgers U N Brunswick	130.1	89.4	72.5	43.1
New York	Columbia U	162.5	98.2	80.5	106.9
	Cornell U	148.2	103.4	89.8	72.8
	Fordham U	122.9	92.3	75.6	93.3
	New York U	162.4	102.6	90.3	39.5
	Yeshiva U	158.6	97.4	86.1	58.7
N. Carolina	Duke U	152.6	102.5	87.3	
	UNC Chapel Hill	138.5	90.9	76.9	78.7
Pennsylvania	Carnegie Mellon U	132.2	96.4	84.3	
	Drexel U	129.4	95.6	87.1	60.6
	Penn State U Main	125.4	85.0	69.5	45.0
	U Penn	163.3	107.5	95.9	
	U Pittsburgh	121.9	80.4	67.7	41.5
Texas	Rice U	137.1	94.5	81.6	50.4
	S M U	124.4	84.1	78.5	
	U Texas Austin	126.0	81.3	77.6	75.7

Note: These data come from a survey conducted by the AAUP, published in *Academe* (March-April 2008). You can find the information at [www.aaup.org/AAUP/pubsres/academe/academe/2008/MA](http://www.aaup.org/AAUP/pubsres/academe/academe/2008/MA) or at the website of the *Chronicle of Higher Education*, [www.chronicle.com](http://www.chronicle.com). Only data for the four faculty categories are available. Faculty from schools of law and dentistry are included in all cases applicable.

Table 2

### Median and Average Salaries at Temple By rank, including T/TT and NTT faculty as an aggregate

Rank	Median	Average
Professor	113,431	118,989
Associate Professor	82,643	86,782
Assistant Professor	58,095	61,386
Instructor	47,591	52,502

Note: This table is based on TAUP data. It shows, as does the AAUP data above, the average salaries at each rank. At each rank, salaries of tenured, untenured, and nontenure-track faculty are all added together.

## Negotiations Update

(Continued from page 4)

good proposal; 75% of salary for full-year leaves.

**Temple** – retain current 1 out of 8 faculty limit; 65% of salary for full-year leaves.

### Fair Share

**TAUP** – a reasonable fair share policy that shows that Temple management wants to work respectfully and cooperatively with the union.

**Temple** – opposes fair share, although it costs them nothing.

### Peer review

**TAUP** – University Tenure and Promotion Advisory Committee should comprise only faculty. Both parties agree to restore Council of Deans to process easier cases. Keep the merit system with peer review at both the departmental and collegial levels. Have true peer review on the sabbatical review committee.

**Temple** – have administrators on the UTPAC and on the study leave committee. Pay for performance calls for only optional faculty review at the departmental level.

### Benefits

**TAUP** – no increase in shared health premium costs; significant increase in NTT pension contributions.

**Temple** – ties status quo on co-premium %s to a change in % of employee cost of prescriptions to 10%, 20%, or 30%, depending on pharmacy plan management's classification of drugs; no proposal on pensions.

### **What has TAUP accomplished at the bargaining table?**

**Diversity** – joint TAUP-Temple committee to discuss diversity issues.

**Promotion & tenure** – revisions in procedures; expedited procedure for tenure upon hire.

**Discipline & dismissal** – new procedures involving mediation step; reduction in suspension without pay; define "insubordination" as not including "vigorous and respectful debate and disagreement."

**Renewal and nonrenewal of appointments** – at least 2 months notice of renewal for NTTs.

**NTT appointments, procedures and promotions** – trying to reach agreement on a degree of job security and guarantees of multi-year appointments plus fair procedures.

**Chairs** – remain in the bargaining unit.

**Work-life balance** – flexibility in teaching assignments for both tenured, tenure-track and NTT faculty for arrival in one's household of a new child 5 years old or younger.

**Librarians** – no fixed-term librarian track; establish joint union-management committee to discuss guidelines for librarian evaluation and promotion.

**New employees** – Temple will provide more cooperation to TAUP in contacting and meeting with new employees.

**We need your support and understanding of the vital issues so that we can quickly reach a fair, equitable and timely settlement.**

## Finances? Better Than You Think

(Continued from page 1)

TAUP has paid particular attention to the category of expenditures called "Instruction" in Temple's financial statements. Despite an increase of 25.1% from 2004-08 in the sum of revenues attributed to student tuition and state appropriations, spending on instruction grew more slowly, by 16.3%. In other words, the proportion of instructional spending relative to tuition plus appropriation has dropped from 60.2% to 56.0%. This decline has been a long-term trend.


To help with its analysis, TAUP has consulted with Jewell Gould, Director of American Federation of Teachers (AFT) Research and Informational Services Department. The end result is that while Temple has prospered well, management has devoted less and less to the core of the University: the faculty.

## **TAUP FILES UNFAIR LABOR PRACTICE CHARGE**

TAUP filed an Unfair Labor Practice (ULP) charge with the Pennsylvania Labor Relations Board (PLRB) against Temple management on November 7, 2008. The charge – direct dealing – stems from the *Temple Times* of October 13. Several of its articles contained inaccuracies and misrepresentations regarding the union and current contract bargaining. The university attempted to paint a favorable picture of the state of negotiations which was contrary to the actual situation. Such efforts to influence bargaining unit members constitute a violation of Pennsylvania labor law. The employer is obligated to go through the union, which is the bargaining agent, rather than directly appealing to the members and misrepresenting the union's positions.

**Join TAUP today. Your support means a better contract. Just call the office at 1-7641 or 215-763-2287, and we will bring you information and a membership form.**

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## Negotiations Update: November 14, 2008

TAUP–Temple management negotiations that began in June have been continuing since the contract expired on October 15. Although the 30-day contract extension has expired, TAUP is working toward an agreement. We are meeting directly with the management team and indirectly through the state mediator. So far, several important issues are close to resolution. On the other hand, the two sides are still far apart on 1) salaries and merit; 2) sabbaticals; 3) fair share; 4) benefits; and 5) peer review involving promotion and tenure, merit pay, and sabbaticals.

### What separates TAUP from Temple management?

#### Salaries:

##### **TAUP**

- 7/1/08 – 4% across-the-board (ATB) raise for all: 1% merit pool; 10% raise for promotion in rank; substantial increases to salary minima, in summer and overload pay; \$100,000 pool for increased compensation; pool for salary compression.
- 7/1/09 – 4% ATB; 1.5% merit; increases in minima, summer and overload, \$100,000 pool for increased compensation; pool for salary compression.
- 7/1/10 – 4% ATB; 1.5% merit; increases in minima, summer and overload, \$100,000 pool for increased compensation; pool for salary compression.
- 7/1/11 – 4% ATB; 2% merit; increases in minima, summer and overload, \$100,000 pool for increased compensation; pool for salary compression.

##### **Temple**

- 7/1/08 - 2% ATB; 1% pay for performance (PFP); 0.75% bonus (not to base salary); no increases in minima, promotion raise or overload rates; no salary compression pool; \$852,000 pool for increased compensation for average 1 out of 11 faculty effective 6/30/09, with no set criteria or procedures
- 7/1/09 - 2% ATB; 1.25% PFP; 0.5% bonus; \$100 increase in per credit summer pay; \$100,000 pool for increased compensation effective 6/30/10
- 7/1/10 - 2% ATB; 1.5% PFP; 0.25% bonus; \$50 increase in per credit summer pay; \$100,000 pool for increased compensation effective 6/30/11
- 7/1/11 – 1.75% ATB; 2% PFP; no bonus; \$50 increase in per credit summer pay; \$100,000 pool for increased compensation effective 6/30/12

#### Merit vs Pay-for-Performance:

**TAUP** – continue the current merit pay system, strengthening faculty control of decision process, raise units to \$800 for faculty (\$500 for Librarians & APs), with ½ units possible after the 1<sup>st</sup> unit; agree to explore with management a possible transition to a pay for performance system.

**Temple** - switch to questionable pay for performance (PFP) system; years 1 and 2: use current merit guidelines for evaluating performance, with \$600 units; partial units of any fraction allowed after first unit; years 3 and 4: tenure & promotion (or equivalent for NTTs, Librarians, and APs) criteria used to evaluate activities performed during 2009-10 and 2010-11 years; PFP awards a percentage of salary. Years 2-4: faculty who submit annual report by 9/1 receive .25% of salary as merit or PFP. Review process includes chair, college performance review committee (half elected/half appointed), Dean, Provost.

#### Sabbaticals:

**TAUP** – establish a true sabbatical system; with faculty receiving leave every 7 years, providing they have submitted a