

e-Bulletin20090317

Temple Can Do Better on Promotion Raises

Promotions in rank for faculty and librarians usually take place only twice, maybe three times, in an entire career. Tenure or promotion is earned after many years of hard work and considerable effort. You only receive it if you have excelled in your profession.

At many universities, salary increases at promotion are considerable, in recognition of this achievement. For example at UPenn the promotion raise is 15% of base salary. At Temple, such increases were limited to 5% for many years. In the last eight years, as a result of TAUP's long years of effort in contract negotiations to boost it, the raise for promotion in rank grew to 7%.

TAUP believes, however, despite our success on this issue in the 2000-04 contract, that this promotion raise is still inadequate. In order to get closer to what is deserved, TAUP has put on the bargaining table a proposal that salary increases for promotions go up to 10%. It is a modest proposal, but it is forward looking.

As a matter of fact, its cost to the University would be small. Had this 3% differential been in effect in 2008-09, the total additional cost to Temple would have been \$107,300 (equal to about 0.1%, i.e., one-tenth of one percent, of the total of base salaries).

Why doesn't Temple administration agree to TAUP's promotion proposal in the negotiations? While our proposal is modest and inexpensive, it would emphasize excellence and show Temple's commitment to its faculty and librarians.

Temple can do better.