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## **TAUP Salary Increases Higher Than National Average Benefits Protected**

The AAUP just came out with its annual report on faculty salaries (2009-10 Report on the Economic Status of the Profession), showing last year's average pay increase nationwide was 1.2%, the lowest year-to-year increase in 50 years. Articles about the report's release have appeared in the Chronicle of Higher Education, the New York Times, and Inside Higher Ed.

In contrast, TAUP won a 2% across-the-board increase in contract negotiations last year for the years beginning July 1 of 2009, 2010, and 2011. Added to that, we have a 1% merit pool for each of academic years 2008, 2009, 2010, and 2011. And, depending on state funding, there may be a pay bonus of 0.75% each year.

The AAUP points out that two-thirds of the institutions surveyed over two years gave their faculty members either a pay cut, no raise, or an increase of less than 2%, on average. Pay cuts have also appeared under the label of unpaid furloughs, the effects of which do not show up in the average salaries because institutions gave AAUP data only on base salaries. Some colleges and universities have also cut benefits; for example, about 14% stated that they have cut back on contributions to employee retirement funds.

TAUP bargaining unit members are spared these austerity measures. The collective bargaining agreement requires the university to maintain the benefits the two sides have negotiated. Pension contributions are guaranteed, as is the percentage of the health care premiums that employees must pay.

The economic outlook for colleges and universities will take time to improve, but TAUP members can be assured that all the work that went into negotiating the contract resulted in protections not available to faculty, librarians and academic professionals without a union to represent them.

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