

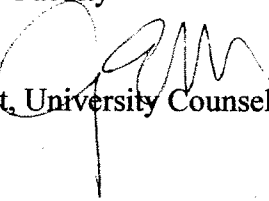
INTEROFFICE MEMORANDUM

OFFICE OF UNIVERSITY COUNSEL

George E. Moore
Senior Vice President, University Counsel
and Secretary to Board of Trustees

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To: Diane Maleson
Sr. Vice Provost - Faculty

From: George E. Moore 
Sr. Vice President, University Counsel and Secretary to Board of Trustees

Date: August 12, 2009

Re: **Additional, Non-Base Compensation for Individual Faculty**

Diane –

You might consider distributing and discussing this memorandum at the next Council of Deans meeting.

GEM/l
Attachment

Temple University
AUG 14 2009
Office of the Senior Vice Provost
Faculty Development and Faculty Affairs


INTEROFFICE MEMORANDUM

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Senior Vice President, University Counsel
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Phone: (215) 204-6542
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To: Lisa Staiano-Coico
Provost

M. Moshe Porat
Dean, Fox School of Business 

From: George E. Moore
Sr. Vice President, University Counsel and Secretary to Board of Trustees

Date: July 20, 2009

Re: **Additional Internal Compensation and Summer Instruction and Research Awards for Faculty in TAUP Schools and Colleges**

You have asked whether instruction supplements approved by a dean come within the parameters of the University policy entitled "Internal Compensation" in the Faculty Handbook. That policy states that except for compensation directly linked to an external funding source, a faculty member may not receive additional compensation from University sources in an amount exceeding 20% of base salary.

The University has not interpreted this 20% limit to apply to instruction supplements that a dean awards to a faculty member, provided that the dean has established an appropriate teaching workload for the faculty member in the first instance. In addition, administrative stipends for added duties such as directors or coordinators of programs, are not covered by this 20% rule. In both cases, the individual is receiving compensation for added duties, and in the latter case for administrative rather than faculty duties.

Summer instruction and research salary supplements in schools and colleges covered by the collective bargaining agreement with the Temple Association of University Professionals (TAUP) are governed by that contract, not by the policy in the Faculty Handbook that limits summer instruction compensation to 27% of academic year base salary. See footnote in the Handbook policy.

Under the TAUP contract, there are no maximum rates, but only minimum rates, for summer instruction. While the contract provides for a specific dollar amount for summer

Memorandum to Provost Lisa & Dean Porat

July 20, 2009

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research awards, the contract also specifically provides that Temple may make additional compensation awards (of any kind) to members of the bargaining unit when Temple determines that such additional awards are in the best interest of the University. Accordingly, deans in TAUP schools and colleges may award summer instruction and research stipends to faculty without regard to the 20% and 27% limits in the Faculty Handbook.

Please let me know if you have any further questions.

GEM:ls