



TEMPLE UNIVERSITY
COMMONWEALTH REPORTING REQUIREMENTS
DECEMBER 2019

VOLUME 1

TEMPLE UNIVERSITY
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DECEMBER, 2019

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TEMPLE UNIVERSITY
TOTAL GENERAL FUNDS OPERATING REVENUES AND EXPENDITURES
COMPARATIVE SUMMARY
2017-18 vs. 2018-19

CATEGORY	2017-18		2018-19		2017-18 vs 2018-19	
	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total
Operating Revenues:						
Tuition and Fees	\$946,101,283	80.6%	\$961,670,355	79.7%	\$15,569,072	1.6%
State Appropriation	150,586,000	12.8%	155,104,000	12.8%	4,518,000	3.0%
Indirect Cost Recovery	38,932,617	3.3%	42,333,467	3.5%	3,400,850	8.7%
Gifts	221,797	0.0%	146,457	0.0%	-75,339	-34.0%
Other Sources	37,552,328	3.2%	47,938,168	4.0%	10,385,840	27.7%
Total Revenues	\$1,173,394,024	100.0%	\$1,207,192,447	100.0%	\$33,798,423	2.9%
Operating Expenditures:						
Total Salaries and Wages	\$489,593,817	44.3%	\$512,692,235	46.4%	\$23,098,418	4.7%
Employee Benefits	139,850,867	12.7%	141,959,412	12.8%	2,108,546	1.5%
Travel ^a	9,869,875	0.9%	9,321,609	0.8%	-548,266	-5.6%
Other	465,811,525	42.2%	484,372,607	43.8%	18,561,082	4.0%
Total Expenditures	\$1,105,126,084	100.0%	\$1,148,345,863	103.9%	\$43,219,780	3.9%

a. Includes travel and business expense.

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2017-18

Academic / Administrative unit	Total salaries and wages	Employee benefits	Travel ^a	Other operating expenditures	Total operating expenditures	Employee benefits as a percent of total salaries and wages	Travel as a percent of total operating expenditures
President:							
Center for Equity and Inclusion	\$913,093.49	\$275,288.46	\$14,661.59	\$132,081.26	\$1,335,124.80	30.1%	1.1%
Government Affairs	\$856,324.83	\$268,886.00	\$71,178.70	\$308,305.29	\$1,504,694.82	31.4%	4.7%
Institutional Advancement	\$8,108,227.10	\$2,528,975.00	\$686,550.76	\$4,331,256.17	\$15,655,009.03	31.2%	4.4%
Internal Audit	\$869,349.07	\$264,128.82	\$1,430.81	\$48,982.53	\$1,183,891.23	30.4%	0.1%
International Affairs	\$1,892,743.83	\$481,737.65	\$785,197.50	\$1,308,520.67	\$4,468,199.65	25.5%	17.6%
Office of the President	\$955,728.90	\$262,546.97	\$89,751.18	\$8,579,339.52	\$9,887,366.57	27.5%	0.9%
Office of University Counsel	\$1,323,671.34	\$406,259.55	\$11,153.10	\$3,663,853.13	\$5,404,937.12	30.7%	0.2%
University Marketing	\$3,288,374.40	\$1,024,699.19	\$84,828.63	\$6,956,772.82	\$11,354,675.04	31.2%	0.7%
University Secretary	\$56,650.08	\$17,788.13	\$3,880.43	\$22,457.80	\$100,776.44	31.4%	3.9%
Vice President for Public Affairs	\$588,775.22	\$173,645.93	\$18,404.16	\$237,860.61	\$1,018,685.92	29.5%	1.8%
Vice President for Research	\$3,967,818.07	\$1,194,737.42	\$56,608.92	\$4,033,137.98	\$9,252,302.39	30.1%	0.6%
Total	\$22,820,756.33	\$6,898,693.12	\$1,823,645.78	\$29,622,567.78	\$61,165,663.01	30.2%	3.0%
Provost:							
Beasley School of Law	\$14,030,076.44	\$4,018,496.46	\$326,586.81	\$7,513,070.19	\$25,888,229.90	28.6%	1.3%
College of Education	\$11,444,396.32	\$2,969,855.40	\$101,416.29	\$2,645,777.21	\$17,161,445.22	26.0%	0.6%
College of Engineering	\$11,712,382.55	\$3,101,910.20	\$133,626.94	\$3,531,583.15	\$18,479,502.84	26.5%	0.7%
College of Liberal Arts	\$51,223,015.23	\$14,083,458.92	\$676,368.46	\$6,504,726.27	\$72,487,568.88	27.5%	0.9%
College of Public Health	\$22,284,101.61	\$6,258,104.00	\$241,046.66	\$6,173,636.96	\$34,956,889.23	28.1%	0.7%
College of Science and Technology	\$35,471,469.60	\$9,663,365.52	\$303,227.06	\$10,265,774.11	\$55,703,836.29	27.2%	0.5%
Computer Services	\$17,163,880.74	\$5,010,620.58	\$81,523.72	\$7,712,913.83	\$29,968,938.87	29.2%	0.3%
Continuing Studies				\$531,423.00	\$531,423.00	-	0.0%
Ctr for Performing/Cinematic Arts	\$19,962,438.48	\$4,946,223.58	\$612,170.25	\$5,898,295.22	\$31,419,127.53	24.8%	1.9%
Enrollment Management	\$5,328,637.73	\$1,587,483.21	\$95,745.43	\$2,607,975.11	\$9,619,841.48	29.8%	1.0%
Financial Aid	\$730,734.26	\$131,148.53	\$0.00	\$109,492,445.04	\$110,354,327.83	17.9%	0.0%
Fox School of Business	\$53,768,942.96	\$13,865,088.03	\$1,889,763.69	\$17,557,730.83	\$87,081,525.51	25.8%	2.2%
Graduate School	\$4,046,201.64	\$633,855.45	\$36,960.81	\$3,904,349.44	\$8,621,367.34	15.7%	0.4%
International Campuses	\$1,224,437.00	\$290,544.36	\$295,848.52	\$3,522,335.74	\$5,333,165.62	23.7%	5.5%
Klein College	\$13,744,131.83	\$3,656,873.51	\$355,110.00	\$1,619,500.83	\$19,375,616.17	26.6%	1.8%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2017-18

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Travel^a</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>	<u>Travel as a percent of total operating expenditures</u>
Kornberg School of Dentistry	\$19,538,000.68	\$5,405,220.86	\$219,871.24	\$8,338,250.55	\$33,501,343.33	27.7%	0.7%
Libraries	\$8,446,274.56	\$2,408,459.72	\$150,455.11	\$11,565,575.17	\$22,570,764.56	28.5%	0.7%
Office of the Provost	\$5,012,630.42	\$2,135,543.51	\$123,512.86	\$16,489,893.83	\$23,761,580.62	42.6%	0.5%
School of Pharmacy	\$9,173,815.56	\$2,482,238.51	\$124,149.92	\$2,825,233.19	\$14,605,437.18	27.1%	0.9%
School of Podiatric Medicine	\$6,828,722.07	\$1,661,090.18	\$199,619.24	\$2,790,626.00	\$11,480,057.49	24.3%	1.7%
School of Tourism and Hospitality	\$4,881,971.90	\$1,273,450.62	\$103,796.91	\$1,008,038.37	\$7,267,257.80	26.1%	1.4%
Student Affairs	\$6,177,543.87	\$1,546,073.42	\$342,869.14	\$4,206,629.64	\$12,273,116.07	25.0%	2.8%
Tyler School of Art	\$12,462,723.35	\$3,155,242.12	\$241,022.79	\$3,344,808.89	\$19,203,797.15	25.3%	1.3%
University College	\$4,020,295.64	\$1,098,220.91	\$62,626.03	\$1,624,199.70	\$6,805,342.28	27.3%	0.9%
Vice Provost Faculty Affairs	\$1,398,812.46	\$370,357.91	\$33,848.43	\$444,602.90	\$2,247,621.70	26.5%	1.5%
Vice Provost for U/G Studies	\$4,841,450.95	\$1,114,999.58	\$42,690.08	\$452,477.41	\$6,451,618.02	23.0%	0.7%
Total	\$344,917,087.85	\$92,867,925.09	\$6,793,856.39	\$242,571,872.58	\$687,150,741.91	26.9%	1.0%
Executive VP for Health Science:							
Executive VP for Health Science	\$195,773.10	\$61,472.75	\$28,100.30	-\$285,346.15	\$0.00	31.4%	-
School of Medicine	\$41,514,384.11	\$11,149,984.80	\$131,760.86	\$21,657,634.54	\$74,453,764.31	26.9%	0.2%
Total	\$41,710,157.21	\$11,211,457.55	\$159,861.16	\$21,372,288.39	\$74,453,764.31	26.9%	0.2%
Chief Operating Officer:							
Business Services	\$386,171.31	\$120,471.02	\$2,858.22	\$66,850.96	\$576,351.51	31.2%	0.5%
Campus Safety	\$13,584,142.15	\$3,579,765.42	\$257,801.60	\$8,012,440.00	\$25,434,149.17	26.4%	1.0%
COO Office & Emergency Mgmt	\$545,593.13	\$161,988.91	\$7,673.33	\$254,212.91	\$969,468.28	29.7%	0.8%
Environ Health & Radiation Safety	\$1,960,991.00	\$613,475.21	\$8,160.75	-\$203,391.69	\$2,379,235.27	31.3%	0.3%
Fac & Ops Finance and Admin	\$598,102.44	\$156,553.69	\$2,835.93	\$128,981.54	\$886,473.60	26.2%	0.3%
HSC Facilities Management	\$6,661,577.61	\$1,912,103.75	\$40,312.67	-\$1,838,042.02	\$6,775,952.01	28.7%	0.6%
Main Facilities Management	\$10,234,581.32	\$3,006,396.62	\$20,189.27	\$460,289.14	\$13,721,456.35	29.4%	0.1%
Real Estate/WRTI	\$533,566.30	\$160,823.11	\$0.00	\$10,255,202.17	\$10,949,591.58	30.1%	0.0%
Planning & Capital Projects	\$2,092,081.25	\$623,500.80	\$21,707.56	-\$762,978.19	\$1,974,311.42	29.8%	1.1%
Plant Devt Fund & Utilities				\$62,396,691.38	\$62,396,691.38	-	0.0%
Purchasing	\$887,968.44	\$276,019.98	\$461.25	\$100,309.75	\$1,264,759.42	31.1%	0.0%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2017-18

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Travel^a</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>	<u>Travel as a percent of total operating expenditures</u>
Recreation Services	\$1,523,636.77	\$306,459.98	\$15,276.30	\$3,045,082.39	\$4,890,455.44	20.1%	0.3%
Service Operations	\$12,725,679.18	\$3,765,348.51	\$588,638.79	\$3,289,295.10	\$20,368,961.58	29.6%	2.9%
Total	\$51,734,090.90	\$14,682,907.00	\$965,915.67	\$85,204,943.44	\$152,587,857.01	28.4%	0.6%
Office of the Vice President, CFO & Treasurer:							
Bursar's Office	\$1,614,642.06	\$497,794.19	\$7,730.34	\$631,175.68	\$2,751,342.27	30.8%	0.3%
Controller's Office	\$2,950,877.43	\$899,530.32	\$8,747.46	\$549,155.61	\$4,408,310.82	30.5%	0.2%
Human Resources	\$4,208,141.16	\$1,306,625.07	\$18,750.48	\$729,967.30	\$6,263,484.01	31.0%	0.3%
Institutional Expenses	\$18,074,735.56	^b \$10,999,099.61	\$79,228.89	\$82,037,896.22	\$111,190,960.28	60.9%	0.1%
Office of the VP, CFO & Treasurer	\$437,004.93	\$136,927.90	\$978.50	\$2,850,364.51	\$3,425,275.84	31.3%	0.0%
Risk Management	\$462,991.02	\$141,620.46	\$10,417.56	\$22,262.42	\$637,291.46	30.6%	1.6%
University Budget Office	\$663,332.51	\$208,286.41	\$742.61	\$219,031.05	\$1,091,392.58	31.4%	0.1%
Total	\$28,411,724.67	\$14,189,883.96	\$126,595.84	\$87,039,852.79	\$129,768,057.26	49.9%	0.1%
Grand Total	\$489,593,816.96	\$139,850,866.72	\$9,869,874.84	\$465,811,524.98	\$1,105,126,083.50	28.6%	0.9%

a. Includes travel, subsistence and lodging.

b. Includes benefit expenses of \$199,997,213 and benefit recovery of \$188,998,114

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2018-19

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Travel ^a</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>	<u>Travel as a percent of total operating expenditures</u>
President:							
Center for Equity and Inclusion	\$975,733	\$264,025	\$71,152	\$11,380	\$1,322,290	27.1%	5.4%
Government Affairs	866,846	245,355	77,396	347,328	1,536,925	28.3%	5.0%
Institutional Advancement	7,946,322	2,231,253	341,791	3,944,346	14,463,712	28.1%	2.4%
Internal Audit	903,632	248,673	3,130	65,627	1,221,062	27.5%	0.3%
International Affairs	1,944,513	467,501	503,599	2,052,984	4,968,597	24.0%	10.1%
Office of the President	1,161,198	302,723	200,806	9,078,155	10,742,882	26.1%	1.9%
Office of University Counsel	1,757,697	421,766	21,720	4,732,156	6,933,339	24.0%	0.3%
University Compliance Office	57,710	16,390		56,146	130,246	28.4%	0.0%
University Marketing	3,767,688	1,065,197	118,352	6,038,382	10,989,618	28.3%	1.1%
University Secretary	58,633	16,652	6,957	210,874	293,116	28.4%	2.4%
Vice President for Public Affairs	613,419	164,821	11,670	206,678	996,588	26.9%	1.2%
Vice President for Research	4,278,386	1,171,855	55,952	3,440,506	8,946,699	27.4%	0.6%
Total	\$24,331,778	\$6,616,210	\$1,412,523	\$30,184,562	\$62,545,073	27.2%	2.3%
Provost:							
Beasley School of Law	\$15,038,371	\$3,870,803	\$294,012	\$9,122,333	\$28,325,519	25.7%	1.0%
College of Education	12,338,055	2,911,431	166,588	2,392,239	17,808,313	23.6%	0.9%
College of Engineering	12,943,781	3,187,127	150,400	5,810,096	22,091,404	24.6%	0.7%
College of Liberal Arts	52,961,895	13,485,447	793,918	7,042,609	74,283,869	25.5%	1.1%
College of Public Health	23,560,061	6,049,938	271,099	5,767,537	35,648,635	25.7%	0.8%
College of Science and Technology	35,809,290	8,858,105	289,912	11,902,898	56,860,205	24.7%	0.5%
Computer Services	17,781,108	4,692,277	95,007	7,585,545	30,153,937	26.4%	0.3%
Continuing Studies			353	495,254	495,607	-	0.1%
Ctr for Performing/Cinematic Arts	21,003,005	4,756,975	829,425	4,429,390	31,018,795	22.6%	2.7%
Enrollment Management	5,435,323	1,470,214	126,686	2,713,626	9,745,849	27.0%	1.3%
Financial Aid	689,021	162,242	94,128	114,863,477	115,808,868	23.5%	0.1%
Fox School of Business	60,317,132	14,007,561	1,527,096	24,291,009	100,142,798	23.2%	1.5%
Graduate School	4,156,675	577,515	37,675	2,745,620	7,517,485	13.9%	0.5%
International Campuses	1,289,830	283,450	392,746	4,240,837	6,206,863	22.0%	6.3%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2018-19

Academic / Administrative unit	Total salaries and wages	Employee benefits	Travel ^a	Other operating expenditures	Total operating expenditures	Employee benefits as a percent of total salaries and wages	Travel as a percent of total operating expenditures
Klein College	14,350,293	3,468,485	369,313	3,054,291	21,242,382	24.2%	1.7%
Kornberg School of Dentistry	21,182,169	5,313,939	217,832	8,722,372	35,436,312	25.1%	0.6%
Libraries	8,924,949	2,298,022	144,958	12,392,081	23,760,011	25.7%	0.6%
Office of the Provost	5,711,646	2,176,870	63,124	16,218,921	24,170,561	38.1%	0.3%
School of Pharmacy	9,192,336	2,260,458	27,402	3,108,022	14,588,219	24.6%	0.2%
School of Podiatric Medicine	6,679,327	1,525,121	203,180	2,823,270	11,230,898	22.8%	1.8%
School of Tourism and Hospitality	5,365,785	1,290,232	173,881	1,876,345	8,706,244	24.0%	2.0%
Student Affairs	6,793,787	1,583,435	387,379	3,935,491	12,700,092	23.3%	3.1%
Tyler School of Art	13,193,492	3,094,090	279,261	4,449,660	21,016,502	23.5%	1.3%
University College	3,797,236	952,949	61,881	2,130,017	6,942,083	25.1%	0.9%
Vice Provost Faculty Affairs	1,376,912	350,302	13,858	553,588	2,294,660	25.4%	0.6%
Vice Provost for U/G Studies	4,806,671	1,058,947	60,601	479,171	6,405,391	22.0%	0.9%
Total	\$364,698,151	\$89,685,938	\$7,071,715	\$263,145,697	\$724,601,502	24.6%	1.0%
Executive VP for Health Science:							
Executive VP for Health Science	\$203,465	\$57,784	\$23,860	-\$285,109	\$0	28.4%	-
School of Medicine	42,196,108	10,290,323	181,584	22,397,508	75,065,523	24.4%	0.2%
Total	\$42,399,573	\$10,348,107	\$205,444	\$22,112,399	\$75,065,523	24.4%	0.3%
Chief Operating Officer:							
Business Services	\$432,680	\$120,946	\$4,002	\$127,193	\$684,821	28.0%	0.6%
Campus Safety	13,472,875	3,245,286	259,379	8,079,520	25,057,059	24.1%	1.0%
COO Office & Emergency Mgmt	567,061	154,928	11,449	152,277	885,714	27.3%	1.3%
Environ Health & Radiation Safety	1,925,541	542,188	10,719	-175,498	2,302,950	28.2%	0.5%
Fac & Ops Finance and Admin	642,315	157,824	2,568	102,720	905,427	24.6%	0.3%
HSC Facilities Management	7,046,008	1,830,136	38,367	-1,772,542	7,141,969	26.0%	0.5%
Main Facilities Management	10,790,578	2,866,343	15,494	450,347	14,122,761	26.6%	0.1%
Real Estate/WRTI	558,719	151,255	40	9,848,813	10,558,828	27.1%	0.0%
Planning & Capital Projects	2,103,416	567,211	32,832	-700,365	2,003,094	27.0%	1.6%
Plant Devt Fund & Utilities				63,998,543	63,998,543	-	0.0%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2018-19

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Travel ^a</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>	<u>Travel as a percent of total operating expenditures</u>
Purchasing	841,511	233,060	2,665	104,521	1,181,757	27.7%	0.2%
Recreation Services	1,475,372	273,219	17,338	2,912,848	4,678,777	18.5%	0.4%
Service Operations	13,019,916	3,500,313	250,903	3,803,028	20,574,161	26.9%	1.2%
Total	\$52,875,991	\$13,642,708	\$645,756	\$86,931,404	\$154,095,859	25.8%	0.4%
Office of the Vice President, CFO & Treasurer:							
Bursar's Office	\$1,673,452	\$465,311	\$9,264	\$889,813	\$3,037,839	27.8%	0.3%
Controller's Office	3,124,411	861,731	11,670	726,319	4,724,132	27.6%	0.2%
Human Resources	4,270,503	1,198,837	20,814	1,093,607	6,583,761	28.1%	0.3%
Institutional Expenses	17,570,843	18,664,351 ^b	-78,480	76,817,168	112,973,881	106.2%	-0.1%
Office of the VP, CFO & Treasurer	536,027	134,677	3,986	2,286,301	2,960,990	25.1%	0.1%
Risk Management	514,607	143,624	18,276	45,074	721,580	27.9%	2.5%
University Budget Office	696,900	197,920	640	140,262	1,035,722	28.4%	0.1%
Total	\$28,386,742	\$21,666,449	-\$13,830	\$81,998,544	\$132,037,905	76.3%	0.0%
Grand Total	\$512,692,235	\$141,959,412	\$9,321,609	\$484,372,607	\$1,148,345,863	27.7%	0.8%

a. Includes travel, subsistence and lodging.

b. Includes benefit expenses of \$198,204,818 and benefit recovery of \$179,540,467

TEMPLE UNIVERSITY
TOTAL GENERAL FUNDS BUDGETED REVENUES AND EXPENDITURES
COMPARATIVE SUMMARY
2018-19 vs. 2019-20

CATEGORY	2018-19		2019-20		2018-19 vs 2019-20	
	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total
Operating Revenues:						
Tuition and Fees	\$948,981,650	81.0%	\$952,911,884	80.6%	\$3,930,234	0.4%
State Appropriation	161,314,000	13.8%	164,416,000	13.9%	3,102,000	1.9%
Indirect Cost Recovery	36,919,000	3.2%	37,597,011	3.2%	678,011	1.8%
Gifts	100,000	0.0%	100,000	0.0%	-	0.0%
Other Sources	23,561,350	2.0%	27,802,605	2.4%	4,241,255	18.0%
Total revenues	\$1,170,876,000	100.0%	\$1,182,827,500	100.0%	\$11,951,500	1.0%
Operating Expenditures:						
Total Salaries and Wages	\$510,710,003	44.1%	\$530,030,567	45.4%	\$19,320,564	3.8%
Employee Benefits ^a	151,093,143	13.1%	158,502,095	13.6%	7,408,952	4.9%
Other	495,188,045	42.8%	478,927,007	41.0%	(16,261,038)	-3.3%
Total expenditures	1,156,991,191	100.0%	1,167,459,669	100.0%	10,468,478	0.9%

a. Includes fringe benefit recovery.

TEMPLE UNIVERSITY
TOTAL UNIVERSITY BUDGETED OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2018-19

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>
President:					
Center for Equity and Inclusion	\$900,981	\$255,882	\$129,919	\$1,286,782	28.4%
Government Affairs	890,630	252,939	908,782	2,052,351	28.4%
Institutional Advancement	10,022,617	2,862,626	4,378,798	17,264,041	28.6%
Internal Audit	921,478	261,700	2,747	1,185,925	28.4%
International Affairs	1,627,105	462,098	2,651,307	4,740,510	28.4%
Office of the President	1,174,586	333,583	8,046,246	9,554,415	28.4%
Office of University Counsel	1,527,356	433,770	4,105,024	6,066,150	28.4%
University Marketing	4,253,130	1,207,890	5,277,898	10,738,918	28.4%
University Secretary	278,395	79,064	-34,443	323,016	28.4%
Vice President for Public Affairs	537,458	152,640	282,980	973,078	28.4%
Vice President for Research	5,137,066	1,458,924	2,590,528	9,186,518	28.4%
Total	\$27,270,802	\$7,761,116	\$28,339,786	\$63,371,704	28.5%
Provost:					
Beasley School of Law	\$16,400,280	\$4,414,996	\$8,187,228	\$29,002,504	26.9%
College of Education	11,626,335	2,992,065	4,125,349	18,743,749	25.7%
College of Engineering	11,961,160	3,191,012	8,814,280	23,966,452	26.7%
College of Liberal Arts	52,351,984	14,425,265	11,242,512	78,019,761	27.6%
College of Public Health	27,157,138	7,154,066	4,894,753	39,205,957	26.3%
College of Science and Technology	34,305,000	8,826,652	13,167,042	56,298,694	25.7%
Continuing Studies			542,300	542,300	-

TEMPLE UNIVERSITY
TOTAL UNIVERSITY BUDGETED OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2018-19

Academic / Administrative unit	Total salaries and wages	Employee benefits	Other operating expenditures	Total operating expenditures	Employee benefits as a percent of total salaries and wages
Ctr for Performing/Cinematic Arts	19,471,113	4,725,713	6,784,118	30,980,944	24.3%
Enrollment Management	6,153,539	1,747,602	2,454,510	10,355,651	28.4%
Financial Aid			116,331,973	116,331,973	-
Fox School of Business	53,720,245	13,849,717	41,808,177	109,378,139	25.8%
Graduate School	4,096,004	678,308	4,842,496	9,616,808	16.6%
Information Technology Services	17,678,763	5,020,765	6,977,542	29,677,070	28.4%
International Campuses	1,065,580	280,178	5,478,624	6,824,382	26.3%
Klein College	13,648,825	3,388,983	4,082,227	21,120,035	24.8%
Kornberg School of Dentistry	20,784,551	5,682,545	8,775,644	35,242,740	27.3%
Libraries	8,403,319	2,385,439	12,587,362	23,376,120	28.4%
Office of the Provost	5,819,456	1,652,629	17,433,865	24,905,950	28.4%
School of Pharmacy	9,833,852	2,442,961	2,041,920	14,318,733	24.8%
School of Podiatric Medicine	7,381,486	1,668,547	3,703,922	12,753,955	22.6%
School of Tourism and Hospitality	5,454,796	1,389,035	3,796,565	10,640,396	25.5%
Student Affairs	6,112,858	1,534,437	4,348,766	11,996,061	25.1%
Tyler School of Art	13,333,970	3,199,471	5,305,116	21,838,557	24.0%
University College	4,137,685	1,174,999	1,683,361	6,996,045	28.4%
Vice Provost Faculty Affairs	1,372,598	389,819	636,599	2,399,016	28.4%
Vice Provost for U/G Studies	4,734,111	1,105,217	671,607	6,510,935	23.3%
Total	\$357,004,648	\$93,320,421	\$300,717,858	\$751,042,927	26.1%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY BUDGETED OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2018-19

Academic / Administrative unit	Total salaries and wages	Employee benefits	Other operating expenditures	Total operating expenditures	Employee benefits as a percent of total salaries and wages
Executive VP for Health Science:					
School of Medicine	\$197,209	\$56,008	-\$250,952	\$2,265	28.4%
Executive VP for Health Science	46,195,255	11,360,984	15,601,666	73,157,905	24.6%
Total	\$46,392,464	\$11,416,992	\$15,350,714	\$73,160,170	24.6%
Chief Operating Officer:					
Business Services	\$411,067	\$116,742	-\$32,430	\$495,379	28.4%
Campus Safety	14,314,274	3,702,647	7,768,349	25,785,270	25.9%
COO Office & Emergency Mgmt	540,942	149,949	424,456	1,115,347	27.7%
Environ Health & Radiation Safety	2,111,302	598,127	-267,111	2,442,318	28.3%
Fac & Ops Finance and Admin	604,832	156,346	233,599	994,777	25.8%
HSC Facilities Management	7,067,348	1,874,222	-1,348,773	7,592,797	26.5%
Main Facilities Management	10,869,070	2,898,421	-1,119,013	12,648,478	26.7%
Real Estate/WRTI	745,263	211,470	10,539,470	11,496,203	28.4%
Planning & Capital Projects	2,273,779	616,087	-608,901	2,280,965	27.1%
Plant Devt Fund & Utilities			66,093,035	66,093,035	-
Purchasing	940,182	264,088	33,418	1,237,688	28.1%
Recreation Services	1,593,686	292,744	3,192,705	5,079,135	18.4%
Service Operations	13,129,392	3,525,763	3,488,762	20,143,917	26.9%
Total	\$54,601,137	\$14,406,606	\$88,397,566	\$157,405,309	26.4%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY BUDGETED OPERATING EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2018-19

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>
Office of the Vice President, CFO & Treasurer:					
Bursar's Office	\$1,669,480	\$474,134	\$472,130	\$2,615,744	28.4%
Controller's Office	3,236,229	904,082	382,318	4,522,629	27.9%
Human Resources	4,279,062	1,215,253	188,665	5,682,980	28.4%
Institutional Expenses	14,370,045	21,058,876 ^a	59,812,613	95,241,534	146.5%
Office of the VP, CFO & Treasurer	715,543	203,214	1,347,451	2,266,208	28.4%
Risk Management	458,022	130,078	116,878	704,978	28.4%
University Budget Office	712,571	202,371	62,066	977,008	28.4%
Total	<u>\$25,440,952</u>	<u>\$24,188,008</u>	<u>\$62,382,121</u>	<u>\$112,011,081</u>	95.1%
Grand Total	<u><u>\$510,710,003</u></u>	<u><u>\$151,093,143</u></u>	<u><u>\$495,188,045</u></u>	<u><u>\$1,156,991,191</u></u>	29.6%

a. Includes benefit expenses of \$197,025,654 and benefit recovery of \$175,966,2778

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS BUDGETED EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2019-20

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>
President:					
Center for Equity and Inclusion	\$925,109	\$264,581	\$128,992	\$1,318,682	28.6%
Government Affairs	921,248	263,477	834,570	2,019,295	28.6%
Institutional Advancement	9,915,315	2,835,780	4,476,735	17,227,830	28.6%
Internal Audit	948,843	271,369	2,747	1,222,959	28.6%
International Affairs	1,910,515	523,046	2,126,045	4,559,606	27.4%
Office of the President	1,073,993	307,162	7,963,546	9,344,701	28.6%
Office of University Counsel	1,521,974	435,284	4,105,024	6,062,282	28.6%
University Compliance Office	160,000	45,760	126,064	331,824	28.6%
University Marketing	4,322,315	1,231,199	5,045,307	10,598,821	28.5%
University Secretary	146,151	41,799	84,351	272,301	28.6%
Vice President for Public Affairs	729,094	208,520	428,292	1,365,906	28.6%
Vice President for Research	5,112,770	1,462,252	2,496,790	9,071,812	28.6%
Total	\$27,687,327	\$7,890,229	\$27,818,463	\$63,396,019	28.5%
Provost:					
Beasley School of Law	\$16,682,687	\$4,530,887	\$9,654,328	\$30,867,902	27.2%
College of Education	12,937,162	3,248,739	1,722,956	17,908,857	25.1%
College of Engineering	12,975,992	3,537,126	6,750,251	23,263,369	27.3%
College of Liberal Arts	55,181,892	15,353,281	8,222,603	78,757,776	27.8%
College of Public Health	28,401,135	7,548,631	7,972,173	43,921,939	26.6%
College of Science and Technology	35,252,330	9,634,249	12,715,676	57,602,255	27.3%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS BUDGETED EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2019-20

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>
Continuing Studies	0	0	569,847	569,847	-
Ctr for Performing/Cinematic Arts	19,884,466	4,930,663	6,165,209	30,980,338	24.8%
Enrollment Management	6,210,298	1,776,145	2,389,509	10,375,952	28.6%
Financial Aid	0	0	116,518,663	116,518,663	-
Fox School of Business	56,903,522	15,016,639	30,216,664	102,136,825	26.4%
Graduate School	3,939,447	879,559	4,794,844	9,613,850	22.3%
Information Technology Services	17,927,874	5,127,372	6,818,920	29,874,166	28.6%
International Campuses	1,387,182	338,173	5,634,906	7,360,261	24.4%
Klein College	14,398,260	3,689,262	3,614,866	21,702,388	25.6%
Kornberg School of Dentistry	21,485,257	5,923,383	8,740,961	36,149,601	27.6%
Libraries	8,669,749	2,479,548	11,952,484	23,101,781	28.6%
Office of the Provost	6,308,015	1,750,723	15,798,016	23,856,754	27.8%
School of Pharmacy	9,943,951	2,542,914	2,266,585	14,753,450	25.6%
School of Podiatric Medicine	7,622,904	1,707,402	3,752,855	13,083,161	22.4%
School of Tourism and Hospitality	5,905,951	1,543,906	3,032,649	10,482,506	26.1%
Student Affairs	6,957,323	1,790,869	3,609,389	12,357,581	25.7%
Tyler School of Art	13,836,363	3,395,324	6,032,493	23,264,180	24.5%
University College	4,228,364	1,209,313	1,554,372	6,992,049	28.6%
Vice Provost Faculty Affairs	1,405,318	401,922	675,520	2,482,760	28.6%
Vice Provost for U/G Studies	4,830,416	1,120,376	620,709	6,571,501	23.2%
Total	\$373,275,858	\$99,476,406	\$281,797,448	\$754,549,712	26.6%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS BUDGETED EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2019-20

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>
Executive VP for Health Science:					
Executive VP for Health Science	\$204,233	\$58,411	-\$260,631	\$2,013	28.6%
School of Medicine	45,775,453	11,317,104	20,715,677	77,808,234	24.7%
Total	\$45,979,686	\$11,375,515	\$20,455,046	\$77,810,247	24.7%
 Chief Operating Officer:					
Business Services	\$485,563	\$132,275	-\$617,838	\$0	27.2%
Campus Safety	14,634,838	3,825,250	8,343,555	26,803,643	26.1%
COO Office & Emergency Mgmt	549,473	153,858	1,078,309	1,781,640	28.0%
Environ Health & Radiation Safety	2,056,674	582,574	-127,389	2,511,859	28.3%
Fac & Ops Finance and Admin	632,111	162,899	43,108	838,118	25.8%
HSC Facilities Management	7,437,841	1,952,661	-2,258,490	7,132,012	26.3%
Main Facilities Management	11,880,348	3,196,742	-1,475,144	13,601,946	26.9%
Real Estate/WRTI	766,470	218,468	10,199,935	11,184,873	28.5%
Planning & Capital Projects	2,328,968	635,086	-622,902	2,341,152	27.3%
Plant Devt Fund & Utilities			66,742,980	66,742,980	-
Purchasing	942,470	265,614	154,918	1,363,002	28.2%
Recreation Services	1,635,692	303,872	3,066,803	5,006,367	18.6%
Service Operations	13,712,777	3,717,784	3,119,249	20,549,810	27.1%
Total	\$57,063,225	\$15,147,083	\$87,647,094	\$159,857,402	26.5%

TEMPLE UNIVERSITY
TOTAL UNIVERSITY GENERAL FUNDS BUDGETED EXPENDITURES
BY ACADEMIC/ADMINISTRATIVE UNIT
2019-20

<u>Academic / Administrative unit</u>	<u>Total salaries and wages</u>	<u>Employee benefits</u>	<u>Other operating expenditures</u>	<u>Total operating expenditures</u>	<u>Employee benefits as a percent of total salaries and wages</u>
Office of the Vice President, CFO & Treasurer:					
Bursar's Office	\$1,689,867	\$483,302	\$480,169	\$2,653,338	28.6%
Controller's Office	3,316,510	933,414	279,715	4,529,639	28.1%
Human Resources	4,293,210	1,227,858	66,710	5,587,778	28.6%
Institutional Expenses	14,766,335	21,408,143 ^a	59,188,268	95,362,746	145.0%
Office of the VP, CFO & Treasurer	685,893	196,166	1,130,516	2,012,575	28.6%
Risk Management	560,803	160,389	1,509	722,701	28.6%
University Budget Office	711,853	203,590	62,069	977,512	28.6%
Total	<u>\$26,024,471</u>	<u>\$24,612,862</u>	<u>\$61,208,956</u>	<u>\$111,846,289</u>	94.6%
Grand Total	<u><u>\$530,030,567</u></u>	<u><u>\$158,502,095</u></u>	<u><u>\$478,927,007</u></u>	<u><u>\$1,167,459,669</u></u>	29.9%

a. Includes benefit expenses of \$209,224,375 and benefit recovery of \$187,816,232

Temple University
Fringe Benefit Rates for the Fiscal Year Ending June 30, 2020

Rate Type	Compensation Account code	Government Sponsored Projects	Clinical Faculty	All Other Rates
Full-Time	60XX & 65XX, 6220, 6320, & 6820	25.50%	14.10%	28.60%
Part-time	62XX & 66XX (except 6220)	8.10%		8.1%
Graduate students 12 month appointments	6106 & 6301-6304	24.50%		21.40%
Graduate students Non 12 month appointments	6116 & 6311-6314	27.80%		26.70%

Temple University
Number and Average Salaries of Full-Time Staff
By Classification and Academic/Administrative Unit
2018 - 2019

	<u>Executive/Admin and managerial</u>			<u>Other professionals</u>			<u>Clerical and secretarial</u>			<u>Technical and paraprofessional</u>			Total Number
	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	
President													
Center for Equity and Inclusion	8	\$95,391.42	\$106,305.18	-	-	-	1	ND	ND	-	-	-	9
Government Affairs & Civic Engagement	4	\$183,807.54	\$191,840.07	2	ND	ND	-	-	-	-	-	-	6
Institutional Advancement	67	\$81,358.92	\$91,675.40	20	\$46,729.62	\$51,006.52	3	ND	ND	-	-	-	90
Intercollegiate Athletics	22	\$72,990.00	\$104,089.83	104	\$56,984.76	\$98,104.22	1	ND	ND	1	ND	ND	128
Internal Audit	5	\$90,010.08	\$107,941.70	4	\$76,284.12	\$85,360.56	-	-	-	-	-	-	9
International Affairs	20	\$71,394.66	\$76,546.14	26	\$49,691.16	\$49,204.22	3	ND	ND	1	ND	ND	50
Office of the President	7	\$108,999.96	\$215,455.53	1	ND	ND	1	ND	ND	-	-	-	9
Office of University Counsel	2	ND	ND	9	\$125,000.04	\$120,354.41	-	-	-	-	-	-	11
University Compliance Office	1	ND	ND	1	ND	ND	-	-	-	-	-	-	2
University Marketing	24	\$67,979.94	\$81,683.70	30	\$51,858.54	\$53,469.56	-	-	-	2	ND	ND	56
Vice President for Public Affairs	9	\$91,792.56	\$101,046.41	20	\$46,228.26	\$45,730.54	-	-	-	-	-	-	29
Vice President for Research	25	\$81,001.68	\$96,784.77	24	\$56,633.70	\$64,319.73	1	ND	ND	-	-	-	50
President Total	194			241			10			4			449

Provost													
Beasley School of Law	32	\$79,058.76	\$102,920.12	32	56,215.44	57,292.06	4	\$50,918.40	\$50,467.30	1	ND	ND	69
College of Education	48	\$76,788.06	\$85,662.34	66	51,929.28	55,781.05	7	\$44,990.40	\$45,882.57	2	ND	ND	123
College of Engineering	23	\$70,848.60	\$82,123.41	16	47,974.50	47,490.23	-	-	-	1	ND	ND	40
College of Liberal Arts	48	\$70,553.76	\$86,467.13	72	47,222.76	48,314.92	14	\$49,878.40	\$48,972.11	3	ND	ND	137
College of Public Health	47	\$76,581.00	\$87,158.33	68	51,903.66	52,081.21	1	ND	ND	17	\$36,961.60	\$37,615.59	133
College of Science and Technology	30	\$75,602.46	\$95,496.80	56	48,627.42	51,046.39	4	\$46,291.70	\$47,071.05	13	\$49,899.20	\$52,610.89	103
Clr for Performing/Cinematic Arts	20	\$87,048.84	\$95,458.24	30	50,481.60	54,070.77	-	-	-	4	\$41,515.84	\$42,209.22	54
Enrollment Management	23	\$71,199.48	\$77,244.81	47	46,350.00	47,431.33	22	\$40,094.60	\$42,363.03	-	-	-	92
Financial Aid	-	-	-	2	ND	ND	-	-	-	-	-	-	2
Fox School of Business	115	\$64,977.48	\$78,317.31	73	51,999.96	53,340.37	2	ND	ND	-	-	-	190

Temple University
Number and Average Salaries of Full-Time Staff
By Classification and Academic/Administrative Unit
2018 - 2019

	Executive/Admin and managerial			Other professionals			Clerical and secretarial			Technical and paraprofessional			Total Number
	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	
Graduate School	5	\$74,439.12	\$80,877.29	4	52,468.44	51,244.81	-	-	-	-	-	-	9
Information Technology Services	97	\$102,088.32	\$111,028.77	122	63,950.58	68,302.04	3	ND	ND	18	\$65,520.00	\$67,218.35	240
International Campuses	3	ND	ND	3	ND	ND	-	-	-	-	-	-	6
Klein College	25	\$70,854.96	\$81,349.15	25	51,147.84	51,822.40	-	-	-	1	ND	ND	51
Kornberg School of Dentistry	25	\$74,436.43	\$89,868.25	21	52,916.28	55,022.58	52	\$43,176.90	\$43,714.03	58	\$36,771.80	\$41,083.90	156
Libraries	13	\$95,944.56	\$97,733.02	106	57,394.26	59,144.01	8	\$49,765.86	\$51,039.11	-	-	-	127
Office of the Provost	22	\$114,888.42	\$135,263.56	31	53,173.08	55,017.10	1	ND	ND	-	-	-	54
Residence Halls-Main	14	\$86,499.78	\$90,379.89	26	48,321.60	48,044.11	9	\$45,822.40	\$44,468.09	62	\$41,995.20	\$46,684.67	111
Residence Halls-Off Campus	-	-	-	1	ND	ND	-	-	-	-	-	-	1
School of Pharmacy	15	\$111,000.00	\$114,283.54	20	53,340.95	57,544.53	2	ND	ND	1	ND	ND	38
School of Podiatric Medicine	8	\$92,734.56	\$96,551.99	15	54,901.92	60,081.75	18	\$40,094.60	\$40,607.67	14	\$41,299.86	\$42,658.76	55
School of Tourism and Hospitality	13	\$78,000.00	\$94,840.55	7	48,921.60	52,069.83	1	ND	ND	-	-	-	21
Student Affairs	33	\$64,999.92	\$78,580.12	40	50,601.54	61,830.29	3	ND	ND	-	-	-	76
Temple Press	4	\$89,368.80	\$114,796.20	8	59,177.88	56,750.76	-	-	-	-	-	-	12
Tyler School of Art	21	\$62,194.56	\$72,621.52	11	47,000.04	46,003.25	-	-	-	9	\$39,998.40	\$40,261.87	41
University College	37	\$74,198.28	\$80,693.84	42	53,997.84	54,790.94	4	\$48,244.70	\$47,809.98	6	\$39,998.40	\$40,741.43	89
Vice Provost Faculty Affairs	9	\$72,099.96	\$97,172.78	8	60,568.98	59,350.71	-	-	-	-	-	-	17
Vice Provost for U/G Studies	25	\$69,092.40	\$80,438.43	26	51,368.94	51,350.63	2	ND	ND	-	-	-	53
Provost Total	755			978			157			210			2,100

<u>Executive VP for Health Science</u>													
School of Medicine	216	\$95,378.76	\$106,539.49	471	\$60,000.00	\$71,860.35	185	\$45,822.40	\$46,548.41	201	\$45,593.08	\$49,245.11	1073
Exec. VP for Health Sci. Total	216			471			185			201			1,073

<u>Chief Operating Officer</u>													
Business Services	2	ND	ND	1	ND	ND	-	-	-	-	-	-	3
Campus Safety	5	\$124,728.60	\$126,870.43	7	\$63,085.80	\$66,108.99	1	ND	ND	162	\$63,419.20	\$58,123.16	175

Temple University
Number and Average Salaries of Full-Time Staff
By Classification and Academic/Administrative Unit
2018 - 2019

	Executive/Admin and managerial			Other professionals			Clerical and secretarial			Technical and paraprofessional			Total Number
	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	
COO Office & Emergency Mgmt	4	\$107,723.04	\$119,867.76	1	ND	ND	-	-	-	-	-	-	5
Environ Health & Radiation Safety	4	\$125,791.38	\$113,524.83	10	\$83,093.58	\$87,565.46	1	ND	ND	10	\$61,516.08	\$62,652.05	25
Fac & Ops Finance and Admin	4	\$167,271.36	\$167,836.32	2	ND	ND	-	-	-	-	-	-	6
HSC Facilities Management	18	\$81,661.98	\$101,476.07	-	-	-	2	ND	ND	68	\$64,584.00	\$62,820.98	88
Main Facilities Management	29	\$94,095.84	\$98,821.48	8	\$89,520.24	\$85,011.50	4	\$42,452.80	\$42,832.40	116	\$63,544.00	\$58,431.54	157
Parking/Real Estate/WRTI	17	\$73,287.48	\$83,629.59	12	\$55,505.22	\$59,940.24	1	ND	ND	-	-	-	30
Planning & Capital Projects	11	\$122,299.56	\$134,104.58	13	\$77,250.00	\$79,675.20	-	-	-	-	-	-	24
Purchasing	4	\$77,500.02	\$87,000.01	10	\$54,300.00	\$53,222.85	-	-	-	-	-	-	14
Recreation Services	8	\$66,031.20	\$72,193.83	7	\$40,699.92	\$41,028.63	1	ND	ND	-	-	-	16
Service Operations	13	\$72,000.00	\$77,881.24	-	-	-	4	\$37,138.40	\$39,202.80	251	\$41,995.20	\$42,695.83	268
COO Total	119			71			14			607			811

CFO													
Controller's Office	17	\$100,000.00	\$113,671.16	18	\$49,888.98	\$55,899.43	1	ND	ND	-	-	-	36
Digital Document Services	-	-	-	1	ND	ND	3	ND	ND	1	ND	ND	5
Human Resources	22	\$102,233.40	\$115,035.93	22	\$66,021.60	\$68,252.61	17	\$44,990.40	\$45,237.57	-	-	-	61
Institutional Expenses	5	\$105,096.48	\$100,857.17	1	ND	ND	7	\$40,000.00	\$43,721.37	-	-	-	13
Office of the Sr. VP for Finance	15	\$102,000.00	\$116,746.78	11	\$54,318.24	\$60,050.08	15	\$40,094.60	\$43,538.16	-	-	-	41
OWLcard Office	2	ND	ND	-	-	-	1	ND	ND	-	-	-	3
CFO Total	61			53			44			1			159

Sub-Total (Excludes Med.)	1,129	\$94,761.31		1,343	\$60,222.20		225	\$44,895.13		817	\$50,621.90		3,481
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Grand Total	1,345	\$96,652.83		1,814	\$63,244.01		410	\$45,641.13		1023	\$50,351.90		4592
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Temple University
Number and Average Salaries of Full-Time Faculty
By Rank and Academic/Administrative Unit
2018 - 2019

Provost	Professor			Assoc Professor			Asst Professor			Instructor			Total Number
	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	
Beasley School of Law	35	\$192,600.84	\$191,760.59	12	\$141,051.36	\$138,335.83	4	\$130,733.34	\$128,965.98	-	-	-	51
College of Education	19	\$129,166.80	\$133,117.50	18	\$107,509.86	\$106,523.90	21	\$75,151.92	\$75,518.77	-	-	-	58
College of Engineering	14	\$173,445.84	\$171,802.13	21	\$113,522.28	\$113,456.39	30	\$92,639.82	\$86,773.91	4	\$54,252.00	\$55,975.17	69
College of Liberal Arts	92	\$140,149.02	\$150,319.85	162	\$90,525.00	\$88,764.81	115	\$53,736.12	\$62,130.22	12	\$52,798.98	\$55,213.35	381
College of Public Health	21	\$177,012.60	\$162,865.92	47	\$118,243.20	\$119,656.78	59	\$84,532.56	\$88,807.97	24	\$70,783.10	\$66,498.44	151
College of Science and Technology	70	\$160,416.54	\$165,251.89	72	\$96,692.22	\$96,259.64	113	\$64,623.72	\$69,302.40	13	\$58,532.52	\$61,694.17	268
Ctr for Performing/Cinematic Arts	33	\$126,180.60	\$137,887.22	37	\$98,324.76	\$97,317.17	21	\$78,018.72	\$76,712.62	4	\$58,256.76	\$60,654.63	95
Fox School of Business	49	\$215,020.92	\$214,105.65	60	\$163,047.42	\$159,588.92	107	\$118,039.56	\$124,010.29	4	\$12,000.00	\$26,775.00	220
Klein College	15	\$148,092.96	\$145,381.94	22	\$101,599.26	\$107,878.50	40	\$75,396.90	\$77,486.15	-	-	-	77
Kornberg School of Dentistry	11	\$203,343.36	\$197,960.68	24	\$170,362.86	\$177,090.93	28	\$125,762.28	\$129,993.75	11	\$69,999.96	\$82,272.67	74
School of Pharmacy	18	\$147,169.26	\$151,561.19	11	\$126,463.20	\$129,935.97	11	\$111,464.64	\$105,095.02	-	-	-	40
School of Podiatric Medicine	4	\$121,441.56	\$141,074.67	9	\$96,657.72	\$97,176.07	5	\$95,946.48	\$113,014.08	1	ND	ND	19
School of Tourism and Hospitality	4	\$165,026.76	\$166,935.39	9	\$103,814.76	\$110,437.01	11	\$86,801.28	\$84,439.65	-	-	-	24
Tyler School of Art	20	\$123,068.94	\$126,791.78	27	\$90,047.40	\$87,566.94	32	\$71,000.04	\$68,845.19	-	-	-	79
Provost Total	405			531			597			73			1,606

Executive VP for Health Science	Professor			Assoc Professor			Asst Professor			Instructor			Total Number
	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	Number	Median Salary	Avg. Salary	
School of Medicine	194	\$183,749.94	\$170,830.39	166	\$136,500.00	\$140,178.18	255	\$126,000.00	\$122,774.69	21	\$75,000.00	\$80,593.39	636
Exec. VP for Health Sci. Total	194			166			255			21			636

Sub-Total (Excludes Med.)	405		\$163,849.52	531		\$109,898.69	597		\$86,085.64	73		\$62,180.35	1,587
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Grand Total	599		\$166,110.44	697		\$117,110.16	852		\$97,006.52	94		\$67,254.76	2,242
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TEMPLE UNIVERSITY
3 OR LESS EMPLOYEES
2018 - 2019

CATEGORY	Count	Average Salary
Instructor	1	\$90,320.28
Executive/Admin and Managerial	10	\$134,946.89
Other professionals	16	\$65,953.10
Clerical and Secretarial	36	\$47,565.09
Technical and Paraprofessionals	9	\$40,618.21
Total	72	\$379,403.57

Tuition Policy:
TEMPLE UNIVERSITY

Full-time employees are entitled to full tuition remission for up to eight credit hours per semester in Temple University undergraduate colleges for either undergraduate or graduate courses. No tuition remission is available for courses taken in Temple's Schools of Law, Medicine, Dentistry or Podiatric Medicine, with the exception of specially designated graduate courses as determined by the Dean's office of the specific professional school. In the School of Pharmacy, tuition remission is limited to undergraduate programs.

Employees are eligible for tuition remission benefits the first day of the semester after their hire date. Employees who terminate their employment with Temple University after the start of the semester for any reason other than official retirement will continue to receive the tuition remission benefit through that semester only. Employees and their eligible dependents must remain in academic good standing.

A staff member cannot be both a full-time student and a full-time employee, simultaneously.

Legally dependent children of full-time employees are eligible for tuition remission for up to ten semesters to complete their degree in Temple University's undergraduate program only. Children may be full-time matriculated students, or they may be part-time matriculated or non-matriculated students. The dependent child must be less than 24 years of age when initially enrolled in this program. Non-bargaining employees and faculty, as well as some bargaining employees and faculty, hired after a specified date are eligible for 50% dependent remission in the first year of employment, 75% dependent remission in the second year of employment and 100% remission effective the start of the semester after 3 years of employment. If the eligible employee is hired before the specified date, then the dependent children are eligible for 100% remission.

The spouse of an executive administrative employee or full-time faculty member is entitled to one-half tuition in Temple University undergraduate colleges for either undergraduate or graduate courses, whether enrolled full-time or part-time.

Any requests for exceptional treatment must be made to the Benefits Appeals Committee (BAC) by the appropriate Academic Vice President on behalf of the student, prior to the beginning of the semester.

Graduate and spousal tuition benefits are considered a taxable benefit. The value of these tuition benefits will be included in the employee's taxable wages and all applicable taxes will be withheld during the year the tuition benefits are received.

The Tuition Remission program includes expenses for tuition cost only; any other fees are not covered under the program.

Retirement Policy:
TEMPLE UNIVERSITY

Full-time employees and faculty are eligible to participate in either a Defined Contribution Plan or a Defined Benefit Plan. The plan that they are eligible to join is dependent on their job classification and collective bargaining agreement.

There are several different contribution levels under the Defined Contribution Plan.

Most employees and faculty are eligible to participate at a level in which the contribution amount is based on the annual Social Security wage base as follows:

<u>Source</u>	<u>Contributions</u>	<u>Base Annual Salary</u>
Employee	4.5%	up to the SS wage base
	+5.0%	over the SS wage base
Temple	8.5%	up to the SS wage base
	+13.0%	over the SS wage base

An alternate level of contributions available to some non-tenure track faculty is that if eligible faculty members contribute 4.5%, the University contributes as follows:

<u>Date</u>	<u>University Contributions</u>
January 2015	Contribution of up to 4.5% of Base Salary
Feb to June 2015	Contribution of 4.5% of Base Salary
July to June 2015	Contribution of 5% of Base Salary
July to June 2016	Contribution of 6% of Base Salary
January 2017 and after	Contribution of 7% of Base Salary

An alternate level of contributions available to some union employees is a University match based on years of participation. The level of service varies from less than 3 years to more than 8 years, and the match varies from 3% to 8.5%.

Another alternative level of contributions available to some union employees is a University match based on employee level of contribution. Enrolled employees receive a University contribution of 4% or 4.25% regardless of whether they elect to contribute. However, if they do elect to contribute, then the University match will increase on a schedule to between 5% and 8.5%.

Employees are vested in the University's contributions after either three or five years of participation in the Plan.

Contributions under any of the variations may be allocated between Fidelity Investments and TIAA (Teachers Insurance Annuity Association). Fidelity Investments and TIAA offer various investment choices including growth funds, equity funds, bond funds, money market funds, balanced funds and target allocation funds.

Vested Contributions may be withdrawn from the Plan after separation from service. The form of withdrawal is at the discretion of the participant, subject to the approval of either Fidelity Investments or TIAA. This may take the form of lifetime monthly annuity payments; full, partial or systematic withdrawal; interest-only payments; rollover to another account; or any combination thereof.

The Defined Benefit Plan that is available to certain collectively bargained employees is a contributory plan that provides an annuity benefit at retirement. The benefit is determined by multiplying average monthly earnings times years of credited service times 1.6% less an offset for Social Security. Normal retirement age is considered to be 65, but a reduced benefit is available after the employee has attained age 55 with at least 10 years of service. Vesting in this plan requires five (5) years of participation.

In order to participate in this Plan, employees must contribute 2% of base earnings up to the amount of the Social Security wage base for the year, and 4% of the balance of earnings.