



# FACULTY ADVOCATE

IFT Higher Education Council

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**In this Issue: AAUP Report—ISU Undermines Faculty Governance** (below)

## Idaho Faculty Salary Survey 2010-11

We have published a UI salary survey every year since 1974. Individual faculty data come from the UI Budget Office. UI Salary data and analyses going back to 2000-2001 can be found at [www.idaho-aft.org/salaries.htm](http://www.idaho-aft.org/salaries.htm).

UI full professors are 23% behind their peers on Ph.D.-granting campuses, while UI associate and assistant professors are 14% and 17% behind respectively. Since FY82, when the full professor differential was 17%, UI fulls have lost 6% to their peers.

Also at the URL above you can find UI salaries by department and unit; an all Idaho campus survey with UI administration salaries; a national survey by discipline; and a UI survey by discipline. The superb Oklahoma State study by discipline is no longer available to us.

## ISU, BSU, and LCSC Salaries Now Included

With aid of the annual salary survey done by the American Association of University Professors we are now able to add faculty salaries from ISU, BSU, and LCSC. We urge faculty from these campuses to gather their department and unit salaries in the same way that the UI union has done for years.

BSU faculty suffer a much greater differential than their peers: 34% for fulls; 22% for associates; and 20% for assistants. The ISU gap just as bad: 33%/23%/22%. For B.A./B.S. institutions LCSC is also way behind: 33%/31%/ 26%.

*Some BSU and ISU faculty have higher teaching loads but the same research expectations, so they should at least have salary equity with the UI.*

## NIC, CSI, CWI Salaries Coming Next Year

We will publish Idaho 2-year campus salaries in next year's survey. For the time being faculty there can compare their salaries with the national averages for ranked and non-ranked faculty. CSI faculty have rank but no tenure; NIC faculty have tenure but no rank; CWI faculty have neither rank nor tenure.

For many years NIC faculty have enjoyed the advantage of a salary step system, and after several years of no funding for the steps, the NIC president and board authorized money for the steps. In good years NIC faculty receive cost-of-living raises on top of the automatic steps. *The union has always argued that that merit pay should be a separate appropriation and should be awarded by extra steps.*

## UI Administrative Raises up 280% over 29 Years vs. Full Professors at 211%; CPI is 218

In terms of cost of living, UI full professors have suffered a 7% pay cut over 29 years, while UI administrators have enjoyed a 62% pay raise. (We wish we had FY82 data for the other ranks, but we were lucky to find these full professor salaries in an old issue of *Faculty Advocate*.) ISU, BSU, and LCSC professors have lost much more compared to the CPI.

Most fortunate, however, is the fact that we have UI administrative salaries from FY82. These were years before the corporate model for higher education had taken its full and disastrous effect. *Please note that 29 years ago UI deans made pretty much the same salary, and that the president earned only \$7-14,000 more than his deans.*

Those who justify huge administrative salaries say: "This is what the market demands, and we are still paying less than peer institutions." If faculty salaries had been keeping up, this would have been persuasive.

Former UI President Elizabeth Zinser justified her huge salary increase by claiming that it "would raise all boats." But, as the State Board of Education continues to approve these administrative increases each year, faculty salaries have fallen further and further behind.

During the period 1990-1995 raises for UI higher administrators rose by 21.3 percent compared to 16.5 percent for faculty. When the AFT made these increases an issue in 1995, the next year top administrator pay rose only 2.33 percent, about 3 percent lower than the faculty.

### **UI's Duane Nellis' \$335,005 is 487% over Richard Gibb's 1981 Salary; From Three Times to Eight Times Entry Level Professors**

In 1972 entry level professors made about \$10,000, and then President Ernest Hartung made about \$30,000. When President Richard Gibb was hired in 1977, his salary had risen to four times entry level faculty. (*In a 1977 interview with the AFT president, Gibb contended that top faculty should make more than he did.*) Faculty complaints became more vocal when Elizabeth Zinser's FY 94 salary was \$125,039, five times entry level salaries. *The differential with entry level faculty has now risen to over eight times.*

### **Pay Equity at the Presidential Level Why not for Idaho's Professors?**

When the SBOE met Duane Nellis half way on his salary demands, they then decided that the ISU and BSU executives would receive essentially the same pay. This action puts the lie to the UI's status as Idaho's "flag ship institution. Each of our major universities have outstanding faculty and most of them do cutting-edge research. So why should ISU and BSU salaries lag more than 10 percent behind the UI?

### **Thank the AFT for Your Promotion Increase**

For many years the AFT urged the UI administration to increase the promotion increments in order to

alleviate salary compression in the upper ranks. The increments used to be \$1,000 for promotion to associate and \$1,500 to full professor.

We take some credit for the fact that UI President Robert Hoover raised those increments to \$5,000 and \$6,500 respectively. In the 2000s they were boosted to \$6,000 and \$8,500 at the UI, and we would like to see the same amounts for BSU, ISU, and LCSC.

### **Across the Board Raises before Merit Pay; otherwise Many Faculty Lose Pay to Inflation**

The Hoover administration committed itself to "across the board increases" for "all employees showing at least satisfactory performance." This promise stands first in a list that includes promotions, merit pay, and equity adjustments.

The AFT position has always been that as long as salaries do not keep up with the cost of living, then merit pay is a moot point. When legislative raises are applied according to merit, many faculty end up with pay cuts because of the decline in general buying power. *Merit pay must be funded by a separate appropriation.*

### **Collective Bargaining is the Only Answer**

During the late 1960s there was a large expansion of our public higher education system. This was good for educational opportunity, but bad in the way that this system developed according to a business model. University presidents became less like academic leaders and more like CEOs, and their salaries, as well as those of their management teams, have skyrocketed.

A natural response to the industrialization of the university was the rise of faculty unions. They now represent a large majority of faculty in states where collective bargaining is allowed. (Idaho, unfortunately, is one of the 19 where it is not permitted.) Over 320,000 faculty on 1,130 campuses are now under union contracts.

### **AAUP Report: ISU Violates Standards for Faculty Governance; Sanctions Almost Certain at AAUP June Convention**

**Editor's Note:** In the newspaper story below ISU

President Arthur Vailas mistakenly calls the AAUP a “major faculty union,” when in fact it is a minor player compared to the contracts held by the AFT and the NEA.

Vailas dismisses the AAUP because of its small membership, but he ignores the fact that AAUP principles are recognized by over 210 professional and education organizations. The AAUP’s *1940 Statement of Principles on Academic Freedom and Tenure* was jointly formulated with the Association of American Colleges and Universities (AACU).

Vailas is dead wrong when he states that the SBOE sets the standards for faculty governance. It’s the AAUP, AACU, and over 210 professional and education organizations. *When first told about faculty governance, one hapless SBOE member once said: “I thought that was what we did.” No, sir, it is not.*

The AAUP report can be read in full at [www.idaho-aft.org/AAUPISU.pdf](http://www.idaho-aft.org/AAUPISU.pdf).

From the *Idaho State Journal* on May 26, 2011.

A national organization that represents university professors has released a report concluding the Idaho State University administration has violated traditional standards in recent decisions regarding the institution’s Faculty Senate.

As a result of its investigation, the American Association of University Professors says it’s likely that it will sanction ISU, a negative distinction the group has only given to a handful of higher ed institutions.

The 14-page AAUP report takes exception with the State Board of Education’s Feb. 17 decision to suspend the ISU Faculty Senate at the request of ISU President Arthur Vailas. The suspension came a week after ISU faculty gave Vailas a vote of no confidence. . . .

“The concluding section of the report finds there have been serious violations of normative governance standards,” said Gregory Scholtz, director of the AAUP’s Department of Academic Freedom, Tenure and Governance.

The AAUP’s nine-member Governance Committee will now review the report and make a recommendation for between 300 and 500 AAUP delegates to vote on during the organization’s annual meeting set for the second weekend in June.

If the delegates find the Vailas administration to be at fault, ISU will join a list of only four other higher education institutions sanctioned by the AAUP for failing to meet standards in governance.

ISU would be the largest institution on the list that currently includes Antioch University in Ohio, Lindenwood College in Missouri, Elmira College in New York state and Miami Dade College in Florida.

ISU officials did provide a written response, contending that the AAUP has a bias that was evident in the manner in which it conducted its investigation. Furthermore, university officials downplayed the significance of an AAUP sanction.

The ISU administration’s response likens the AAUP to a “major faculty union” and notes that according to data from 2008, the organization’s membership totaled 48,000, only 2.8 percent of the nation’s total 1.7 million post-secondary faculty.

“The truth of the matter is what constitutes a legitimate agency for the functioning of institutional governance is determined by the governing board. In the state of Idaho, the governing board is the Idaho State Board of Education,” the Vailas administration’s response reads.

ISU officials reason the AAUP showed its bias even before starting the investigation through its friend of the court brief in support of former ISU Professor Habib Sadid, who has filed a lawsuit against the university alleging he was fired for exercising free speech critical of the Vailas administration. . . .

[Read more about the Sadid case and the AFT’s legal support (over \$140,000 to date) at [www.idaho-aft.org/Sadid.htm](http://www.idaho-aft.org/Sadid.htm).]

Scholtz said a sanction by his organization would serve as “a black mark” on ISU. “It indicates at least in this particular area the institution is not meeting the industry standard,” Scholtz said.

He said it’s tough to comment on how faculty in general regard a sanction when they conduct job searches, noting only that he personally would never seek a job at a sanctioned institution.

Based on more recent developments — including the fact that the university won’t allow its provisional Faculty Senate to commence work on new bylaws until the fall — Scholtz said any hope of ISU

avoiding a sanction likely evaporated.

“I would suspect that the (AAUP) governance committee will not be so favorably inclined after what’s happened in the past few weeks,” Scholtz said. He added that he sees no problem with ISU’s existing bylaws the way they are written and can’t fathom why the Vailas administration and State Board are demanding they be replaced. . . .

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