



# FACULTY ADVOCATE

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## UI, ISU, BSU Heads 261% Ahead of CPI Their Full Professors are 46% Behind They are in the Lowest 99th Percentile

FY12 faculty salaries by UI department can now be accessed at [www.idaho-aft.org/UIsalaries.pdf](http://www.idaho-aft.org/UIsalaries.pdf). A full analysis of these data will be published later in the semester when the UI and the American Association of University Professors (AAUP) release their own reports.

The UI Faculty Federation is fortunate to have presidential and full professor salaries back to 1982. Over that 30-year period, full professor pay has increased 208%, while the president's salary has increased 487%--from \$57,115 to \$335,005.

ISU President Arthur Vailas and BSU president Bob Kustra now make the same as UI President Duane Nellis, but ISU and BSU full professor have increased only 168% and 163% since 1982.

The Consumer Price Index (CPI) for October 2011 was 226, so Idaho full professors are on average 46% behind the cost-of-living, while their presidents are 261% ahead. The Idaho State Board of Education decided to bring Vailas and Kustra up to Nellis' level to alleviate concerns about equity. When will ISU and BSU full professors reach the same level as UI full professors?

Many defend the high cost of university executives. As David Warren, president of the National Association of Independent Colleges and Universities, states: "The job of college president has changed dramatically in the last 30 years, as have the demands. There is just a small pool of candidates who possess the skill set that is required and are willing to take on the stressful 24/7 nature of the position."

Even if these points are granted, there is still the principle of equity, which we strongly support, and the fact that for FY 2010 full professors in all Ph.D.-granting public institutions made an average of \$116,750. The same year Idaho's full professors made on average \$66,200, a whopping \$50,500 difference. (Please note that salary differentials listed above are for peer institutions only.) According to AAUP calculations for private and public institutions, Idaho full professors are in the lowest 99th percentile—namely, right at the bottom.

In its annual survey of executive pay *The Chronicle of Higher Education* (April 3, 2011) reported that the median salary for public university presidents was \$375,442. While Idaho's full professors are 43 percent behind their national peers, there is only an 11 percent deficit for their presidents.

The range for tens of thousands of public full professor salaries for FY10 was about \$60,000 to \$300,000, whereas the range for a far fewer numbers of presidents was much larger (\$200,000 to \$1,300,000) with much more concentration at the bottom. Therefore, the use of the median for presidents is justified statistically.

Read the full *Chronicle* article at [www.idaho-aft.org/PresidentsFY10.pdf](http://www.idaho-aft.org/PresidentsFY10.pdf). Faculty salary data are from the AAUP annual survey. Full professor salaries are the focus because they have not increased as much as assistants and associates have. FY10 figures were the only ones available for executive salaries.

## AFT-AAUP Coalition at University of Oregon Seek Vote on Collective Bargaining

Research and instructional faculty at the University of Oregon have officially launched a campaign to

form their own union in order to restore the university's educational and research priorities.

On Jan. 24, faculty members, research associates and post-doctoral scholars gathered at the Schnitzer Museum of Art to sign union cards indicating their support for United Academics University of Oregon, AAUP/AFT, the organization they have created to pursue collective bargaining.

"Now is the time for all faculty to have a voice in how the university fulfills its mission to serve our students and the people of Oregon," says philosophy professor Scott Pratt. "Collective bargaining will give us that voice."

Spending on instruction has stalled while administrative costs have increased dramatically. With the university growing by 4,000 students in the last five years, and class sizes swelling to the point where students are sitting in aisles and on the floor, faculty are upset with management's inability to improve learning conditions and sustain institutional support for faculty and students.

University management has chosen to meet the needs of a growing student body by hiring many faculty into part-time and temporary positions, many of them having just three-month contracts and no health insurance.

"As a non-tenure track instructor, I take my commitment to teach very seriously," says Tina Boscha, an instructor of composition. "I worked on a temporary basis for five years before gaining a nine-month contract, and I have yet to feel a firm commitment from the administration about my longevity at the university. Our union can help me be a better teacher and mentor for students by providing better job security."

Permanent faculty are feeling the squeeze, too. With top-down decisions affecting everything from healthcare benefits to the number of classes they can offer to meet the needs of graduating students, faculty feel they have little say in how the day-to-day operations of the university are handled.

United Academics is working to strengthen the quality of education and research at the university. A central theme of the union campaign is that "teachers' working conditions are students' learning conditions." [United Academics news release]

## **Please Join Us in Protecting Faculty Rights; Increasing Salaries and Benefits**

Members of the American Federation of Teachers receive a \$1,000,000 professional and legal liability policy, access to legal and moral support, and national/state AFT publications. For application forms please go to [www.idaho-aft.org/IftDues.htm](http://www.idaho-aft.org/IftDues.htm).

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