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2012 IDAHO FACULTY SALARY SURVEY

(See Tables at www.idaho-aft.org/Survey12.pdf)

**Losses in Real and Comparative Terms
Unionized Campuses make 11-16% More
Salary Step System at North Idaho College
CWI: The Egalitarian Campus
Salary Compression at LCSC and Beyond
UI, BSU, ISU, LCSC Lag Way Behind
UI, ISU, BSU Heads 261% Ahead of CPI
Their Full Professors are 46% Behind**

Unionized Campuses make 11.3-15.6% More

This year's AAUP national survey contains a comparison of salaries at unionized versus non-unionized campuses. At public institutions that grant master's degrees, unionized faculties made 15.6 percent more; 11.3 percent more at baccalaureate colleges; and 15.5 percent more at community colleges. The AAUP survey generally distinguishes between salary and total compensation, which includes fringe benefits. If those data were included in this calculation, then the differences would have been greater.

Over 77 percent of faculty at Ph.D.-granting institutions are not under collective bargaining agreements, so the higher salaries at unionized campuses have yet to affect the average there. As an example, University of Washington, Washington State University, University of Oregon, and Oregon State University, and the University of California system have no union contracts, but all the other campuses in these three states do.

Salary Step System at North Idaho College 7% Ahead of Mt. West 2-Year Schools

At the center of every faculty union contract is a salary scale. With satisfactory performance each employee receives seniority pay by advancing one step in the scale. Cost-of-living raises increase the base for each step.

Where merit pay is recognized, the faculty member then advances several steps. Promotion in rank is rewarded by jumping up to a new line of steps. In this regard see our proposed UI salary step system in Table IV www.idaho-aft.org/Survey12.pdf.

North Idaho College is the only Idaho campus with a salary scale, and it can be viewed at www.idaho-aft.org/NICscale12.pdf. Faculty with M.A. degrees (plus 0-15 credits) start at \$41,928, and advance to \$43,399 the next year for an increase of \$1,471. Those with an M.A. plus 30 credits make \$68,041 after 20 years. *This does not include increases to the entire scale, which is determined by the NIC president and her board.*

During tough times during the 2000s, the NIC administration did not authorize the annual step increase. When faculty alerted President Priscella Bell that the NIC policy manual required that the steps be financed, she directed her board to restore the lost pay.

With guaranteed annual increases, there is no surprise in the fact that NIC is only 8 percent behind its national peers and 7 percent ahead of Mt. West schools?

CWI: The Egalitarian Campus

College of Western Idaho in Caldwell is not only Idaho's newest but it is also the most equal, at least in pay for faculty. About 68 percent of CWI faculty make between \$40,000-44,000, and the average

salary is \$43,442. This is 25 percent behind the national average for 2-year colleges without rank and 12 percent behind Mountain West campuses. The CWI president's salary is \$175,000, which is 4 times average faculty salary compared to 4.75 at UI, 5.25 at BSU, and 5.8 at ISU. Salaries for the entire CWI campus can be viewed at www.idaho-aft.org/CWIpay12.mht.

Salary Compression at LCSC and Beyond Promotion increments of \$6,000 and \$8,500 should be awarded to all Idaho professors

The following statement was original composed by the LCSC AFT chapter and then approved by the Faculty Association on April 12, 2012. The concluding paragraph has been deleted, but it can be read at www.idaho-aft.org/LCSCCompression.pdf. The problem explained in this report is bolstered by the fact that LCSC average associate and full professor pay dropped from FY11 to FY12, but assistant professors earned more. See Table I at www.idaho-aft.org/Survey12.pdf.

“Salary compression has long been an issue in academia, but the correct term to use now at Lewis-Clark State College is salary inversion. While the base numbers vary somewhat from division to division, what they all have in common is that assistant professors hired after 2009 or 2010 (depending on the division) have starting salaries surpassing other assistant professors hired before then and near or surpassing the salaries of associate professors hired in 2003 through 2007.

“When these newest hires make associate professor, they will all out-earn their more senior associate colleagues by typically between three and four thousand dollars. Given this situation, it is now the case that seniority is de facto penalized, with lower pay going to those guilty only of having been here longer. Rank and merit, the typical reasons for pay differences, are not factored into salary determination at present.

“This situation must be rectified. It is negatively affecting morale and impacts the recruitment and retention of quality educators for which LCSC is regionally and nationally known. Therefore, as a faculty, we are formally requesting that the issue of salary compression/ inversion be addressed for the upcoming fiscal year, beginning July 1, 2012.”

In order to do this, we propose that all assistant professors be brought up to the base-level salary of new assistant professors hired this year (or last year, if no new hires were made this year) in their respective divisions/ programs, and the salaries of associate and full professors affected by compression/inversion be adjusted up using the basic promotion steps of \$3,000 and \$5,000, respectively, from the new assistant-level baselines established in each division/program.”

For many years the UI Faculty Federation urged the administration to increase the promotion increments in order to alleviate salary compression in the upper ranks. The awards used to be \$1,000 for promotion to associate and \$1,500 to full. We take some credit for the fact that those increments are now been boosted to \$6,000 and \$8,500. *ISU, BSU, and LCSC have lower awards, and there is no reason why they should not be the same for all four campuses.*

UI Faculty Salaries for FY12

FY12 faculty salaries by UI department can now be viewed at www.idaho-aft.org/UIsalariesFY12.pdf. We have now, since publishing the UI report in January, added percentage increases from the previous year. The UI administration used to provide these numbers, but we now use an Excel program to calculate them. For UI salaries back to FY82, see Table II at www.idaho-aft.org/Survey12.pdf.

Since 2010 the UI no longer prepares extensive in-house analyses of peer institution salaries. The reason given is that there have been no salary increases, so it is not worth the precious time of UI statisticians.

AAUP data demonstrates, however, that some faculty salaries at UI and LCSC have decreased in real terms, not only in comparison to national averages. This must be the result of the furloughs that all Idaho faculty and staff were forced to take last year. The only exceptions are the assistant professors, which offer a confirmation of the LCSC analysis discussed above. Please consult Table I at www.idaho-aft.org/Survey12.pdf.

BSU Full Profs 35% Behind National Average; LCSC, 34%; ISU, 33%; and UI, 25%

According to AAUP data, BSU full professors lag by 35% others at Ph.D.-granting institutions. BSU

associates and assistants are behind 21 percent and 20 percent respectively. In the same category ISU lags 33/23/22 and UI faculty are 25/15/13. For baccalaureate campuses LCSC lags 34/31/24.

Note: The ISU administration did not send in data for FY12, so we are using FY11 figures. Is President Arthur Vailas boycotting the AAUP for its decision to put ISU on its sanctions list for violating basic faculty governance principles?

**Idaho University Prezs 261% Ahead of CPI
Their Full Professors are 46% Behind
National: 9.5% raises for execs; 0% for faculty
Inflation adjusted Median Salary FY08-FY11
(AAUP analysis)**

The following is reprinted from *Faculty Advocate* 21:4

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.

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. 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.

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