



# FACULTY ADVOCATE

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Volume 22: Number 6, May 11, 2013 (labor donated)  
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## 2013 FACULTY SALARY SURVEY: NIC, UI, LCSC, CWI, BSU, CSI, and ISU

See Tables at [www.idaho-aft.org/Survey13.pdf](http://www.idaho-aft.org/Survey13.pdf)

Data from American Association of University Professors, *Academe* (March-April, 2013);  
College and University Professional Association

## The Advantage of Collective Bargaining

For FY13 Idaho's K-12 union teachers averaged \$49,734 per year, while CWI and CSI faculty made only \$43,545 and \$48,927 respectively. Primarily because of their salary step system (see below) NIC faculty did a little bit better at \$53,481. *Incredibly enough, LCSC's average for all ranks was only \$49,400, and their full professors were only 1.3 percent behind their peers at CSI.* For years the IFT has tried to introduce a higher education collective bargaining bill in the Legislature, not to no avail.

## LCSC Full Profs at National Assist Prof Average; 34% behind National Fulls

Idaho faculty are way behind their peers in salary, but LCSC is shockingly so. LCSC full professors make \$56,900 per year, but their peers in baccalaureate institutions make \$58,600. LCSC full professors make 34 percent less than the national average. Associate and assistant professor are 31 and 23 percent behind respectively.

## UI Falls Behind in All Ranks: Fulls: -26%; Associates, -16%; Assistants, -17%

The three years of FY07-09 saw UI faculty salaries improving by 3-5 percent against their national peers, but now full professors have dropped five

percent. Even during the Great Recession and an Idaho economy better than many others, UI faculty still lost ground. Compared to Mt. West institutions, the UI lags 18/12/14 percent in the three ranks. *See UI salaries by department at [www.idaho-aft.org/UIFY13.pdf](http://www.idaho-aft.org/UIFY13.pdf).*

## BSU Doing Better as Category IIA School: Fulls: -9%; Assoc.: -7%; Assist.: -7%

Even though BSU does grant some doctoral degrees, it still does not qualify, according to the AAUP, as a Category I University. In the past we have erred in including BSU with UI and ISU as Category I.

Nationally, at the Category IIA level, BSU full professors are 9 percent behind, while associates and assistants lag 7 percent. Among Mt. West schools BSU is actually a bit ahead in each rank: +1.5, +2.4, and +3.2 percent respectively.

## THE GOOD OLE DAYS OF MORE SALARY EQUITY; UI ADMIN UP 293% SINCE FY82; UI FULL PROFS AT 213%

We have UI salary figures that go back to FY82, so it is interesting to note the growing inequity across campuses, between faculty and administration, and among administrators as well. In 1981-82 UI professors were only 17 percent behind the national average, but that has now grown to 26 percent.

In 1981-82 UI President Gibb was only 15 percent ahead of his fellow administrators, but President Nellis' salary has jumped 45 percent ahead of his. Over 31 years UI administration salaries have risen 293 percent versus 213 percent for full professors.

President Nellis is only 15 percent behind his public while UI full professors lag 26 percent. Adjusted for

inflation the nation's higher education executive salaries rose 35 percent from 1995-2006, while faculty pay went up only five percent.

### **ISU, BSU, and UI Presidents Make the Same, but Wide Range for 2-year College Leaders**

When UI President Duane Nellis demanded \$40,000 more than his predecessor, the SBOE decided to equalize Idaho university executive pay. At the 2-year colleges, which have independent boards, the presidential pay ranges from \$160,000 at NIC, \$175,000 at CWI, and at CSI \$204,294.

### **Nationally, CSI Lags 26% for Fulls; 19% for Associates; and 17% for Assistants CSI Average, \$48,927 vs. ID K-12, \$49,734**

It is said that College of Southern Idaho has chosen faculty rank over tenure, while North Idaho College faculty are more than content to be instructors as long as they can earn tenure. The College of Western Idaho bars tenure, but has introduced the rank of assistant professor.

Nationally for 2-year colleges with rank, CSI's full professors lag 26 percent; associates are at -19 percent; and assistants trail 17 percent. Among Mt. West schools the figures are 16, 11, and 13 percent respectively.

### **CWI: Poor, but Egalitarian Assist. 12% behind; Instructors: -5% CWI Average, \$43,545; Idaho K-12, \$49,734**

CWI is moving to institute professor ranks, and we now have the figures for the first assistant professors. They make on average only \$3,400 more than the instructors. Rather than a few number of division chairs as at CSI, NIC, and LCSC, CWI has 45 "program chairs," who on average make only \$1,200 more than instructors. This certainly is a lot of "chairs" for 49 instructors and 22 assistant professors.

### **NIC 15% Behind National Peers**

NIC has no professional ranks and their instructors average \$53,481 per year, while the average for Idaho's K-12 teachers is \$49,734. NIC faculty are 15 percent behind their national peers and lag 6 percent with regard to Mt. West schools.

### **NIC's Salary Step System Should on all Idaho Campuses**

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. North Idaho College is the only Idaho campus with a salary scale, and it can be viewed at [www.idaho-aft.org/NICscale13.pdf](http://www.idaho-aft.org/NICscale13.pdf). See our proposed UI salary step system in Table IV at [www.idaho-aft.org/Survey13.pdf](http://www.idaho-aft.org/Survey13.pdf).

NIC faculty with M.A. degrees (plus 0-15 credits) start at \$42,767 per year, and can advance on seniority alone to \$62,649 after 18 years. After earning over 30 credits, the person can make \$69,402 over 20 years. Since FY12, 2 percent has been added to each step.

*With guaranteed annual increases, there is no surprise in the fact that NIC faculty make \$9,936 more per year than their CWI peers, and \$4,254 more than CSI faculty.*

### **Check Salaries in Your Discipline at [www.idaho-aft.org/CUPA2013.pdf](http://www.idaho-aft.org/CUPA2013.pdf)**

### **ISU REFUSES TO SEND SALARY INFO**

For two years running, the ISU administration has declined to send salary data to the AAUP. After President Arthur Vailas disbanded a duly elected faculty senate, the AAUP voted to place ISU on its sanction list in June, 2011. It now has the dubious distinction of being one of four institutions in the U.S. that are on this black list.

### **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).