



# FACULTY ADVOCATE

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## 2013-2014 All Idaho Salary Survey

See data analysis and tables at [www.idaho-aft.org/survey14.pdf](http://www.idaho-aft.org/survey14.pdf). ISU, CSI, NIC, and CWI did not send data to the American Association of University Professors (AAUP) for its annual salary survey. UI salaries by department are at [www.idaho-aft.org/UIFY14.pdf](http://www.idaho-aft.org/UIFY14.pdf). Individual ISU salaries are at [www.idaho-aft.org/ISU14.pdf](http://www.idaho-aft.org/ISU14.pdf). Individual LCSC salaries are at [www.idaho-aft.org/LCSCFY14.pdf](http://www.idaho-aft.org/LCSCFY14.pdf). The NIC salary scale is at [www.idaho-aft.org/NICsalariesFY14.pdf](http://www.idaho-aft.org/NICsalariesFY14.pdf). **Note:** The AAUP has converted 12-month salaries to 9-month equivalents.

## Public President Salaries up 75% since 78-79 Fulls, Associates, Assistants: 20%/13%/18%

According to calculations made by the American Association of University Professors, campus executive salaries at public institutions, have risen 75 percent since 1978-79. Their provosts and financial vice-presidents have gained 50 and 52 percent respectively. These figures have been adjusted for inflation. See Table IV at [www.idaho-aft.org/survey14.pdf](http://www.idaho-aft.org/survey14.pdf).

The AAUP also found that public campus administrators did relatively well during the Great Recession. Pay for presidents and their provosts and financial officers rose 11.3 percent from FY08-FY14. Faculty, however, fared poorly: full professors were up 2.2 percent, associates, .5 percent, and assistants, 2.6 percent.

## LCSC Full Profs below National Assist Prof Average; 39% behind National Fulls

Idaho faculty are way behind their peers in salary, but LCSC is shockingly so. LCSC full professors make \$57,100 per year, but their peers in public baccalaureate institutions make \$94,400. *The national average for assistant professors—\$59,600—is \$2,800 more than LCSC full professors.*

LCSC full professors make 39 percent less than the national average. Associate and assistant professor are 32 and 24 percent behind respectively. LCSC's president is behind almost as much as his full professors—37 percent.

## ISU REFUSES TO SEND SALARY INFO

For three 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.

## BSU Stands Next to Last Among its Peers; 7 of 13 those Campuses have Faculty Unions

BSU faculty prefer to see their salaries compared to comparable metropolitan universities. They stand next to last among them. Seven of these 13 institutions have faculty unions and work under comprehensive union contracts. According to the AAUP, both UI and BSU instructors are doing very well salary-wise.

## UI Administrators Then (FY82) and Now; The President Runs away with the Moon

We are fortunate to have some salary data from FY82. President Richard Gibb earned \$57,115 and his provost and financial vice-president made \$51,542 each. His deans ranged from a low of \$43,555 (library, of course) to a high \$51,043 (law, of course). *Current President Chuck Staben's salary of \$350,000 is \$136,176 more than his Provost's, the next highest paid.*

In 1972 UI President Ernest Hartung's salary of \$30,000 was three times that of new assistant professors. In 1977 President Gibb's salary climbed to four times, and then President Elizabeth Zinser pay climbed to five times by 1993. President Staben's pay is now seven times that of a new liberal arts professor.

### **UI Professors Continue their Pay Lag: Fulls, 26%; Associates, 16%; Assistants, 17%**

President Zinser promised that her "high tide" wage would float all faculty boats; but instead, except for a few good years, our boats have been swamped, or to switch metaphors, our rail cars have been abandoned on a side track.

Ranked professors at UI are exactly where they were last year. For two years in a row professors in the three ranks lagged 26, 16, and 17 percent respectively. These percentages have been increasing ever since FY02, when the deficits were 19, 13, and 17 percent respectively. For FY82 there was only a 17 percent pay lag for UI full professors. See Table II at [www.idaho-aft.org/survey14.pdf](http://www.idaho-aft.org/survey14.pdf).

### **UI Administrators: Up 308% since FY82 Full Professors Gain 219%; CPI at 231**

Since 1981-82, UI administrators in 9 positions are now way ahead of the cost-of-living by 77 points. UI full professor have still not caught up: 219 versus the consumer price index at 231. The UI president's salary has increased a whopping 513 percent. Current President Staben is still 17 percent behind his peers at doctoral institutions. See Table V at [www.idaho-aft.org/survey14.pdf](http://www.idaho-aft.org/survey14.pdf).

### **UI-BSU-ISU Salary Step System**

A central feature of campus collective bargaining

contracts is a salary step system that guarantees cost of living increases as well as raises above that in good years. Vertical moves occur with promotions. *If Idaho universities had instituted our salary step proposal in 1976 (see Table VI at [www.idaho-aft.org/survey14.pdf](http://www.idaho-aft.org/survey14.pdf)), we would now be at the top of our peers rather than at the bottom.* Furthermore, faculty without "market value"—those in the library, humanities, and social sciences—would be making a decent professional wage. North Idaho College faculty have a step system, and so should every other faculty member in Idaho. See [www.idaho-aft.org/NICsalariesFY14.pdf](http://www.idaho-aft.org/NICsalariesFY14.pdf).

### **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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