

# IDAHO FACULTY SALARY SURVEY 2011-2012

Compiled by the Higher Education Council  
Idaho Federation of Teachers, AFT/AFL-CIO

**TABLE I: NATIONAL AND MOUNTAIN WEST AVERAGES (nearest 100<sup>th</sup>)  
FOR PUBLIC INSTITUTIONS, FY 11 and FY 12 Compared, AAUP Data  
Note the Losses at UI and LCSC and General Increases in National Lag**

<b>FY 11</b>	<b>Professor</b>	<b>Associate</b>	<b>Assistant</b>	<b>Instructor</b>	<b>% behind (nat.; mt.)</b>
National Public	118.1*/84.4^	81.3*/69.0^	69.8*/57.5^	46.3*/47.2^	
Mountain West (all)	107.2*/73.8^	77.9*/58.9^	66.5*/49.2	46.1*/41.9^	
University of Idaho*	90.6	70.0	58.2	48.9	23/14/17; 15/10/12
Boise State University*	77.4	63.2	56.1	47.5	34/22/20; 28/19/16
Idaho State University*	78.7	60.0	54.1	42.6	33/23/22; 26/23/19
Lewis-Clark State^	56.9	47.5	42.3	38.7	33/31/26; 23/19/14
2-Year Colleges+	74.1/69.2	61.5/58.5	54.3/51.8	47.1/47.1	national/mt.west
2-Year Colleges~				57.6/48.5	national/mt.west

<b>FY 12</b>	<b>Professor</b>	<b>Associate</b>	<b>Assistant</b>	<b>Instructor</b>	<b>% behind (nat.; mt.)</b>
National Public	121.0*/84.5^	82.8*/69.0^	71.5*/57.3^	47.2*/46.7^	
Mountain West (all)	109.7*/79.2^	79.0*/63.4^	68.3*/54.5	47.4*/41.6^	
University of Idaho*	90.3	68.9	60.1	48.9	25/15/13; 17/12/10
Boise State University*	78.9	65.3	57.1	63.8	35/21/20; 28/17/16
Idaho State University*	78.7(FY11)#	60.0	54.1	42.6	33/23/22; 26/23/19
Lewis-Clark State^	55.9	47.4	43.5	38.7	34/31/24; 29/25/20
2-Year Colleges+	73.5/66.8	61.1/55.0	53.5/49.1	46.8/47.4	national/mt.west
2-Year Colleges~				57.7/49.1	no campus data
College of Western ID	no ranks			43.4	25;12
North Idaho College	See salary	step system		at	www.idaho-aft.org NICscale12.pdf

\*Category I (Ph.D.) ^Category IIB (B.A./B.S.) +Category III-ranks (CSI) ~Category IV-no ranks (NIC, CWI)  
#The ISU administration did not send in FY12 data

## TABLE II: AVERAGE UI SALARIES BY RANK FY82-FY12

Compared to National Average of Category I Institution Salaries (AAUP data)  
207 Percent Increase for UI Full Professors Over 30 Years; Consumer Price Index at 226  
**Note decrease in associate and full professor salaries and increasing lag every year**

<b>Academic Year</b>	<b>Professor: UI/Nat.</b>	<b>Associate: UI/Nat.</b>	<b>Assistant: UI/Nat.</b>	<b>% behind by rank</b>
2011-2012	90,300/121,000	68,900/82,800	60,100/71,500	25/15/13
2010-2011	90,600/118,100	70,000/81,300	58,200/66,500	23/14/17
2008-2009	87,734/111,567	68,693/82,296	58,893/68,762	21/17/14
2007-2008	84,381/106,669	65,779/ 77,105	57,091/ 64,338	21/15/11

2006-2007	80,715 / 101,865	61,931 / 72,881	53,535 / 60,411	21/15/11
2005-2006	74,717 / 97,928	57,567 / 70,194	50,097 / 59,528	24/18/16
2004-2005	70,310 / 92,439	56,934 / 68,883	47,984 / 56,838	24/18/16
2003-2004	70,025 / 91,027	56,098 / 66,994	47,616 / 56,076	23/16/15
2002-2003	69,934 / 88,695	55,647 / 65,377	48,151 / 55,246	21/15/13
2001/2002	69,665 / 85,873	55,591 / 63,821	48,334 / 53,968	19/13/11
2000-2001	66,287 / 81,368	52,606 / 60,833	45,661 / 50,161	19/13/9
1999-2000	64,333 / 79,990	51,199 / 59,083	43,096 / 47,932	20/13/10
1998/1999	61,387 / 75,609	49,175 / 56,512	42,171 / 46,953	20/13/10
1997-1998	57,828 / 71,845	46,002 / 53,356	40,803 / 45,815	20/14/11
1981-1982	29,399 / 34,286			17

**TABLE III: UI ADMINISTRATIVE SALARIES (FY82 to FY12)  
President's Salary 487 Percent Increase over 30 Years  
280 Percent Increase in 11 Positions Over 30 Years; CPI 226**

Position	FY82	FY95	FY00	FY05	FY06	FY07	FY09	FY12	% increase
<b>President</b>	57, 115	130,041	143,915	270,005	275,018	280,030	291,912	335,005	<b>487%</b>
<b>Provost</b>	51,542	99,514	125,009		189,987	195,686	209,622	209,662	<b>307%</b>
<b>VP Res.</b>		103,586	119,001	144,206	149,968	Vacant	201,011	201,011	<b>94%-14yrs</b>
<b>VP Finance</b>	51,542	94,691	114,731	155,002	182,000	187,470	176,322	197,766	<b>242%</b>
<b>Science</b>				147,493	153,400	157,019	169,000	169,000	<b>15%-6yrs</b>
<b>Art &amp; Arch</b>	<b>FY89</b> 54,727		<b>FY99</b> 92,768				148,616	148,616	<b>172%-20yrs</b>
<b>CLASS</b>	46,500	90,118	106,496	131,851	137,134	vacant	151,424	151,424	<b>226%</b>
<b>Agriculture</b>	50,045	99,556			158,080	162,822	175,219	175,219	<b>250%</b>
<b>Business</b>	48,048	89,262	107,736	130,749	135, 970	157,019	169,811	169,811	<b>253%</b>
<b>Education</b>	45,552	80,806	97,750	123,386	128, 315	140,005	152,859	160,014	<b>251%</b>
<b>Engineering</b>	50,045	101,498				212, 483	230,842	180,003	<b>260%</b>
<b>Nat. Res.</b>	45,552	87,299	96,611	135,866	141,294	148,366	165,090	190,008	<b>317%</b>
<b>Law</b>	51,043	96,967	125,008	179,504	186,680	192,275	207,938	207,938	<b>307%</b>
<b>Library</b>	43,555	70,908	83,595	94,411	98,197	vacant	120,245	120,245	<b>176%</b>

**Scroll Down for Table IV**

**TABLE IV: UI FACULTY SALARY STEP SYSTEM (UIS<sup>3</sup>)**

This has not been updated since 2009, so at least 5 percent should be added to each step

UIS <sup>3</sup>	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year10
7	36805	38031	39258	40484	41711	42937	44164	45390	46617	47843
8	40760	42119	43477	44836	46194	47553	48911	50270	51629	52987
9	45020	46521	48022	49524	51025	52526	54027	55529	57030	58531
10	56187	57839	59491	61143	62795	63295	63795	64295	64795	65295
11	65795	66295	66795	67295	67795	68295	68795	69295	69795	70295
12	71813	73989	76165	78341	80517	81000	81500	82000	82500	83000
13	83500	84000	84500	85000	85500	86000	86500	87000	87500	88000
14	91741	94799	97857	100915	103973	107031	110089	113147	116205	119263
15	107914	111511	115108	118705	122302	125899	129495	133092	136689	140286

**UIS<sup>3</sup>-7:** Instructors and Lectures. All part-time faculty would join the scale and their salaries would be prorated; **UIS<sup>3</sup>-8:** Senior Instructors. Any faculty member who has served satisfactorily at **UIS<sup>3</sup>-7** for ten years would be promoted to this rank and would be eligible for tenure; Senior Instructors who perform satisfactorily for ten years will then move to **UIS<sup>3</sup>-9**. **UIS<sup>3</sup>-9:** Assistant Professor; **UIS<sup>3</sup>-10 &11:** Associate Professor; **UIS<sup>3</sup>-12&13:** Full Professor; **UIS<sup>3</sup>-14&15:** Senior Professor is a new rank based on superior teaching and research. Adapted from Seattle-Tacoma GS Salary Schedules at <http://www.opm.gov/oca/06tables/indexGS.asp>

**TABLE V: GENERAL EDUCATION FUNDS, INSTITUTIONAL SUPPORT, AND ADMINISTRATIVE FEES FOR UI ATHLETICS**

	FY88	FY01	FY02	FY03	FY04	FY05	FY08	FY09	Increase
General Education	665,500	1,704,900	1,780,143	1,587,400	1,851,700	1,974,371	2,883,160	2,912,195	338 percent
Gender Equity		174,700	191,800	275,760	346,660	419,496	included	[809,266]	604 percent
Higher Ed. Budget	102 million							264 million	159 percent
Inst. Support from UI invest-Ments		533,600	584,500	546,200	579,500	621,587		726,500	83 percent in 11 yrs.
Admin. Fee started in 1997	Athletics all other Units	0 percent 5 percent	0 percent 5 percent	0 percent 5 percent	0 percent 5 percent	0 percent 5 percent	1 percent 5 percent	3 percent 8 percent	

**9 PERCENT: AVERAGE OF STATE FUNDS IN ATHLETICS BUDGETS NATIONALLY** (D. L. Fulks, "Revenues and Expenses of Division I and Division II Intercollegiate Athletic Program—Financial Trends and Relationship 1999," Indianapolis, IN: NCAA Publishing, 2000. **vs. 23 PERCENT FOR UI ATHLETICS IN FY 99** (\$1,661,000 out of a total budget of \$7,260,015) and still at about 20 percent.

**THE AFT IN IDAHO (1974-2012): 38 YEARS OF ACHIEVEMENTS**

**UI Federation, LCSC Federation, BSU Federation, CSI Federation,  
ISU Federation, NIC Federation, and CWI Faculty Federation**

**1974** The ISU administration fired Rufus Lyman, a tenured biology professor. Lyman filed suit and was reinstated by a federal judge. The ACLU provided attorneys and the AFT paid all court costs.

**1975** The AFT launched a campaign for collective bargaining legislation and won a majority vote (2-1 at UI) on the four campuses in support of such legislation. A higher education bargaining bill, written and introduced by the AFT, lost on a tie vote in the Senate HEW Committee.

**1976** Larry Quinn, LCSC history professor and local AFT vice-president, was denied tenure. The SBOE refused to hear an appeal, so Quinn filed suit, receiving \$2,500 in legal aid from the national AFT. In an out-of-court settlement, Quinn was reinstated at CSI with a \$5,000 settlement.

**1977** The UI Federation began work on an open files policy, which was finally passed by the UI faculty in 1980 and is now state policy for all institutions. This policy prevents the establishment of secret personnel files and allows faculty members to remove adverse documents from their files.

**1979** UI biology professor Homer Ferguson's rights were violated in a tenure review hearing. The national AFT committed \$12,000 to the case and Ferguson eventually won an out-of-court settlement of an unspecified amount. This case proved crucial in ultimately mitigating the adverse effects of automatic tenure review policies.

**1980** After years of hard work by the AFT, the UI faculty voted 99-51 in favor of giving full due process to non-tenured faculty. The Board continues to deny this faculty mandate even though several of its past members admitted that refusing to give reasons is immoral.

**1981** Tom Hale, ISU history professor and local AFT president, was fired by the ISU administration. With \$25,000 in legal aid from local, state, and national sources, Hale filed suit and then won the largest first amendment settlement (\$100,000) in Idaho legal history.

**1981** The Board declared financial exigency in Ag Research and Extension and 17 faculty members, 11 of them tenured, appeared on a lay-off list. Extension professor Lois Pace requested legal aid from the AFT.

**1982** Lois Pace filed suit against the SBOE because of her dismissal under the financial exigency of 1981. More than \$40,000, 90 percent from AFT sources, was raised for Pace's legal fees. In 1984 she won her case in district court.

**1983** AFT initiated a revision of the UI faculty appeals procedures after protesting a series of presidential vetoes of appeal board decisions. AFT action on this matter has virtually eliminated this specific administrative abuse.

**1983** Primarily as a result of the Ferguson case, the SBOE revised tenure review policies such that the five-year tenure reviews are no longer automatic.

**1984** Lois Pace won her suit, but an appeal to the Idaho Supreme Court held up any settlement. Seven other UI faculty members laid off in 1981 filed suit in the wake of the Pace victory. The AAUP led an investigation of the Pace case and placed the UI on its list of censured institutions.

**1985** After receiving almost monthly statewide complaints from ag faculty, UI Federation agreed to hold a no-confidence vote for Dean Ray Miller. With 65 percent of the ag faculty voting, 55 percent voted to remove Miller

from office. Within a year Miller left the UI. Later the UI Federation was asked to help in removing him as dean at the University of Maryland.

**1986** The Idaho Supreme Court ruled there were other alternatives to laying off tenured professors to alleviate the 1981 financial exigency. By the end of the year the SBOE settled with Lois Pace, who received \$40,000 cash, \$45,540 in legal fees, and \$2,000 a month for life.

**1986-88** Settlements were negotiated in each of the seven other cases from the 1981 financial exigency. The total amount (including Pace) came to over \$1 million.

**1989** The AFT actively promoted the candidacy of Elisabeth Zinser as Richard Gibb's successor. Before assuming office, Zinser negotiated UI's removal from the AAUP censure list.

**1990** Pat Lewis, an ISU nursing professor, requested legal aid for her grievance in the Department of Nursing. She received \$1,500 from the IFT Defense Fund.

**1992** After years of AFT lobbying, President Zinser finally appointed David Walker as the UI's first ombudsman.

**1997** Norma Sadler, BSU education professor, won a pay equity suit with a settlement of \$157,500. The national AFT and IFT combined forces to grant her \$15,000 in legal aid.

**2001** A tenure review vote went against UI Interior Design professor Steve Thurston. The AFT decided to support Thurston on the basis of flawed procedure and administrative harassment. The AFT offered moral and legal support and the dean backed off.

**2002** In October, without any faculty consultation, the SBOE instituted a policy for discontinuing programs that failed to provide sufficient due process for faculty. In a letter to the SBOE, IFT President Nick Gier insisted that these procedures at least be equivalent to those for financial exigency.

**2002** Using the new procedures for discontinuing programs, the UI College of Engineering fired six professors in mining and geological engineering. AFT and AAUP intervention, plus assertive action on the part of the professors affected, saved the jobs of three tenured faculty.

**2003** UI Art professor Glenn Grishkoff passed his third-year review with flying colors, but the liberal arts dean fired him instead. An appeal to the Provost, backed by letters from 30 national peers, was rejected. A total of \$10,200, including \$6,900 from an art auction, was raised for his case.

**2005** Two tenured faculty members at North Idaho College were dismissed in May. By the end of the year an attorney hired by the IFT negotiated a \$94,297 settlement. The AAUP national office sent a strong letter indicating violation of tenure rights.

**2007** The UI Federation took on its first whistleblower case and has convinced the UI administration to change its policies on employees who are disciplined for reporting unsafe or inappropriate actions.

**2008** The IFT introduced a bill in the 2008 Idaho Legislature that would give collective bargaining rights to all higher education employees. The representative bodies on five campuses voted 158 to 18 to support the legislation.

**2009** On the basis of legal advice from the national AFT office, the IFT Higher Education Council issued a report stating that the program reduction procedures mentioned above were "severely deficient" and that the AFT would

defend any Idaho faculty member should be laid off under them.

**2009** The UI Parma Research Station was scheduled to be closed, but an AFT attorney wrote a brief that convinced Governor Otter and UI President Nellis to reconsider the decision.

**2009** The BSU Federation asked for a legal opinion about new contract language and was informed that it was illegal. The union suit was withdrawn when it was clear that the SBOE was determined to give campus executives absolute power over all personnel matters.

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**2009** The UI College of Agriculture and Life Sciences announced that the Parma Research Station would be closed on December 31. A combination of hard lobbying by growers and the threat of legal action by the union forced the UI to rescind the decision.

**2009** On the basis of legal advice from the national AFT office, the IFT Higher Education Council issued a report stating that the program reduction procedures mentioned above were "severely deficient" and that the AFT would defend any Idaho faculty member should be laid off under them.

**2010** IFT President Nick Gier condemns SBOE's revision of personnel policies which undermined due process rights for all campus employees. He warned that legal action and national censure may ensue. Gier's column appears in three major Idaho newspapers.

**2011** The Idaho Supreme Court ruled that Idaho professors have free speech rights. This was the first major decision in the Habib Sadid case, an award-winning ISU engineering professor who was fired for speaking out against his administration.

**2012** Nearly \$200,000 local, state, and national sources has been raised for the Sadid case and the national AFT is committed to paying half the legal costs in the last appeal is heard.

## **PLEASE JOIN US IN PROTECTING FACULTY RIGHTS AND 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. Biweekly dues range from \$7-18 depending on your salary. For an application form go to [www.idaho-aft.org/IftDues.htm](http://www.idaho-aft.org/IftDues.htm).