

IDAHO FACULTY SALARY SURVEY 2012-2013

Compiled by the Higher Education Council of Idaho Federation of Teachers

TABLE I: NATIONAL AND MOUNTAIN WEST: DOCTORAL, MASTERS, BA/BS, AND 2-YEAR PUBLIC INSTITUTIONS

Data from the American Association of University Professors

2012-2013	Professor	Associate	Assistant	Instructor	% behind
National/Mt. West <i>Doctoral</i>	123.4/112.4	84.3/80.4	73.2/70.4	48.4/49.0	Nat: 26/16/17/+3
University of Idaho	92.0	70.9	60.8	49.7	MW: 18/12/14/+1
Idaho State University	<i>no data</i>	<i>sent</i>	<i>to</i>	<i>AAUP</i>	
National/Mt. West <i>Masters</i>	89.0/79.9	71.3/64.5	61.0/55.2	45.3/44.8	Nat: 9/7/7/+22
Boise State University	81.1	66.1	57.0	58.3	MW: +1.5/+2.4/+3.2
National/Mt. West <i>BA/BS</i>	86.4/78.4	70.1/65.4	58.6/56.2	48.8/45.1	Nat: 34/31/23/18
Lewis-Clark State College	56.9	48.7	45.1	40.2	MW: 27/26/20/11
Nat./Mt. West 2-Year (ranks)	74.8/66.3	60.9/55.4	52.8/50	45.3/47.5	Nat: 24/18/10/10
College of Southern Idaho	56.7	49.9	46.4	40.7	MW: 14/10/7/14
College of Western Idaho			46.3	42.9	Nat: 12/5 MW: 7/10
Nat./Mt. West 2-Year (no ranks)				62.8/56.9	
North Idaho College				53.5	Nat: 15 MW: 6

All CSI and CWI salaries found at www.idaho-aft.org/CSIFY13.pdf and [/CWIFY13.pdf](http://www.idaho-aft.org/CWIFY13.pdf)
 NIC Salary Schedule found at www.idaho-aft.org/NICScaleFY13.pdf.

TABLE II: UI ADMINISTRATIVE SALARIES (FY82 to FY13)
293 Percent Increase in 11 Positions Over 31 Years; CPI 231

Position	FY82	FY95	FY00	FY05	FY06	FY09	FY12	FY13	% increase
President	57,115	130,041	143,915	270,005	275,018	291,912	335,005	341,702	498% (2%)
Provost	51,542	99,514	125,009		189,987	209,622	209,662	213,824	319% (2%)
VP Res.		103,586	119,001	144,206	149,968	201,011	201,011	205,026	98% -14yrs (2%)
VP Finance	51,542	94,691	114,731	155,002	182,000	176,322	197,766	204,006	296% (3%)
Science				147,493	153,400	169,000	169,000	172,390	17% -6yrs (2%)
Art & Arch	FY89 → 54,727		FY99 → 92,768			148,616	148,616	151,590	177% -20yrs (2%)
CLASS	46,500	90,118	106,496	131,851	137,134	151,424	151,424	154,461	232% (2%)
Agriculture	50,045	99,556			158,080	175,219	175,219	178,714	257% (2%)
Business	48,048	89,262	107,736	130,749	135,970	169,811	169,811	173,202	260% (2%)
Education	45,552	80,806	97,750	123,386	128,315	152,859	160,014	163,218	258% (2%)
Engineering	50,045	101,498				230,842	180,003	193,814	287% (7%)
Nat. Res.	45,552	87,299	96,611	135,866	141,294	165,090	190,008	193,814	325% (2%)
Law	51,043	96,967	125,008	179,504	186,680	207,938	207,938	212,098	315% (2%)
Library	43,555	70,908	83,595	94,411	98,197	120,245	120,245	122,658	182% (2%)

TABLE III: AVERAGE UI SALARIES BY RANK FY82-FY13

213 Percent Increase for full professors over 31 Years; Consumer Price Index at 231
 Individual salaries by department at www.idaho-aft.org/UIFY13.pdf

Academic Year	Professor: UI/Nat.	Associate: UI/Nat.	Assistant: UI/Nat.	% behind by rank
2012-2013	92,000/124,393	70,900/84,275	60,800/73,212	26/16/17
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	no data	no data	17

TABLE IV: UI FACULTY SALARY STEP SYSTEM (UIS³)

This has not been updated since 2009, so at least 7 percent should be added to each step

UIS ³	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

UIS³-7: Instructors and Lectures. All part-time faculty would join the scale and their salaries would be prorated; **UIS³-8:** Senior Instructors. Any faculty member who has served satisfactorily at **UIS³-7** 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 **UIS³-9**. **UIS³-9:** Assistant Professor; **UIS³-10 &11:** Associate Professor; **UIS³-12&13:** Full Professor; **UIS³-14&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>

**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 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.

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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 Over \$200,000 local, state, and national sources has been raised for the Sadid case and a substantial settlement in favor of Sadid will be announced in the middle of 2013.

2013 A UI faculty member won his appeal 3-2 on charges of sexual harassment. The majority concluded that some evidence was falsified and that virtually every charge could be given a plausible rebuttal. The UI local offered moral and financial support.

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. Biweekly dues range from \$7-18 depending on your salary. For an application form go to www.idaho-aft.org/IftDues.htm.