

IDAHO FACULTY SALARY SURVEY 2013-2014

Compiled by the Higher Education Council of Idaho Federation of Teachers/AFT/AFL-CIO
View Surveys from previous years at www.idaho-aft.org/salaries.htm

TABLE I: NATIONAL AND MOUNTAIN WEST COMPARISONS

Doctoral, Baccalaureate, and 2-year Institutions

Data from the American Association of University Professors (AAUP)

Note: BSU faculty prefer to be ranked with metropolitan university peers; see Table III

2013-2014	Professor	Associate	Assistant	Instructor	% behind
National/Mt. West <i>Doctoral</i>	126.9/115.4	86.6/82.0	75.4/71.8	50.0/50.0	Nat: 26/16/17/+5
University of Idaho	93,800	73,100	62,300	52,500	MW: 19/11/13/+5
Idaho State University	<i>no</i>	<i>data</i>	<i>sent</i>	<i>to</i>	<i>AAUP</i>
National/Mt. West <i>BA/BS</i>	94.1/81.3	72.0/67.2	59.6/57.8	48.6/45.8	Nat: 39/32/24/16
Lewis-Clark State College	57.1	48.7	45.0	40.6	MW: 30/28/22/11
Nat./Mt. West <i>2-Year (ranks)</i>	77.7/65.9	62.3/56.0	53.8/50.1	47.0/47.6	
College of Southern Idaho	<i>no</i>	<i>data</i>	<i>sent</i>	<i>to</i>	<i>AAUP</i>
College of Western Idaho	<i>no</i>	<i>data</i>	<i>sent</i>	<i>to</i>	<i>AAUP</i>
Nat./Mt. West <i>2-Year (no ranks)</i>				60.4/no data	
North Idaho College	<i>see</i>	<i>link</i>	<i>below</i>	<i>for</i>	<i>salary schedule</i>

NIC salary schedule (the only one in Idaho higher ed.) can be found at www.idaho-aft.org/NICsalariesFY14

TABLE II: AVERAGE UI SALARIES BY RANK FY82-FY14

219 Percent Increase for Full Professors over 32 Years; Consumer Price Index at 231

Individual salaries by department at www.idaho-aft.org/UIFY14.pdf

Academic Year	Professor: UI/Nat.	Associate: UI/Nat.	Assistant: UI/Nat.	% behind by rank
2013-2014	93,824/126,900	73,129/86,600	62,255/75,400	26/16/17
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
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 III: BOISE STATE UNIVERSITY AND ITS PEERS

Data from the American Association of University Professors
“cb” indicates “collective bargaining” and a faculty union contract

	Professor	Associate	Assistant	Instructor
George Mason University	133,800	78,900	73,500	57,000
Wayne State University (cb)	121,300	90,300	77,100	70,400
U. of Nevada, Las Vegas	121,000	87,500	70,400	no data.
University of Cincinnati (cb)	111,000	78,700	63,800	47,500
U. of Texas, El Paso	106,800	75,600	71,200	no data
U of Alaska, Anchorage (cb)	104,700	79,100	67,200	49,400
Portland State University (cb)	101,600	76,300	65,500	45,600
Northern Arizona University	101,200	73,500	61,100	46,300
Cleveland State University (cb)	101,100	75,000	70,800	no data
California State U., Fresno (cb)	92,800	70,500	66,100	no data
U. of Northern Colorado	88,700	66,300	55,200	43,300
Eastern Washington State (cb)	85,700	67,600	60,600	no data
Boise State University	80,700	66,800	58,600	57,500
Weber State University	76,500	62,800	56,600	43,000

Table IV: Idaho Administrative Salaries for FY14
Doctoral and Baccalaureate Campuses

National average 2.5% increase over FY13; CPI at 1.5

National Data: College and University Professional Association for Human Resources
(-) indicates percentage lag for Idaho; * indicates interim; ^ indicates 2-year college salary

Position	Nat. Median Ph.D.	UI	ISU	Nat. Median Bacc.	LCSC
President	425,000	350,000 (-17)	340,027 (-20)	265,000	165,907 (-37)
Provost	302,841	*200,013 (-34)	190,008 (-37)	155,625	*90,000
VP Research	247,638	206,024 (-17)	202,010 (-18)	112,725	N/A
VP Finance	250,000	204,006 (-18)	200,616 (-20)	160,000	116,890 (-27)
Art & Architecture	213,761	153,192 (-23)	N/A	N/A	N/A
Letters	180,000	*180,003	159,619 (-11)		N/A
Arts & Science	225,000	N/A	N/A	119,225	85,000 (-29)
Agriculture	240,000	*175,011	N/A	N/A	N/A
Business	293,096	184,974 (-37)	160,014 (-45)	125,000	N/A
Education	199,614	163,218 (-18)	149,926 (-25)	95,000	N/A
Engineering	275,000	193,814 (-30)	180,294 (-34)	N/A	N/A
Law	310,000	*153,712	N/A	N/A	N/A
Library	163,997	132,662 (-19)	103,043 (-37)	88,188^	81,464 (-7.6)
Professional/Tech	N/A	N/A	N/A	121,904	82,021 (-33)

Natural Resources	200,830	193,814 (-3.5)	N/A	N/A	N/A
Nursing	213,840	N/A	N/A	110,500	80,983 (-27)
Pharmacy	257,648	N/A	176,904 (-31)	N/A	N/A
Science	220,000	193,814 (-12)	N/A	101,959	N/A

TABLE IV: UI ADMINISTRATIVE SALARIES (FY82 to FY14)
308 Percent Increase in 9 Positions Over 32 Years; CPI 231

Position	FY82	FY95	FY00	FY05	FY06	FY09	FY13	FY14	% increase
President	57,115	130,041	143,915	270,005	275,018	291,912	341,702	350,000	513 (2.4)
Provost	51,542	99,514	125,009		189,987	209,622	213,824	213,824	315 (0)
VP Res.		103,586	119,001	144,206	149,968	201,011	205,026	206,024	99 (.5) 19 yrs.
VP Finance	51,542	94,691	114,731	155,002	182,000	176,322	204,006	204,006	296 (0)
Science				147,493	153,400	169,000	172,390	193,814	31 (12) 9 yrs.
Art & Arch	FY89	54,727	FY99	92,768		148,616	151,590	153,192	180 (1) 25 yrs.
CLASS	46,500	90,118	106,496	131,851	137,134	151,424	154,461	180,003	287 (17)
Agriculture	50,045	99,556			158,080	175,219	178,714	175,011	interim
Business	48,048	89,262	107,736	130,749	135,970	169,811	173,202	184,974	285 (7)
Education	45,552	80,806	97,750	123,386	128,315	152,859	163,218	163,218	258 (0)
Engineering	50,045	101,498				230,842	193,814	193,814	287 (0)
Nat. Res.	45,552	87,299	96,611	135,866	141,294	165,090	193,814	193,814	325 (0)
Law	51,043	96,967	125,008	179,504	186,680	207,938	212,098	153,712	interim
Library	43,555	70,908	83,595	94,411	98,197	120,245	122,658	132,662	205 (8)

TABLE V: UI-BSU-ISU FACULTY SALARY STEP SYSTEM (UIS³)

This matrix has not been updated since 2009, so at least 10 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	Year 10
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>

THE AFT IN IDAHO (1974-2014): 40 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 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.

2012 After substantial amounts of local, state, and national legal resources were invested in the Habib Sadid case, it was a tremendous disappointment to learn that a federal judgment ruled in favor of Idaho State University. In 2009 an appeal board ruled 4-1 that there no grounds for his termination, but President Arthur Vailais fired him anyway. This award-winning teacher and researcher will be sorely missed.

2013 Professor Sanjay Gupta, a potato specialist at the Kimberly Research Station, was fired after his lab assistant filed sexual harassment charges against him. A faculty appeal board voted 3-2 in his favor. The majority concluded that some evidence was falsified and that virtually every charge could be given a plausible rebuttal. The UI local, state, and national AFT has offered him moral and financial support. The local and state funds of \$8,000 will be matched by the national Legal Defense Fund.

2014 The UI Faculty Federation voted to send a strong resolution to Governor "Butch" Otter and top legislator urging them to withdraw legislation allowing guns on Idaho campuses.

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.