UI FACULTY SALARY SURVEY 2014-2015

Compiled by the UI Faculty Federation, AFT/AFL-CIO
View surveys from previous years at www.idaho-aft.org/salaries.htm

TABLE I: AVERAGE UI SALARIES BY RANK FY82-FY15

226 Percent Increase for Full Professors over 33 years; Consumer Price Index at 236
Average Salaries for Ph.D.-granting Public Institutions taken from AAUP Data
Individual salaries by department at www.idaho-aft.org/UIFY15.pdf

Academic Year	Professor: UI/Nat.	Associate: UI/Nat.	Assistant: UI/Nat.	% behind by rank
2014-2015	95,900/130,039	73,200/88,716	62,800/77,446	26/17/19
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 II: FROM NINTH OF TWELVE TO DEAD LAST
UI FALLS BEHIND SELECTED LAND GRANT PEER INSTITUTIONS

FY2015: Full Professors are 14 % behind; Associates, -11%; Assistants, 9%; Instructors, -3.5%
Contrast to FY2009: Full, -8%; Associates, -5.6%; Assistants, -7.4%; Instructors, 5.6% ahead
Data from the American Association of University Professors; ranked by average salary
Note: Average salaries may vary because of larger or fewer numbers of faculty in the ranks

2014-2015	Professor	Associate	Assistant	Instructor	Average
Colorado State University	120,000	87,200	79,000	--------	99,400
Iowa State University	127,700	91,500	82,000	51,500	95,800
University of Nebraska	120,800	83,600	80,100	--------	92,400
University of Nevada-Reno	122,500	88,900	73,000	57,700	89,700
Washington State University	122,800	85,800	81,000	48,500	88,100
Oregon State University	114,900	88,900	79,600	48,900	83,400

Oklahoma State University	107,000	79,800	74,400	--------	80,500
Kansas State University	111,900	79,700	69,000	45,900	78,300
Montana State University	97,700	73,500	67,800	52,100	78,200
Utah State University	100,700	77,500	67,700	47,500	77,100
New Mexico State	94,900	71,900	63,800	41,600	75,900
University of Idaho	**95,900**	**73,200**	**62,800**	**47,300**	**75,100**
Averages by Rank/% behind	**111,400/-14%**	**81.8/-11%**	**73,350/-9%**	**49,000/-3.5%**	

TABLE III: UI ADMINISTRATIVE SALARIES (FY82 to FY15)

395 Percent Increase in 9 Positions over 33 Years; Full Professors at 226%; CPI at 236

Position	FY82	FY95	FY05	FY06	FY09	FY13	FY14	FY15	% increase (raise)
President	57, 115	130,041	270,005	275,018	291,912	341,702	350,000	350,000	513% (0%)
Provost	51,542	99,514		189,987	209,622	213,824	213,824	280,000	443% (31%)
VP Res.		103,586	144,206	149,968	201,011	205,026	206,024	210,142	103% (2%) in 20 yrs.
VP Finance	51,542	94,691	155,002	182,000	176,322	204,006	204,006	208,083	296% (2%)
Science			147,493	153,400	169,000	172,390	193,814	197,683	34% (2%) in 10 yrs.
Art &Arch	**FY89** ⟹	54,727	92,768		148,616	151,590	153,192	156,250	186% (2%) in 25 yrs.
CLASS	46,500	90,118	131,851	137,134	151,424	154,461	180,003	180,003	287% (0%)
Agriculture	50,045	99,556		158,080	175,219	178,714	175,011	178,506	257% (2%)
Business	48,048	89,262	130,749	135, 970	169,811	173,202	184,974	188,677	293% (2%)
Education	45,552	80,806	123,386	128, 315	152,859	163,218	163,218	166,483	265% (2%)
Engineering	50,045	101,498			230,842	193,814	193,814	197,683	295% (2%)
Nat. Res.	45,552	87,299	135,866	141,294	165,090	193,814	193,814	197,683	334% (2%)
Law	51,043	96,967	179,504	186,680	207,938	212,098	153,712	220,002	331% (4% from FY13)
Library	43,555	70,908	94,411	98,197	120,245	122,658	132,662	147,909	240% (11%)

TABLE IV: UI-BSU-ISU FACULTY SALARY STEP SYSTEM (IDUS[3])

Based on average FY15 salary for each rank from the AAUP survey

IDUS3	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year10
7	44166	45637	47110	48581	50053	51524	52997	54468	55940	57412
8	48912	50543	52172	53803	55433	57064	58693	60324	61955	63584
9	54024	55825	57626	59429	61230	63031	64832	66635	68436	70237
10	67424	69407	71389	73372	75354	75954	76554	77154	77754	78354
11	78954	79554	80154	80754	81354	81954	82554	83154	83754	84354
12	86176	88787	91398	94009	96620	97200	97800	98400	99000	99600
13	100200	100800	101400	102000	102600	103200	103800	104400	105000	105600
14	110089	113759	117428	121098	124768	128437	132107	135776	139446	143116
15	129497	133813	138130	142446	146762	151079	155394	159710	164027	168343

IDUS^3-7: Instructors and Lectures. All part-time faculty would join the scale and their salaries would be prorated; **IDUS^3-8**: Senior Instructors. Any faculty member who has served satisfactorily at IDUS^3-7 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 IDUS^3-9. **IDUS^3-9**: Assistant Professor; **IDUS^3-10 &11**: Associate Professor; **IDUS^3-12&13**: Full Professor; **IDUS^3-14&15**: Senior Professor is a new rank based on superior teaching and research.

THE AFT IN IDAHO (1974-2015): 41 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 Ul 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 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.

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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.

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 Vailas 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.

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.

2015 The IFT Executive Council voted an additional $3,000 for the Gupta case, and with a national grant of $10,833, the total for local, state, and national funds for Gupta is now $20,833. Gupta's trial is scheduled for this summer.

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.