



FACULTY ADVOCATE

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UI Faculty Salary Survey for FY18

We have salary data all the way back to FY82, and you can see salaries by rank for 17 of those years in Table I. (See the attached file Survey18.) The UI has not sent salary data to the American Association of University Professors since FY15, so we are no longer able to draw national comparisons.

We suspect, however, that there has been little change since then, when, among Ph.D.-granting institutions, our full professors lagged 26 percent, our associates were behind 17 percent, and our assistant professors fell short by 19 percent. In FY82 our full professors were only 17 percent behind.

Former UI President Tim White Faces Faculty Union in Cal State System

In its most recent salary survey for FY17, the AAUP reported an increase of 3.4 percent for America's college and university faculty. Last year, former UI President Tim White, now Chancellor of the 23-campus California State University System, agreed to a 10.5 percent raise negotiated by the faculty union. Seven percent was granted in 2016 and the remaining 3.5 percent was added in July of this year. A strike threat brought White to the table.

UI Raises 2%; 1% granted for Promotions

For UI FY18 salaries by department see the attached file UIpay18.pdf. You will see an average raise of 2 percent. The additional 1 percent appropriated by the Legislature was used for promotions (marked *) and other salary adjustments. For previous years' surveys go to http://idaho-aft.org/?page_id=282.

What Have Our Salary Surveys Wrought?

We have been publishing annual faculty salary surveys since 1976, and it is time to take stock of what they have accomplished.

Promotion Increments. UI faculty promoted to full professor in 1980 were awarded a mere \$1,500 for their efforts. This was quickly eaten up by the high inflation of the time. Across the nation meager promotion increments caused full professor salaries to be compressed, and we still see that effect in UI salaries today.

Year-after-year we made salary compression our second priority after across-the-board salary raises. Today promotion to associate professor earns a person \$6,500 and promotion to full is worth \$8,500. *We would like to take substantial credit for these increases, and commend administrators for recommending them.*

Administrative Raises. When we started listing administrative salaries in 1995, we discovered that their raises were substantially higher than the faculty's. Since then they have, except for new administrators coming at much higher starting salaries, been equal to faculty raises. *We would like to take substantial credit for this, and then commend administrators for this equitable adjustment.*

UI Administrative Salaries Increase 348% over 36 Years; 5.8% this Year

Salaries for 11 UI administrative positions have increased 348 percent since FY82, while the Consumer Price Index, calculated on the base of 1982, now stands at 248. For FY15 our full professors were 10 percent behind the CPI at that time. See all UI administrative salaries in Table II of the attached file Survey18. Please note the huge increase in our presidents' salaries. One can also view the cumulative

percentage for deans in the “new” colleges of Science and Art & Architecture, and the new position of Vice-President for Research.

A UI Salary Step System

At the center of every faculty union contract is a salary scale. With satisfactory performance each employee receives seniority pay by advancing one step in the scale. Cost-of-living raises increase the base for each step. Where merit pay is recognized, the faculty member then advances several steps. Promotion in rank is rewarded by jumping to a higher line of steps. Check out the salary schedule in Table III in the attached file Survey18 to see where you would be if we were on such a system.

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 http://idaho-aft.org/?page_id=230.