

# NEWSLETTER

Colorado State University Chapter

American Association of University Professors (AAUP)

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## Legislative Update

- *Arbitration bill.* The AAUP arbitration proposal remains pending for consideration by the Colorado General Assembly's Joint Budget Committee. *Stay Posted.*
- *AAUP Friend of Higher Education Award.* The FHE this year has been awarded to both State Senator Steve Johnson and Representative Randy Fischer. *Congratulations to the these two outstanding local representatives.*

## State Conference/Around the State

- *Colorado Committee for Protection of Faculty Rights.* AAUP-CSU members should have received a ballot by which they may vote in favor or against the proposed formation of a **Colorado Committee for Protection of Faculty Rights.** The State AAUP Executive Committee recently approved this measure for the consideration and approval/rejection by the state conference membership. *Please indicate your preference in favor or against this proposal as soon as possible.* We hope to have the

## Feature Articles

### *Misplaced Priorities?*

John A. Straayer  
Political Science Department

While it is not the primary task of the AAUP, or the academic faculty generally, to seek to direct administrative and budgeting affairs, at some level such decisions have consequences for academic programs and personnel. It may be useful, thus, to take a look at recent budgetary patterns at Colorado State. The following numbers are for the Education and General portion of the budget and can be found in the university "Fact Books" and "Budget Summary by Vice Presidents and Colleges, State Appropriated Funds". Most all of the funds are derived from student tuition, College Opportunity Fund receipts and state "fee for service" allocations.

From 2002-03 through 2008-09, internal budgetary allocations have increased as follows:

- >Administrative lines including the offices of the President and all Vice Presidents, up by 61.9%;
- >All academic colleges, up by 32.4%;
- >Library, up by 30.3%;
- >Athletics, up by 135.1%;
- >The office of the President more than tripled, rising from \$824,275 to \$2,573,012 this year

From 2007-08 to 2008-09, the increases are:

- >Administrative lines, including the offices of the President and all Vice Presidents, up by 17.7%;
- >All academic colleges, up by 8.7%;
- >Library, up by 4.8%;
- >Athletics, up by 30.1%;
- >Presidents office, up by 37.7%

Other data contained in the university data base, such as numbers of employees and aggregate expenditures over time by employee category, reflect a similar pattern.

Resident undergraduate tuition is up 52% over this time period. The proportion of undergraduate instruction done by tenure/tenure track professors has declined from roughly 47% to 42%. (42% is for 2006-07, last year available in Fact Book).

results available for members at the annual meeting of the Colorado State Conference of the AAUP. The purpose of the Committee is to shed the light of transparency on Colorado college and university administrations found to abuse faculty rights. The CCPFR is authorized to convene an investigative committee that may include leaders from other state conferences to gather and review all available evidence in cases judged to warrant such review. The results will be accompanied by recommendations and widely publicized.

***SALARY DIFFERENTIAL AMONG PROFESSORS:  
QUESTIONS, REACTIONS, RECOMMENDATIONS***

William M. Timpson  
School of Education

**In its 2007-2008 Report on the Economic Status of the Profession, the AAUP details the growing gap between top administrators, in particular, and those who teach and do research.** Here at CSU, Provost Frank admitted in the September 2008 Faculty Council meeting that this gap has grown wider over the past decade. With respect to equity, twelve-month administrative appointments distort compensation comparisons with nine-month faculty appointments even more. This discrepancy is made all the worse when, according to IPEDS data (Integrated Postsecondary Education Data System), professors at Colorado State University are paid at 90% of peer institutions. Add to this the availability of support staff and other benefits (e.g., annual leave, travel and equipment budgets) that typically come with administrative positions. It is no surprise, then, that morale among the research and teaching faculty suffers, and especially so among those senior colleagues who have invested years of loyal and productive service to CSU.

“Market forces”, we are told, are to blame as well as a competitive culture generally. Yet even in the private sector where CEO salaries have soared, when headlines have blasted management excesses during hard times for everyone else, and when employee compensation has lagged and layoffs ballooned, questions are being raised about fairness and morale.

We are told that administrators at the University work very long hours. As faculty members, we can also lay claim to long hours but with the additional burden of needing quantifiable accomplishments to earn merit increases, promotions and tenure. If untenured faculty efforts at publishing or writing grants—no matter how many hours they invest—prove fruitless, they will not survive here or at any other research university. No one gets tenure, promotion or merit pay increases with a long list of *submitted* articles and grants. The competitive realities of faculty performance make the “long hours” that administrators work look easy. Provost Frank invited Faculty Council to “explore” this issue further and we cannot agree more.

University administrators also tend to have twelve month contracts. While most faculty have nine month contracts, many must work in the summer without compensation in order to focus on the writing that is required. While some faculty are able to get some summer salary through teaching or externally funded grant work, these activities can also be distractions from the research productivity that is required.

In addition, the use of adjunct (non-tenure track) instructors, relatively poorly paid given their training and experience, continues to rise here and elsewhere. For us, this is further evidence that the University is being pulled away from its core mission of teaching and research, and pushed toward a model where high administrator salaries draw some of the best talent from the ranks of the faculty and then contract out services that include increasing use of non-tenure track instructors.

In the **School of Education**, records show that substantial monies are being added to the base salaries of faculty who accept administrative duties. These additional monies are, then, compounded annually as merit pay is figured. If you take the case of the SOE full professors and look through the Salary Blue Books in the CSU Library over the past decade, dramatic disparities result despite similar years in rank and some with comparable scholarly productivity.

For example, when three additional months of administrative summer pay are added, **differences of up to \$56,000+** exist. When comparing **nine-month base salaries, a \$34,000+ differential** in salary for faculty exists.

As another example, for the **past seven years, 2001-2008, percentage salary increases** for two professors who have taken on administrative responsibilities have averaged between 8.24% and 9%. For five who have not held administrative responsibilities—many of whom have been very productive during those seven years—increases have averaged between 3.06% and 3.83%.

Yet the School's code speaks to meeting out salary increases based on merit and an annual, transparent, peer-reviewed evaluation. See the table in the appendix.

Finally, this was a relatively simple analysis to conduct, easily replicated by faculty in other units across campus. If enough of these self-studies are completed, we may see some patterns emerging that raise awareness and useful discussions, in turn, sparking meaningful corrective actions.

So how do we respond to the following questions?

Who decides what amount gets added for administrative responsibilities?

Why not consider converting twelve-month compensation packages for administrators into 10-month packages instead, freeing one month of summer for “scholarly” efforts in each unit and one month for “instructional innovations?”

We have a peer review system for evaluating teaching, research and service. How can we create something similar for administrators that is public and transparent?

Do administrative duties add greater value than teaching and research? If so, what is the justification?

How do we address the salary disparities that currently exist among faculty who have been performing at comparable rates and for similar years in rank? How do we address the resulting equity and morale issues?

“Market forces” raise other tensions. New hires tend to arrive on campus with ever higher salaries to keep up with what our peer institutions are offering while the salaries of senior scholars at Colorado State University stagnate at 90% of professors at peer institutions. In other words, the reward for longevity is really a penalty, unless someone can get an attractive offer from another university and negotiate an “equity package” to stay. How do we address the serious morale problems among the most loyal and productive, senior members of the faculty?

	<p><b>Recommendations</b></p> <p>Convene a Faculty Council Task Force to study these issues across campus, survey faculty opinions, issue a report for discussion within all units on campus, and surface its own recommendations for redress.</p> <p>Meet with the Provost and other senior administrators to respond to the recommendations and issue a second report detailing university responses.</p> <p><b>Sources</b></p> <p>AAUP website: <a href="http://www.aaup.org/AAUP/comm/rep/Z/ecstatreport2007-08/">http://www.aaup.org/AAUP/comm/rep/Z/ecstatreport2007-08/</a></p> <p>CSU Institutional Research: <a href="http://www.ir.colostate.edu/pdf/faculty/study0708.pdf">http://www.ir.colostate.edu/pdf/faculty/study0708.pdf</a> <a href="http://www.ir.colostate.edu/pdf/faculty/academe0708.pdf">http://www.ir.colostate.edu/pdf/faculty/academe0708.pdf</a> <a href="http://www.ir.colostate.edu/pdf/faculty/study_internal_0607.pdf">http://www.ir.colostate.edu/pdf/faculty/study_internal_0607.pdf</a></p>