

AAUP NEWS

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS - INDIANA UNIVERSITY, BLOOMINGTON CHAPTER

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FACULTY SALARIES AT IUB - THE LONG SLIDE

Report of the AAUP-IUB Committee on
the Economic Status of the Faculty

In the academic year 1970-71, just before the present administration took office at IU, faculty compensation at IU Bloomington averaged third highest among Big Ten universities, as shown in Table I. In 1977-78, Table I indicates that IUB faculty compensation was so low as to give us the dubious distinction of being last in the Big Ten.

Just what the long slide has meant in terms of loss of real income for faculty members is shown in Fig. 1. This graph compares the increases in salary in each rank at IUB since 1972 with the rise in the cost of living during the same period. It can be seen from the graph that the rise in the cost of living has far outstripped the rise in IUB faculty salaries, with the result that faculty real income has substantially declined. But most faculty members do not need to look at a graph to know that they are getting poorer each year.

(See Pages 2-5)

NATIONAL AAUP BILL OF RIGHTS FOR NONTENURED FACULTY

AAUP historically has shown great concern for nontenured faculty. These principles summarize AAUP's position:

1. Nontenured faculty shall have the same right to academic freedom in teaching and research as tenured faculty, as proclaimed in AAUP's 1940 Statement of Principles on Academic Freedom and Tenure.

2. Nontenured faculty shall be given adequate notice of nonreappointment, at least one year after three or more years of service.

3. Nontenured faculty shall be advised, at the time of initial appointment, of the substantive standards and procedures generally employed in decisions affecting renewal and tenure.

4. Full due process before an important faculty committee, with the administration bearing the burden of proof, shall be afforded all nontenured faculty members who are faced with termination prior to the expiration of an appointment.

(See Page 6)

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Table I
 AVERAGE COMPENSATION INCLUDING FRINGE BENEFITS
 BIG TEN UNIVERSITIES*

Overall** ranking	University	Professor		Assoc. Prof.,		Asst. Prof.	
		Compensation	Ranking	Compensation	Ranking	Compensation	Ranking
1970-1971							
1	Northwestern	25700	1	17600	1	14600	1
2	Michigan	23800	2	17500	2	14400	2-3
3	Indiana, Blmtn.	22900	4	17000	4	14400	2-3
4	Purdue	23500	3	17300	3	13900	5-6
5	Iowa	22400	5	16800	5	13900	5-6
6	Michigan State	21300	8	16600	6	14200	4
7	Minnesota	22300	6	16500	7	13500	7
8	Illinois	22200	7	16100	8	13100	8-9
9	Ohio State	21000	10	15900	9	13100	8-9
10	Wisconsin	21200	9	15600	10	13000	10
1977-1978							
1	Michigan	35000	1	25600	1	20800	2
2	Ohio State	32800	5	24900	2	20900	1
3	Minnesota	33000	4	24700	3-4	20500	4
4	Purdue	33900	3	24500	5	19500	7
5	Michigan State	31100	10	24700	3-4	20700	3
6	Northwestern	34200	2	24100	7	18900	10
7	Iowa	31800	8	24200	6	20000	6
8	Wisconsin	31900	7	23400	8-9	20400	5
9	Illinois	32200	6	22900	10	19200	8-9
10	Indiana, Blmtn.	31600	9	23400	8-9	19200	8-9

* From the AAUP Bulletin, Summer 1971 and Sept. 1973.

** Order obtained by averaging rankings for professor, associate professor, and assistant professor.
 (Prepared by the Committee on the Economic Status of the Profession, AAUP-IUB).

SALARY TRENDS AT INDIANA UNIVERSITY BLOOMINGTON
— THE DISMAL PICTURE —

Prepared by the Committee on the Economic Status of the Faculty
AAUP-IUB November 1978

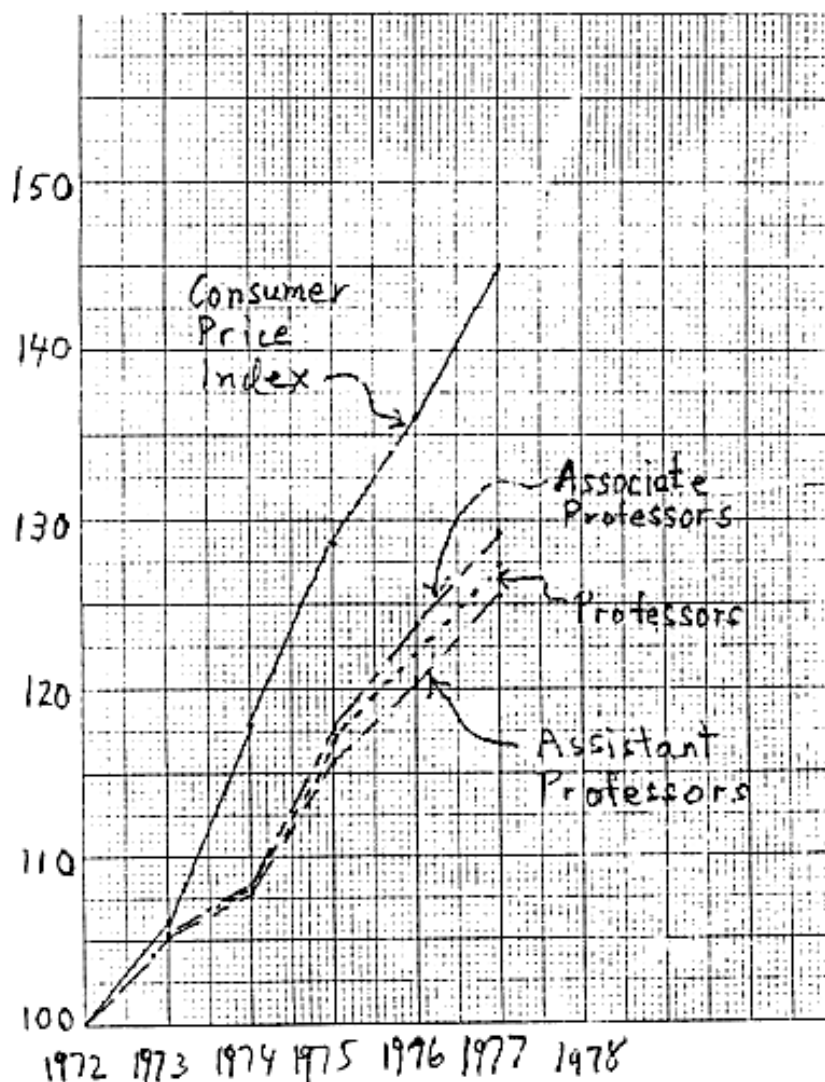


Fig. 1 - Comparison of increases in average compensation by rank at IUB with the rise in the Consumer Price Index during the years 1972-1977. The year 1972 (which for compensation means the 1972-73 academic year) is normalized to be 100. Figures for 1978 are not yet available.

FACULTY SALARIES
THE LONG SLIDE
(continued)

It is interesting to compare the dismal slide in compensation at IUB with shifts in compensation at Purdue. Table I shows that in 1971-72, Purdue ranked fourth in the Big Ten in total faculty compensation. In 1977-78 they still ranked fourth. In other words, during the years when IUB was sliding from third to tenth, Purdue was holding its position as number four.

The significance of the IUB-Purdue salary comparisons has been discounted by some people. Perhaps it is only the law of supply and demand, they say. Perhaps since 1972 compensation in comparable departments at IU and Purdue has been about the same, whereas the higher overall ranking at Purdue shown in Table 2 reflects a salary escalation of the Purdue engineering faculty. In this regard it is worthwhile to compare salaries at Purdue and Indiana department by department for the year 1976-77, as shown in Table II. These figures show that Purdue is ahead of IU on the average in comparable departments. Our source for the mean salaries at Purdue is a Committee Z report of the Purdue chapter of AAUP. We computed the mean IU salaries from a listing of salaries distributed by AFT-IUB. We included all departments which are similar in purpose at IU and Purdue and for which we had data.

Table II shows that IU salaries at the Full and Assistant Professor levels are behind those of Purdue in 12 of 18 departments. At the Associate Professor level IU is behind in 13 of 18 departments.

As our real incomes continue to fall in the years ahead, we can at least take small comfort from the fact that, as far as our relative standing in the Big Ten goes, our long slide is over. We doubt that even this administration will be able to figure out a way for us to slide below the bottom.

(See Table 2, Page 5)

AAUP BARGAINING CONGRESS MEETING
LARGEST EVER

The sixth semi-annual meeting of the AAUP Collective Bargaining Congress was held in Washington, D.C. December 8-9, 1978.

The business meeting and panel sessions of the Congress meeting focused on the key issues facing collective bargaining chapters at this time including part-time faculty, agency shop provisions, and negotiation tactics and impasse resolution.

The Congress passed several motions:

- 1) a resolution denouncing the voluntary federal wage and price guidelines (this resolution was submitted to Stuart Eizenstat of the White House staff in early January);

- 2) motions remanding the consideration of part-time faculty issues and CBC contingency fund policies to CBC study committees for development of recommendations;

- 3) a motion supporting efforts to develop an integrated dues structure for state conferences;

- 4) and a motion that National staff develop statistics on non-teaching professionals represented by AAUP agents.

Action on items now in study by CBC committees and on other items can be expected in June.

Table II
Mean Monthly Salaries of Faculty at IUB and Purdue in Comparable Departments, 1976-77.

Department *	Professor		Percent Difference **	Associate Professor		Assistant Professor	
	IUB	Purdue		IUB	Purdue	IUB	Purdue
Anthropology [†]	2542	2632	- 3.5	1689	1922	1360	1542
Biology ^{††}	2844	3135	-10.2	1945	2114	1587	1623
Chemistry	2761	3019	- 9.3	1947	1954	1560	1758
Computer Science	2311	3146	-36.1	2124	2182	1541	1580
Education	2434	2369	+ 2.7	1890	1818	1632	1486
English	2277	2439	- 7.1	1685	1763	1399	1352
Fine Arts	2314	2291	+ 1.0	1638	1821	1364	1326
Geology	2535	2667	- 5.2	1832	1976	1435	1502
HPER	2282	2318	- 2.5	1931	1702	1645	1515
History	2675	2691	- 0.7	1812	1770	1496	1442
Math ^x	2787	2842	- 2.0	1973	2116	1520	1617
Philosophy	2339	2640	+ 7.0	1770	1807	1373	1309
Physics	2463	2860	-16.1	1834	1955	1467	1429
Political Science	2738	2501	+ 8.7	1755	1977	1428	1637
Psychology	2712	2954	- 8.9	1835	1975	1498	1540
Sociology [†]	2725	2632	+ 3.4	1777	1922	1422	1542
Speech Communication	2558	2404	+ 6.0	1898	1889	1488	1526
Telecommunications	2327	2376	- 2.1	1936	1874	1510	1462

* Comparable departments at IU and Purdue do not always have the same name. We give the name of the IU department.

** Computed by subtracting the Purdue from the IU mean salary, dividing by the IU mean salary, and multiplying by 100. A negative number means IU is behind Purdue.

† At Purdue, Anthropology and Sociology are combined into one department.

†† What is now the Department of Biology was in 1976-77 the departments of Anatomy, Microbiology, Plant Science and Zoology. We have combined these departments.

x At Purdue, Statistics is a separate department which was not included.

BILL OF RIGHTS
FOR NONTENURED FACULTY
(continued)

5. Nontenured faculty shall be advised of the time when decisions affecting renewal or tenure are ordinarily made, and shall be given the opportunity to submit materials which they believe will be helpful for adequate consideration of their circumstances.

6. Nontenured faculty members shall not be suspended from classes, even temporarily, without the approval of an elected faculty committee. In no case shall a nontenured faculty member be suspended from classes without pay. A suspension not followed properly by a full adjudicative hearing is tantamount to a summary dismissal and shall be treated as such by AAUP.

7. Nontenured faculty shall have the right of review by an impartial committee of elected faculty if they allege that an unfavorable tenure decision was based on inadequate consideration, that it was violative of academic freedom, or improperly discriminatory.

8. Nontenured faculty shall not be denied tenure because of a fixed institution-wide tenure quota.

REPORT FROM AL RUESINK
LOCAL AAUP PRESIDENT

Legislative liaison activity:
During the Christmas break, Don Lichtenberg, chairperson of our local Economic Status of the Faculty Committee, and I contacted our local legislators about the state budget appropriation for I.U. Our biggest effort was directed towards Jerry Bales, majority party member of the important House Ways and Means Committee. As we showed him various compilations of I.U. faculty salary data and discussed the implications with him, he seemed very sympathetic and indicated that such information

needed to be more widely disseminated to legislators making budgetary decisions. We therefore sent to each member of the House Ways and Means Committee and Senate Finance Committee three items:

1) A graph indicating how much faster than I.U. faculty salaries the cost of living has increased each and every year since 1972.

2) A table of faculty salaries at Big Ten universities in 1970-71 and 1977-78. Purdue has ~~dropped from~~ *remained in 4th* ~~2nd to 8th~~ place and Indiana University--Bloomington, from ~~4th~~ to 10th place. *has dropped 3rd*

3) A table giving average percentage faculty raises by rank for Purdue and I.U. for the years 1972-78. In no case since 1974 has the I.U. increase exceeded Purdue's, and in many cases the increases are considerably less.

AAUP membership push: The AAUP at both the local and national levels can be effective only insofar as it has membership support—support both in terms of dollars and in numbers of members. Obviously I feel that the AAUP has an important role to play both as a focal point for faculty thinking locally and as the most important guardian of faculty interests nationally. In the very near future, all faculty will be receiving information about the national organization, with an appropriate membership form. Please read it through carefully and seriously consider joining. I would be glad to discuss the organization and its activities with anyone who has further questions. Al Ruesink (7-5555)

*Along
See
Table I.*

LINDENBAUM REPRESENTS STATE AAUP
AT HOUSE WAYS AND MEANS COMMITTEE
HEARING

The Indiana Conference of the AAUP has worked actively at the 1979 Indiana General Assembly in support of adequate increases in the higher education budget for 1979-81. The Conference has coordinated the efforts of AAUP chapters across the state to oppose the budget cuts recommended by the Indiana Commission for Higher Education and the State Budget Committee. An AAUP lobbyist, Robert Mahowald, has represented the Conference at the General Assembly. Conference President Ralph Calkins (Hanover College) and Conference Vice-President Sheila Lindenbaum (IU-Bloomington) appeared at the January 22nd public hearing on the higher education budget in order to oppose the recommended cuts in faculty salaries.

Prior to the January hearing, which was held before the House Ways and Means and Senate Finance Committees, the Conference called upon the local AAUP chapters to make their views on faculty salaries known to the members of the two committees. Some chapters in the Conference invited local members of the committees to campus. In Bloomington, AAUP President Albert Ruesink and Executive Committee member Don Lichtenberg met with Jerry Bales, member of the House Ways and Means Committee. Other chapters wrote or telephoned the legislators or provided them with information about the economic status of the faculty on a particular campus.

At the hearing itself, the Conference strongly supported the faculty salary increases requested by the public institutions of higher learning (9.4% for the IU system). Using AAUP statistics that had been mailed previously to the legislators, the Conference argued against the lower increases recommended by the Higher Education Commission (7%) and the State Budget Committee (5.2%). The Conference pointed out that the 7% increase fell below the HEC's own

projected rate of inflation (8%) for the biennium. A 7% increase for the biennium would actually result in a 5% loss in purchasing power to be added to the 13% loss in purchasing power suffered by Indiana faculty since 1973.

The Conference emphasized that faculty in Indiana's public universities are being asked to bear more than their share of the inflation burden. Whereas between 1970 and 1978 other salaried professionals increased their income by an average 1.7% per year, the real compensation of Indiana faculty was lower in 1977-78 than it was in 1970-71. The Conference also stressed that Indiana's public universities have not been competing successfully with comparable institutions in other states. Average salaries at IU-Bloomington, for example, are now the lowest in the Big Ten.

Finally, the Conference called attention to the generally low level of support for higher education in Indiana. Indiana now ranks well below average in all four criteria (appropriations per capita, per \$1000 of personal income, 2-year increase, and 10-year increase) used by The Chronicle of Higher Education to measure state support of colleges and universities. Indiana ranks 44th among the states according to the last criterion, the increase in appropriations over the past ten years.

Despite the efforts of the AAUP and other faculty groups, it was clear that the legislators would not recommend salary increases in excess of President Carter's 7% wage guideline. A number of legislators felt that faculty would be "lucky" to get a 6% or 7% raise in view of the tax cuts that the legislature was sure to pass before the higher education budget was decided.

LINDENBAUM REPRESENTS STATE AAUP
AT HOUSE WAYS AND MEANS COMMITTEE
HEARING (continued)

It was also clear that faculty in Indiana's public universities will need to play an increasingly active role in representing their own interests to the General Assembly. Legislators remain largely unaware of --or uninterested in-- the contributions made by faculty research. They do not know what university teachers do in the classroom or how non-teaching hours are spent. The legislators do not seem to think that low salaries have much effect on the quality of education or result in the loss of valuable members of the faculty.

To help counter these views, the Indiana Conference needs the support of all AAUP members in the state. Conference dues (\$5.00 for regular members, \$10.00 for sustaining members) should be sent to the Treasurer, Professor Sol Gartenhaus, Department of Physics, Purdue University, West Lafayette, Indiana 47907. AAUP members who would like to work with the Conference at the 1980 General Assembly should get in touch with Sheila Lindenbaum, Department of English, IU-Bloomington.

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EXECUTIVE COMMITTEE REAFFIRMS
ITS ACTIONS IN PUBLISHING
STATEMENT CRITICAL OF PRESIDENT RYAN

The last issue of this newsletter included an evaluation of selected aspects of the Ryan presidency, submitted to the Faculty Review Committee by the Executive Committee of the Bloomington chapter of AAUP. A number of readers responded enthusiastically to this statement, but it also met with criticism on the grounds that its publication while the review was in progress constituted a violation of orderly procedures, and even a breach of confidentiality. We would like to reply briefly to these objections.

When it became clear that the faculty review committee would welcome a statement from us, we decided to publish that statement in the AAUP News. It did not occur to us--nor have we been persuaded by subsequent criticism--that the review committee's guarantee of confidentiality amounted to a requirement that those who volunteered opinions should refrain from making them public. Moreover, the inference that we were attempting to pressure the committee is seriously mistaken. We informed them at the time that publication of our memo was not intended as a mark of diminished confidence in their willingness to make their own findings public; and the memo itself urges that those findings be given primary importance among the four reports comprising the evaluation. In sum, we see no evidence that public discussions of the presidency in any way undermined the evaluation process.

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