



October 2006

# NEWSLETTER

A Publication of the University of Nebraska at Omaha AAUP Chapter

## Bargaining Has Begun

The UNO AAUP Negotiating Team has opened the collective bargaining process with the NU Board of Regents team. According to procedures set down in state statute, the two teams met in mid-September to articulate what articles in the present agreement each wished to re-negotiate and to set ground rules for the collective bargaining process. In addition to the perennial issue of faculty salaries, other areas of discussion will include working conditions and the clarification of existing contract language. All in all, we look forward to a fruitful discussion with the administration which, we hope, will result in a mutually satisfying Collective Bargaining Agreement.

## Protecting Your Rights

The AAUP has been protecting the rights of faculty and other higher education professionals for over ninety years. Through assistance and advice to individual faculty members and administrators, state and federal lobbying, amicus briefs before the courts, support for collective bargaining, and other means, the AAUP helps shape American higher education and ensure higher education's contribution to the common good.

More than a thousand faculty members call on AAUP each year for advice and assistance. The Association works with Congress and state legislators to promote effective higher education legislation, and helps our members to do the same.

## UNO AAUP Opposes 423

The UNO AAUP has taken a stand in opposition to the passage of Initiative 423, the spending cap on state budgets, that will appear on the November 7 ballot. Be sure to read the statement of position that you received in your mailboxes and also President Millikin's statement about the potential economic impact on higher education in Nebraska that would be felt with the passage of this amendment. And be sure to vote on November 7.

## Some Dates to Note

There will be a meeting of the UNO AAUP Chapter on Thursday, November 16 at 2:30 in MBSC, Gallery Room. Members will be briefed on current issues, including the status of collective bargaining. This is a good opportunity to meet with your Chapter officers, to hear what is going on in the unit, and to make your opinions known. Plan on being there, even if only for a part of the meeting.

The fall dinner for AAUP Members and their guests will be held on Friday, November 17 at the Upstream West, 17070 Wright Plaze [just south of Center]. Social hour [cash bar] from 6:00-7:00; dinner at 7:00. All AAUP members and a guest are welcome. Please contact Sandra Squires, Spec. Ed., by November 15 to reserve a place. It is crucial that we have an accurate count of persons attending. The Executive Committee looks forward to seeing as many of you as can make it there. A good time should be had by all.

# “The Devaluing of Higher Education”

For the second consecutive year, the increase in overall average salaries for college and university professors failed to keep up with the rate of inflation. That is one of the central findings of “The Devaluing of Higher Education: The Annual Report on the Economic Status of the Profession, 2005–06.”

The AAUP’s annual report has been an authoritative source of data on faculty salaries and compensation for decades. This year’s findings call into question assertions contained in an issue paper on college costs prepared recently for the U.S. Secretary of Education’s Commission on the Future of Higher Education. The paper, by commission consultant Robert C. Dickeson, claims that “faculty salaries are especially expensive,” and that “the time-honored practice of tenure is costly.” AAUP data, however, indicate that overall average faculty salaries remain depressed as a result of a long-term pattern of insufficient investment in faculty.

This year’s report compares faculty salaries to other higher education indicators, including presidential salaries and institutional returns on endowment investment. The concluding section explores an issue of continuing concern to those committed to maintaining the quality of U.S. higher education: the low pay rates of part-time faculty, who now make up nearly half of all college and university teachers. Highlights of this year’s report include the following:

Overall average salaries for all ranks of full-time faculty across all types of institutions rose 3.1 percent between 2004–05 and 2005–06. When adjusted for inflation, however, average salaries declined by 0.3 percent, following a 0.5 percent decrease in 2004–05. The last time inflation-adjusted salaries declined for two consecutive years was from 1978–79 to 1980–81.

Full-time faculty who continued from the previous year at the same institution did not fare much better. Their 1.1 percent inflation-adjusted salary increase is the lowest since 1996–97.

The salary gap between full-time faculty at public colleges and universities and their counterparts at private (non-church-related) institutions continued to widen in 2005–06. This disparity seriously disadvantages public institutions in trying to attract and retain the most qualified faculty.

Over time, a significant lag in compensation has developed between faculty and those with graduate degrees in other professions. Although most faculty members do not choose a career in academe for the paycheck, this increasing disparity makes it more difficult to recruit the best students into academic careers.

Although both public and private institutions are recovering from the economic difficulties of the past few years, college and university presidents are reaping significantly greater rewards from the recovery than faculty. Between 1995 and 2005, median salaries for presidents rose 29 percent, while salaries for full-time faculty increased only 9 percent.

The increasing costs of benefits, particularly medical insurance, represent a continuing strain on college and university budgets.

The number of faculty employed only part time continues to increase. This year’s report gives an indication of how low the pay for part-time faculty really is.

The report and major tables are posted on AAUP’s web site: <http://www.aaup.org>



*UNO AAUP Chapter President Sharon Wood [right] met over lunch with AAUP General Secretary Roger Bowen and Illinois State University graduate student John Wilson. Informal meetings like this, in the broader context of the Summer Institute, give members from across the nation the chance to get acquainted and to share concerns and experiences.*

## SUMMER INSTITUTE

Members of the UNO AAUP attended the national Summer Institute in Portland, Oregon this past summer. Chapter President Sharon Wood and Grievance Officer Sandra Squires represented the UNO AAUP at this annual event, where workshops train delegates from around the country in such areas as collective bargaining strategies, conflict resolution, etc. The Institutes, along with other national events such as the Annual Meeting in Washington D.C., the Collective Bargaining Congress Meetings and the regional institutes help keep local chapters abreast of ideas and happenings of concern to faculties and provide an opportunity for chapters to find out what their colleagues are doing throughout the country. Additionally, these gatherings allow for socializing and networking with other AAUP members.

If you would be interested in attending future regional or national meetings of the Association or would like to stand for election to the executive committee as an officer or a rank representative, contact a member of the Executive Committee. Election of officers and representatives will take place in the spring.

*American Association of University Professors  
Academic Freedom for a Free Society*

## **Your Rights**

You have a right to have an AAUP representative present if it appears that a meeting with an administrator is or will be accusatory or punitive in nature.

You have a right to refuse to sign any document which might impact your continued employment.

You have a right to be informed beforehand that something is being placed in you personnel file that could be potentially harmful to you.

You have a right to review your personnel files and reply to any allegations or comments in your files.

2006-2007 Executive Committee

UNO's current list of peer institutions

President: Sharon Wood, History  
First Vice President: Joseph Brown, Psychology  
Grievance Officer: Sandra Squires, Special Ed.  
Secretary: Claudette Lee, Social Work  
Treasurer: Don Greer, HPER  
Full Professor Rep.: Roger Hoburg, Chemistry  
Associate Professor Rep.: Maria Arbelaez, History  
Assistant Professor Rep.: Robert Darcy, English  
Other Unit Member Rep.: Maria Knudtson, English  
President-elect: Ann Antlfinger, Biology  
Past President: Michael Peterson, Geography /  
Geology  
Newsletter Editor: Jim Czarnecki, Art & Art History

University of Northern Iowa  
University of Colorado - Denver  
University of Missouri – St. Louis  
University of Arkansas – Little Rock  
Cleveland State University (Ohio)  
Wichita State University  
University of North Carolina – Charlotte  
University of Texas – San Antonio  
Northern Illinois University  
Portland State University (Oregon)

