University Administrators Making on average >$200k/yr

Conversely, the number of administrators at unionized campuses being paid more than $200k/yr on average is less than 1/30th that of KU. Their growth has been held firmly in check by the demands of the student bodies and the strength of unionized faculties.

Help us make KU a better place -- Join us!

Chapter Meetings:
Tues. 3/27 823 Broadview Drive 7pm
Thurs. 4/26 823 Missouri Street 7pm

Contact us:
• Dr. Jonathan Clark, KUAAUP Chapter President
  http://aaupks.org/ku
  (note that the KU Administration blocks our site -- you'll have to access it from a non-KU machine)

KU AAUP  P.O. Box 1472  Lawrence KS 66044

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Average Cumulative Faculty Salary Gained/Lost Since 2009

KU is experiencing an unchecked growth in the number of administrators who make on average $1M every 5 years or less. The takeaway here is that tuition continues to rise and real-dollar faculty salaries continue to fall to support ever more wealthy administrators. The growth of this class of millionaires ballooned under provost Vitter and continues to expand unchecked because there is essentially no responsible oversight. Currently, there are 135 members of the KU Administration who are paid more than $200k/yr on average... and rising.

Source: State of Kansas Payroll Databases 2009 - 2017

By: Mohamed El-Hodiri
AAUP KS Conference President
KU Professor of Economics

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Archival Policies: Crucial to KU
by Jonathan Clark, Hall Distinguished Professor of British History

As a state institution, the University of Kansas must follow policies adopted by the Kansas Board of Regents. The implementation of these policies and procedures is not only the responsibility of the administration. Rather, the University is administered through shared governance which means that the administration partners with the three constituent senates of the University. These three senates include the Faculty Senate, the Staff Senate and the Student Senate. The three senates meet individually and collectively through the University Senate. Each Senate has an Executive Committee with membership drawn from the leadership of the individual Senates.

Each Senate operates under the University Senate Code which details the structure and responsibilities of various Governance committees and its boards and the University Senate Rules and Regulations which describe procedures governing university-wide policy on academic schedules, academic work and its evaluation, graduation and degrees requirements, publications, conflict resolution, financial exigency, and program discontinuance.

The Faculty Senate works to further the interests of all faculty members, whether tenured, un-tenured or non-tenure track. It maintains the Faculty Senate Rules and Regulations (FSRR) which contain policies and procedures for admission, placement of students upon enrollment, approval of courses, promotion and tenure, sabbatical leave, restricted research, appointment of chairs and review of Deans as well as other administrators. Importantly, the FSRR also contains an article on Faculty Rights and Responsibilities which includes the Code of Faculty Rights, Responsibilities, and Conduct. This Code of Faculty Rights specifies the legal rights of faculty members including the right to academic freedom with freedom of inquiry, expression, and assembly. These rights also include the right to impartial application of unit, school and University policies as well as the right to participate in the determination of policies and procedures consistent with the principles of shared governance.

The three Senates are staffed by personnel in the Office of University Governance located in 33 Strong Hall. The staff in this office support the Presidents of the three senates, their Executive Committees, individual standing and ad hoc committees as well as the individual members of the various senates. The office coordinates and facilitates the passage of amendments to the University Senate Code as well as the Faculty Senate Rules and Regulations. The Governance Office serves as the initial point of contact and provides support to the University Judicial Board, the Faculty Rights Board, the University Support Staff Disciplinary Action Hearing Board, the Faculty Executive Appeals Committee, as well as more than fifteen standing Governance committees, boards, and task forces.

As the KU Administration continues to weaken the university by shifting funds from faculty to administrators, a precipitous threat looms: Loss of Association of American Universities AAU Membership. Because AAU Institutions maintain high levels of scholarship, their graduates command comparatively high salary levels. In 2011 the University of Nebraska Lincoln lost its AAU membership, thereby increasingly degrading the global reputation of the system and its graduates. The earnings gap between AAU and non-AAU institutions in Kansas is around $15,000/yr, leading to a total lifetime accumulated earnings disparity well in excess of a half-million dollars. While KU alumni earnings will most likely not collapse to such a level once AAU membership is lost, the earning power of KU Alumni and students will certainly be affected.
Guns on Campus - Disturbing Dynamics

While most faculty members are aware of the gun left in Wescoe and the live ammunition found outside of Strong Hall, some very troubling weapon-related dynamics led to a disturbing apparent harassment of a female GTA and threats to a faculty member this past Fall.

Early in 2017 a female GTA described to a faculty member an incident after one of the guns on campus debates. A pro-gun student allegedly followed her out of the auditorium and threatened her with a gun. The faculty member, as a mandatory reporter, described her account to Public Safety. She also independently reported the event. Later in 2017 as a no-guns-on-campus protest was finishing up, the same faculty member and an Army veteran interceded as the same student appeared to be stalking and harassing the same GTA.

The underline was well known to the professor as an individual who had twice failed to pass his class and had been treated for mental illness. Two days before the start of Fall classes, the professor was informed that the student was cleared to enroll in his class by an associate dean. When the professor asked if a mental health care provider had determined that the student was healthy enough to take the class, the dean simply replied via e-mail: “He’s feeling much better now.” Given the student’s history of threatening behavior, the professor requested that he be asked to take the online version of the class which was already in place to accommodate several Distance students. If the Administration were to insist on personal attendance, for the safety of the other students and female GTA, the professor requested law-enforcement presence in class. Both requests were denied.

On the first day of class, the student approached the professor as the lecture was letting out and said:

“I went to hunting and killing camp this past summer. I love to shoot and I love to kill. I’m looking forward to your passing me this Fall.”

The Administration held that such language is fully protected 1st Amendment speech and not a threat. The following week, it was learned that another member of the teaching staff had reported him to the Administration:

I think he’s unstable and a mass shooter in the making.

While KSA 75-7c et. seq. (our current guns on campus law) allows 21 year-olds to carry concealed weapons on campus, a new threat has emerged: HB 2042. This bill would effectively lower the age at which a person could carry a gun in Kansas to 18 with only the most minimal of licenses, requirements, or background checks. This bill would make guns legally accessible to more than 70% of KU’s student body, placing ever more weapons in large freshmen level classes, parties and dorms.

Dr.s Katherine Clark and Ron Barrett-Gonzalez of the AAUP testified against the bill as did KU Alumna Megan Jones and many others. The following day, the horrific shooting at Parkland, Florida took place.

As it now stands, the bill is being held up in the Senate Federal and State Affairs Committee and may be worked shortly. Contact the KU Chapter of the AAUP to find out its status and any relevant hearing in the Statehouse even as a private person. Once again, not a single KU Administrator showed up to speak against a no-guns-on-campus protest, as a pro-gun student allegedly followed her out of the auditorium. As happened twice before, the student was re-diagnosed by the same GTA.

An internal audit determined that KU had overblasted the state’s Medicaid program by more than $7M. While disturbing, the Administration’s response was even more alarming. Rather than adapt a policy or a process, the Administration itself, the same GTA.

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Heart of the Problem: KU’s Time Accounting System

At the heart of the problem lies a grand fallacy: Faculty members work 40 hrs a week. Within those 40 hrs, certain fractions of that time are devoted to teaching, research and service, with a given percentage often devoted to particular contract(s).

Most federal agencies like the DoE, DoD, NASA and government contractors do not operate on such a fallacy; rather, they use a Direct Time Accounting method which tracks the number of hours an individual spends working on a particular project. It is well known that faculty members spend far more than 40 hrs/wk on average performing all of their many duties for KU. Had faculty members been properly accounted for, it is quite likely that none of this would have happened.

Without a precise count of exactly how many hours a faculty member either did or did not spend on a given project, it is impossible to tell whether or not the Government has been defrauded. Accordingly, it is wholly inappropriate to reprimand faculty members for relying upon an inaccurate time accounting system which was designed and approved by the KU Administration itself.

Lessons Learned:

i.) All KU Faculty Members, should read and understand the FSRRs;

ii.) If any administrator applies any level of sanction against a faculty member, the AAUP should be contacted immediately;

iii.) The 14 day window needs to be extended. Given that the Administration has in the past taken more than 7 weeks to deliver KORA requested information for something as simple as rules for promotion and tenure, it is recommended that the standard of 7 weeks be set;

iv.) A set of rules and procedures akin to the Miranda Rights for faculty members should be developed;

v.) Faculty Members who are working on externally-funded contracts should keep a separate time log of daily activities;

vi.) Faculty Members should familiarize themselves with Weingarten Rights to see how well faculty members at other campuses are protected against an aggressive administration;

vii.) Faculty Members should contemplate how different this would have gone had a union attorney been on call....
Faculty pay levels crashed in 2010 and haven't recovered since. Today, average KU faculty salaries are 9.1% below 2009 levels in real dollars while the total salary base for administrators has grown by nearly 12%. Today, the average KU faculty member makes less than a mid-career KU graduate holding only a bachelor’s degree...

It's Not Total Resources, It's Resource Allocation
Between 2009 and 2016, the state cut annual allocations to KU; however, for every $1 dollar the State cut, the Administration took more than $2.50 from students in tuition and fees and faculty salary base, leading to a $50M/yr net surplus with respect to 2009.

Where’d the Money Go?
...The $10M Shift from Faculty to Administrators...
A $50M/yr net surplus is a lot of money to inject into the KU system. We can directly trace $10M/yr that went into an expansion of KU’s managerial salary base. By comparing 2009 and 2016 payrolls, we’ve seen the number of managers balloon from 733 to more than 800 with top managers receiving tens of thousands in real dollar pay raises. Curiously enough, the Asst., Assoc. & Full Professor salary base shrank by $10M/yr...effectively a 1:1 transfer of wealth from faculty to administrators. $8 - 11M/yr more has been cut from the other ranks of teachers, researchers and scholars across campus.

That leaves $+40M/yr going to... ??? Tens of millions of dollars went to “consultants” and “contractors” whose contracts were deemed to be “secret” by the Administration, requiring Confidential Disclosure Agreements just to see them. The Chancellor’s expensive new jet was purchased for $8.1M. During this time, SSC’s were born, Athletics was heavily subsidized and...

Overbuilding Orgy in the KU Central Core
From 2009 - 2016, the Administration went on a $744M spending spree. While some building projects leveraged grants, millions were spent in match and on direct expenses. Millions more are now needed to service bonds. It appears that much of the $40M/yr went into supporting the 23% expansion in main campus floor space... while total enrollments and payrolls were essentially... flat.

Salary Redistribution from Faculty to Administration 2009 - 2016...
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