



REPORT ON NONCOMPETITIVE FACULTY SALARIES



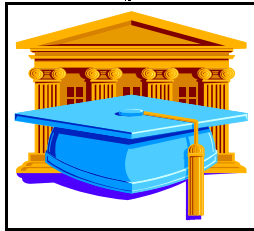
Dr. Gene Straughan, Faculty President of LCSC

Idaho Council of Higher Education Faculty

March 23, 2001

Higher Education and the State of Idaho

Greetings from the members of the Idaho Council of Higher Education Faculty. ICHEF is made-up of the chairs or presidents of the faculty organizations at the University of Idaho, Lewis-Clark State College, Boise State University, and Idaho State University. We are grateful for the statewide support of Idaho's institutions of higher education. We are especially appreciative of the efforts of the Idaho State Board of Education, the Governor, legislators, and citizens to maintain quality education. In that spirit, we write as faculty representatives to request your support in maintaining the ability of Idaho's universities and colleges to provide outstanding teaching, scholarship, and service.



The State of Idaho enjoys a long tradition of commitment to higher education. Under Article IX of the Idaho Constitution, the Framers recognized that "the stability of a republican form of government depend[s] mainly on the intelligence of the citizenry." Along the same lines, the State Board of Education recognizes the important need "to continuously improve the quality of Idaho's education, training...and information and research services to gain program competitiveness, high levels of achievement, and a well-informed citizenry." To that end, the State Board is committed to (a) "provide Idaho students with excellent and innovative instruction from motivated, qualified teachers supported by administrators and staff" and to (b) "develop a career continuum and compensation system for faculty and staff that

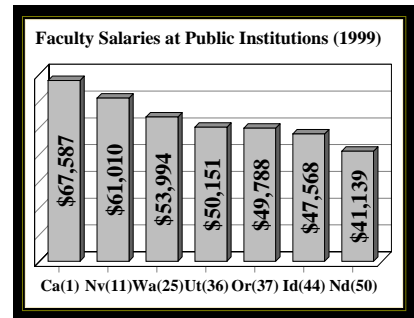
reward knowledge, skill, and productivity and promote recruiting, hiring and retention" (see *Idaho State Board of Education Strategic Plan*).

State officials and residents are also supportive of a quality system of higher education. Perhaps the words of Governor Kempthorne, who is a graduate of the University of Idaho, best captures the importance of higher education. He has often recognized the many ways that Idaho's colleges and universities contribute to the development of the State. In a letter to ICHEF last year, Governor Kempthorne observed that "assuring the highest quality of instruction for students at Idaho's institutions of higher education is an important goal within my administration." As the chief executive and spokesman for Idaho, the Governor understands the necessity to sustain a high quality of instruction, scholarship, and service.

So much of Idaho is dependent on its system of higher education. It is responsible for producing teachers, farmers, police officers, mechanics, entrepreneurs, engineers, architects, technicians, attorneys, accountants, doctors, nurses, secretaries, writers, artists, and so on. Higher education also acquires grant funding, makes advances in technology, conducts scholarly research, and works with business and industry leaders. Plus, the continued economic growth and community welfare of Idaho depends on having a highly educated work force. Producing such a work force greatly depends on sustaining a high quality of education throughout the colleges and universities of Idaho.

Faculty Salaries

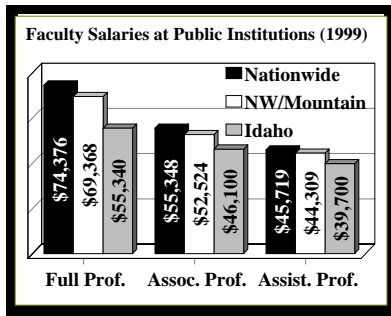
However, the ability to attract and retain talented faculty and staff is becoming increasingly difficult. The empirical and anecdotal data show that Idaho ranks near the bottom in salaries for public institutions of higher education. According to the *NEA Almanac of Higher Education (2000)*, Idaho ranks 44th within the nation for faculty salaries. Faculty at LCSC, for example, earn an average salary that is barely above the 50th ranked state (North Dakota). In sharp contrast, the sister states of Nevada, Washington, and Oregon are ranked 11th, 25th, and 36th, respectively.



In 1999, the average annual salary for faculty (among all states) who worked at four-year public colleges and universities was \$55,948. It was \$47,568 in Idaho, an average 18% or \$8,380 pay gap. Being paid \$8,380 more per year over a 35-year career (less 25% for taxes/benefits) adds up to \$219,975. With an 8.5% annual investment rate, the salary difference could yield \$1,211,130. Low pay has the further effect of diminishing the size of retirement funds. Such a pay gap is *no small potatoes*, especially when faculty invest around ten years of their time and incur large debts to obtain their academic credentials.

On a national and regional basis, the

salaries of Idaho faculty are simply not competitive with the salaries at similarly situated public colleges and universities. The wages for full, associate, and assistant professors of Idaho is around 24% below public schools nationwide and 18% below public schools within the mountain and northwest regions. This includes Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Washington, Oregon, and Wyoming. It excludes California, a higher paying state that Idaho also competes with to attract experienced and productive faculty.



At the *University of Idaho*, the pay for faculty falls far below similarly situated peer institutions. The mean annual salary for faculty across all ranks is about \$53,800 compared to \$63,982 paid to faculty who work at public doctoral institutions—ones granting a minimum of 30 doctoral degrees annually in three or more unrelated disciplines. Full, associate, and assistant professors earn much less than their counterparts. A pay disparity of \$18,435 exists for full professors because of the effects of salary compression (see figure one).

FIGURE 1 (1999-00)	U of I	National Public Doctoral
Professor	\$64,100	\$82,535 (+29%)
Associate	\$51,000	\$58,741 (+15%)
Assistant	\$43,100	\$49,100 (+14%)
Instructor	\$35,300	\$34,715 (-2%)

At *Lewis-Clark State College*, the pay for faculty is considerably low as well. The average annual salary for faculty across all ranks is about \$41,200 compared to \$47,849 paid

to faculty who work at other public baccalaureate institutions granting various undergraduate degrees. An across the board salary gap for full, associate, and assistant professors translates into a yearly annual pay disparity of \$8,562 (see figure two).

FIGURE 2 (1999-00)	LCSC	National Public Baccalaureate
Professor	\$49,600	\$60,446 (+22%)
Associate	\$41,500	\$49,868 (+20%)
Assistant	\$35,000	\$41,472 (+18%)
Instructor	\$32,500	\$33,226 (+2%)

Faculty salaries at *Boise State* and *Idaho State Universities* are equally low. The average annual salary for faculty across all ranks is about \$46,000 compared to \$52,982 paid to faculty who work at other public comprehensive institutions—ones granting a broad range of graduate degrees, but fewer than 30 doctoral ones annually or in fewer than three unrelated disciplines. A pay gap of approximately \$8,000 separates full professors from their national peers and a pay gap of about \$5,000 exists between associate professors and their peers (see figures three/four).

FIGURE 3 (1999-00)	BSU	National Public Comprehensive
Professor	\$56,800	\$66,657 (+17%)
Associate	\$48,600	\$53,143 (+9%)
Assistant	\$41,600	\$43,361 (+4%)
Instructor	—	\$33,178

FIGURE 4 (1999-00)	ISU	National Public Comprehensive
Professor	\$60,200	\$66,657 (+11%)
Associate	\$48,400	\$53,143 (+10%)
Assistant	\$41,900	\$43,361 (+4%)
Instructor	\$34,100	\$33,178 (-3%)

Other colleges are also struggling to pay faculty competitive wages. At the *College of Southern Idaho*, *North Idaho College*, and *Eastern Idaho*

Technical College, the salaries for faculty are equally low. The average annual pay for faculty at CSI, EITC, and NIC is about \$37,233 compared to \$46,947 paid to faculty who work at other two-year state colleges—ones granting an array of associate degrees and certificates. An average salary gap of \$9,714 stands between Idaho faculty working at two-year colleges and their national counterparts. Such a salary disparity translates into a per person annual earnings difference of \$7,847 for NIC, \$8,347 for CSI, and \$12,947 for EITC faculty (figure 5).

FIGURE 5 (1999-00)	Average Salaries	National Public Two-year Colleges
CSI	\$38,600	\$46,947 (+22%)
EITC	\$34,000	\$46,947 (+38%)
NIC	\$39,100	\$46,947 (+20%)
Average	\$37,233	\$46,947 (+26%)

Another problem for Idaho colleges and universities is the low wages for adjunct instructors. An integral part of the faculty consists of full and part time adjuncts who often teach a large number of the courses. It is common to pay adjuncts low wages, despite their contributions to teaching and other activities. Adjuncts teaching a full load are frequently paid as little as \$18,000 to 25,000 a year. Such a salary is unconscionable. It is made worse by the increasing reliance on adjuncts due to insufficient resources to pay regular faculty. The result is that many adjuncts, who have similar credentials and have devoted years to an Idaho institution, are paid a salary that is about half of their counterparts.

Low faculty salaries are exacerbated by the fact that the cost of living for Idaho faculty is around the national average 100 index. According to the American Chamber of Commerce Association the annual cost of living index in Boise is 103, Coeur d'Alene is 100, Lewiston is 96, Moscow is 100, Pocatello is 96, and Twin Falls is 97 (see *Cost of Living Index In Idaho*, p. 3). The general misperception that lower salaries for Idaho faculty are

somehow balanced out by a lower cost of living simply lacks empirical validity. It makes intuitive sense to pay professors a salary equal to the national average because their cost of living is right around the national average. And yet this is not the case at Idaho's colleges and universities.

Cost of Living Index In Idaho

Boise, Idaho	103
Coeur d'Alene, Idaho	100
Moscow, Idaho	100
Average, United States	100
Twin Falls, Idaho	97
Lewiston, Idaho	96
Pocatello, Idaho	96

On the whole, the annual faculty pay at Idaho's colleges and universities is not competitive with institutions of higher education. All states have to compete with the post-secondary institutions of other states. Idaho competes in a regional and national market for its faculty, staff, students, academic rankings, accreditation status, research achievements, grant funding, and business and industry partnerships. However, the ability of Idaho's universities and colleges to sustain a high quality of instruction, programs, scholarship, and service is becoming increasingly difficult due to noncompetitive faculty salaries.

All states compete with the post-secondary institutions of other states. Idaho competes in a regional and national market for its faculty, staff, students, academic rankings, accreditation status, research achievements, grant funding, business and industry partnerships, and so on. However, the ability of Idaho's universities and colleges to sustain a high quality of instruction, service, and scholarship is becoming increasingly difficult because of noncompetitive faculty pay.

The Costs of Low Faculty Salaries

For Idahoans, there are troublesome consequences linked to the existence of noncompetitive faculty pay. Low compensation contributes to higher turnover and undermines stability in educational programs. It also carries the risk of interfering with the core functions of instruction, scholarship, and service. Noncompetitive faculty pay threatens the ability of Idaho's universities and colleges to function as the educational hubs, economic engines, and cultural centers of the State. The often repeated mantra that losing faculty is simply another cost of doing business ignores the current breadth of the salary problem. Such a mindset creates a conundrum of costly proportions for Idaho people.

High Rates of Turnover

One of the negative consequences of noncompetitive faculty pay is higher turnover. Idaho's universities and colleges are experiencing unusually high levels of attrition—voluntary, nonretiring departures. More faculty across the state have been leaving for significantly higher paying jobs in other states. CSI, EITC, NIC, and other institutions have regularly lost faculty to both the public and private sectors. BSU, ISU, LCSC, and UI have lost talented professors at an alarming rate over the past few years. About 20% of the total BSU faculty (full, associate, and assistant professors) have resigned or taken early retirement during the past five years. The loss of talented faculty has been not only in the science and technology fields, but also in the liberal arts and professional ones.

Low pay has been a common reason for the departure of productive and experienced faculty. On numerous occasions, Idaho faculty have left for teaching positions in nearby states paying thousands of dollars more. A talented professor recently told the LCSC administration that she was regrettably leaving because she “had

accepted a position” with “a reduced workload” and “a pay increase of 40% relative to her current annual salary.” She further received \$32,000 in start-up costs for a new science laboratory. Other Idaho faculty have recently made lateral transfers and taken demotions for better paying jobs in nearby states. A UI associate professor of accounting accepted a position at Arizona State University and got a \$30,000 raise. In the past few years, the turnover for voluntary nonretiring faculty has been as high as 15 to 25% for many institutions.

Costly Faculty Searches

Furthermore, the search process for replacing faculty is extremely costly and time consuming. Colleges and universities across Idaho annually devote considerable amounts of time and resources to fill vacant faculty positions. The different expenses for a single job search include national advertisements, screening applicants, selection of candidates, conducting campus interviews, determining the finalist, and hopefully hiring him or her. Other significant costs include retraining new hires, start-up costs, moving expenses, and the intellectual capital lost by the sudden departure of talented faculty. The initial job search can easily cost thousands of dollars to replace a single educator.

The estimated turnover costs for one faculty member is about \$15,000. A standard management formula used to determine turnover costs assumes that the average costs of turnover is 25% of (a) the departing employee's annual salary and (b) the costs of his or her benefits which usually amount to about 30% of wages. The average annual salary of an Idaho educator is about \$47,568 and his or her benefits averages out to about \$11,892. The total of salary and benefits equals \$59,460, translating into an estimated turnover costs of \$14,865 to replace one departing professor. There are around 2100 total full-time faculty members working at Idaho's colleges and universities. A turnover rate of 10% can easily cost Idaho taxpayers

Recent Faculty Turnover: Where They Went and What They Got Paid

Lewis-Clark State College

Title of Past Idaho Faculty Rank	Past Salary	New Place of Employment and Rank of New Position	New Salary
Assistant Professor, Social Work	\$32,000	University of Montana, Assistant Professor	\$42,000
Associate Professor, Off/Bus/Tec	\$40,500	Washington State University, Assistant Professor	\$62,000
Associate Professor, Geology	\$39,666	Western Washington University, Assistant Professor	\$46,000
Assistant Professor, Biology	\$32,000	University of Central Florida, Assistant Professor	\$45,000
Full Professor, Business	\$52,400	Great Basin Community College, Full Professor	\$61,300
Associate Professor, English	\$33,000	University of Oregon, Assistant Professor	\$43,000
Adjunct Instructor, History	\$18,000	Bloomsberg University of PA, Assistant Professor	\$45,000

University of Idaho

Title of Past Idaho Faculty Rank	Past Salary	New Place of Employment and Rank of New Position	New Salary
Assistant Professor, Sociology	\$39,484	Louisiana State University, Assistant Professor	\$80,000
Associate Professor, Engineering	\$54,163	Yale University, Associate Professor	\$74,000
Assistant Professor, Veterinary Sci.	\$49,150	University of Georgia, Assistant Professor	\$52,000
Associate Professor, Accounting	\$65,000	Arizona State University, Associate Professor	\$95,000
Associate Professor, Accounting	\$58,406	Bowling Green State University, Associate Professor	\$77,000
Assistant Professor, Business	\$57,096	University of Indiana SW, Assistant Professor	\$65,000
Associate Professor, Engineering	\$54,745	Boise State University, Associate Professor	\$61,861
Associate Professor, Business	\$80,170	Texas A & M University, Full Professor	\$120,000
Associate Professor, Business	\$64,272	Georgia Institute of Technology, Associate Professor	\$100,000

an estimated \$3,121,650 each year.

The costs are even greater when the initial search falls short of yielding a positive result. Some fields cannot find a qualified applicant within the initial search. Other disciplines are able to select qualified candidates, only to learn that they are unwilling to accept the low salary. Colleges and universities are then forced to spend more money to re-advertise and conduct another search, only to have the cycle repeat itself. In the past year, ISU has been unable to fill ten positions within just the College of Education. Other institutions have likewise struggled to hire candidates willing to accept the low pay. Such expensive and repeated job searches divert significant time and resources from the core functions of teaching, scholarship, and service. It stands to reason that spending money to retain

productive educators is cost effective given the crippling costs of turnover.

Loss of Talented Faculty

Equally important, the enterprise of higher education is undermined by noncompetitive faculty wages. The loss of talented assistant, associate, and full professors carries the risk of interfering with nearly every function of higher education. Talented faculty are not easily replaced. They have worked extremely hard to develop a well-established and tested record of:

- ♦ outstanding teaching
- ♦ program development
- ♦ grant funds/programs
- ♦ research achievements
- ♦ technology advances
- ♦ economic development
- ♦ industry partnerships
- ♦ community service

But the longer faculty work in Idaho

the less they earn relative to their peers at other institutions. The data of CSI, BSU, EITC, ISU, LCSC, NIC, and UI reveal that the pay gap grows exponentially as faculty are promoted from the ranks and actually acquire greater longevity. A talented full professor at LCSC expressed serious doubts about whether he could any longer afford to work in Idaho. He disappointedly observed that “my pay is so low that I qualify for fully subsidized student loans for both of my youngest children.” The irony is that Idahoans cannot afford to lose productive faculty like him. And yet Idaho professors continue to leave for higher paying jobs, despite their sacrifice of the tenure and promotion status that they worked hard to earn.

In a twist of logic, the longer faculty work in Idaho the further they fall behind in their earnings. Moving

Recent Faculty Turnover: Where They Went and What They Got Paid

Boise State University

Title of Past Idaho Faculty Rank	Past Salary	New Place of Employment and Rank of New Position	New Salary
Assistant Professor of Computer Sci.	\$44,000	Bell Labs, A Part of Lucent Technologies	\$90,000
Assistant Professor of Computer Sci.	\$48,000	City University of New York, Assistant Professor	\$65,000
Assistant Professor of Political Sci.	\$38,000	University of Utah, Assistant Professor	\$41,700
Full Professor of Education	\$42,000	United States Golf Association	\$57,500
Assistant Professor of Education	\$37,800	University of Minnesota, Assistant Professor	\$46,000

Eastern Idaho Technical College

Title of Past Idaho Faculty Rank	Past Salary	New Place of Employment and Rank of New Position	New Salary
Instructor, Marketing	\$36,000	Louisiana Community College Comm., Coordinator	\$65,000
Instructor, Licensed Nurse	\$35,000	Eastern Idaho Regional Medical Center	\$65,000
Instructor, Electronics	\$34,000	North Idaho College, Instructor	\$39,000
Instructor, Radiation Safety	\$37,000	Idaho National Engineering and Environmental Lab	\$70,000
Dean of Instruction	\$62,000	Garland Community College, Dean of Instruction	\$77,000
Instructor, Computer Science	\$34,000	Oregon Computer Firm, Computer Programmer	\$100,000

Idaho State University

Title of Past Idaho Faculty Rank	Past Salary	New Place of Employment and Rank of New Position	New Salary
Assistant Professor, Anthropology	\$39,124	Indiana State University, Assistant Professor	\$56,000
Assistant Professor, Biology	\$43,180	North Carolina State University, Assistant Professor	\$67,500
Assistant Professor, Accounting	\$43,700	J.R. Simplot Company, Accountant	\$85,000
Assistant Professor, Pharmacy Adm.	\$53,310	Ferris State University, Assistant Professor	\$68,000
Assistant Professor, Pharmacy Prac.	\$54,350	St. Lukes Regional Medical Center, Staff Pharmacist	\$66,300
Instructor, Practical Nursing	\$33,000	Bannock Geriatric Center, Nurse Practitioner	\$65,000
Instructor, Computer Engineering	\$46,155	Pocatello Dental Group, Computer Analyst	\$82,000

from the ranks of assistant to full professor translates into a relative salary decrease compared to what faculty are paid at similarly situated institutions of higher education. The effect of this salary compression is to create a powerful disincentive to remain in Idaho. This explains why the State often serves as a training ground where faculty (and especially assistant professors) tend to make themselves more marketable for the higher paying jobs of other states. In recent years, the loss of regionally and nationally recognized educators has become a disturbing reality for Idaho's colleges and universities.

It takes several years to replace what talented faculty take with them when they leave Idaho. What is lost is their track record of outstanding teaching, research activities, and community

service. The acquisition of grants for research and public service provides an example. Most grants are awarded to faculty as a result of their expertise and credentials. If a professor obtains a grant of \$500,000, the institution usually receives about \$100,000, and the remainder is slated for supplies, equipment, research, and the general benefit of Idaho. Some examples are a \$75,000 grant acquired by NIC to improve workplace skills and a \$1.25 million federal grant obtained by UI to develop a revolutionary computer memory chip. This money is lost when faculty leave, along with their tested ability to obtain more grants to conduct research and serve the State.

The departure of talented faculty also threatens the continuity and growth of academic programs. The curriculum of higher education reflects a delicate

balance between preserving tradition and encouraging innovation. It cannot afford to be haphazardly structured around the comings and goings of faculty. It is also difficult to regularly lose faculty and retain the academic rankings and accreditation status that is necessary for programs to attract, retain, and graduate the students. The national rankings earned by programs at BSU, ISU, LCSC, UI and other Idaho institutions need to be treated with care. No doubt, the quality of programs and corresponding retention and achievement of Idaho students is directly linked to the retention and achievement of faculty members.

Equally important, the loss of faculty adversely affects the entire learning experience. Talented professors are able to create an intellectual climate which stimulates problem-solving,

exploration, creative thinking, and critical reflection among all of their students, ranging from the brightest to the most difficult to reach. Professors teach analytical thinking, written and spoken communication, and essential knowledge about science, humanities, technology, society, and the various academic disciplines. Perhaps what is most significant is the ability of the faculty to motivate their students to think critically about themselves and their place within society as citizens, professionals, and human beings.

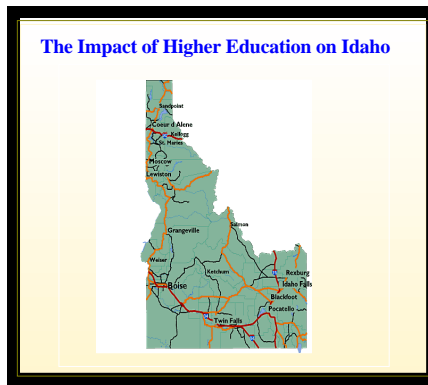
Other Costs for the State

A final problem associated with low faculty salaries is the effect on other statewide interests. Higher education propels the economic development of Idaho. It produces a highly skilled and educated workforce. CSI, LCSC, NIC, and other institutions regularly forge partnerships with industry and business. EITC alone enrolls 16,000 persons into workforce training each year. Another example is ISU. The percentage of its students who passed the CPA exam in the last year was higher than any college or university in the nation. Faculty also produce technology for farming, engineering, computers, medicine, and other areas of business and industry. In 1999 alone, UI raised \$56 million in grants for research projects that employed workers and energized the economy.

Idaho higher education also serves the welfare of its citizens. A glimpse of recent work by faculty reveal their contribution to Idaho public schools, health care, substance abuse, natural resource management, government, law enforcement, corrections, public utilities, tribal relations, and many other activities. Some examples are the annual NIC Diversity Conference and EITC Technology Conference for local public school teachers. At BSU, the Center for School Improvement offers a rich variety of programs for public school students with funding this year of about \$2.3 million. Other contributions center around cultural development. Faculty routinely create opportunities for Idahoans to enjoy art, literature, music, theater, and so

on. The ensembles and symphonies of CSI, ISU, UI, and other institutions perform for Idaho communities every year. Overall, the general welfare and economic growth of Idaho requires sustaining the productive efforts of talented professors to provide quality instruction, scholarship, and service.

In the final analysis, the costs of low faculty salaries undermine the core functions of Idaho's universities and colleges. It is imperative that faculty pay be competitive with comparable institutions of higher education since the ability to ensure quality teaching, scholarship, and service is dependent on the sustained ability to attract and retain talented faculty. This is a costs savings issue. Imagine how much more rewarding student instruction, economic development, and public service for Idahoans could be if the resources being eaten up by the costs of low faculty pay were shifted to retaining productive educators. The testimonials of students, businesses, and communities show that faculty are worth holding onto because they make a positive impact on Idahoans.



Making Faculty Pay Competitive

More so than ever before, the State of Idaho needs to take the necessary steps to maintain the quality of its colleges and universities. It needs to pay faculty competitive salaries for purposes of recruiting and retaining talented professors. Idaho's current movement to technology industries creates an even greater need to have qualified faculty. It comes down to a few simple questions: Do Idahoans

expect their children to be exposed to an outstanding education? Does the State of Idaho want faculty to further economic development, engage in scholarship, and improve the public welfare? If so, then the only way to attract and retain productive faculty is to pay them a competitive salary.

Some have suggested that if faculty expect more pay, then they should consider going elsewhere. Others ask why faculty remain in Idaho if their wages are low. Both responses ignore the scope of the problem. Increasing numbers of faculty are leaving Idaho and potential hires are turning down job offers because of noncompetitive pay. The ones who stay, out of loyalty to and love for Idaho, are concerned about how the loss of their colleagues is beginning to undermine the quality of higher education. Of course, the most significant compensation for a professor has no dollar sign. It is the privilege of holding the position of educator. But like the State Board, Governor, and others, ICHEF wants Idaho to enjoy the fruits of the labor of a highly talented professoriat—one that provides exceptional instruction, scholarship, and service for Idahoans.

The time has come for Idaho to take a comprehensive and genuine approach to making faculty pay competitive. In the *short run*, ICHEF implores state officials to take immediate steps to ameliorate the current conditions of noncompetitive faculty salaries. This requires Idaho to make a significant effort to bring faculty pay in line with other similarly situated institutions across the region and nation. In the *long run*, ICHEF suggests that state leaders commission a task force to figure out how to correct the pay gap and to maintain competitive faculty salaries. Such a group should consist of the Governor, legislators, State Board of Education, university and college presidents, faculty leaders, and members of IACI. Both short and long term strategies are necessary to make faculty pay competitive. There is little time to waste since each year Idaho falls further and further behind.

Respectfully, Gene Straughan, Ph.D



Recent Faculty Excellence: Four-Year Idaho Institutions



Boise State University

Honors and awards for outstanding teaching and scholarship

\$30 million raised in grants/contracts in last two fiscal years

An vast array of research grants, programs, and publications

\$20,000,000 raised in donations for College of Engineering

College of Engineering ranked 67th in nation among other non-doctoral institutions

\$1,000,000 raised for Center for Geophysical Investigation

Over 190 scholarly speeches and presentations by Social Science and Public Affairs Faculty during the past year

The Center for School Improvement raised \$2.4 million to provide Primary and Secondary Public School Projects

International Reputation earned by Center for Birds and Prey

Lewis-Clark State College

Honors and awards for outstanding teaching and scholarship

\$14 million in grants/contracts during past five fiscal years

Recently ranked in the nation as an outstanding western regional public college (U.S. News & World Report)

National and regional publications, speeches, presentations, training, seminars, and certifications by faculty

Faculty/Student articles, books, presentations, and projects

Grammy Award Nomination in Best Instrumental Soloist Performance; Chamber Music Singers selected to perform in international festivals in Rome and Austria

National and regional recognition for scholars, filmmakers, poets, and authors like the novel *Winter Range*

Environmental Field Biology, Integrated Forensic, Speech and Debate, BMSA, BPA, and VICA Programs

Idaho Local Legacies Project selected by Senator Crapo for inclusion in Library of Congress; Public Affairs Television programs, TRIO AmeriCorps, and Workforce Training

United States Justice Department's Circle Project for Native American Policing; Nez Perce County Teen Court Project

Public School Programs like the Reading Teacher's Choice Literature and Communicating Common Ground Projects

Idaho State University

Honors and awards for outstanding instruction and research

\$12 million raised in grants and contracts in last fiscal year

National recognition in its small linear acceleration research

Regional Headquarters for Geographic Information System

\$1.3 million from the National Science Foundation for the Education Outreach Program in Environmental Science

\$303,000 grant from the National Science Foundation for scholarships in the areas of science, engineering, and math

Doctorate program in Ecology ranked in the nation among the second tier

\$1.2 million from SURSA for alcohol & substance abuse prevention research

Partnerships with the Idaho Nuclear and Environmental Engineering Laboratory

NEH Summer Fellowship award/Fulbright Scholar awards

University of Idaho

Honors and awards for outstanding instruction and research

\$56.5 million raised in grants and contracts during last year

\$9 million grant awarded by the National Institute of Health for biomedical research

\$430,000 grant from Department of Education to revamp Core Curriculum

\$867,000 grant from the Albertson Foundation to revamp Teacher Education Program

Memorandum of Understanding with Ten Northwest Tribes

College of Business recently ranked as one of the best programs in the nation (U.S. News & World Report)

College of Law joined third tier among national rankings

National recognition for scholars, authors and poets like the Kingsley-Tuft award for the book of poetry *Reign of Snakes*

Idaho Council of Higher Education Faculty

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