

# THE COOPER UNION ALUMNI & PIONEER

## Cooper Payroll – The Monkey on Their Back (rev 2)

by Barry Drogin, EE '83

### Abstract

Cooper's Form 990s say that it filed over 700 W-3s in FY 2009 and over 1000 in FY 2009 and 2010. 455 have e-mail addresses – of the \$33.5 million in salaries and benefits, only \$14 million go to teachers, with 18% tenured, 17% untenured full-time, and 64% visiting or adjunct artists and professors. That leaves approximately 200 other employees (at least), described as a big monkey on the back of the faculty. Since student fees can only be used to cover academic instruction, the fees could be raised to \$3.8K per semester, as opposed to the \$38.5K per year Cooper wants to charge in tuition to cover their \$60 million budget.

Pending cooperation from the VP of Finance, *The Alumni Pioneer* has launched its own investigation into the Cooper payroll. This preliminary version is being posted and will be refined in later versions.

The Form 990s say that in FY 2008, The Cooper Union filed W-3s for 728 people, in FY 2009 for 1097 people, and in FY 2010 for **1075** people. Only 464 people have e-mail addresses and are listed on the Cooper website, of which 9 are emeritus or emerita who no longer are on the payroll, leaving **455** employees. 56% provide academic instruction, 44% do not. Either way, that's a big monkey on the back of the faculty! Of the faculty, 64% are visiting or adjunct artists and professors, and an additional 17% do not have tenure, leaving only 18% tenured faculty, not including the deans who also teach. Approximately \$14 million of Cooper's \$60 million in expenses (\$33.5 million in total salaries and benefits, according to the pie chart distributed by TC Westcott) go to these faculty members.

So, what of the approximately **200** other employees listed on the Cooper website?

**15** are non-teaching deans, vice presidents, the president, and their direct support staff

**42** act as lab technicians and art technicians

**13** are maintenance personnel

**18** work in the library and as archivists and curators for exhibitions and the like

**5** are receptionists

**17** have titles like secretary, administrative assistant and the like – more research will be needed to figure out who they are

**7** have no titles listed at all in the Cooper Union directory – the figures below this line are all minimums

**6** work in the Art, Architecture and Engineering offices

**10** work as Humanities Department Staff, most with the title "Writing Associate"

**11** provide various student support services, such as financial aid and career counseling and student housing

**6** work in admissions and the registrar's office

**3** work very hard in the alumni office

**5** work in outside programs – the Saturday Program and Continuing Ed

**6** work for the Cooper Union Institute for Sustainable Design (not including interns and a faculty member)

**11** work in Development

**13** work in Finance

**7** provide IT services (but may not be part of the CUCC)

## 2 work in PR

and finally, because someone has to deal with hiring all of these people,

## 1 is the Director of Human Resources

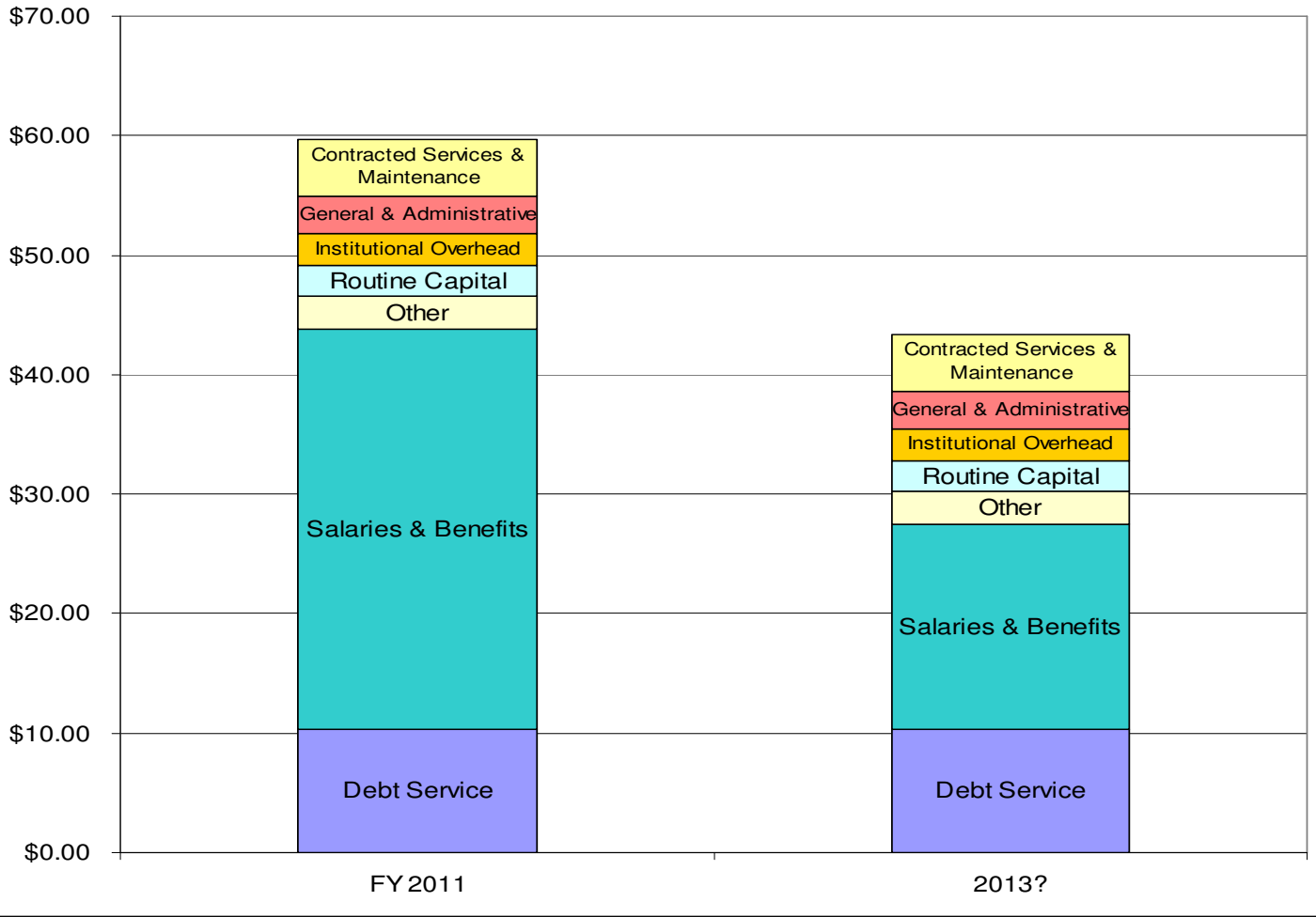
As noted in <[http://www.notnicemusic.com/Fee\\_v\\_Tuition.pdf](http://www.notnicemusic.com/Fee_v_Tuition.pdf)>, the administration can only raise the student fee to cover the salaries of the faculty providing academic instruction, to about \$3.8K per semester. They can't use it for office expenses, the rent on 30 Cooper Square to provide office space for themselves and their minions, for the \$10 million in debt service on the \$175 million loan, for their consultants, or for the salaries of themselves, their direct support personnel, and those 200 (to 700?!) other non-teaching personnel. They want that \$38.5K per student per year for tuition, which they can use for everything, and then devote the endowment income to either building the endowment or for further growth – increasing the size of the monkey on the back of The Cooper Union.

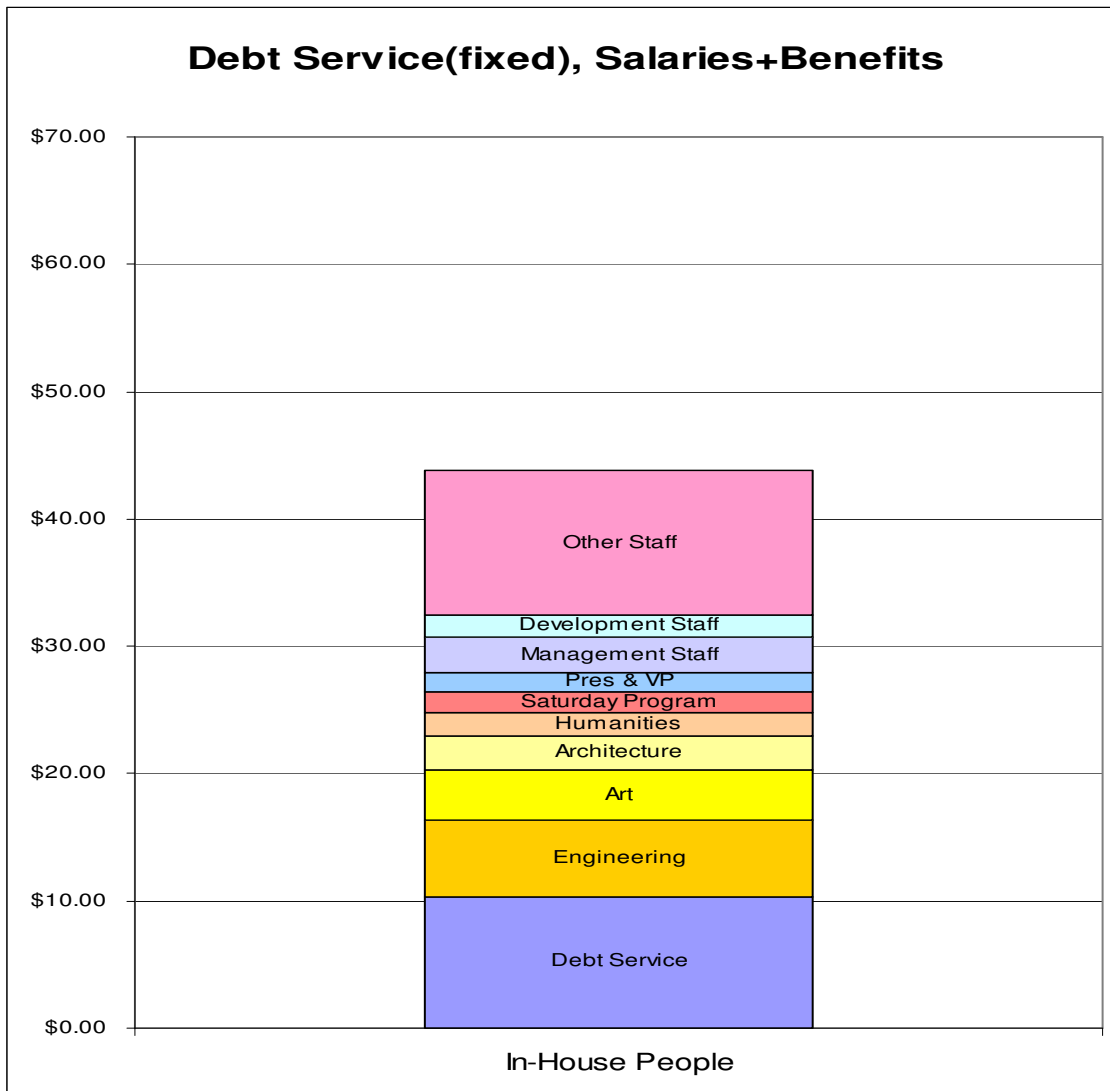
I'll leave it to the reader to decide, if people had to be laid off, who are most essential to providing a quality education to the students, and who are an indulgence or part of empire building. Also, if students really want to help, rather than babble on and on at each other on Facebook, they could ask around about the following:

1. What does the typical visiting and adjunct artist and professor get paid per class?
2. What is the typical course load and salary for a Cooper instructor, assistant professor, associate professor, and tenured full professor?
3. Which of the lab and art technicians are students, and which are full-time employees? (It goes without saying that many students learn more from these technicians than from their professors.)
4. Which departments do those secretaries, administrative assistants, and people with no title belong to?

*The Alumni Pioneer* has posted the spreadsheet used to generate the data for this version of this document at <<http://www.notnicemusic.com/people.xls>>. Students may post it to Google Docs and crowdsource and otherwise make corrections to the spreadsheet and then provide a copy back for the alumni to contemplate. The spreadsheet has been updated to include these interesting infographics:

### FY 2011 Expenses





*The current version of this document can be found at <<http://www.notnicemusic.com/payroll.pdf>>. Corrections to this document are appreciated and, if based on substantiated facts from legitimate sources, will be implemented by the author. The original version was completed on November 14, 2011, with later versions posted on November 15 and 19, 2011.*

*The Alumni Pioneer, <<http://www.notnicemusic.com/Cassandra/cooper.html>>, is a virtual newspaper with breaking news stories and links to analyses, sources and the media. It is written and formatted in an inverted-pyramid newspaper style to facilitate quick access to what is deemed the most important information. The abstract was added on January 28, 2012.*