

# 31<sup>st</sup> & Pearl

## CoB Salary Soduku

If you have been following usmpride.com reports on gender equity in CoB salaries, you're as confused as we are with Dean Doty's vision in this area. It appears to us that he's managed to create at least as many new issues and salary inversions as he's turned around since his arrival three years ago. A review of the record available on usmpride.com is revealing. He was presented a silver-plattered opportunity to reward a female assistant professor of economics on par with males that she outperformed, yet passed on it. He curiously used the 2004 merit raise process to provide a relatively large raise to an instructor of accounting. Finally, he brought in a full professor in marketing at a salary that creates a noticeably weird inversion involving another female faculty in that unit.

The whole issue of gender equity in hiring and salaries seems to be at the top of Doty's list of talking points on the job search circuit (see the USF webcast for Doty's lengthy discussion of gender equity). His battle with USM's central administration over the hiring of a female chairperson in Tourism Management went into the public arena when the *Hattiesburg American* published a letter he penned that accused USM's central administration of discriminatory employment practices. However, as recent documents at usmpride.com suggest, any agenda he may have with regard to gender equity in salaries is inconsistent at best, and has led to a number of muddled outcomes. Even the case in tourism management remains an interesting one. The female finalist was eventually hired, likely as a result of the leverage provided by Doty's letter in the *Hattiesburg American*. However, what you might not know is that she currently earns only about 70 to 75 percent of the sum that the male chairs in the CoB earn on an annual basis. Sure, some of these salary margins are due to differences in rank (i.e., she is an associate professor, the males are professors), but even granting the promotion raise leaves a substantial difference in each case. When combined with the gender equity in salaries analysis posted weeks ago on this site, stories like these beg for an exhaustive explanation from hd.