

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

## The Time Has Come

If you looked close enough, you have noticed that Associate Dean Niroomand's 2006 "merit" raise of \$9,282 comes in at just under 7 percent of his pre-raise salary. In fact, it just squeezes under the bar set by the State of Mississippi by a measly six one-hundredths of one percentage point (approximately). Anything beyond that and Doty et al. would have had to provide written justification for Niroomand's raise. Sound to you a little like Pileum's \$249,999.99 contract with USM? It should.

Save for one minor slip of the hand in 1999, Niroomand has sat atop the CoB's merit raise pool on every occasion since July of 1997. Of course, there is no justification for it, written or otherwise. From a sloppy (being kind) SEDONA file to untoward intervention into Louis Brandt contests to \$30,000 travel in 21 months, the story of "college administrator meets opportunity(ies)" plays on and on and on, like the Energizer bunny. However, now seems like the right time to begin the process of bringing new leadership into the College. If Doty can soon catch Niroomand on one of the 4 (of 5) days of the week he's in town, and at his seat, that discussion should begin in earnest. To do otherwise would be bad for all concerned, including the Associate Dean.

In the interim, a little advice for the weary. Submit your travel vouchers to present/discuss research using the normal process. If, and when, your chair denies your request, appeal that decision to the CoB's Associate Dean for Academic Affairs. Make him tell you "no," preferably in writing. Save that document, and pay attention to future Travel Voucher reports on [usmpride.com](http://usmpride.com). Compare what USM got to what it gave up.