

31st & Pearl

Straight from the 'Hardt

If the past is any indication, Dr. Stephen Bushardt is probably meeting with new hire Dana Haggard almost daily to convince her that the salary disparities she has heard about involving her \$78,000 offer *today* and the \$79,750 and \$81,000 offers *from two years ago* that were made to Brian Gregory and Jennifer Sequeira, respectively, aren't really disparities at all. He's probably told her that the numbers she's either seen or heard about can't be real because those data are confidential and could never fall into the arms of usmpride.com or anyone else. If that doesn't fly, he'll likely attempt to explain to her that, though the numbers are real, usmpride.com did not provide any context. "Things were different in the CoB two years ago . . ."

Maybe neither story will work. In that case, Bushardt will explain that the two earlier hires are nice folks, much like Haggard herself, and that Dean Doty will take care of things over the next couple of years. Bushardt might attempt to insert the HVAC problems into an explanation of some sort. If not HVAC, maybe Katrina will reappear in there somewhere. We bet he'll point out that the promotion raises around here are pretty good, and that there will be opportunities for summer teaching. Just be patient. Or, he'll remind Haggard that the situation in Management is such that two instructors do all of the work, so she's lucky to be at USM.

One thing is for certain, she (Haggard) knows, no matter what Bushardt says to her, that the \$78,000 offer was low, and that she's further behind the market than she should've expected to be. At the moment Bushardt grips this certainty, he'll have no other option than to simply request that she (Haggard) pay no more attention to usmpride.com. The funny thing about this request is that he (Bushardt) will be asking Haggard to join that long list of individuals who "say" they never visit "the pride," but who actually do.