

A Look at the 2006 Merit Raises

This issue re-visits the 2006 merit raises. Snapshots of various portions of that merit raises list are provided below (taken from a separate report at USMPRIDE.COM):

2006 Merit Raises, USM College of Business*

Rank	Name	2006 Merit Raise	Ending Salary
1	Niroomand, Farhang	\$9,282	\$142,938
2	Clark, John	\$8,096	\$103,239
3	Carr, Jon	\$7,860	\$ 86,768
18	Hsieh, Chang	\$4,667	\$ 96,662
19	Nissan, Edward	\$4,635	\$104,565
20	Vest, Michael	\$4,517	\$ 89,990

As the insert above indicates, Jon Carr (associate professor of management) received a \$7,860 merit raise in spring of 2006, while Michael Vest (professor of management) received a \$4,517 merit raise at that same time. Thus, Carr's raise was 74% larger than Vest's raise – a remarkable difference.

As has been reported before, Carr is a supporter of CoB Dean Harold Doty and the CoB administrative team, while Vest is reportedly affiliated with the so-called "CoB Mob." We would like to believe that Carr performed a great deal more College/University Service than Vest did over the evaluation period, but the Service records of CoB faculty (for recent years) fail to support that. The relevant portion of the Service report – available here at USMPRIDE.COM – shows that Vest ranks 22nd in the CoB based on Service responsibilities, while Carr comes in at 39th (see table below).

Rank	Name	Dept	2004 CoB Committees	2004 CoB Chairs	2005 CoB Committees	2005 CoB Chairs	2004 Univ	2005 Univ	Average CoB Committees	Average CoB Chairs	Average Univ	Service Rating	Service Rank
Assoc	Green	ECO	1		1		1	1	1		1	2	22
Assoc	Becker	TM	N/A		1			2	1		1	2	22
Full	Vest	MGT	1	1	1			1	1	0.5	0.5	2	22
Full	Davis	MIS	1		1		1	1	1		1	2	22
Full	Hsieh	MIS	2		2				2			2	22
Full	Lewis	MIS	2		2				2			2	22
Inst	Loyd	MKT	2		2				2			2	22
Assist	Michael	MGT	1		1			1	1		0.5	1.5	32
Assist	Zantow	MGT	1		2				1.5			1.5	32
Assist	Hallab	TM	1		2				1.5			1.5	32
Assoc	Henderson	ACC	2		1				1.5			1.5	32
Full	Nissan	ECO	1		1		1		1		0.5	1.5	32
Full	Topping	MGT	1		1		1		1		0.5	1.5	32
Full	Laurie Babin	MKT			1	1		1	0.5	0.5	0.5	1.5	32
Assist	Anderson	ACC	N/A		1				1			1	39
Assist	Malik	ECO	N/A		1				1			1	39
Assist	Eisenberg	FIN	1		1				1			1	39
Assist	Carr	MGT			1			1	0.5		0.5	1	39
Assist	Peyrefitte	MGT	1		1				1			1	39
Assist	Sequeira	MGT	1		1				1			1	39
Assist	Chen	MIS			1		1		0.5		0.5	1	39
Assist	Lopez	MKT	1		1				1			1	39
Assist	Osmonbekov	MKT	1		1				1			1	39
Assoc	Magruder	MIS	1		1				1			1	39
Full	DeFree	ACC	1		1				1			1	39
Full	Gunther	ECO	1		1				1			1	39

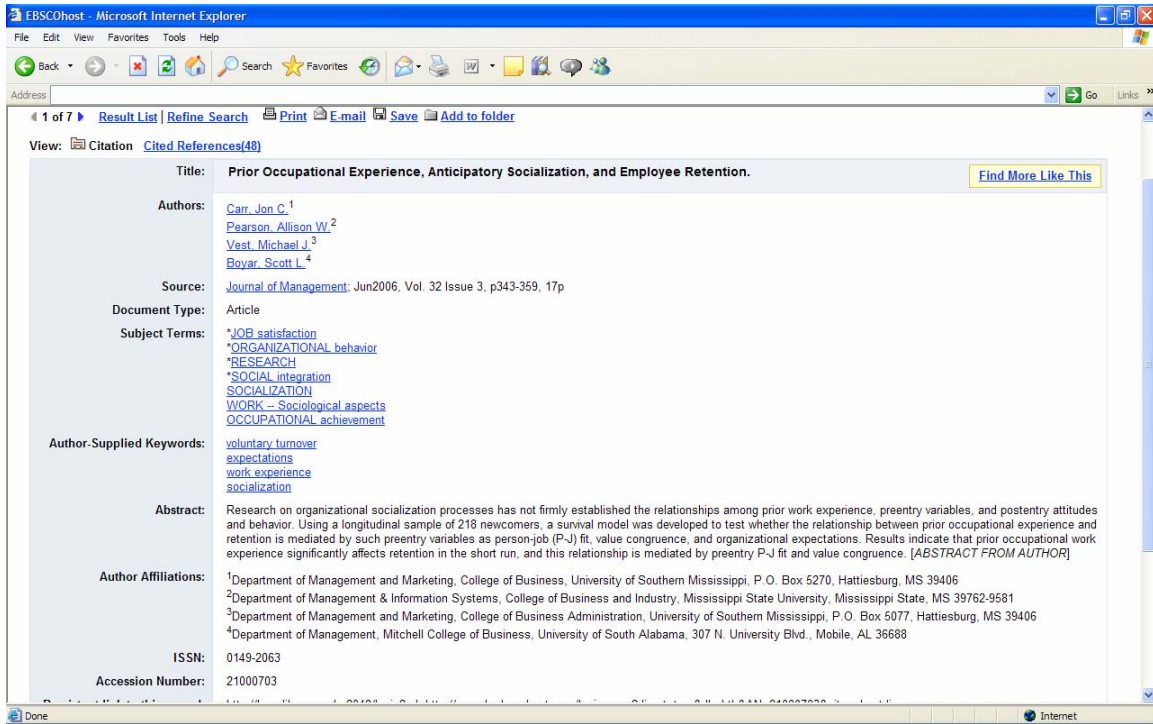
Next, we re-examined an installment in the *Special Report* series – also available at USMPRIDE.COM – entitled “How did the Great 8 of 2006 do it?” That document presented a table containing information about the research output of the Top 8 CoB faculty in 2006 (Top 8 in terms of 2006 merit raises). Carr’s raise ranked in 2006 Top 8, and he was included in that table, as show below:

TABLE 1
2003-2005 Research Credentials of the “Great 8” Class of 2006

	<i>Sedona Files</i>				<i>EBSCOhost</i>			
	A	B	C	Other	A	B	C	Other
1 Niroomand	0	1	1	1	0	0	0	0
2 Carr	0	0	1	4	0	0	1	0
3 Clark, J.	2	2	1	3	2	2	1	1
4 Zantow	0	0	0	3	0	0	0	3
5 Clark, S.	0	1	2	7	0	1	0	3
6 Pate	0	0	0	1	0	0	0	0
7 Sawyer	0	2	3	1	0	2	1	1
8 Jordan	0	1	3	7	0	1	0	3
TOTALS:	2	7	11	27	2	6	3	11

As the table suggests, and the *Special Report* explains, among the Top 8 CoB faculty only associate professor John Clark excelled at research during the 2003-2005 evaluation period. The table above shows that Carr produced five (one) articles using SEDONA (*EBSCOhost*), with “C” being the highest rated outlet for Carr. Vest also published in a “C” rated outlet during the 2003-2005 period. Thus, their *EBSCOhost* records for 2003-2005 are identical.

There is indication now that Carr has an article in a 2006 issue of the *Journal of Management*, which is classified as an “A” using the current CoB journal rankings in *Enhancing Faculty Productivity*, revised. If, perhaps, CoB administrators considered that “forthcoming” article in Carr’s 2003-2005 research record, then *some* of the difference between the raises of Carr and Vest might be accounted for. Proof of the existence of that *JoM* article is given in the screen below (taken from *Business Source Complete*):



As the screen above shows, Carr did publish in the June 2006 issue of the *JoM*. However, so did Michael Vest, as the same screen above indicates. Thus, if CoB administrators considered this article as part of Carr's spring 2006 portfolio, then it should also have been considered as a piece of Vest's 2006 portfolio. If so, then none of the merit raise difference would be due to the production of this publication.

From what we've seen there is only one conclusion. Once again, a member of the so-called CoB Mob got hosed.