

USMNEWS' New "Your Value-to-Wittmann's Value" Calculator

CoB faculty often wonder just how Interim Dean Alvin Williams and his administrative team view the value of their service to the College and to the University. To assist CoB faculty in quantifying their value to the CoB, USMNEWS has developed the *new* "Your Value-to-Wittmann's Value" Calculator. This device uses your 2007 merit raise – which represents the most recent opportunity that CoB administration has had to assess the value of everyone's contributions – and CoB assistant professor of marketing Michael Wittmann's 2007 merit raise (as inputs). Because Wittmann's \$9,324 merit raise for 2007 was the CoB's largest, it seemed like a natural baseline for assessing all non-administrative track faculty values (to the CoB). Thus, the *new* calculator computes your individual 2007 merit raise as a percentage of Wittmann's 2007 merit raise. The results are presented alphabetically in Table 1 below:

TABLE 1
Your Value to CoB as a % of Michael Wittmann's Value to CoB

Name	Your Value as % of Wittmann's Value
Albin, Marvin	28.4%
Anderson, Mary	51.6%
Becker, Cherylynn	43.7%
Brown, John	27.9%
Burgess, Brigitte	45.7%
Bushardt, Stephen	43.3%
Carr, Jon	77.0%
Chen, Kuo Lane	39.9%
Clark, John	79.8%
Clark, Stan	57.9%
Dakhli, Sami	97.2%
Davis, Donna	40.4%
DePree, Chauncey	13.4%
Doty, Harold	55.4%
Duhon, David	42.8%
Fennell, Wanda	21.0%
Granger, Bonnie	0.0%
Green, Evelyn	0.0%
Green, Trellis	37.8%
Gunther, William	39.6%
Hallab, Zaher	55.2%
Henderson, Jim	47.9%

Hood, Matthew	37.6%
Hsieh, Chang	53.3%
Jordan, Charles	59.0%
King, Ernest	35.1%
Klinedinst, Mark	43.2%
LaFleur, Elizabeth	49.1%
Lai, Fujun	60.3%
Lindley, Tom	37.0%
Loyd, Dolly	27.7%
Magruder, James	33.7%
Malik, Farooq	see notes
Marvasti, Akbar	90.0%
Michael, Daniel	29.8%
Mixon, Franklin	44.3%
Monchuk, Daniel	41.6%
Munn, Patty	28.5%
Niroomand, Farhang	61.5%
Nissan, Edward	48.2%
Osmonbekov, Talaipek	48.0%
Posey, Roderick	43.5%
Price, Catherine	52.9%
Salter, Sean	28.4%
Sequeira, Jennifer	46.4%
Sevier, Amy	41.6%
Shi, Weihua	36.2%
Smith, Robert	37.8%
Smith, William	35.7%
Topping, Sharon	41.9%
Vest, Michael	46.8%
Yang, Jie	33.2%
Zantow, Kenneth	44.4%

Notes: Color-coded grading system, based on the standard grading scale, is used in the table above, as in: A, B, C, D, and F. The percentage calculations above are based on salary data found in the 2007-08 USM Budget Book. As previous reports have indicated, although Farooq Malik received a \$0 merit raise in 2007, he was awarded a \$21,000 raise (approx) for 2007-08 due to the determination (by Donna Davis) that he is AACSB Academically Qualified by portfolio in finance.

As the data in Table 1 above indicate, the vast majority of CoB faculty failed to reach the 60%-mark in terms of individual value-to-Wittmann's value (i.e., individual 2007 merit raises as a percent of Wittmann's 2007 merit raise). Thus, USMNEWS is forced to give the vast majority of CoB faculty a failing grade (for value). Sami Dakhliya, assistant professor of economics, and Akbar Marvasti, associate professor of economics, earned As in terms of their values to the CoB. Other CoB faculty with

passing grades (Cs and Ds) are John Clark (associate professor of finance), Jon Carr (associate professor of management), Farhang Niroomand (professor of economics), and Fujun Lai (assistant professor of management information systems). Thus, only six CoB faculty received passing grades; the remaining 47 CoB faculty all *failed*.

Some of the individual grades are interesting. For example, finance professor Tom Lindley, whose career has mirrored that of Ray Canterbury's (the former Scholar-in-Residence) according to a USMNEWS report, scores only a 37.0 on this scale. That is, Wittmann's left arm, shoulder, pectoral, and abdomen are valued by the CoB about as much as Tom Lindley. Chang-Tseh Hsieh, the CoB's McCarty Distinguished Professor of MIS, is valued by the CoB about as much as Wittmann's lower and upper torso.

Nearer to the low end, assistant professor of management Jie Yang holds about as much value to the CoB as Wittmann's left foot and lower left and right legs. Teaching mogul Wanda Fennell, instructor of management, represents a much lower value to the CoB than Yang. In fact, the teaching firm of Fennell, Loyd and Sevier, when combined, account for only Wittmann's upper torso and below, or about 90% of Wittmann's value to the CoB.

Whenever you are asked, or you are wondering about your value to the CoB, feel free to consult our *new* "Your Value-to-Wittmann's Value" Calculator. It will be available 24/7 at USMNEWS.