

CoB-Induced Salary Inversions at USM

The latest report to hit USMPRIDE.COM regarding salaries at USM (see headline below) points to a number of inversions created by CoB Dean Harold Doty's method of awarding "equity adjustments" to white guys and "market adjustments" to PERS slaves.

The Top 150 Salaries Among USM's Administrators, 2006-07

This report focuses on inversions related to CoB Associate Dean Farhang Niroomand's salary, and the salary of EFIB Chair George Carter.

Niroomand-Based Inversions

According to the report above, Farhang Niroomand's salary is **\$142,938**, placing him above Associate Provost Cynthia Moore, College of Education and Psychology Dean Willie Pierce, Assistant to the President for Accreditation, Planning and Articulation Joan Exline, and Interim CFO Joe Morgan. These four individuals and their salaries, are shown below:



Moore, C.
\$137,150



Pierce, W.
\$136,920



Exline, J.
\$135,000



Morgan, J.
\$130,000

Moore is the second highest ranking "academics" administrator at the University. Niroomand is only the second highest ranking "academics" administrator in the College of Business. Yet, Niroomand takes in a salary that is almost \$6,000 higher than that earned by Moore.

Pierce is a Dean of a College (CoEP) with PhD programs. Niroomand is an Associate Dean of a College almost exclusively catering to undergraduates. Yet, Niroomand is paid a salary that is about \$6,000 more than Pierce's earnings.

Exline holds a vice presidential level position, and spearheaded USM's campaign to regain full SACS accreditation, which USM was awarded *without conditions* in December of 2006. Niroomand holds a vice dean level position, and sits atop a floundering AACSB effort in the CoB. Yet, Niroomand brings in almost \$8,000 more in salary than Exline.

Morgan is USM's CFO – its Vice President for Finance. Niroomand is responsible for the CoB's USMGC budget. Yet, Niroomand knocks down a salary that is about \$13,000 per year more than Morgan's.

Carter-Based Inversions

According to the USMPRIDE.COM report referenced above, George Carter brings in a salary of **\$125,969**, placing him above School of Nursing Director/Assoc Dean of CoH Katherine Nugent, Associate Vice President for Research Julian Allen, and Psychology Chair Stan Kuczaj. These three individuals, and their salaries, are shown below:



Nugent, K.
\$122,900

Allen Not Shown



Kuczaj, S.
\$116,230

Allen, J.
\$119,000

Nugent is the Director of USM's School of Nursing – arguably USM's most important "School," and she is an Associate Dean of the College

of Health. In the former capacity she manages vital graduate programs. Carter is the Chair of a 20-faculty department that offers only a bachelor's level degree. Yet, Carter's takes in a salary that is \$3,000 per year more than Nugent's.

Allen holds an Associate VP-level position. His post ranks him the second most important "research" administrator at USM. Carter is a departmental chair. Yet, Carter banks almost \$9,000 more per year than Allen.

Kuczaj is an academic psychologist who is reportedly of some renown, and he presides over a vital PhD program in the CoEP. Documents at USMPRIDE.COM reveal that Carter is relatively unknown in the field of economics, and his department offers no graduate degree programs. Yet, Carter's rakes in almost \$10,000 more than Kuczaj.

There is another Carter-based inversion that is intriguing. Consider the case of Dana Thames, Chair of Curriculum, Instruction, and Special Education (and daughter of USM President Shelby Thames). Thames' department offers degrees up through the doctoral level (see insert below), while Carter's EFIB offers bachelor's level degrees only.

Info from USM Bulletin

Doctoral Level

Curriculum, Instruction, and
Special Education

Education

Elementary Education Emphasis
Secondary Education Emphasis
Special Education Emphasis

Doctor of Education
Doctor of Philosophy

And, as a recent report submitted to USMPRIDE.COM shows, Carter seemingly is unable conduct a faculty search in his department without enlisting the aid of CISE faculty. Recent documentation

reveals that Carter has enlisted the aid of assistant professor of CISE, David Daves (shown below, at right of Thames).



Thames, D.
\$ 95,272



Daves, D.

Yet, given all of these considerations, Carter receives a salary that is about \$30,000 more than that received by Thames.

Look for plenty of additional reports on the new "Top 150 Salaries," available at USMPRIDE.COM, in the near future.