

CoBscam?

A Look at Questionable Teaching Schedules in the College of Business

An interesting angle on some teaching scheduling practices in the CoB is taking shape, based on some documentation obtained by USMPRIDE.COM. Investigators have copies of the EFIB teaching schedules for fall 2006 and spring 2007. Those schedules indicate that certain EFIB faculty are receiving overload pay for teaching “out-of-load” courses. Let’s start with the fall 2006 schedule.

EFIB Teaching Overloads: Fall 2006

3	Prin Of Eco I	11:00am-12:15pm	TR	x
3	Prin Of Eco I	1:00pm-2:15pm	TR	x
	Survey Int Econ	3:50pm-6:25pm	R	x
3	Course Release - Academically Qualified			
	Course Release - Two Large			
3	Sections			
12			TR	

The insert above shows economics professor Charles Sawyer’s fall 2006 teaching schedule. It indicates that Sawyer gets a 3-hour reduction for being “Academically Qualified,” and another 3-hour reduction for teaching “Two Large Sections” of a single preparation – Prin Of Econ I. These reductions are taken off of the usual 12-hour teaching load. In addition to these 6 hours, Sawyer is teaching a section of Survey Int Econ at Garden Park. According to a separate document produced by EFIB Chair George Carter, Sawyer is getting “Overload” credit for the Survey Int Econ course. The insert below lists the EFIB faculty who are teaching at USMGC in fall of 2006, with Sawyer’s “Overload” status listed next to his name:

GULF COAST

Malik

Nourse

Sawyer (overload-Hattiesburg
faculty)

Shi

Based on previous agreements, Sawyer is likely being paid a minimum of \$8,000, with \$10,000 or more being easily within the realm of possibility. As some of the documentation below indicates, this “Overload” practice continued into the spring of 2007, with at least one new player added.

EFIB Teaching Overloads: Spring 2007

In the spring of 2007, EFIB Chair George Carter joined Sawyer in teaching an overload course. The insert below shows Carter’s teaching schedule for spring of 2007:

3	Mgr. Stat. I	8:00am-8:50 am	MWF	
3	Mgr. Stat. I	9:00am-9:50am	MWF	
	Mgr. Stat. I	6:30pm-9:15pm	M	Overload
3	Course Release - Academically Qualified			
3	Course Release - Department Chair			
12			MWF	

As does Sawyer's in fall 2006, Carter's schedule reflects a 3-hour reduction for being "Academically Qualified." It also shows a 3-hour reduction for being "Department Chair." From the usual 12-hour teaching load, these reductions give Carter a 6-hour teaching schedule over three days per week. However, Carter's schedule indicates that he is teaching an additional section of Mgr. Stat. I on Monday evenings as an "Overload." Much like Sawyer in fall of 2006, Carter gets to call a traditional 9-hour schedule an "Overload" schedule. It's worth noting also that Carter maintains a one-preparation teaching schedule even with the so-called "Overload," and his schedule remains a 3-day affair. Again, we expect that Carter's compensation for the Overload will be at least \$8,000 to \$10,000 (if not more), based on information about previous agreements for "overload teaching."

Charles Sawyer re-enters the mix in spring of 2007, as his schedule below indicates:

3	Survey Int Econ	9:30am- 10:45am	TR	
3	Survey Int Econ	6:30pm-9:15pm	T	
3	Income Theory	11:00am- 12:15pm	TR	
	Survey Int Econ	6:30pm-9:15pm	W	Garden Park-Overload
3	Course Release - Academically Qualified			
12			TWR	

In the spring of 2007, Sawyer is teaching the traditional 3-course load, with two sections of Survey of Int Econ and one section of Income Theory. These courses fall on just two days per week. However, Sawyer is once again teaching an "Overload" section of Survey of Int Econ. For the second semester in a row, Sawyer is perhaps earning \$8,000 to \$10,000 additional dollars, if not more.

The Effects: Salaries

As documentation at USMPRIDE.COM points out, Carter is currently being paid a salary of \$125,969, while Sawyer is earning a salary of \$92,769 (see below).

6	Pate, Gwen	\$5,956	\$ 90,655
7	Sawyer, Charles	\$5,847	\$ 92,769
8	Jordan, Charles	\$5,190	\$104,594
9	Mixon, Franklin	\$5,160	\$ 93,561
10	Babin, Barry	\$5,116	\$127,116
11	Carter, George†	\$5,071	\$125,969

What teaching these overloads mean is that Carter will ultimately earn from \$133,969 to \$135,969 for the 2006-07 academic year (if not more), while Sawyer will earn from \$106,462 to \$108,462 for the 2006-07 academic year (if not more), given that Sawyer also made \$5,693 for teaching **1 course** in the summer of 2006 (see below).

Sawyer, C.
[ECO, full]

1/3
[3 hrs]

1/2

\$ 5,693

\$11,500

Sawyer's summer 2006 pay was the subject of a *Special Report* at USMPRIDE.COM entitled "Pay for Play: 2006 Summer Salary Shenanigans."

The Effects: Professional Status

The decisions made by Carter and Sawyer to engage in these so-called "Overloads" is interesting from another perspective. They seem to be essentially turning themselves into *clinical teaching professors*. The *clinical teaching professor* titles are succinctly described by the University of Colorado Board of Regents:



University of
Colorado
Board of Regents

REGENTS P

Policy 5: FACULTY

C. CLINICAL TEACHING TRACK (C/T TRACK) FACULTY

Instructor, Clinical Teaching Track: Instructors in the clinical teaching track usually have their master's degree or equivalent in their field and should be well qualified to teach.

Senior Instructor, Clinical Teaching Track: This title permits higher recognition for higher qualifications or experience and, where applicable, salary than that of instructor.

Assistant Professor, Clinical Teaching Track: Assistant Professors in the clinical teaching track are expected to have the terminal degree and have some successful teaching experience. They are expected to teach and/or provide clinical care.

Associate Professor, Clinical Teaching Track: Associate Professors in the clinical teaching track must have the terminal degree, be well qualified to teach and/or provide clinical care with considerable demonstrated evidence of successful teaching and demonstrated service.

Professor, Clinical Teaching Track: Full Professors in the clinical teaching track must have the terminal degree, outstanding accomplishments in teaching, and/or provide clinical care, a record of leadership in the school, and a meritorious service record.

Unless Carter and Sawyer are prepared to argue that more time spent on teaching doesn't hinder one's research productivity, they are voluntarily engaging in a process that will hamper their research production. USM is a research institution, therefore Carter and Sawyer appear to be making choices that conflict with what taxpayers of Mississippi are paying them to do (i.e., engage in knowledge creation, etc.).

One would expect that, if USM's College of Business hired clinical professors, the teaching expectation would be 8 courses per year. Note that, during the 2006-07 academic year, neither Carter nor Sawyer teach more than 7 courses (Carter teaches 5 courses; Sawyer teaches 7 courses). Thus, the two appear to be assuming the clinical function, but with a lower production expectation than one might expect out of clinical professors at a school such as USM.

Additionally, one would expect that USM could hire clinical economists at salaries in the \$60,000 to \$65,000 range, not the \$110,000 to \$135,000 range that Sawyer and Carter (respectively) are being paid. Again, both of these professors are inside what is commonly called "the PERS window." It appears as though the two are substituting so-called "extra teaching" that is compensated – compensation that will loom large in their retirement calculations – for research. Reduced research output will not likely play a larger role than the additional remuneration from the overload teaching when it comes to their PERS calculations.

A Place for Everything

Mississippi has good coverage in institutions that specialize in the type of activity that Carter and Sawyer are choosing to engage in. Those institutions are known as "junior colleges" or "community colleges." The difference – and it is a big one – is that the salaries at community colleges and junior colleges are much, much lower than those that Carter and Sawyer hold permanently, as well as the ones the two of them appear to be creating for themselves. Another difference, by moving over to a community or junior college, the two would actually have to increase their teaching loads by 3 courses and 1 course, respectively, if not more.

It appears to us as though these two are generating a perfect world for themselves. When PERS kicks in, the results will show.

Updated on 10/19/2006

Readers of usmpride.com have already responded to today's posting of this report. One agrees with our investigators' assessment of the creation of *clinical* title, though they suggested they we amend our report to use the "more appropriate" term *clinical teaching professor*, as we have now done. We have also used the suggested documentation of this from the University of Colorado Board of Regents. Our report is amended above (in blue font).

Another reader suggests that we dig deeper into the EFIB teaching schedules for "weirdness." Our investigators are continuing their investigation of unusual teaching scheduling.