

## Gender and Salaries in USM's College of Business, 2003-Present

As reported in other links on this website, CoB Dean Harold Doty isolated 10% of the College's allocation of 2006 raise money in order to provide market adjustment raises for all CoB faculty earning below 80% of the relevant AACSB median salary. Another purpose of the isolation of raise money was to provide equity raises to the College's female faculty. Doty mentioned to members of the CoB's administrative team that the female faculty in the CoB had been underpaid relative to the male faculty.

A separate report on this website found that there was insufficient statistical evidence for the purpose of isolating raise money for equity adjustments. This study examines the gender-salary relationship in the CoB since 2003, or the year that Doty arrived. As this website shows, USM faculty received merit pay raises in the Summer of 2004, or about one year after Doty's arrival at USM. It might be instructive to examine some of the data from that raise opportunity.

The highest ranking CoB female from the 2004 merit raise pool was Laurie Babin (Professor of Marketing). She was awarded a \$5,016 raise, placing her in 19<sup>th</sup> overall position (out of 60 faculty). The table below presents other data from [usmpride.com](http://usmpride.com) to provide further indication of the types of merit raises (and overall placement) that were awarded to CoB females:

<u>Rank</u>	<u>Name</u>	<u>2004 Merit Raise</u>	<u>Ending Salary</u>
19	Babin, Laurie	\$5,016	\$86,223
22	Lo, Melody	\$4,381	\$68,641
23	Chen, Kuo Lane	\$4,310	\$78,770
25	Yang, Jie	\$3,995	\$73,355
26	Pate, Gwen	\$3,977	\$83,669
27	Munn, Patty	\$3,728	\$50,289 -- instructor
30	Reutzler, Tanya	\$3,500	\$41,900 -- instructor
35	Lopez, Tara	\$2,762	\$79,262
36	Loyd, Dolly	\$2,748	\$48,969 -- instructor
41	Sevier, Amy	\$2,246	\$42,405 -- instructor
46	Price, Cathy	\$2,041	\$66,640
50	Topping, Sharon	\$1,900	\$85,489
53	Fennell, Wanda	\$1,750	\$46,750 -- instructor
54	Roberts, Judith	\$1,599	\$59,599
58	Davis, Donna	\$1,401	\$89,264
59	Burgess, Brigitte	\$ 400	\$57,640

In all, merit raises of \$400 to \$22,728 were awarded across 60 CoB faculty in 2004, Dean Doty's first opportunity to provide merit raises in USM's CoB. The average merit raise for the tenure-track female faculty above is \$2,889. The average merit raise for the female instructors --- \$2,794 --- is barely distinguishable from that amount (i.e., \$2,889). The difference between the two is only \$95 per annum. This is an interesting strategy.

The placement of Patty Munn (Instructor of Accounting) is also interesting. Munn received the 27<sup>th</sup> largest overall merit raise in the CoB in 2004. This was an amount that was \$200 to \$2,000 more than the merit raise of the four other instructors listed above, despite the enormous tuition revenue that we are told is generated by other instructors such as Amy Sevier. Munn also came out of the 2004 merit raise process with the

highest overall salary, or \$50,289. Munn's merit raise is even more intriguing when one considers the contributions made to the College (e.g., grant dollars, refereed publications, etc.) by Sharon Topping (Professor of Management), whose merit raise was relatively low, at \$1,900. Donna Davis, Professor of MIS, received just above \$1,000 in 2004 merit raise monies, another oddity given her many service responsibilities within the College. A previous report indicated that Melody Lo has published two A-level articles since 2000 (EBSCOhost search), yet was awarded a 2004 merit raise that was only about 55% of that awarded to a group of senior, male economists that same year (see earlier report at usmpride.com; Gender and Salaries in the CoB I), and whose research records did not contain any As, or in some cases even Bs. As the table above shows, Munn's 2004 merit raise was about 91% of Lo's 2004 merit raise. Lo has since departed the CoB, so she will never get the chance of discovering how Doty's "pro-equity" salary strategy might have worked out for her in the long run.

The second table below lists the names of CoB tenure-track and tenured faculty whose 2004 merit raises were smaller than those awarded to the four instructors who remain in the CoB today (i.e., Munn, Loyd, Sevier, and Fennell).

**Patty Munn**

Ernie King  
David Duhon  
Jim Crockett  
Rod Posey  
Bill Gunther  
Tara Lopez  
Fujun Lai  
Charles Cartee  
Sean Salter  
Talai Osmonbekov  
Francis Daniel  
Bob Smith  
Larry Eisenberg  
Bill Smith  
Cathy Price  
Ken Zantow  
Joe Hutchinson  
Stephen Bushardt  
Sharon Topping  
Stan Lewis  
Jim Henderson  
Judith Roberts  
Scott Magruder  
Marc DePree  
Frank Whitesell  
Donna Davis  
Brigitte Burgess  
Robert Rambo

**Dolly Loyd**

Fujun Lai  
Charles Cartee  
Sean Salter  
Talai Osmonbekov  
Francis Daniel  
Bob Smith  
Larry Eisenberg  
Bill Smith  
Cathy Price  
Ken Zantow  
Joe Hutchinson  
Stephen Bushardt  
Sharon Topping  
Stan Lewis  
Jim Henderson  
Judith Roberts  
Scott Magruder  
Marc DePree  
Frank Whitesell  
Donna Davis  
Brigitte Burgess  
Robert Rambo

**Amy Sevier**

Bob Smith  
Larry Eisenberg  
Bill Smith  
Cathy Price  
Ken Zantow  
Joe Hutchinson  
Stephen Bushardt  
Sharon Topping  
Stan Lewis  
Jim Henderson  
Judith Roberts  
Scott Magruder  
Marc DePree  
Frank Whitesell  
Donna Davis  
Brigitte Burgess  
Robert Rambo

**Wanda Fennell**

Judith Roberts  
Scott Magruder  
Marc Depree  
Frank Whitesell  
Donna Davis  
Brigitte Burgess  
Robert Rambo

The first list is striking, especially given the fact that the CoB has been losing young faculty at an alarming rate since 2003, a disproportionate number of which are females.<sup>1</sup> Johye Hwang (Assistant Professor of Tourism Management), Joy Kozar (Assistant Professor of Fashion Merchandising), and, as pointed out above, Melody Lo (Assistant Professor of Economics) are three examples of the young talent that the CoB has lost of late. These individuals are now on the faculty at Missouri, Kansas State, and UT-San Antonio, respectively.

The final column of the second table above contains the names of those CoB faculty whose 2004 merit raise awards were exceeded by those of all four of the CoB instructors above. Munn's 2004 merit raise actually exceeded that of six of the CoB tenure-track females --- one more than the number of CoB tenure-track female faculty raises that came in above her own (see tables above). Among the untenured assistant professors (of either gender) whose 2004 merit raises were exceeded by Munn's 2004 merit raise are Lopez, Lai, and Salter, to name a few from various academic units. It's difficult to say from this report exactly just what Doty's goals are regarding the issue of salaries and gender in USM's CoB.

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<sup>1</sup> Other reports at [usmpride.com](http://usmpride.com) indicate that about 27.5% of CoB faculty are females. A recent survey of the USM Forum ---- No Quarter Message Board indicated that about 36.5% of the "departing" faculty from the CoB since 2003 are females.