

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 that has been 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 stories told by that raise process.

<u>Rank</u>	<u>Name</u>	<u>2004 Merit Raise</u>	<u>Ending Salary</u>
4	Nissan, Edward	\$7,772	\$99,930
6	Klinedinst, Mark	\$7,725	\$99,303
7	Carter, George	\$7,710	\$99,097
19	Babin, Laurie	\$5,016	\$86,223
22	Lo, Melody	\$4,381	\$68,641

This report examines the small cluster of data above, taken from the 2004 merit raise process in the College of Business (these data come from other reports and tables available at usmpride.com). The first three names in the table above, Nissan, Klinedinst, and Carter, are professors of economics. These were the three highest ranked economists in 2004, ranking 4th, 6th, and 7th overall in the 2004 merit raise process. The highest ranking CoB females that year were Laurie Babin (Professor of Marketing) and Melody Lo (Assistant Professor of Economics). They finished 19th and 22nd, respectively.

An EBSCOhost search of 2003-present work indicated the following for the four economists in the group above:

Nissan
Journal of Developing Areas, (2005)
Journal of Economics & Finance, (2005)
Int. Journal of Applied Economics, (2005)
Journal of Economics & Finance, (2003)
[Ratings: B, C, Other, C]¹

Klinedinst
no data²

Carter
J. of Economics & Finance, (2005)
J. of Economics & Finance, (2003)
[Ratings: C, C]³

Lo
Economics Letters, (2006)
Southern Economic Journal, (2006)
Applied Financial Economics, (2004)
[Ratings: A, A, B]

The data indicate that Lo was the only one among the 4 that would have had a B-Level publication at the time of the 2004 raise process (that article would likely have been listed as “forthcoming” in her portfolio).

A “Research GPA” is constructed for each, using the data above (A=4; B=3; C=2; Other=1; Nothing=0). That information is presented below (alphabetically):

	<u>Research GPA</u>	<u>Raise Index</u> <u>2004 Raise/Nissan’s 2004 Raise</u>
Carter, G.	2.000	0.992
Klinedinst, M.	0.000	0.994
Lo, M.	3.667	0.564
Nissan, E.	1.750	1.000

The analysis above suggests that Lo may have been underpaid in 2004 relative to others in her discipline. Though this report does not cover teaching and service activities, which may explain away some of the differences between Lo and her colleagues, a separate report at usmpride.com (SEDONA Files 3) demonstrates that Charles Sawyer (Professor of Economics) appears to have outperformed Ed Nissan in every measure during 2004, yet he (Sawyer) received a raise of only \$4,412. That raise ranked Sawyer 21st in the CoB.

It seems that in his quest to provide gender equity in CoB salaries, Doty missed a superb opportunity in this case to make a mark. These comparisons are all the more remarkable given the **footnoted material** below and the fact that Lo received her Ph.D. just a few short years ago (i.e., 2001). The question that now arises is how much damage has Doty done to the gender-salary structure in the CoB that he inherited?

¹EBSCOhost search revealed that Nissan has not produced an A-Level journal article in the last 10 years (i.e., 1997-2006), and he has only 3 B-Level articles over that span.

²EBSCOhost search revealed that Klinedinst has not published a refereed journal article since 1998 (i.e., in the last 7.5 years). That search revealed two A-Level publications in 1998, and no publications in 1997.

³EBSCOhost search revealed that Carter has not published any A-Level or B-Level journal articles in the last 10 years (i.e., 1997-2006).