

How the EFIB's "Quick-Strike Promotion & Raise" Program Works

Much has been written about the EFIB's so-called "Quick-Strike Promotion and Raise" program. It is perhaps best explained by the following anecdote. According to sources, in his 2007 P&T support letters for Dakhliya and Akbar Marvasti, EFIB Chairman George Carter stated that Dakhliya and Marvasti were hired at lower ranks because the salary lines lacked the funding necessary to bring them in at more appropriate ranks, such as associate and full professor. (Carter's pointed his finger at various USM administrators for the employment line shortfall.) Thus, these two new hires were brought in at lower ranks and put into "the . . . program."

In recent days, the latest advertisement for an opening in the CoB's EFIB Department was posted to *The Chronicle of Higher Education's* website. That ad is inserted below:

Position: Assistant Professor or Higher of Economics

Salary: \$70,000 to less than \$80,000

Institution: [University of Southern Mississippi](#)

Location: Mississippi

Date posted: 11/12/2007

Application deadline: 1/7/2008

Economics: The University of Southern Mississippi, Gulfport and/or Hattiesburg, Mississippi. Assistant Professor(s) or Higher of Economics. JEL, A1, General Economics. The University of Southern Mississippi Department of Economics, Finance and International Business invites applications for an anticipated tenure-track, nine-month position(s) beginning August 2008 at the rank of assistant professor or higher in the area of economics. Salary and rank are commensurate with qualifications and experience. The successful candidate(s) will teach at the branch campus and other teaching sites on the Mississippi Gulf Coast and/or at the Hattiesburg campus. Subject to budget considerations, there may be several openings for faculty members. The successful candidate is expected to teach any of the undergraduate economics and statistics courses as well as MBA economics and statistics courses. Online teaching is an expectation. Producing quality research and engaging in service activities in the department and college are also expected. Minimum qualifications are: (1) receipt of an earned doctorate in economics or planned receipt by August 30, 2008; (2) evidence of ability to produce scholarship and effective teaching. Applicants for ranks above assistant professor must meet department, college, and university expectations for the respective ranks. Each applicant must submit a curriculum vitae and a list of three references. Applications must be received no later than January 7, 2008. E-mail applications are encouraged. The University of Southern Mississippi is an AA/EOE/ADA employer and encourages applications from females and minorities. Contact: Economics Recruiting Committee, Department of Economics, Finance, and International Business, The University of Southern Mississippi, 118 College Drive #5072; Hattiesburg, Mississippi 39406-0001; E-mail: George.Carter@usm.edu.

Two points about the ad above are relevant to the EFIB's "Quick-Strike Promotion & Raise" program. The first is that the position is open to all ranks, assistant through full professor. The second is that the salary range for the position begins at \$70,000 and ends at \$79,999. According to sources, the upper end of that range is well below the AACSB median for full professors in economics -- at least 25 percent below. Not only that, the upper end is also well below, about 10 to 15 percent below, the AACSB median salary for associate professors. Thus, there is no way there is enough money in the line to afford a proper candidate at the associate professor level, much less the full professor level. Even at \$79,999, the successful candidate would be earning less than EFIB economists Sami Dakhliya will be earning next year (2007-08).

What about the assistant professor level? Sources tell USMNEWS.NET that the EFIB lost several candidates during its 2005-06 search (i.e., 2 years ago) to various "small" institutions which were offering starting salaries in the \$71,000-\$73,000 range. The EFIB also lost an *assistant* professor candidate to an \$80,000 offer that same year. From these data, much of the low end of the EFIB's offer range, perhaps from \$70,000 to \$74,000 or \$75,000, is useless information. In fact, the signaling value of those numbers might actually be negative. As such, the only useful end of the range is the \$75,000 to \$79,999, and there is little chance, at least according to sources, that the EFIB would offer an *assistant* professor any salary in that range. That would mean that an *associate* would be hired, and most likely placed in the EFIB's "Quick-Strike Promotion & Raise" program. This is how the program has worked in the past, and how it would likely work again.