



As you can see, there is about \$44,000 between the "Budgeted Salary" and the "Proposed Salary." When a hire was actually made, at most \$95,000 of the \$114,952 was used (USM Budget Books). That leaves \$20,000.

Some have speculated that this money was used to support the travel of various CoB faculty over the past 2 years. We have been told also that a part of this money supported Niroomand's \$22,000 raise in 2004. We do know that the plan in January of 2003 was to make a tenure track hire. That much is clear from the **Justification** form that was also filed (see below).

## Justification for Faculty Positions

1. Check type of Faculty Position:
  - Tenure-Track Faculty (Attach Permission to Advertise with this form)
  - Visiting or One-Year Position (Attach Personnel Action Form, Vita, and Transcript with this form)
  - Part-Time/Adjunct (Attach Personnel Data Sheet, Vita, and Transcript with this form)
2. Faculty Name: \_\_\_\_\_
3. Program/Department: Department of Economics, Finance, & International B
4. Source of funds for position: Salary of position # 1 vacated in the above depart

Budget Page #	PeopleSoft Budget Chart Fields	Position #	Budget Amount
-			\$114,952.00

5. As a result of \_\_\_\_\_  
on prior history when applicable):

Fall (Yr: 2001)			Spring (Yr: 2002)			Summer (Yr: 2002) (if applicable)		
Course	Hours	Enrollment	Course	Hours	Enrollment	Course	Hours	Enrollment
FIN 310	3	48	FIN 350	3	30	MBA	640	3
FIN 350	3	25	FIN 352	3	41			

7. Current number of majors in the program/department:
  - Graduate 137\* Undergraduate 113
  - Majors in the program/department one year ago
  - Graduate 134\* Undergraduate 123
8. Number of faculty in the program/department.
  - a) Full-time (Tenured/Tenure-Track) 2 / 3
  - b) Full-time/Visiting 0
  - c) Part-time/Adjunct 1
9. Number of credit hours generated in the program/department (most current):
  - d) Fall Semester 1284 hrs \*\* (Year: 2002)
  - e) Spring Semester 1416 hrs \*\* (Year: 2002)
  - f) Summer Semester 408 hrs \*\* (Year: 2002)

10. Please provide narrative describing the need for this position, and consequences of not filling position:  
This is a replacement for a retiring faculty member and needed to offer courses in required majors in the college. If not filled, major substitutions would be required to allow student to graduate in Finance.

As you can see from the **Justification** form above, had the hire not been made, the CBED's finance unit would have had major problems during the 2003-04 academic year.

This all leaves us with one additional question: If the plan was to hire on tenure-track, and failure to make a hire would cause dire consequences, and the CBED had \$115,000 in the line, why was the "Proposed Salary" only \$71,000? Perhaps the answer lies in the travel/raise scenarios alluded to above.