

Special Report

Dean ME

An Examination of CoB Deans' Merit Raises over the Past 15 Years

The revelation that Interim CoB Dean Alvin Williams is working on a contract that is paying him \$175,000/year came as a shock to many readers of USMNEWS.NET. After more than a decade of turning down offers to lead USM's College of Business, it seems to many now that Williams' past decisions were all about money. Given readers' response to reports about Williams' current salary, USMNEWS.NET reporters have searched our archives and found data (for the past 15 years) on the merit raises that the CoB's Deans, past and present, have "awarded themselves." Some of the results are a bit surprising.

The 15-year period examined includes 1993-2007, and covers nine merit raise processes at USM. During that time, the CoB has had five different individuals serve as head of the College, beginning with former CBA Dean Tyrone Black, and ending with current Interim Dean Alvin Williams. Table 1 below presents the merit raise data for each of the five.

Table 1
CoB Deans' Merit Raises, 1993-2007

Year	Dean	Merit Raise	MR Rank	% of Top
2007	Williams, Alvin	\$7,560	5th (of 62)	81.1%
2006	Doty, Harold	\$1,524	60th (of 61)	16.4%
2004	Doty, Harold	\$ 0	61st (of 61)	0.0%
1999	Gunther, Wm.	\$7,080	8th (of 67)	72.4%
1998	Posey, Roderick	\$3,648	22nd (of 68)	43.4%
1997	Black, Tyrone	\$ 0	71st (of 71)	0.0%
1995	Black, Tyrone	\$3,108	5th (of 75)	49.4%
1994	Black, Tyrone	\$7,512	2nd (of 78)	89.9%
1993	Black, Tyrone	\$4,560	4th (of 80)	47.8%

Source: www.usmnews.net Archives.

As the table above indicates, former CBA Dean William Gunther and Williams made sure to care for themselves before turning to most of the others in the College. In Gunther's case (1999), he awarded himself the 8th largest raise (of 67), or \$7,080. This sum was about three-fourths as large as the largest merit raise awarded in the CBA that year (1999). Like Gunther in 1999, Williams awarded himself a hefty raise in 2007. At \$7,560, Williams' raise came in 5th (of 62) in the CoB, accounting for 81.1 percent of the largest merit raise in 2007.

These two seem to have followed the lead of former CBA Dean Tyrone Black, who awarded himself three Top 5 raises over the period 1993-1995. The largest of these, \$7,512 in 1994, accounted for about 90 percent of the largest merit raise that year. Only at the end of his tenure as CBA Dean (1997) did Black put CoB faculty above himself. That year he chose to forgo his merit raise.

What may come as a surprise to many is that former CoB Dean Harold Doty put CoB faculty before himself during the only two merit raise processes that he presided over as Dean. In those years, 2004 and 2006, Doty took home the 61st and 60th largest raise (both out of 61), respectively. Even in 2006 Doty's raise accounted for only 16.4 percent of the largest merit raise in the CoB.

One trend in Table 1 seems clear. CoB Deans who were selected from the internal faculty roster tend to take care of themselves first, and faculty later. These Deans – Black, Posey, and Williams – awarded themselves the 18th largest raise, on average, during the relevant years. And, that average includes Black's 71st-ranked raise in 1997. If omitted, the average ranking would have been between 7th and 8th overall. The evidence for "outside Deans" is mixed. While Gunther gave himself the 8th largest CBA raise in 1999, Doty essentially refused to accept merit raise monies. While the latter result might be surprising to many, most will likely find the former result (Gunther) an expected one.

Of course, the raises monies presented in Table 1 above span 1.5 decades in time. So, to conclude this report, staffers extracted inflation from those figures, and the results are reported by Duane Cobb below (in Table 2).

Table 2
CoB Deans' Merit Raises, 1993-2007

Year	Dean	Merit Raise	Merit Raise/CPI
2007	Williams, Alvin	\$7,560	\$3,619 [3]
2006	Doty, Harold	\$1,524	\$ 755 [7]
2004	Doty, Harold	\$ 0	\$ 0 [8, tie]
1999	Gunther, Wm.	\$7,080	\$4,209 [2]
1998	Posey, Roderick	\$3,648	\$2,224 [5]
1997	Black, Tyrone	\$ 0	\$ 0 [8, tie]
1995	Black, Tyrone	\$3,108	\$2,022 [6]
1994	Black, Tyrone	\$7,512	\$5,025 [1]
1993	Black, Tyrone	\$4,560	\$3,130 [4]

Source: www.usmnews.net Archives; Bureau of Labor Statistics

Table 2 Results Reported by Duane Cobb

As Table 2 indicates, Black's 1994 raise is the largest of the bunch, followed by Gunther's 1999 raise, and Williams' 2007 raise. Each of these individuals appear to be qualified to receive the "Dean ME" award for their tireless efforts to take care of themselves before turning to most others. Congratulations.