

## *Special Report*

### **Is the CoB it's Own Little World?**

#### **A Look at the Results of the Faculty Welfare Survey from Fall '07**

At the beginning of fall semester 2007, USM faculty completed a “faculty welfare survey” that was sponsored by USM’s Faculty Senate. These surveys were filled out by CoB faculty at their respective Aug/Sept-07 departmental meetings. Recently, the FS’s Faculty Welfare Committee released the results of these surveys in a format that shows a college-by-college ranking of “faculty concerns” that are based on the information obtained from the surveys. USM faculty addressed six areas of potential concern through that fall 2007 survey. These are:

- *Compensation* – annual raises, merit pay, salary, etc.
- *Research* – available time, support, professional development, travel, etc.
- *Support* – programmatic support and development, etc.
- *Benefits* – healthcare, family support services, etc.
- *Responsibilities* – teaching load, overload, office hours, student advisement, etc.
- *Service* – department, college, university, professional, community, etc.

Table 1 shows just how each of USM’s six (including University Libraries) colleges feels about the six issues above:

<b>Table 1</b>						
<b>Rankings of Faculty Concerns by College</b>						
	CoAL	CoB	CoEP	CoH	CoST	ULib
Compensation	1	5	2	1	1	1
Research	2	6	1	2	3	2
Support	3	1	3	3	6	6
Benefits	5	2	5	4	2	4
Responsibilities	4	3	4	5	4	3
Service	6	4	6	6	5	5

Source: <http://www.activeboard.com/forum.spark?forumID=24082&p=3&topicID=14310895>

As Table 1 points out, the CoB feels very good about *Research*, despite the fact that very few in the CoB are actually doing any (which might explain the good feelings). There is certainly no shortage of travel money in the CoB – economics professor Farhang Niroomand spent about \$75,000 all by himself over just a 59-month period in recent years. No other college’s faculty feels very good about *Research*, including the CoST.

The CoB also feels quite good about *Compensation*, something no other college can say, not even the CoST. That’s to be expected. Interim CoB Dean Alvin Williams earns \$175,000 per year, more than either Peter Fos (Dean of CoH) or Rex Gandy (Dean of CoST), and neither of these men are in an “Interim” position. EFIB Chair George Carter, who earns \$130,000/year himself, recently moved assistant professor of economics, Farooq Malik, to assistant professor of finance, even though Malik does not hold a PhD in finance. The move increased Malik’s salary from \$75,000/year to \$95,000/year.

Assistant professor of marketing, Michael Wittmann, got a \$9,300 merit raise in 2007, and is poised to receive another \$4,000 from an **early** promotion to associate professor. Wittmann probably feels good about *Research* and *Compensation*, especially considering that he does far less *Research* than assistant professor of marketing, Talai Osmonbekov, and still gets far better *Compensation* than Osmonbekov for doing it (it = far less). Finally, let's not forget about the \$17,500 in combined raise monies given to *new* hires Sami Dakhli and Akbar Marvasti, both economists, after the 2006-07 academic year.

What else do CoBers feel good about? *Service*, for one. Again, this is not surprising given that no one in the CoB really does any, especially the administrators. Reporters at USMNEWS.NET showed (in summer/fall 2007 reports) that Williams and Carter lead the way through the example of their many (committee) meeting absences. CoB faculty also seem to enjoy the status of their *Responsibilities*, especially since the typical teaching load is two courses with two overloads for \$5,000-\$6,000 each (\$10,000-\$12,000 total). Note that the latter (overload pay) gets back to the CoB's "warm and fuzzies" about both *Compensation* and *Research*.

Just what is the CoB's faculty concerned about? Answer: *Support*. Apparently, the CoB isn't getting enough help setting up new programs, particularly "digital" MBA programs carrying \$1 million price tags, and PhD programs, which the CoB so desperately needs in order to hold on to AACSB accreditation. If IB instructor John Lambert's new graduate program in IB (online?) goes through, perhaps CoB faculty will feel much better about this issue as well.

One final point: The table above seems to depict the CoB as living in a separate world, apart from the other five colleges at USM. Indeed, as Table 2 below shows, that may be the case.

**Table 2**  
**Spearman Rank Correlations (from info in Table 1)**

	CoAL	CoB	CoEP	CoH	CoST
CoB	-0.429				
CoEP	+0.943	-0.486			
CoH	+0.943	-0.371	+0.886		
CoST	+0.429	-0.486	+0.314	+0.543	
ULib	+0.657	-0.771	+0.600	+0.600	+0.826

While the other five colleges at USM feel reasonably like one-another about the issues at hand, the CoB looks nothing like any of them, including the CoST. Not only that, the survey results seem to depict the CoB as the **Country Club** than many USM faculty outside of Joseph Greene Hall already believe that it is.