

THE NEW CAST

A LOOK AT THE STARTING SALARIES OF THE COB HIRES OF 2006-07

Investigators at USMPRIDE.COM have obtained records regarding the starting salaries of the new hires of 2006-07 in the College of Business at USM. The table below presents both the starting salary and benefits level for each of the 11 new hires in the CoB:

NAME	DEPT	SALARY	FRINGE AMOUNT	TITLE
Canterbery, Ray	Economics, Finance, and International Business	\$80,000	\$19,808	Scholar in Residence
Dakhli, Sami	Economics, Finance, and International Business	\$71,000	\$18,105	Assistant Professor
Davis, Lizhu	Management, Marketing, and Fashion Merchandising	\$55,000	\$14,850	Visiting Asst. Professor
Green, Evelyn	Tourism Management	\$46,000	\$12,880	Visiting Instructor
Haggard, Dana	Management, Marketing, and Fashion Merchandising	\$78,000	\$18,720	Assistant Professor
Haggard, K. Stephen	Economics, Finance, and International Business	\$97,500	\$23,400	Assistant Professor
Hood, Matthew	Economics, Finance, and International Business	\$97,500	\$23,400	Assistant Professor
Lambert, John	Economics, Finance, and International Business	\$65,000	\$16,900	Visiting Asst. Professor
Marvasti, Akbar	Economics, Finance, and International Business	\$80,000	\$19,808	Associate Professor
Shi, Weihua	Economics, Finance, and International Business	\$69,884	\$17,471	Visiting Asst. Professor
Wittman Jr, C. Michael	Management, Marketing, and Fashion Merchandising	\$85,000	\$20,400	Assistant Professor

What follows in this report is an analysis of some of the details of a few of these new hires.

1. Ray Canterbury – Canterbury was hired as a “Scholar in Residence” by EFIB Chair George Carter. The hiring of Canterbury has been the subject of numerous reports at USMPRIDE.COM. Of interest has been the plan of EFIB Chair George Carter and CoB Dean Harold to use Canterbury, a noted scholar and *Emeritus Professor of Economics* from Florida State University, as a public relations tool to bolster sagging AACSB accreditation reaffirmation efforts in the CoB. Sources indicate that at the conclusion of the now *infamous* “Black Tuesday” EFIB faculty meeting, another new hire, Akbar Marvasti, attempted to lecture EFIB faculty about what he (Marvasti) believed were disparaging remarks about Canterbury, who has left the CoB due to illness, made by unnamed individuals. As reported earlier at USMPRIDE.COM, nothing uncomplimentary was said about Canterbury personally, or professionally. Sources indicate that Carter and CoB Associate Dean Farhang Niroomand have attempted to arouse anger in Marvasti over the “Canterbury episode” in order to mask their own failings regarding the whole episode. As reported at USMPRIDE.COM, the main issue involving Canterbury, in addition to Carter and Doty’s plans to use Canterbury as a public relations tool, has been Carter’s handling of Canterbury’s departure from the CoB. Readers are now aware that Carter assigned Canterbury’s ECO 672 (International Economics) course to Frank Mixon (Professor of Economics), and then Carter proceeded to avoid supporting Mixon’s requests for textbooks and progress reports by taking half of the week of September 11-15, 2006, off, possibly to prepare for the “Black Tuesday” coup on September 19, 2006. USMPRIDE.COM readers can now see that Canterbury was offered an **\$80,000** salary (9-months) plus **\$19,808** in benefits, for a total 9-month package of **\$99,808**. The question USMPRIDE.COM investigators now have is: Where did this money come from?

2. Lizhu Davis – Davis was hired as a Visiting Assistant Professor of Fashion Merchandising in the Department of Management, Marketing and Fashion Merchandising. Sources indicate that Doty was pressed to hire Davis by Associate Provost Cynthia Easterling Moore, who assisted in the hiring by providing central administration funding. Davis was offered a **\$55,000** salary (9-months) plus **\$14,850** in benefits, for a total 9-month package of **\$69,850**.

3. Evelyn Green -- Green was hired as a Visiting Instructor of Tourism Management. Perhaps the most interesting aspect of Green's hiring is the offer. Green was offered a **\$46,000** salary (9-month) plus **\$12,880** in benefits, for a total 9-month package of **\$58,880**. This is interesting given the other instructor salaries in the CoB:

	<u>Instructor</u>	<u>2006-07 Salary</u>	<u>Academic Unit</u>
1.	Munn, Patty	\$53,222	Accounting
2.	Loyd, Dolly	\$51,695	Marketing
3.	Fennell, Wanda	\$49,048	Management
4.	Green, Evelyn	\$46,000	Tourism Management
5.	Sevier, Amy	\$45,124	Management

As the table above indicates, Management Instructor Amy Sevier remains the lowest paid instructor in the CoB, despite quite possibly being the highest revenue-producing faculty member the College of Business at USM has ever had. USMPRIDE.COM readers are familiar with "The Management and Marketing Bee Hive," a document published by USMPRIDE.COM that showed that Sevier's *Net Contribution* to USM is more than \$330,000/year, which means that Sevier's revenue-production is about \$400,000/year. This aspect of the story is just another of the inexplicable features of Doty's gender equity plan for CoB salaries, given that Green is listed as "Visiting" and that she (Green) is part of a unit (Tourism Management) whose market salaries fall short of those in Management, where Sevier is located.

4. Dana Haggard – Haggard was hired as an Assistant Professor of Management. As with the Green story above, perhaps the most interesting aspect of Haggard's hiring is the offer. Haggard was offered a **\$78,000** salary (9-month) plus **\$18,720** in benefits, for a total package of **\$96,720**. The table below shows how Haggard's starting salary compares with the starting salaries of other recent hires in Management:

<u>Name</u>	<u>Year Began</u>	<u>Starting Salary</u>
Gregory, Brian	2004-2005	\$79,750
Haggard, Dana	2006-2007	\$78,000
Sequeira, Jennifer	2004-2005	\$81,000

We find it difficult to believe that market salaries in Management for 2006-07 are *\$2,000 or more below* those from the 2004-05 academic year. That is what the data in the table above indicate, given that Haggard's starting salary is \$1,750 to \$3,000 lower than the offers made to Gregory and Sequeira two years earlier. As the first installment in the "CoB Administrators in Their Own Words" series noted, Sequeira graduated from UT-Arlington (Tier IV) and Gregory graduated from Auburn (Tier II). In Haggard's case, the Ph.D. is from Missouri (Tier II), which we believe ranks slightly higher than does Auburn. Add to that Haggard's female classification and we have more data to indicate that Doty's hiring program seems to penalize females. Sources indicate, however, that in this particular case several senior members of the Management unit have expressed their displeasure at a hiring process they did not initiate.

Please look for updates to this report in the future.