

## The Mother of All Questions: Why did Steven Jackson get a 2007 Merit Raise?

Has anyone thought about the question above? Think about it. Jackson joined the CoB in January of 2007. The 2007 merit raises covered teaching, research and service accomplishments of CoB faculty over the period 2004-2006. Jackson was employed by Loyola University of New Orleans during that time. Don't you have to actually work for USM to qualify for a merit raise?

A perusal of the 2007 merit raises list shows that other new faculty who, like Jackson, entered their first fall semester with USM in August of 2007 were not included among the 60 CoB faculty who received 2007 merit raises. New hires from the hiring period of the spring of 2006, such as Sami Dakhliya, Michael Wittmann, etc., did not receive merit raises before teaching their first fall semester in the CoB (fall 2006). They were required, unlike Jackson, to provide service to USM, at least during part of the period of evaluation, before qualifying for a merit raise, which they got in spring of 2007.

The decision to provide a 2007 merit raise to Jackson meant that other CoB faculty who were on board prior to 2007 received lower 2007 merit raises. How much did Jackson receive? The insert below shows:

15	Carter, George	\$ 123,909	\$4,971	\$130,940
16	Price, Catherine	\$ 71,201	\$4,929	\$ 76,130
17	Jackson, Steven	\$ 97,000	\$4,908	\$101,908 <sup>10</sup>
18	Anderson, Mary	\$ 91,206	\$4,810	\$ 96,016
19	LaFleur, Elizabeth	\$ 93,583	\$4,576	\$ 98,159
20	Nissan, Edward	\$104,565	\$4,493	\$109,058
21	Osmonbekov, Talai	\$ 87,580	\$4,477	\$ 92,057

Jackson was awarded a 2007 merit raise of \$4,908 (5.1%), which not only ranked 17th (out of 62) in the whole CoB *and* exceeded the statewide average of 5%, it also came in at \$431, or 9.6%, above Talai Osmonbekov's raise. Osmonbekov's 2007 merit raise has been a focal point over the summer, as reports indicated that he published a number of A-level journal articles but was not properly rewarded for his efforts. The treatment of Jackson vis-à-vis Osmonbekov may represent the most shameful chapter of all in the whole episode involving Osmonbekov's 2007 merit raise. The treatment of Jackson, given his start date with USM, may also be of interest to legislators and IHL Board officials.