

A Closer Look at the Undergraduate Academic Services Office in the CoB

Former CoB Dean William Gunther established the Undergraduate Academic Services Office early on in his tenure as dean. The project consumed multiple faculty salary lines and displaced the undergraduate student lounge in Joseph Greene Hall. The Office has undergone some change over the years, though the size of the office has remained relatively stable at five members, plus any work study or graduate assistants. The annotated table below summarizes salary changes by position in the UAS Office, along with raises given to position lines and salary savings from reducing salary lines.

Position	1999-2000 ^A	2000-2001	2001-2002	2002-2003 ^B	2003-2004	2004-2005 ^C	2005-2006	2006-2007 ^D
Assistant to the Dean	\$ 27,195.00 ^E	\$ 27,195.00 ^F	\$ 35,000.00 ^G	\$ 35,700.00	\$ 35,700.00	\$ 37,671.00	\$ 37,671.00	\$ 39,742.00
Academic Adviser	\$ 29,436.00 ^H	\$ 29,436.00	\$ 23,500.00 ^I	\$ 22,000.00 ^J	\$ 22,000.00	\$ 23,384.00	\$21,500.00 ^K	\$22,306.00
Recruitment/Retention Coordinator	\$ 25,000.00 ^L	\$ 25,000.00	\$ 23,000.00 ^M	\$ 24,276.00	\$ 20,000.00 ^N	\$ 23,000.00 ^O	\$20,000.00 ^P	\$20,750.00
Assessment Coordinator	\$ 25,000.00 ^Q	\$ 25,000.00	\$ 28,000.00 ^R	\$ 28,560.00	\$ 28,560.00	\$ 21,984.00 ^S	\$25,100.00 ^T	\$26,355.00
Secretary	\$ 24,084.00 ^U	\$ 24,084.00	\$ 18,013.00 ^V	\$ 23,716.00 ^W	\$ 14,500.00 ^X	\$ 15,600.00 ^Y	\$16,500.00 ^Z	\$17,655.00
TOTAL	\$ 130,715.00	\$ 130,715.00	\$ 127,513.00	\$ 134,252.00	\$ 120,760.00	\$ 121,639.00	\$ 120,771.00	\$ 126,808.00
Raises		\$ -	\$ 10,805.00	\$ 8,239.00	\$ -	\$ 7,455.00	\$4,016.00	\$ 6,037.00
Salary Savings		\$ -	\$ 14,007.00	\$ 1,500.00	\$ 13,492.00	\$ 6,576.00	\$ 4,884.00	\$ -
Net Savings		\$ -	\$ 3,202.00	\$ (6,739.00)	\$ 13,492.00	\$ (879.00)	\$ 868.00	\$ (6,037.00)

The table above illustrates what is wrong with the hiring process in the CoB. When Debby Hill left the CBA, her overall salary was \$36,260, yet her replacement, Carolyn Cawthon, assumed Hill's duties at a lower salary than Hill's. Cawthon's replacement took a pay cut of almost \$6,000 annually. How does the CoB expect to hire and keep competent staff members when Niroomand refuses to pay reasonable wages? While other UAS lines have been consistently trimmed, the Assistant to the Dean salary line has increased an average 5.96% **per year** during the period displayed above. During this seven year period alone, Carolyn Cawthon's salary has risen from \$29,436 to \$39,742 (\$10,306 or just over 35%). Can any other CoB staff members boast similar gains? Cawthon is not the most senior staffer in the CoB.

Only in raise years have salary increases outweighed salary savings for the UAS as a whole, and these raises were funded by the Mississippi Legislature, effectively giving the UAS salary savings every year since 1999. WHERE HAS THE MONEY GONE? Associate Dean Farhang Niroomand has direct control over this department's finances. In light of recent revelations regarding Niroomand's use of travel funds and other ethical issues, perhaps an independent audit of CoB finances during Niroomand's tenure as Associate Dean is in order.

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- ^A No merit raises were awarded during the 1999-2000 academic year.
- ^B Across the board raises were awarded, effective January 2003.
- ^C Merit raises were awarded after the 2003-2004 academic year.
- ^D Merit raises were awarded after the 2005-2006 academic year.
- ^E Debby Hill, previously employed by the CBA Dean's Office as an Academic Adviser, was Manager of the UAS Office in 1999-2000. The salary listed represents .75 FTE. The remaining .25 FTE was covered by Tech Ed, where Hill served as an Instructor.
- ^F Debby Hill was promoted to Assistant to the Dean during 2000-2001.
- ^G Carolyn Cawthon replaced Debby Hill as Assistant to the Dean during 2001-2002 after Hill departed the CBA.
- ^H Carolyn Cawthon, longtime Accounting secretary, served as Academic Adviser until the end of 2000-2001.
- ^I Laura Lea Bourland was hired to replace Carolyn Cawthon as Academic Adviser.
- ^J Laura Lea Bourland departs after the 2001-2002 year and is replaced by Anita Hobgood, who is promoted from Senior Secretary to Academic Adviser.
- ^K Anita Hobgood departs the CoB and is replaced by Gennifer Hicks. Hicks currently holds the position.
- ^L Jimmy Farris served as Recruitment & Retention Coordinator until the end of 2000-2001.
- ^M Judi McQueen replaced Jimmy Farris as Recruitment & Retention Coordinator in 2001-2002.
- ^N New CBED Dean Harold Doty fires Judi McQueen and eventually replaces her with Ann Smith.
- ^O Charlotte Jackson replaced Ann Smith as Recruitment & Retention Coordinator.
- ^P Charlotte Jackson departs USM and is replaced by Nicha Buckley, who currently holds the position.
- ^Q Vicky Flanagan, former Dean's Office Secretary, was named Assessment Coordinator. She served in that capacity until the end of 2000-2001.
- ^R Vicky Flanagan moved from Assessment Coordinator to Academic Adviser (position title change) in 2001-2002.
- ^S Ann Smith moves from Recruiting & Retention Coordinator to Academic Adviser, replacing the departing Vicky Flanagan.
- ^T Michelle Templeton replaces Ann Smith. Templeton now holds the position.
- ^U Betty Stout was Senior Secretary until the end of 2000-2001.
- ^V Anita Hobgood replaced Betty Stout as Senior Secretary during the 2001-2002 academic year.
- ^W Shirley Justice replaces Anita Hobgood, and the position title is changed from Senior Secretary to Office Manager.
- ^X Denise Crozier replaced the departing Shirley Justice, and the position title is reduced from Office Manager to Senior Secretary.
- ^Y Denise Crozier departs UAS for Tourism Management. The position title is reduced to Secretary and Cheryl Wentzler is hired to replace Crozier.
- ^Z Cheryl Wentzler departs the CoB and is replaced by Kerry Duke, who now holds the position.