

Salaries: Recruiting professors difficult with current salary levels

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were the salary levels for several top administrators in 2003-2004. Former university President Thomas K. Hearn, Jr. earned \$939,200 in total compensation, an 86 percent increase since 1995. VP of Finance and Administration John P. Anderson earned \$332,600 in total compensation, a 54 percent increase. VP and General Counsel James Reid Morgan earned \$230,600, a 137 percent increase.

"There is a lot of dissatisfaction that the administration takes care of themselves at the expense of the faculty," said Paul Juras, an associate professor in the Calloway School of Business and Accountancy.

Salaries for full professors at the university have risen an average of 37.5 percent since 1995, associate professor salaries an average of 38.2 percent and assistant professor salaries an average of

21.4 percent, all considerably lower than administrator salary jumps.

"If you look at the over-attention to administrative salary and the benefits that go with that, we're one of the top in the country," Associate Professor of political science David Weinstein said. "It would be one thing (for faculty salaries to be low) if the university was in dire straits and the administration was taking cuts on pay too, but it's not - and that's really disgusting."

Retired university professor Jack Fleer said he had worked on AAUP reports since 1987, and that salary has been an issue since then. "I think that there are perennial tensions between faculty and administration on the issue that wax and wane," he said.

Kennedy said the problem of salaries and benefits went back to when he began teaching at the university 20 years ago. "This is a wonderful place but it is under threat right now because the administra-

tion and board of trustees have not put this first," Kennedy said. "They consider faculty and staff to be a low priority."

There was, however, hope for the new administration expressed by faculty members involved in the AAUP. "The faculty is counting on Hatch," Kennedy said.

Weinstein agreed, "The trend will change now, I don't think Hatch can fix this by himself but I think he's committed to changing things and knows what the problems are."

Kevin Cox, assistant vice president and director of media relations, said, "Dr. Hatch is aware of the report and he has been aware of the need to increase faculty salaries since his first interview with the presidential search committee."

The quality of the university could also be affected by the low salary levels, many professors pointed out. Weinstein described the difficulties faced by the Political Science department a few years ago, when numerous qualified candidates

turned down the positions offered to them. "Everyone turned us down, and the main reason was pay and benefits," he said. One, an Ivy League graduate, took a job at the University of Puget Sound.

Franco, a young professor himself who is up for tenure next year said, "Eventually if enough young faculty leave then the university gets a reputation as a launching pad for great careers elsewhere or even worse, that it is not serious about the quality of its academics."

Juras added that retaining top faculty would become a problem. "We run the risk of losing the best professors we have, because they're the most marketable."

Students have a stake in the faculty salary levels too, Weinstein pointed out.

"If you want to maintain your status as a top tier university you've got to be able to attract and retain the best faculty on the leading edge of research and who can help get students into the best programs because they have connections,"

he said. "When a well-known professor writes a letter of recommendation it has an effect."

Weinstein added that keeping the university's high position in national rankings had ties to the faculty and student quality. "We can gain recognition not only through basketball," he said, "But through quality students and quality professors like the Ivies and big-name schools do. If you let faculty salary fall behind you're cutting off your legs."

The bottom line, those involved in the report said, was the salaries needed to be raised to acceptable levels soon and an administrative commitment to faculty salary and benefits needed to become evident.

"If they have enough money to purchase an extremely expensive antique airplane ... to build a climate-controlled hangar to house this airplane that does not fly, they have enough money to pay health insurance," Kennedy said.



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