

Compensation Committee Preliminary Report Addendum (11-16-06)

More Inequities Among MSU Colleges (Considering Productivity and Resources Returned): The following information is drawn from the data in (S)MSU's Departmental Profiles, 1997-2005:

During this eight-year period, COAL lost 12 ranked faculty (a loss of 7.74%), while increasing majors and graduate students by 22.73% and credit-hour production by 20.89%.

During this same period, the other five academic colleges on campus lost 22 ranked faculty (a loss of 4.68%), while increasing majors and graduate students by 11.75% and credit-hour production by 13.81%.

If you factor faculty salary inequity into the equation, the situation gets even worse, but it's pretty bad as it is. From 1997-2005, COAL lost 60% more ranked faculty, on an average, than the other colleges on campus. While this loss occurred, COAL nearly doubled the increase of majors and graduate students, in comparison to the other colleges on campus, and increased its growth in credit-hour production at a rate 2/3 faster than other colleges on campus. So these figures seem exactly backwards if productivity in a college is rewarded by resources returned. Quality of the work done is not at issue. The Higher Learning Commission recently singled out only two colleges on campus as "Centers of Excellence," the College of Business Administration and the College of Arts and Letters.