

opinion

Faculty suffer fiscal stress

There is a dainty dish to place before the Joint Ways and Means this week when higher education makes its case for adequate funding including faculty salary increases.

Two undergraduates in the soon-to-be phased out department of Community Service and Public Administration have conducted a study on "Fiscal Stress in Higher Education: Faculty salaries at the University of Oregon."

The 34-page report surveys faculty that have left the University in the last two years. The findings are compiled with four different faculty salary surveys.

The report is confirmation of University common knowledge — faculty have left because they were paid more and had more opportunities for professional growth in states that support higher education.

The report found the median salary, for all ranks of faculty (full professors to instructors) who have left the University in the last two years, to be 34 percent higher than they would be earning here.

The study also found that of the 24 who remained in academia (45 responded, a 70 percent return rate) their median salary has increased by 41 percent. That is to say, professors are finding higher compensation in academic jobs. They don't just leave for lucrative jobs in the private sector.

The 1978 Carnegie Study of 54 major U.S. institutions showed the University to be below the average faculty salary (89 percent of the average salary for each of the 47 institutions surveyed.)

In more recent surveys, of the Ten Western States as used by the Academic Pay Study of the Executive Department, the University ranked 8.3 percent below average for all ranks of professors.

Of the 54 institutions of the Association of American Universities the University rates 13.4 percent below for all ranks of professors, 13.8 percent for professors.

Among "Quality 2" universities, institutions with comparable libraries, research facilities and academic stature in general, the University salaries were 8 percent below the average for all ranks.

Of the 19 institutions used by the State System of Higher Education, University professor's salaries ranked 6.2 percent below average and all ranks of faculty salaries averaged 7.7 percent below.

The report, written by seniors Ronald Gartshore and Steve Earl, states "The standing of the University of Oregon is a critical issue. If the University is a high prestige institution, then salaries are below par."

The survey of faculty who have left in 1980-81 and 1982-83 found income potential, total income and professional development the major reason for leaving.

Understandably, the same 45 faculty found the friendliness of the community, the geographic location, reputation of their departments, and the cultural and recreational facilities the most satisfying aspects of life at the University.

Mellow people and granola can only keep quality faculty here so long.

It has been shortsighted for the Legislature to continue cutting higher education for the last 10 years. The University has lost many good faculty in the interim. Many professors stay for non-financial reasons, as those dwindle, say their children graduate from high school, those professors have less reason to stick around. If it was not for federal grants and endowments many of the prestigious faculty would have left long ago.

"The question is whether Oregon is willing to pay the cost of being exceptional," reads the report. "The distinction of having a high-quality institution of the caliber of AAU universities is an additional and extraordinary expense for a state of Oregon's size and population."

True. The University has been attempting to show how extraordinary it is to the legislature for the last year. The report offers one proof — faculty leave here trained for more prestigious and lucrative jobs in academia.

The Legislature should vote to increase faculty salaries to something near comparative levels. Otherwise more than four and twenty professors worth keeping will leave this institution in years to come.



letters

Bookstore vote

If you are a student, classified staff, or faculty member then you can vote in the University Bookstore's election this Thursday and Friday. I would like to urge you to vote this year because there are two measures on the ballot. These measures are vital for the bookstore to continue to serve you in the most effective manner.

Ballot A is a set of changes in the bookstore's by-laws. These changes would update the by-laws. For example, since the last changes were made in our by-laws in 1980, the Oregon legislature has changed the classifications and descriptions of University employees. The approval of Ballot A would make the descriptions in our by-laws current.

Ballot B is a separate change in one section of our by-laws. The section deals with the compensation of board members. The board of directors of the bookstore has proposed that the eight student members receive a \$180 a year stipend for the services given, beginning in May of 1984. This amounts to a \$20 a month stipend.

On the average, a board member spends between 10 and 15 hours a month on bookstore business at board meetings, committee meetings, etc. For comparison, SUAB and IFC members receive a \$35 to \$80 a month stipend, respectively.

In addition to the ballot measures, five directors will be chosen in this election. Remember, vote yes on Ballot A and B this Thursday or Friday.

Dale Penegor
political science, economics

Judgmental

Chris Wesely, author of the letter "Dynasty" is not only making a uninformed, judgmental evaluation of greek life, but is in a vindictive manner attacking not only the foundations of sororities and fraternities, but insulting the intelligence of the Emerald readers as well.

Sororities are based upon ideals set up more than a hundred years ago, by founders who were striving to become accomplished, productive, prepared and concerned women. This includes emphasis on scholastic achievement (that is what we are here for), developing leadership skills, learning to live with people (something that we will all probably do for the rest of our lives), striving for goals such as consideration, cooperation, honesty as well as the social graces.

There is an intricate support system built into each house, and there is strength in unity. This way of life is not for everyone. But it is one proven way to gain the knowledge and background to better oneself, through learning, working and living with others.

I will not attempt to rebuke Wesely for the comment about Greeks supporting a fictitious "Stealing from the Handicapped" class, when every year each sorority makes sizeable donations to charities, including rehabilitation and aid for the blind. The absurdity of stereotyping hundreds of political views into one platform is insulting. There is incredible diversity in the Greek community, if one would only take the time to see it and not make rash judgments.

The Greek Endorsement Committee thoroughly in-

vestigates and researches each candidate's credentials and viewpoints prior to endorsing and promoting a particular campaign. And it is upon the merits of the individual and the understanding of common, worthy goals that this decision is made, not who the candidate is affiliated with. The power of the Greek-endorsed candidate is in the faith and unity behind her or him, not the "money-loving capitalist" desire to continue a conjure-up dynasty.

Dede Kennedy
sophomore

Employee

After over four years of passive acceptance, I've decided to speak out against something that seems silly when compared to nuclear disarmament or other weighty issues. Even something small, when repeated over and over — like a dripping faucet — can become an annoyance. Here it is.

Why does this university and this state's government spell the word "employee" as "em-ploy-ee"? Do you pronounce the word "em-ploy-ee"? Is the savings in keystrokes and ink worth the continued insult to the language?

Surely those who work in an institution of higher education should take the leadership role in returning this state's governmental bureaucracy back to the proper spelling of such a simple word.

Jim Long

Editor's note: In defense of the administration, Webster's New World Dictionary of the American Language lists employee under both spellings.

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