

# Survey indicates University salaries are ranked among lowest in the nation

By Michael Hosmar  
Of the Emerald

It may rain a lot in Oregon, but that's not the reason many faculty members are leaving Oregon universities — they're leaving for better paying jobs.

The State Board of Higher Education reviewed a survey in September that shows the University ranked 75th out of 107 public doctorate-granting institutions, in terms of "average faculty salaries," in the 1983-84 academic year. Oregon State University was ranked 85th. The survey projected the University will rank 93rd, and OSU will rank 98th for the 1984-85 academic year.

The report also shows that of the major non-land-grant universities in each state, only two institutions will rank lower in average salaries than the University in the 1984-85 academic year. And of the 55 state land-grant universities, only two will rank below OSU.

To put it another way, the report shows that the University and OSU now rank last in the West for average faculty salaries.

"My worst rash of resignations... and early retirements at the college of engineering has come this year," says Fred Burgess, head of the engineering school at OSU. "Since the first of the year, I've lost 10 (professors) from resignations and six from early retirement."

Burgess says some of his faculty chose to retire early so they could take better paying jobs in industry. He says others are attracted to the higher salaries at different universities.

Whatever their reason for leaving, Burgess says these faculty members are hard to replace. They are usually "very productive," highly qualified faculty members in the early part of their career, Burgess says.

One person that left the engineering department at OSU, says Burgess, had a doctorate in electronics and was also a medical doctor. "He made about \$36,000 at Oregon State and now is making \$60,000 at Hewlett-Packard," he says.

"Of the people I've lost, I've lost two to other schools and 10 to industry," says Burgess. He says the new higher education budget — if it passes — will help very little. "I need a more substantial across-the-board salary increase to make Oregon State more interesting and competitive with industry," he says.

"I think I'm going to lose more people even if the new budget passes," and that could eventual-

ly affect students, says Burgess. He says OSU could decide to limit enrollment, but he doesn't think that will ever happen.

"The situation is very critical," says Richard Steers, associate dean for academic affairs in the University business school. According to the surveys he has seen, professors in the business school are "significantly underpaid at the senior level," he says.

Professors are hired at a very competitive salary in the business school, but as years go by, the pay raises get smaller and smaller, Steers says. As a result, other universities may look more attractive to professors because they can offer more "research support, summer support, and traveling support." The University business school can't compete with that kind of additional support, he says.

Thelma Greenfield, head of the University English department, says the quality of education in her department has been hurt. "We've had positions emptying... We need about a dozen more people," she says.

Many of the faculty members that have left the English department are close to retirement; these professors have been teaching at the University for a long time and are highly qualified, Greenfield says. The department can't afford to hire professors of the same caliber as those that are leaving.

"We have to hire at the assistant professor level," she says. And for some of the lower division classes "we might have to rely on graduate students."

"Professors are attracted by the departments and the University but not by the salaries," Greenfield says.

"There's a tremendous loyalty to Oregon," and some faculty members have turned down larger salaries elsewhere because they like the atmosphere of the University's campus, says Paul Holbo, University vice-provost for academic affairs.

"If we were to lose a larger number of professors somewhere in the future, it would clearly have an effect" on the quality of education students get at the University, Holbo says. However, he adds that the University has not been affected so far.

"I think any student who selects his courses right can get a very good education at the University of Oregon," says Holbo.

## Professor of the Month deadline nears

It's the professor's chore to constantly evaluate the student, but there's a program on campus that helps to turn the table.

It's called the Professor of the Month and it gives outstanding teachers the recognition students think they deserve, says Lisa Nuss of the Mortar Board, the campus club sponsoring the contest.

At the end of the third week of every month, members of the Mortar Board go to the two nomination boxes on campus — one on the first floor of the library near the card

catalogs and the other at the SUAB Information and Grievance Center booth in the EMU lobby — to pick up student nominations and comments, Nuss says.

Then the ballots for the deserving faculty members are taken into consideration by the board. The board bases its final decision on comments, number of votes, and class observations.

Students have until Friday afternoon this week to cast their ballot for their favorite professor in October.

## Alpha Tau Omega

### ATO

A unique opportunity to become a founder of a fraternity. Kerry Armstrong, Exec. Director of Chapter Services, and Mark Mullinix, Director of Re-Development for Alpha Tau Omega, will be meeting with men who are interested in becoming founding members of a new fraternity chapter at the University of Oregon.

The two fraternity representatives will be in the EMU main lobby Tuesday, October 23rd and Wednesday, October 24th from 1:00pm to 5:00pm. They will be there to answer any questions and to provide information about Alpha Tau Omega. For further information contact Jeff Corah at 686-3701 or Craig Peterson at 686-5170.

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