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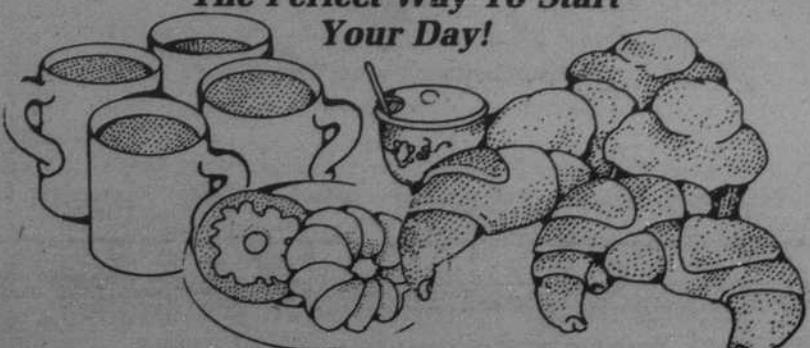
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Faculty-salary ends don't meet

By Michael Hosmar
Of the Emerald

Faculty salaries at Oregon's colleges and universities are being analyzed, scrutinized, tugged, and pulled in all different directions lately, but one thing is certain — they need to be higher.

The State Board of Higher Education and the Oregon Educational Coordinating Commission both agree that salaries should be higher, but they are on opposite ends of the rope when it comes to determining the amount of the raise. The commission said the 11.5 percent salaries increase for each year of the next biennium that the board has asked for is too much.

In a report on faculty salaries, the commission presented data showing Oregon faculty salaries are above average. The state board, on the other hand, recently released a report that ranked the University faculty salaries among the lowest in the nation.

Members of the coordinating commission met with the higher education board Friday and discussed these disagreements.

"The coordinating commission is not opposing a salaries increase," said T.K. Olson commission executive director. "The commission has strongly requested an increase in salaries," he added. "We (the commission and the board) started out with the same evidence base and came to the same conclusion (a salaries increase)," said Olson. He said the board and the commission need to concentrate on the conclusion to come to

an agreement on how much faculty salaries should be increased.

But Alvin Batiste state board vice president said the board and the commission might not be working from the same data base. "There's been a major change in how we view salaries since I've been on the board, and that's seven years," he said.

The board and the commission used different comparator universities to come up with their estimations of how Oregon faculty salaries rank in relation to the rest of the nation. And, inevitably, they came up with different figures for the amount faculty salaries need to be raised.

In a recent report, the commission said they used comparator universities different from those used by the state board because the traditional comparators (that have been used for twenty years) "are simply out of Oregon's league."

Board member Edward Harms said although some of the traditional comparator universities may be academically superior to Oregon's universities because they are in bigger states, he thought most universities were not different from those in Oregon.

State board president Louis Perry said he has sensed that the public feels the commission and the board are working from different sets of data. "I'd hate to have the legislature think that we are not working together," he said.

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resource-sharing and pilot new development projects for the benefit of the entire system.

In an earlier meeting, the board heard a report from deans of all the teacher education programs in the state evaluating teacher education in Oregon.

Bob Barr, teacher-education dean for the Oregon State University and Western Oregon State College programs, said teacher education in Oregon can be improved by implementing the CBEST as an entrance exam. Oregon is now using the California Achievement Test as an entrance exam. He said the CAT eliminates 20 percent to 30 percent of the students who have difficulty on only a few specific portions of the test. Students that fail a portion of the CBEST can take that portion over, instead of having to take the entire test again. This way, teachers and administrators can identify problem areas in the school's curriculum.

The Teaching Skills and Practice Commission, however, will require Oregon schools to use the CBEST as a condition for licensing.

There has been a lot of concern for this year's graduating seniors in teacher education who will have to take the



Photo by Steven Wall
Higher education chancellor Bud Davis and Louis Perry enjoy a laugh during Friday's State Board of Higher Education Meeting in Eugene.

CBEST as an additional requirement for licensing, said Barr.

"The question is 'would it be more appropriate as an entrance exam or an exit exam?'" said higher education Chancellor Bud Davis.

He said the test should be taken at the beginning of the education process, rather than making students go through the whole teacher education program only to find they don't have the skills they need.

Davis also supported a program that would give graduating seniors this year a "cushion." He said they could be given a temporary teaching certificate, which would expire within a certain period of time. They could use that cushion period to pass the CBEST, he said.

Susan Roper, dean of teacher education at Southern Oregon State College, said that even though there has been a 40 percent to 50 percent reduction since 1970 in the number of teachers being turned out by

education programs, Oregon is still very adequately prepared.

"The most important problem is being able to attract the kind of teachers we want to teach our kids," she said.

"Teacher education is not sitting idly by. It's continually upgrading admission standards and field experience," said Robert Gilberts, University dean of teacher education. "Here at the University of Oregon, we are considering going to an extended five-year program" to make teacher education more comprehensive, he said.

In other business, two University faculty members were among six educators selected by the board to receive faculty excellence awards. The board voted to recognize University physics professor John Moseley and University chemistry professor Peter Von Hippel for research and scholarship excellence. They will receive a \$5,000 salary supplement retroactive to September.

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