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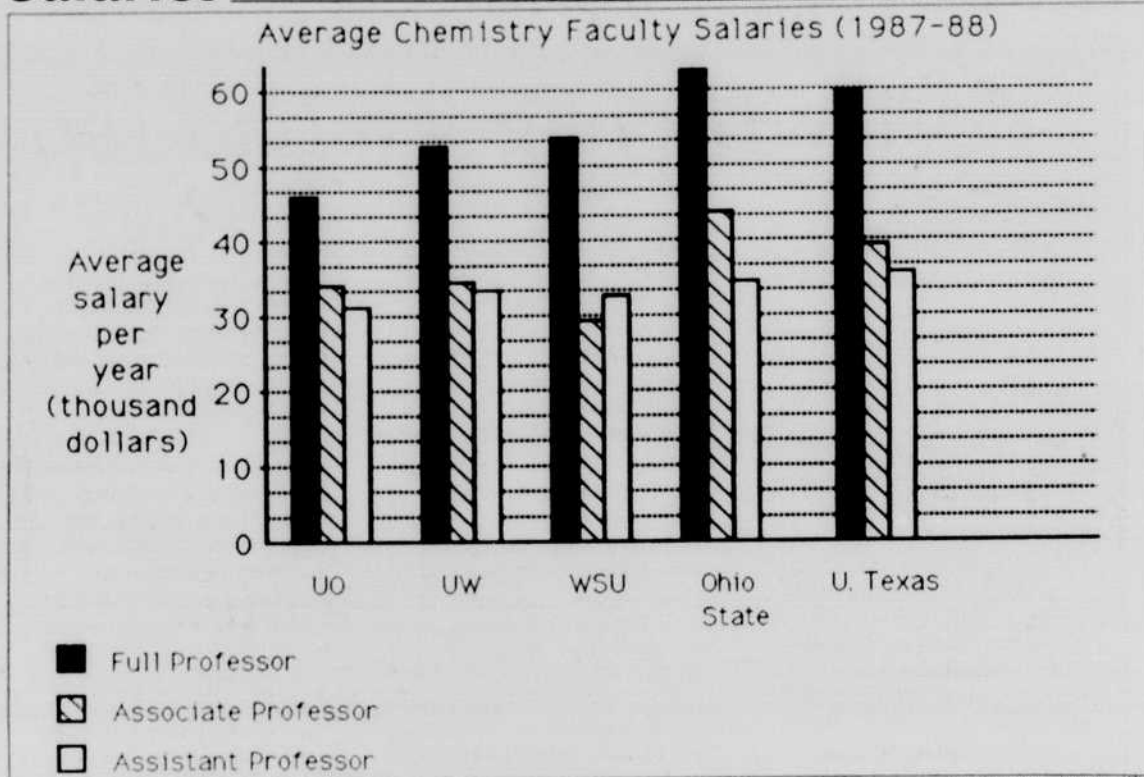
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Salaries Continued from Page 1



Graphic by Scott Chandler

The University's average salary for full professors in the chemistry department during 1987-88 was close to \$10,000 lower than other universities.

and the University, said Pam Daener, acting University associate provost.

Daener said the investment will go to waste if the University is unable to recruit and retain faculty to occupy the buildings.

The new complex allowed the chemistry department to recruit one new faculty member, but Herrick said the buildings alone are not enough to bring in top faculty.

"These (new facilities) are the kinds of things we have used traditionally to attract new people ... but it doesn't pay the rent," Herrick said.

The University is in the lowest 20th percentile for faculty salaries in the nation, according to figures from the Association of American Universities.

Daener, who compiles salary figures, said the University continues to slip further behind

the national average each year. She said the figures are estimates, but they indicate the severity of the problem.

For the 1987-88 academic year, the University would have needed an additional \$3.3 million to bring faculty salaries up to the AAU average.

It would take \$4.7 million to bring salaries up to the national average for 1988-89.

"What this basically tells us is that the problems are getting worse," Daener said.

The College of Arts and Sciences, which accounts for the largest number of faculty, is \$2.8 million below the AAU average.

However, the law school has the lowest salary percentages. The school needs \$400,000 in additional funding, which is 25 percent behind the national average. Arts and sciences is 16 percent under the AAU aver-

age.

The average national salary for full professors in 1987-88 was \$51,080, while the University average was \$43,900, according to an AAU study.

Out of the Pacific-10 Conference schools, the University ranks last in average salaries for professors. Stanford is first at \$70,800, and Oregon State University is eighth with an average salary of \$44,600.

Out of 117 doctorate granting institutions, the University ranked 104th in average salaries for the 1988-89 academic year.

The University's resources are not able to keep pace with the growing national competition for top faculty, Daener said.

"It's not just faculty whining like the Legislature likes to put it — it's that we can't bring people here," Daener said. "What we've got to deal with this effectively is 3 percent (faculty raise) and a \$120,000 fighting fund."

"We can't go on expecting people to come (to the University) for 10 or 12 thousand dollars less a year than they would make elsewhere," she said.

Daener said the University already has experienced some recruiting raids, and several departments, especially in the sciences, are having trouble enticing new faculty.

While recruitment of faculty is common at most universities, incidents of schools recruiting faculty from the University are on the rise because of low salary levels, Daener said.

An assistant professor of sociology, touted as one of the University's best junior faculty members, left last spring for the University of Maryland at College Park and a \$10,000 salary

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