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UNIVERSITY



Photo by Andre Ranieri
Louis Osternig, Ken O'Connell and Scott Kerlin study various reports on faculty retention and recruitment.

Task force studies faculty trends

By Tammy Batey
Emerald Reporter

An anticipated rush of professors retiring over the next two decades has the University scrambling to recruit and retain adequate replacements.

The sudden stream of retirees is attributed to the large number of professors recruited during the 1950s and 1960s because of increased enrollments, said Gerry Kissler, senior vice provost.

Increased faculty were hired as the "echo boom," the children of the post-war baby boom generation, reached college age, said Susan Weeks, director of institutional research services.

Although the University has a wide age-range of faculty, the "trends are going to affect us anyway," Kissler said. "Other universities will try to steal faculty from us."

This is a nationwide issue, said Lou Osternig, member of the University task force on Faculty Recruitment and Retention.

Osternig said that the University faces possible additional faculty losses to other universities offering higher salaries and better benefits to compensate for their retiring professors.

"We are interested in the recruitment of high-quality faculty as well as the retention of existing faculty," said Megan Patch, task force member and University professor.

Bob Roseth, director of News and Information at the University of Washington, said that they have been dealing with the problem in advance.

Washington is now in the top 35 percent of universities with the highest salaries. In the early 1980s, Washington ranked in the top 45 percent.

"We've been keeping statistics for almost a decade now on how we're doing in comparison with other universities," Roseth said. "In the early '80s we began to fall farther and farther behind in regard to faculty salaries and so we also fell in faculty retention. Now we're doing relatively better and we've narrowed the faculty salary gap. We're losing fewer people."

While other universities are successfully keeping faculty, the University is "vulnerable partly because we're close to the bottom in terms of faculty salaries," Osternig said. "Our faculty are recruited away by schools such as Berkeley and University of Washington - the ones we compete with."

The University was ranked 111 out of 121 public doctorate-granting universities throughout the nation in terms of faculty salaries, Weeks said.

Another issue is an imbalance in faculty salaries or "salary compression," said George Evanoff, director of appointed personnel at the University of Arizona.

"Due to pressure of private

sectors there are higher demands in salary, especially in technical areas. New people are coming in and making very close or more than people who were already here," Evanoff said.

Just three years ago, finance professors at the University of Arizona earned about \$40,000, Evanoff said. Now finance professors there can expect about \$60,000 and up.

Economics professors at the University receive an average of \$45,000, said the office manager of the University economics department.

The task force for the Recruitment and Retention of Faculty is addressing many of these issues including faculty salaries, the dual career issue and affirmative action.

"The purpose is to find ways so that in the long haul we can keep faculty at the highest quality," said Lorraine Davis, vice provost in charge of academic personnel. "We want to create an atmosphere that allows faculty to feel welcome."

Developing a more culturally diverse staff is an important issue, Davis said. "We want to create a whole plan to get a strong mix of minority faculty," Davis said.

"Women and minorities have a great position for bargaining," Evanoff said, especially those in areas like the hard sciences where they are under-

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