

Accreditation team recommends faculty pay raise

■ **SALARY:** The average full-time faculty pay at Oregon's state universities is well below the national average

By Daniel Pearson
Higher Education Reporter

Good news for University faculty members — it looks as if a raise may be just around the corner.

After 14 months of self-evaluation by University officials, the Northwest Association of Schools and Colleges (NASC) accreditation team presented its recommendations to University President Dave Frohnmayer and other University officials for meeting self-regulated standards on Wednesday.

"The committee found the Uni-

versity's powerful tradition of openness and friendliness might be in peril if increased salaries are not given adequate attention," NASC chair member Joan Wadlow said. "Salaries are low compared to peers at other institutions. This may affect the University's ability to recruit, maintain and reward [faculty members]."

According to a study by the Oregon Student Association, Oregon state universities rank third in average full-time faculty pay of western-based public universities with an aggregate sum of \$46,776. Topping the list was California at \$65,800. The nationwide average is \$53,444.

University Senate President Carl Bybee was pleased with the com-

mittee's recommendation.

"They're right," Bybee said. "All the numbers have been pointing in this direction, and everyone has been pointing at the numbers. It helps to have an outside group look over the information and come to the same conclusions."

The University is already addressing the pay-raise issue this week in Salem, Frohnmayer said.

"This comes as no huge surprise," he said. "We plan to take the recommendations seriously and will be looking closely at every department. It's food for thought, and I appreciate the effort [the committee] has extended."

Accreditation, based on an evaluation every 10 years, is intended to ensure the University and other

NASC-member colleges and universities meet self-regulated standards.

The standards involve institutional mission objectives, finance, physical plant, library and information resources, educational programs, continuing education and special instructional activities, instructional staff and faculty evaluation, administration, students, scholarship and research and graduate programs.

Wadlow presented four recommendations by the committee that must be corrected, she said.

In addition to the pay increase, administration officials were directed to take action to assure campus-wide performance evaluations of faculty members every third

year, especially those granted tenure, to consider the general education program with expectations of comprehensive modifications and to develop a plan to implement the outcome of ballot measures in accordance with the University's mission, Wadlow said.

The committee's final report will be sent to Frohnmayer in June for formal action and official notification by the University.

While Frohnmayer agreed with most of the recommendations, he hopes to lengthen the time between evaluation periods.

"One thing that may be changed is faculty evaluations from every three to five years," he said.

The University has been a member of NASC since 1969.

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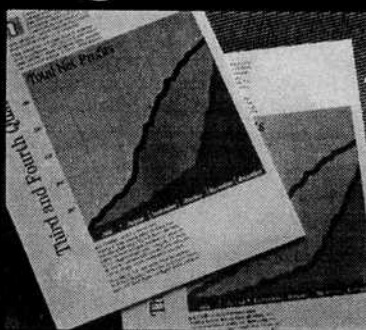
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