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Faculty pay not on par with other higher-eds

Current faculty compensation is 86.2% of the average among peer institutions; 95% is the goal

BY MORIAH BALINGIT
NEWS REPORTER

Five years ago, the average faculty member at the University made about 20 percent less than faculty at peer institutions. Faculty salaries had long lagged behind those of comparable universities, so the University Senate decided to take action.

"Back in the late nineties, the economy was going like gangbusters," said professor Michael Kellman, who served on the University Senate Budget Committee from 1999 to 2002. "But we were still falling further and further behind."

By a unanimous vote, the body formulated and approved the University Senate Budget Committee White Paper in 2000. The paper outlined a tentative plan to augment faculty salary so that in five to seven years, average faculty compensation would stand at 95 percent of the average among peer institutions.

But it doesn't appear the University has made much progress: Now in the fifth year of the plan, faculty compensation stands at 86.2 percent of the average.

"We did better for the first few years, and now we're going backwards," said professor Nathan Tublitz, who served on the Senate Budget Committee that formulated the White Paper. "We're losing ground."

Several factors have hindered the plan's implementation. In 2001, Oregon's economy fell into a recession, and state allocations for universities decreased. In 2003, the state legislature decided to freeze salaries for all state employees, University professors included.

But Tublitz said "the University administration has completely shirked their responsibility in implementing the White Paper."

This year's University Senate Budget Committee Report described the faculty compensation issue as a "crisis."

"Not only are senior faculty salaries no longer competitive with those of comparator institutions, but department heads are reporting difficulty in hiring new assistant professors," the report said.

Professors maintain that the eroding faculty compensation damages more than their own bank accounts.

"At a certain point, this has to start to poison the atmosphere," Kellman said.

Professor Stephen Hsu, current chair of the University Senate Budget committee, said low salaries have created problems not only with the recruitment of new talent but also with the retention of current senior faculty.

"There's been a steady attrition of top people leaving the University," Hsu said.

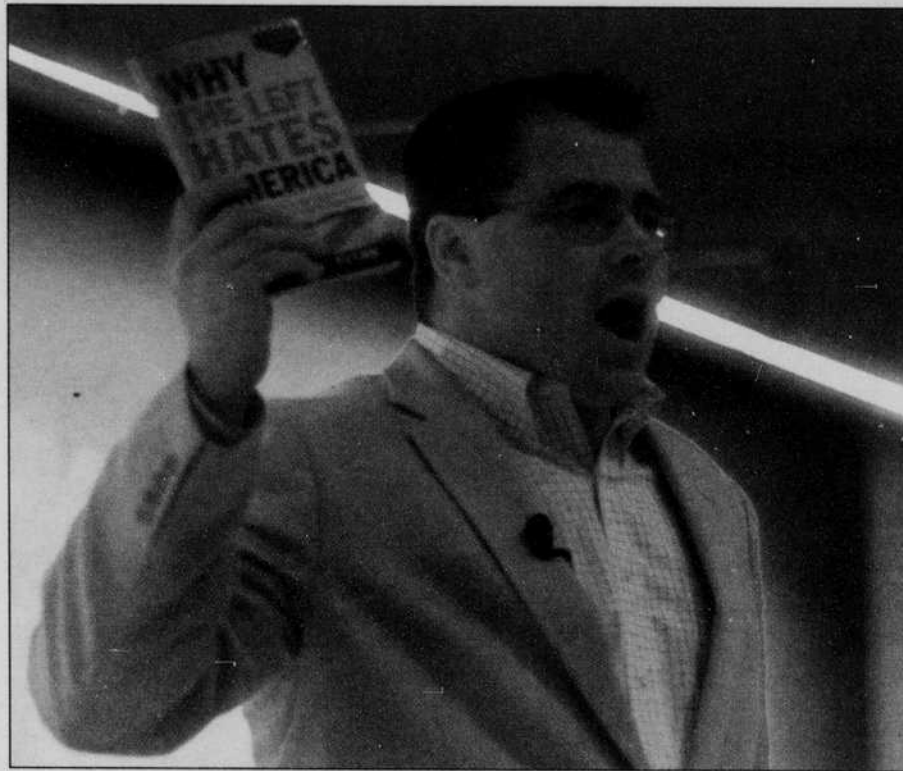
Kellman said the quality of academics at the University has slipped because of low salaries.

"The academic standing of the University's department has declined," he said.

At a University Senate meeting May 11, University Senior Vice President and Provost John Moseley responded to charges that the administration didn't consider faculty compensation a priority.

"I absolutely place it as a top priority, and I am very concerned about the warnings that you

FACULTY, page 5



ZANE RITT | PHOTOGRAPHER

Dan Flynn, author of "Why the Left Hates America," spoke Tuesday night in the Lillis Business Complex. Flynn's speech drew mixed reactions from audience members.

'Why the Left Hates America'

Author Dan Flynn says radical liberal ideals neglect America's positive contributions

BY PARKER HOWELL
SENIOR NEWS REPORTER

No matter how many good things America does for the world, the "American left" won't admit it, conservative author and speaker Dan Flynn said Tuesday night during a lecture on his 2002 book, "Why the Left Hates America: Exposing the Lies That Have Obscured Our Nation's Greatness."

Flynn met frequent verbal opposition from some of the roughly 250 people packed into 182 Lillis for the College Republicans-sponsored event. He said that Americans have contributed technological and medical advances to the world and that America is unique because of the freedoms it provides.

But he said "the main problem with the left" is that they compare America to an ideal when actually "we're doing a little bit better than the rest of the world."

"And when you compare anything to an ideal, it's going to fall short," he said. "There's racism here, there's sexism here, there's environmental problems, not everyone has a job. ... But next to the Candy Land you've got going on in your head, America falls short."

He said diversity has become "almost like a mantra on most college campuses." But he said it is diversity based on "superficial characteristics" and not based on "the type of diversity that is especially welcome in intellectual settings, and that is

the diversity of viewpoint."

Flynn said he estimated no more than 10 percent of the population is the "American left," although "maybe here in Eugene more like 90 percent."

"Those small numbers belay mass cultural influence in the media and museums and libraries, but especially in higher education," he said. "But I'm here because I'd like to start a debate, and where else to start a debate than in the belly of the beast?"

Flynn also said there are "real distinctions" between the "left" and liberals and democrats.

"That's not to say (Sen. Hillary Clinton) and George W. Bush are the same, but ... you do a violence to the language when you jumble someone like Hillary Clinton with the Noam Chomskys of the world."

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Student files complaint, claims code is 'racist'

Melissa Hanks filed the accusation against the OMAS policy with the U.S. Department of Education

BY JARED PABEN
NEWS EDITOR

A University student has filed a complaint with the U.S. Department of Education claiming that a University Office of Multicultural Academic Support policy that reserves early registration into several math and English classes for minority students is an unfair, "racist practice."

University senior Melissa Hanks filed a complaint Friday with the DOE's Office for Civil Rights, saying she hopes the department will investigate the classes and that the complaint will prompt University administrators to abolish the enrollment restrictions.

"I want to see these classes gone," Hanks said. "I want to see no enrollment based on race."

The OMAS administers seven classes — Writing 121 and 122; Math 111, 241, 242 and 243; and Algebra Strategies 199 — in which the first 10 slots of the 18-student classes are reserved for minority students. Other students must meet with an OMAS counselor on the morning of the first day of class to enroll in the remaining slots. The classes, which allow fewer enrolled students than other sections of the same course, offer more individualized instructor attention.

Linda Liu, advising coordinator and academic adviser for OMAS, told the Emerald that during the seven years she's been in control of enrollment for the classes there have always been spaces available after the initial 10 spots have filled for students willing to wake up at 7:30 a.m. and complete a five-minute pre-authorization process.

In addition to her DOE complaint, Hanks said she has also filed a complaint with the University's Bias Response Team. At least one other student, junior Matt Misley, has filed a complaint with the BRT.

University General Counsel Melinda Grier could not be reached for comment; however, the University administration released a statement Tuesday affirming that the University doesn't restrict courses based on ethnicity but that it does have programs that "try to provide

OMAS, page 8

IN BRIEF

Demetrius Williams pleads no contest to charges

Demetrius Williams, 22-year-old star receiver for the University football team, pled no contest Tuesday afternoon to a criminal mischief charge stemming from an incident last August in which police say he jammed parking meters so he could park for free.

Williams' attorney, F. William Honsowetz, arranged a plea agreement with the city prosecutor's office in which Williams will have to complete a diversion program. The charge will be removed from his record if the agreed-upon diversion is successfully completed.

Assistant Athletics Director for Media Services Dave Williford said he does not know whether actions will be taken by the department to

reprimand Williams, but he said it would be looked into. Williford said he contacted head football coach Mike Bellotti about the issue and that Bellotti said "he will have no public statement until he has talked to Demetrius."

Williams said he does not expect there to be any repercussions from the football program but said that "if they do something, I don't care; it's something I'll have to deal with."

Eugene Municipal Court Judge Wayne Allen did not detail the specifics of the diversion during the five-minute hearing, but he did explain the technicalities behind one of the requirements: Williams has five days to schedule a viewing of an arraignment at the jail and has 30 days to complete the viewing.

After his court appearance, Williams said he wasn't sure what the details of the

diversion were and that he would be contacting his lawyer later in the week to figure out what he needs to do and when he needs to do it. Williams said he pled "no contest" rather than "not guilty" to the charges at the advice of his lawyer.

Williams has six months to complete the diversion or he may be subjected to the maximum punishment: 30 days in jail and a \$500 fine.

Eugene police charged Williams in early August 2004 with five counts of criminal mischief 3 for allegedly sticking pennies and washers covered in a "goosey substance" in parking meters, jamming them so they would read "out of order," according to a Eugene Police Department report.

— Meghann M. Cuniff