



The UB Post

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UB SALARIES:

Who Earns What and What Maryland is Keeping



Illustration by Holin Hong | The UB Post

Liberal Arts Profs Paid Less than Law, Business Faculty

BY DAN FLANAGAN
Editor-in-Chief

For the first time in its history, *The UB Post* is publishing a guide to the salaries of all faculty, staff and administrators at the University of Baltimore.

The guide—organized first by campus department and then by job title—can be found on pages 12–15 of this issue.

UB's division of administration and finance provided the data at the newspaper's request. The Maryland Public Information Act requires public institutions to release certain records if asked.

Among the revelations provided by the guide is the salary disparity between professors of the Yale Gordon College of Liberal Arts vs. those of the Merrick Business School and the UB School of Law.

Pay scales for the business (\$100,085–\$140,137) and law (\$121,810–\$175,881) faculty are significantly higher than for the liberal arts (\$81,616–\$103,403) faculty.

Harry Schuckel, senior vice president of administration and finance, explained the complexity of determining salaries, citing factors including market demand and the professional associations that accredit UB's graduate schools.

"If you want a finance pro-

fessor or a law professor, you have to pay what the market requires," Schuckel said.

"The AACSB [Association to Advance Collegiate Schools of Business] and the ABA [American Bar Association]... give you guidelines for salary ranges that they feel are appropriate for the various types of faculty." The Merrick School of Business and the School of Law are accredited by the AACSB and ABA, respectively.

"It's much more complex than you'd think," Schuckel said. "There is an approval process all along the way, which means the department chair can't make that decision himself or herself. The department chair would make a recommendation that gets passed to the provost, [then] the human resources office looks at it to make sure that it's within the guidelines of the state and the system, then ultimately the president has to approve within funding."

One way UB's administrative salaries are determined is to look at job classifications and compare them to other institutions, Schuckel said.

One guide for determining salaries is the taxonomy of administrative position descriptions published by the College and University Personnel Association (CUPA), whose most recent publication is over 20 pages

and includes job titles for hundreds of possible positions in higher education institutions, from deans to computer technicians.

The CUPA publishes salary ranges that correspond to each job title. Schuckel explained that where a specific person's salary falls within the range depends in part on the location, size and prominence of the particular college or university.

"CUPA is not the only source we would look for to give us guiding information," he said, adding that more field-specific resources are used when dealing with jobs in such areas as information technology.

The University System of Maryland also classifies job titles and corresponding salaries in addition to employing independent consultants.

"They want to make sure, on one hand, that they don't overcompensate people," Schuckel said. "On the other hand, you don't want to be underpaying vis-à-vis the market because you don't attract the talent that you want."

The UB Post welcomes feedback on the publication of the salary guide. Contact information for the editor-in-chief follows.

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Furloughs Mandated: UB Employees Pinched by State's Economic Woes

BY IBRAHIM DABO
Senior Staff Writer

The University of Baltimore has begun short-term furloughs for employees as part of the state effort to cut budgets as the economy worsens.

Gov. Martin O'Malley implemented the furlough plan for state workers in December. Nearly \$16 million will be generated from payroll cuts at public universities operating under the University System of Maryland.

Brit Kirwan, USM chan-

cellor, approved UB's plan for employee furloughs as required by the Board. The principles guiding the state furlough plan stipulate that employees earning less than \$30,000 annually should be less impacted.

Allocated by salary levels, employees are required to take up to five furlough days, which began on Jan. 2, when the university was closed for one furlough day.

Employees who make up to \$29,999 receive no furlough but were required to take annual, personal or unpaid leave on Jan. 2.

Employees earning \$30,000 to \$39,999 must take one furlough day. Two furlough days are required for those earning \$40,000 to \$49,999, three furlough days for \$50,000 to \$59,999, four furlough days for \$60,000 to \$99,000 and five furlough days for \$100,000 and above.

A number of senior staff will voluntarily take an additional furlough day. President Robert L. Bogomolny said he decided to take a sixth furlough day

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UB Furlough Plan

- No classes will be canceled and essential student services will not be curtailed.
- The number of furlough days assigned will reflect employee salary levels.
- All full-time employee categories, including research staff, are subject to furloughs.
- Adjunct faculty, part-time Contingent I and II employees, graduate assistantships, student wage employees and HB-1 visa employees are excluded from the program.
- No reduction of employee benefits, including retirement, health or leave benefits, will occur.
- To ensure the security and safety of the campus, police and security personnel are exempted from the program.
- Employees may take a furlough day in

two four-hour increments any week.

- To ensure operational continuity, employees must secure advance approval from their supervisor to schedule furloughs.
- Employees will not be required to work during furlough.
- No annual, personal or sick leave, overtime or compensatory time may be used to offset furloughed time. However, employees who are excluded from the furlough program were required to use any annual leave, personal leave or leave without pay on Jan. 2, 2009, when UB was closed.
- Furlough days assigned to individual employees will be recorded and tracked through the normal timesheet process managed by supervisors.

More details available at www.ubalt.edu/template.cfm?page=2924

Source: University of Baltimore website
Compiled by Ibrahim Dabo

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to recognize the sacrifices that all furloughed employees at UB are making during these tough economic times, adding that the university understands the statewide need for mid-year budget adjustment, with the furloughs preferable to the loss of campus jobs.

Bogomolny said vice presidents and deans may confidentially volunteer for an extra furlough day.

"If the revenue from these voluntary furloughs can contribute even in a small way to increased budget stability, then these actions can achieve a tangible benefit, as well as deliver a strong message of understanding and appreciation to our campus community," he said.

The furlough program was designed to have minimal impact on students.

"We cannot shut our doors; we have to teach classes," said Harry Schuckel, senior vice president for administration and finance at UB. He said the college worked to ensure no classes or programs would be cancelled due to the furlough.

Schuckel said faculty members have been remarkably positive and supportive in maintaining their teaching schedules.

Alfred Guy Jr., Ph.D, associate professor and director of the Hoffberger Center for Professional Ethics, said a "hefty chunk" was missing from his most recent paycheck, with four more cuts remaining.

"I don't mind being furloughed as long as it contributes toward others at UB, including faculty and staff, being able to keep their jobs," Guy said, as long as the furloughing is

done fairly across the board among all state employees, including such notables as the governor, state senators and delegates, the Chancellor and all the USM presidents.

Students' reaction to the furloughs was mixed.

"Students won't have to lose their classes, but, on the other hand, faculty will have a dent in their pockets; thus, the cost of living for them [for] a period of time will be high," said Shamija Moncur, forensic studies and Undergraduate Student Senate president.

She added that cutbacks are expected as a result of the recession, but she does not see a problem with the structured way the furlough program is being executed.

Christopher Ifeanyi-Nwanze, MBA, said he wouldn't mind if any of his classes were cancelled as long as it did not happen a week before a quiz or exam.

"Professors cancel classes when they have things going on, be it personal or because they have to go to a conference. So if this helps the state as a whole, then I'm fine with it," Ifeanyi-Nwanze said.

The furlough follows an earlier reduction of \$1.1 million in October. The cut did not impact university employee salaries, as a contingency fund of \$1 million had already been built into the fiscal year 2009 operating budget.

UB's share of budget savings to be generated through the furlough program will total at least \$602,000. Furlough days are required to be taken between Jan. 5 and June 30.

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Courtesy of Wendy Burgess

Award recipients (l to r): Shamija Moncur, forensic studies; Ibrahim Dabo, management information systems; Mariana Mora Cano, MFA integrated design; Wei Luo, MS accounting and business advisory services.

International Student Award Winners Announced

BY WENDY BURGESS
Contributing writer

Congratulations to Mariana Mora Cano, MFA integrated design, and Wei Luo, MS accounting and business advisory services, first- and second-place graduate winners, and to Shamija Moncur, forensic studies, and Ibrahim Dabo, management information systems, first- and second-place under-

graduate winners, of the 2008-09 Laurence Short Academic Award for International Students.

First-place winners will receive a \$500 cash award and second-place winners will receive a \$400 cash award. All recipients will have their names engraved on a plaque displayed in the International Services Office.

They will be formally recognized at UB's annual Merit Award Banquet on Sunday, May 3.

Award criteria included an essay on "The Obstacles an International Student Must Overcome to Achieve Academic Success and How I Did So."

Copies of most applicants' essays are available to read by contacting the International Services Office at intlservices@ubalt.edu or 410.837.4756.

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