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1978-02-01

Faculty Newsnotes 1978 No. 86

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Office of the Provost, "Faculty Newsnotes 1978 No. 86" (1978). *Faculty Newsnotes*. 85.
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FACULTY NEWSNOTES

Edited by Provost's Office

February 1, 1978

86

OFFICE OF THE PRESIDENT

Condolences:

The University community extends its sympathy and prayers to Sister Genevieve Lane on the death of her father.

WASC 5th-Year Accreditation Visit:

The report of the team from the Western Association of Schools and Colleges on their fifth-year visit to USD has been received by the University. The summary reads:

"The responsibilities and challenges continuing to face the University of San Diego within its geographical context have been briefly noted. As a unique private institution it has the opportunity for leadership and special visibility; it also has less visible means of support than its institutional neighbors, and perhaps faces more hazards. But, the progress since 1970 is impressive, and suggests that the University may be emerging in the eyes of the community and the neighboring San Diego State University and University of California as an institution of distinct quality, increasingly worthy of respect. It seems quite possible that the decade of the 70's will be seen historically as one of special significance and progress. We hope the University will continue to make spirited responses to its many challenges and maintain the integrity that we have witnessed during the present visit."

For those who would like to read the entire report, it is available in the Provost's Office and the offices of the Academic Deans.

OFFICE OF THE PROVOST

Internal Publication of Faculty Salary and Compensation Data:

Appended to these Newsnotes are tables of data on the salary and compensation of our full-time faculty. Similar data has been published in previous years (Newsnotes of March 29, 1974; February 28, 1975; April 9, 1976; and March 2, 1977). The data is presented on a chart previously used by the AAUP. This and last year the AAUP and HEW (Department of Health, Education, and Welfare) have coordinated their institutional salary surveys in order to reduce duplication and reporting burdens.

Thus, the AAUP did not ask for information in this form this year. They will, as we have, use the HEW data to produce the type of information you find in the appended tables. The AAUP and HEW data was collected by Debbie Gough, Secretary to the Provost, and analyzed by Bob Barr, Assistant to the Provost.

The first table contains the institutional summary, as reported (in a more complex form) to HEW. The following tables show the breakdown by School/College. In order to avoid the identification of individual salaries, ranks with fewer than five persons are combined with one another, as noted, or are not reported. It is for this reason that ranks are combined in some units. Only summary information is reported for the School of Nursing.

The School of Law has provided, as in previous years, comparative statistics from other law schools showing national and state medians and USD's relative position.

COMING EVENTS

There will be a celebration of the 500th anniversary of the birth of St. Thomas More on Tuesday, February 21, 1978, at 7:30 p.m. in the Joseph P. Grace Courtroom at the University of San Diego Law School. Topics include:

St. Thomas More and the Difficulty of Restraining Sovereign Power through Law - Dr. James McConica, Professor of History, Pontifical Institute of Mediaeval Studies, University of Toronto - Commentator: Dr. Stanley Chodorow, Professor of History, University of California, San Diego

Obedience to Lawful Authority - Dr. Michael Bayles, Professor of Philosophy, University of Kentucky - Commentator: Dr. M.E. Smith, Professor of Philosophy, Smith College

Value in a Lawyer's Life - Dean Clinton Bamberger, Executive Vice-President, U.S. Legal Services Corporation; former Dean and Professor of Law, Catholic University of Law - Commentator: Dr. John M. Winters, Professor of Law, University of San Diego

VARIA

* * * * *

Dr. Philip O. Hwang, Associate Professor of Education, recently conducted a workshop on Concept of Stress and Techniques of Stress Management for the administrative cabinet members of Chaffey Community College. This same program has also been accepted as a whole day pre-convention workshop by American Personnel & Guidance Association for its annual convention in March at Washington, D.C.

* * * * *

On Friday, October 28, 1977, Professor Ed Imwinkelried, School of Law, lectured in Chicago on the subject of Scientific Evidence. The location was the Conrad Hilton Towers in downtown Chicago. The lecture was part of the National College of District Attorneys' East Coast Trial Techniques Seminar. Approximately 110 prosecutors were in attendance.

* * * * *

Professor C. Hugh Friedman of the School of Law was recently elected to represent the lawyers of San Diego and Imperial Counties as a member of the Executive Committee of the California State Bar for a three-year term. The Executive Committee plans and conducts the annual State Bar Conference, the annual conference of Bar presidents and acts as liaison between the Board of Governors of the State Bar and local Bar associations on various professional matters, including developing and advocating proposals for legislative reform. Professor Friedman is immediate Past President of the San Diego County Bar Association. He was also elected by the law school faculty to be its delegate to the forthcoming American Association of Law Schools annual meeting.

* * * * *

Professor Robert L. Simmons, Law School, has written an article on the subject, "Modernizing the Justice System." It appeared in the December 16, 1977 issue of the Official California Reporter Series published by the West Publishing Company.

* * * * *

Law School Associate Dean Doris Y. Alspaugh served on an accreditation inspection team with the Consultant to the Committee of Bar Examiners of the State Bar of California for an official visit and inspection of the John F. Kennedy School of Law on January 24-26, 1978.

* * * * *

Don Helmich, School of Business Administration, received acceptance of his research paper for the Western Academy of Management Meetings held in Sacramento, March, 1978, titled "Structural Variation and Organizational Success."

* * * * *

Dr. Irene S. Palmer, Dean of the School of Nursing, is attending an orientation conference to prepare accreditation visitors for the National League for Nursing Division and Baccalaureate and Higher Degree Programs. Dr. Palmer also spoke with the Boston College School of Nursing Research Interest Group on the Historical Research Methods on January 27, 1978.

* * * * *

On December 8, 1977, Dr. Jack Morrison, Director of Counselor Education, School of Education, participated in a dedication ceremony at Garfield Independent Learning Center. This high school offers an alternative type of education for those pupils having difficulty adjusting to the "regular high school." Because the "idea" for Garfield began in one of Dr. Morrison's graduate courses in Counselor Education, he has maintained close contact with the originator of the concept. In 1972 Mrs. Georgiana Gaylas, then a counselor at the old Snyder Continuation High School, completed her pupil personnel services credential requirements at the University of San Diego in the Department of Counselor Education. One of her term papers developed the concept now known as Garfield Independent Learning Center. That term paper became, in 1976, Dr. Gaylas' dissertation topic, which Dr. Morrison was privileged to supervise. The dissertation in turn was used as the basis for a \$50,000 Title II Media Center grant. The grant developed into a new school, building and laboratories now known as Garfield Independent Learning Center, where the emphasis, according to the principal, Dr. Georgiana Gaylas, is first on the guidance and counseling of the individual pupil!! Not too frequently does an educator have an opportunity to see a term paper develop into an actual functioning entity. On December 8, Dr. Morrison had that pleasure.

* * * * *

Faculty of the University of San Diego's Paris Institute on International Law July 2-August 12, 1978, includes John Ayer of U. C. Davis, Pierre Azard of the Institut Catholique de Paris and E. S. S. E. C. , Xavier Blanc-Jouvan of Paris I, Dominique Carreau of Paris V, Stefan Riesenfeld of U. C. Berkeley and Hastings, Henry Steiner of Harvard, Joseph Darby and Ralph Folsom of San Diego.

Faculty for the University of San Diego's Oxford Institute on International and Comparative Law July 2-August 12, 1978, includes Jack Beatson of Merton College Oxford, Albert Garretson of NYU, Fritz Juenger of U. C. Davis, Ken Karst of U. C. L. A. , Monrad Paulsen of Virginia and Yeshiva, and Ronald Maudsley and Charles Wiggins of San Diego.

Faculty for the University of San Diego's Guadalajara Institute on International and Comparative Law July 2-29, 1978, focusing on Law of the Americas, includes David Clark of Louisiana State, Ignacio Gomez-Palacio of Mexico City, Howard Taubenfeld of Southern Methodist, and Elwood Hain of San Diego.

UNIVERSITY OF SAN DIEGO
1977-78

TABLE 1

FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK

(cc. 6=1)

(Standard Academic-Year Basis, 1977-1978)

Academic Rank (cc. 7-8) (1)	**** Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							**** Number of MEN Faculty (10)	Salaries of MEN only ***		Number of WOMEN Faculty (13)	Salaries of Women only ***	
		Total Salaries (3)	Total ** Fringe Benefits (4)	Total Compensation (3+4) (5)	Avg. Sal. (3÷2) (6)	Avg. FB (4÷2) (7)	Avg. Comp. (5÷2) (8)	FB as % Sal. (7÷6) (9)		Total Salaries (11)	Avg. Sal. (11÷10) (12)		Total Salaries (14)	Avg. Sal. (14÷13) (15)
1. Prof.	50	1,247,195	205,893	1,453,088	24,943	4,117	29,062	16.5	41	1,058,645	25,820	9	188,550	20,950
2. Assoc.	42	784,950	130,323	915,273	18,689	3,103	21,792	16.6	33	633,350	19,192	9	151,600	16,844
3. Ass't. *	47	720,770	121,675	842,445	15,336	2,589	17,924	16.9	26*	412,700	15,873	21*	308,070	14,670
4. Instr.														
5. Lect.														
6. All Rks.	139	2,752,915	457,891	3,210,806	19,805	3,294	23,099	16.6	100	2,104,695	21,047	39	648,220	16,621
7. Salary Quartiles for All Ranks Combined: (See directions on Table 7)					Highest Quartile		Median		Lowest Quartile					

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

Column (4): In order to insure comparability of data among institutions use Table 3 of this questionnaire. Insert in Table 1, column (4), the total countable fringe benefits figures shown in Table 3, line 11.

Columns (6), (7), and (8): These are simple arithmetic averages; that is, the data of columns (3), (4), and (5), respectively, divided by the number of full-time faculty members give in column (2).

Column (9): This figure which represents the fringe benefits as a percent of average salary should be rounded to the nearest tenth (e.g., 10.87=10.9).

Columns (10), (11), and (12): These columns should include the same data as those reported in columns (2), (3), and (6), but for MEN faculty members ONLY. The same data but for WOMEN faculty members ONLY should be reported in columns (13), (14), and (15).

IMPORTANT: Data in heavier-ruled boxes will be considered PUBLISHABLE unless the respondent indicates otherwise (use margin below). The ratings which will be based on 1974-75 actual distribution of average compensation (col. 8) will be sent to individual institutions prior to their publication. To preserve confidentiality of individual salary figures, data for columns (8) and (9) will NOT BE PUBLISHED for any rank with five or fewer faculty members. Similarly, the data reported in columns (12) and (15) will NOT BE PUBLISHED for any rank with five or fewer faculty members in either column.

* Includes 3 Instructors, 2 male and 1 female

** Not including tuition remission

*** This comparison is skewed by the high number of male law professors
[3] **** Three priest faculty at "book" salary included

UNIVERSITY OF SAN DIEGO
ARTS AND SCIENCES
1977-78

TABLE 1

**FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUARTILES—
BY ACADEMIC RANK**

(cc. 6-1)

(Standard Academic-Year Basis, 1977-1978)

Academic Rank (cc. 7-8) (1)	*** Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							*** Number of MEN Faculty (10)	Salaries of MEN only		Number of WOMEN Faculty (13)	Salaries of Women only	
		Total Salaries (3)	Total Fringe Benefits ** (4)	Total Compensation (3+4) (5)	Avg. Sal. (3÷2) (6)	Avg. FB (4÷2) (7)	Avg. Comp. (5÷2) (8)	FB as % Sal. (7÷6) (9)		Total Salaries (11)	Avg. Sal. (11÷10) (12)		Total Salaries (14)	Avg. Sal. (14÷13) (15)
01. Prof.	26	549,550	90,420	639,970	21,137	3,478	24,614	16.5	19	405,950	21,366	7	143,600	20,514
02. Assoc.	25	411,150	71,542	482,692	16,446	2,862	19,308	17.4	19	313,950	16,524	6	97,200	16,200
03. Ass't. *	25	349,350	56,084	405,434	13,974	2,243	16,217	16.1	13	183,850	14,142	12*	165,500	13,792
04. Instr.														
05. Lect.														
06. All Rks.	76	1,310,050	218,046	1,528,096	17,238	2,869	20,107	16.6	51	903,750	17,721	25	406,300	16,252
07. Salary Quartiles for All Ranks Combined: (See directions on Table 7)					Highest Quartile	Median		Lowest Quartile						

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

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* Includes 1 Instructor

** Not including tuition remission

*** Three priest faculty at "book" salary included

UNIVERSITY OF SAN DIEGO
BUSINESS
1977-78

TABLE 1

**FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK**

(cc. 6-1)

(Standard Academic-Year Basis, 1977-1978)

Academic Rank (cc. 7-8) (1)	Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							Number of MEN Faculty (10)	Salaries of MEN only		Number of WOMEN Faculty (13)	Salaries of Women only	
		Total Salaries (3)	Total Fringe Benefits (4)	Total Compensation (3+4) (5)	Avg. Sal. (3÷2) (6)	Avg. FB (4÷2) (7)	Avg. Comp. (5÷2) (8)	FB as % Sal. (7÷6) (9)		Total Salaries (11)	Avg. Sal. (11÷10) (12)		Total Salaries (14)	Avg. Sal. (14÷13) (15)
01. Prof.														
02. Assoc.	5	101,250	15,352	116,602	20,250	3,070	23,320	15.2	4			1		
03. Ass't.	9	156,250	27,569	183,819	17,361	3,063	20,424	17.6	7			2		
04. Instr.														
05. Lect.														
06. All Rks.	14	257,500	42,921	300,421	18,393	3,066	21,459	16.7	11			3		
07. Salary Quartiles for All Ranks Combined: (See directions on Table 7)														
					Highest Quartile		Median		Lowest Quartile					

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

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* Not including tuition remission

UNIVERSITY OF SAN DIEGO
EDUCATION
1977-78

TABLE 1

**FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK**

(cc. 6-1)

(Standard Academic-Year Basis, 1977-1978)

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1. Prof. *	5	107,645	17,678	125,323	21,529	3,536	25,065	16.4	3					
2. Assoc.									1			1		
3. Ass't.	4	64,280	11,499	75,779	16,070	2,875	18,945	17.9	3			1		
4. Instr.														
5. Lect.														
6. All Rks.	9	171,925	29,177	201,102	19,103	3,242	22,345	17.0	7			2		

7. Salary Quartiles for All Ranks Combined:
(See directions on Table 7)

Highest Quartile

Median

Lowest Quartile

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

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* Three professors and 2 Associate Professors reported together

** Not including tuition remission

UNIVERSITY OF SAN DIEGO
LAW
1977-78

TABLE 1

**FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUARTILES—
BY ACADEMIC RANK**

(cc. 6-1)

(Standard Academic-Year Basis, 1977-1978)

Academic Rank (cc. 7-8) (1)	Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							Number of MEN Faculty (10)	Salaries of MEN only		Number of WOMEN Faculty (13)	Salaries of Women only	
		Total Salaries (3)	Total ** Fringe Benefits (4)	Total Compensation (3+4) (5)	Avg. Sal. (3÷2) (6)	Avg. FB (4÷2) (7)	Avg. Comp. (5÷2) (8)	FB as % Sal. (7÷6) (9)		Total Salaries (11)	Avg. Sal. (11÷10) (12)		Total Salaries (14)	Avg. Sal. (14÷13) (15)
01. Prof.	20	606,700	99,866	706,566	30,335	4,993	35,328	16.5	19			1		
02. Assoc.*	13	295,350	49,004	344,354	22,719	3,770	26,489	16.6	9					
03. Ass't.									1			1		
04. Instr.									2					
05. Lect.														
06. All Rks.	33	902,050	148,870	1,050,920	27,335	4,511	31,846	16.5	31			2		
07. Salary Quartiles for All Ranks Combined: (See directions on Table 7)					Highest Quartile		Median		Lowest Quartile					

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

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* Includes 2 Assistant Professors and 2 Instructors

** Not including tuition remission

UNIVERSITY OF SAN DIEGO

NURSING
1977-78

TABLE 1

FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK

(cc. 6-1)

(Standard Academic-Year Basis, 1977-1978)

Academic Rank (cc. 7-8) (1)	Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							Number of MEN Faculty (10)	Salaries of MEN only		Number of WOMEN Faculty (13)	Salaries of Women only	
		Total Salaries (3)	Total Fringe Benefits * (4)	Total Compensation (3+4) (5)	Avg. Sal. (3÷2) (6)	Avg. FB (4÷2) (7)	Avg. Comp. (5÷2) (8)	FB as % Sal. (7÷6) (9)		Total Salaries (11)	Avg. Sal. (11÷10) (12)		Total Salaries (14)	Avg. Sal. (14÷13) (15)
1. Prof.	1											1		
2. Assoc.	1											1		
3. Ass't.	5											5		
4. Instr.														
5. Lect.														
6. All Rks.	7	111,390	18,877	130,267	15,913	2,697	18,610	16.9				7	111,390	15,913
7. Salary Quartiles for All Ranks Combined: (See directions on Table 7)					Highest Quartile		Median					Lowest Quartile		

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

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* Not including tuition remission

LAW SCHOOL SALARIES

(Nationally Accredited Schools, Full-time Faculty, Academic Year)

	MEDIAN					AVERAGE				
	Salary	USD Rank	% Rank	Compensation	USD Rank	Salary	USD Rank	% Rank	Compensation	USD Rank
<u>National</u>										
1977-78	28,000	104 of 157	66.2%			28,808	78 of 157	49.7%		
1976-77	26,500	103 of 159	64.8%			25,813	94 of 157	59.9%		
1975-76	24,350	130 of 162	80.2%			25,382	113 of 160	70.6%		
1974-75	23,350	125 of 146	85.6%			N/A	N/A	N/A		
<u>California</u>										
1977-78	31,450	14 of 15		35,963	13 of 15	31,661	13 of 15		36,755	13 of 15
1976-77	28,600	14 of 15		32,425	13 of 15	29,416	13 of 15		33,890	13 of 15
1975-76	26,500	15 of 15		30,740	15 of 15	26,252	14 of 14		29,071	13 of 14
1974-75	23,750	15 of 15		26,843	N/A	24,200	11 of 11		27,341	N/A
<u>California Private</u>										
1977-78	30,500	10 of 11		34,597	9 of 11	30,555	9 of 11		35,138	9 of 11
1976-77	28,000	10 of 11		32,182	9 of 11	27,500	9 of 11		31,625	8 of 11
1975-76	25,100	11 of 11		28,080	11 of 11	24,925	11 of 11		28,143	10 of 11
1974-75	23,500	11 of 11		26,560	N/A	23,260	N/A		26,315	N/A
<u>USD</u>										
1977-78	26,550			31,191		28,220			32,832	
1976-77	25,100			29,133		25,966			30,059	
1975-76	21,800			24,961		23,357			26,744	
1974-75	20,000			23,093		21,070			24,125	
Compensation = Salary + fringe benefits				N/A = not available						