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FACULTY NEWSNOTES

Edited by Debbie Gough

October 15, 1982

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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 for 1981-1982. Due to an oversight, this information was not published in the spring of 1982, which is our usual time of year for providing this information. Similar data has been published in previous years (Newsnotes of March 29, 1974; February 28, 1975; April 9, 1976; March 2, 1977; February 1, 1978; March 6, 1979; April 11, 1980; and February 27, 1981). The first table contains the institutional summary, as reported (in a more complex form) to the Department of Education. 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 Schools of Nursing and Education.

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. The average salary and compensation figures on this chart differ from those on the other Law School table because the Law School includes Directors and Associate Deans in their faculty figures, and the Institutional Research department does not.

Freshman Class Profile:

The Office of Undergraduate Admissions has completed its annual profile of the Class of 1986, which is appended to these Newsnotes. You will note that the statistical information concerns 773 entering freshmen, which is not the same as the total headcount of freshmen (1076) reported in the Newsnotes of October 1, 1982. The profile appended here includes only first-time freshmen entering in September, 1982, while the enrollment chart headcount includes transfer freshmen and those who may have come to USD last spring and are still classified as freshmen.

Admissions Committee:

The University's Undergraduate Admissions Committee is composed of four faculty members and three administrators and is appointed by the President. Admissions standards have been set by the faculty and the responsibility for

considering students not clearly eligible or ineligible is entrusted to this committee.

The regular admissions criteria are:

- Credit in sixteen year-long academic subjects
- 2.60 or better grade average in those subjects
- 900 or above composite SAT scores
- Satisfactory school recommendation

For fall, 1982, the Admissions Committee reviewed 429 applicants who did not meet one of the above, but whose application was deemed appropriate for review by the full Committee. The Committee accepted 204 of these students, refused 208, and referred 17 to the EOP Committee for consideration. Service on this Committee is time-consuming but reflective of the commitment of the University to personalized attention to the individual student.

Transfer Student Profile:

Attached to these Newsnotes is the annual profile of new transfer students entering the University of San Diego in the fall semester.

NSF Chautauqua Short Courses for College Teachers of Undergraduates:

Attached to these Newsnotes are several pages describing the 1982-1983 NSF Chautauqua Short Courses for the Western Circuit. Copies of the course descriptions for the Santa Ana location, which is within easy traveling distance of USD, are also attached. Copies of the application form for the program and of the full explanatory booklet are available in the office of the Dean of the College of Arts and Sciences for those faculty who wish more information.

STUDENT AFFAIRS

Blood Drive:

On Monday, November 1, 1982, the San Diego Blood Bank, in conjunction with the Office of Student Affairs and the Biology Club, will be holding a Blood Drive in the Nursing School, Room 106. Students, faculty and staff are all encouraged to donate during this semi-annual drive. You can choose, at the time of donation, to put the blood towards the USD Reserve Fund. This fund is available for anyone in the USD community to draw from if the need arises. The records of the fund are maintained by Karen Reed in Serra 200.

Although walk-up appointments are welcome, advanced sign-ups are recommended. Students will be in front of Serra Hall on October 26, 27, and 28 with appointment sheets. They will also have donor requirements and other information at that time.

T-shirts from the San Diego Blood Bank will be given to everyone who donates blood. More information is available in Student Affairs, extension 4590.

Alcala Women's Club Presentation in Fashion Valley:

USD's Alcala Women's Club will feature a special presentation to be held in Fashion Valley from October 18 through October 22 as part of Women's Opportunity Week. Plans for the presentation will have visitors to the Fashion Valley Mall aboard three outdoor ships: Shipshape (health), Courtship (law and society), and Scholarship (careers and business). USD professors and administrators will discuss topics of special concern.

Rotating in 20-minute sequence, the programs will include discussions of stress, time management, ethics, art, negotiation, investments, education, world energy, and health maintenance.

UNIVERSITY RELATIONS

Alumnae of the Sacred Heart Fall Meeting:

On October 20, 1982, at 3:00 p. m. , Alumnae of the Sacred Heart of San Diego will have an afternoon tea in the gardens of their President, Mrs. James Schultz. Following the business meeting, Alumnae will model fashions by Rags to Riches. The San Diego Alumnae Association includes women who attended any of the 200 Sacred Heart schools which comprise the Society's International education system.

Reservations may be made by calling Mrs. Schultz at 299-3360.

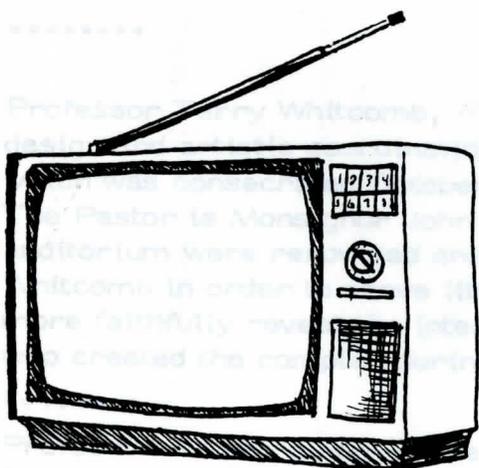
Ground Breaking Ceremonies:

The University community is invited to the ground breaking ceremonies for the new Library on Tuesday, November 9, 1982, at 11:30 a. m. , on the West Lawn.

United Way:

IT'S A SONY!

Payroll donors to USD's 1982-1983 United Way Campaign will participate in a drawing for a 12" Sony Trinitron KV - 1207.



The drawing will be held on Wednesday, November 24, 1982, at 12:15 p. m. in the DeSales Lobby. The winner need not be present.

Donations to United Way through payroll deduction benefit the over 200 services participating in United Way's 84 member agencies. Donations can be designated to any health or human care agency.

Our goal is \$14,286 - twice last year's total. Please respond generously when asked to give to this worthy cause.

SCHOOL OF EDUCATION

A Dean's Grant was awarded to USD, as well as other universities throughout the United States, after the passage of Public Law 94-142, the Education for All Handicapped Act of 1975. The Grants are awarded through the Bureau of Education for the Handicapped, U. S. Office of Education, with P. L. 94-142 funds. The purpose of the Grants is to increase awareness, understanding, and knowledge levels, relative to disabled learners, among university faculties that train pre-service regular education teachers, support staff including administrative personnel, and doctoral students training for leadership positions. For this third and final year of the Dean's Grant at USD, we received \$39,100.

The Division of Special Education has been awarded a grant for the 1982-1983 academic year in the amount of \$26,240 from the United States Department of Education, Division of Personnel Preparation.

The purpose of the grant is to provide funding for a one-year, full-time faculty position in the area of the severely handicapped and to provide four half-time tuition assistantships to graduate students studying in this area. Dr. Jan Writer has been hired for the full-time faculty position. Dr. Writer was previously employed as coordinator of the graduate program in the area of the sensory impaired/multihandicapped at the University of Arizona.

Recipients of the graduate assistantships for the current year are: GiGi Gulley, Kathleen Kugler, Yvonne Van Son, and Mary Evans.

VARIA

Dr. William Soukup, School of Business, co-authored (with Professor Arnold C. Cooper) a paper entitled, "Technological Threats, Strategic Responses, and Patterns of Success and Failure" which was given at the Annual Conference of the Strategic Management Society in Montreal, Canada, on October 7.

Professor Terry Whitcomb, Fine Arts Department, has just completed the design and artistic coordination of Sacred Heart Church Complex, Coronado, which was consecrated October 2 by His Excellency Bishop Leo Maher. The Pastor is Monsignor John Portman. The church, school, rectory, and auditorium were renovated and redesigned in the summer of 1982 by Prof. Whitcomb in order to serve liturgical modifications since Vatican II and to more faithfully reveal the intent of its nationally noted architect, Irving Gill, who created the complex during his maturity in 1918.

Professor Ralph Folsom of the Law School has published Volume 4 in the Connecticut Estates Practice Series - Probate Court Jurisdiction and Procedure. His article, "A Comparative View of Trademarked Generic Words" has been accepted for publication in the Hastings Journal of International and Comparative Law.

All Schools/College

TABLE 1

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

(ex. 6-1)

(Standard Academic-Year Basis, 1981-82)

| Academic Rank (ex. 3-4) (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. | 62 | 2,156,005 | 417,971 | 2,573,976 | 34,774 | 6741 | 41,516 | 19.4 | 52 | 1,834,335 | 35,276 | 10 | 321,670 | 32,167 |
| 02. Assoc. | 59 | 1,412,295 | 278,451 | 1,690,746 | 23,937 | 4720 | 28,657 | 19.7 | 40 | 977,745 | 24,444 | 19 | 434,550 | 22,871 |
| 03. Ass't. | 48 | ** 1,003,586 | ** 178,998 | ** 1,182,584 | 19,678 | 3510 | 23,188 | 17.8 | 25 | ** 541,640 | 19,344 | 23 | 461,946 | 20,085 |
| 04. Instr. | 2 | | | | | | | | 2 | | | | | |
| 05. Lect. | 1 | | | | | | | | 1 | | | | | |
| 06. All Rks | 172 | 4,571,886 | 875,421 | 5,447,306 | 26,581 | 5095 | 31,670 | 19.2 | 120 | 3,353,720 | 27,948 | 52 | 1,218,166 | 23,426 |

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.

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.

*Not including tuition remission.
**Includes 2 instructors and 1 lecturer.

Arts & Sciences

TABLE 1

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

(ex. 6-1)

(Standard Academic-Year Basis, 1981-82)

| Academic Rank (ex. 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. | 30 | 868,500 | 179,519 | 1,048,019 | 28,950 | 5984 | 34,934 | 20.7 | 25 | 723,100 | 28,924 | 5 | 145,400 | 29,080 |
| 02. Assoc. | 39 | 857,350 | 170,980 | 1,028,330 | 21,983 | 4384 | 26,367 | 19.9 | 25 | 546,700 | 21,868 | 14 | 310,650 | 22,189 |
| 03. Ass't. | 22 | ** 426,050 | ** 76,510 | ** 502,560 | 17,042 | 3060 | 20,104 | 18.0 | 13 | ** 264,250 | 16,516 | 9 | 161,800 | 17,978 |
| 04. Instr. | 2 | | | | | | | | 2 | | | | | |
| 05. Lect. | 1 | | | | | | | | 1 | | | | | |
| 06. All Rks | 94 | 2,151,900 | 427,009 | 2,578,909 | 22,893 | 4542 | 27,435 | 19.8 | 66 | 1,534,050 | 23,243 | 28 | 617,850 | 22,066 |

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.

**Includes 2 instructors and 1 lecturer.

Education

TABLE 1

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

(a. 6-1)

(Standard Academic-Year Basis, 1980-81)

| Academic Rank (ac. 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. | 3 | | | | | | | | 3 | | | | | |
| 02. Assoc. | 4 | | | | | | | | 3 | | | 1 | | |
| 03. Ass't. | 5 | | | | | | | | 2 | | | 3 | | |
| 04. Instr. | | | | | | | | | | | | | | |
| 05. Lect. | | | | | | | | | | | | | | |
| 06. All Rks | 12 | 308,446 | 63,847 | 372,293 | 25,704 | 5321 | 31,024 | 20.7 | 8 | 222,120 | 27,765 | 4 | 86,326 | 21,582 |

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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