

## USMPRIDE's New "Your Value-to-Niroomand's Value" Calculator

CoB faculty often wonder just how Dean Harold Doty and his administrative team view the value of their service to the College and to the University. To assist CoB faculty in quantifying their value to the CoB, USMPRIDE has developed the *new* "Your Value-to-Niroomand's Value" Calculator. This device uses your 2006 merit raise – which represents the most recent opportunity that CoB administration has had to assess the value of everyone's contributions – and CoB Associate Dean Farhang Niroomand's 2006 merit raise (as inputs). Because Niroomand's \$9,282 merit raise for 2006 was the CoB's largest, it seemed like a natural baseline for assessing all other non-administrative track faculty values (to the CoB). Thus, the *new* calculator computes your individual 2006 merit raise as a percentage of Niroomand's 2006 merit raise. The results are presented alphabetically in Table 1 below:

**TABLE 1**  
**Your Value to CoB as a % of Farhang Niroomand's Value to CoB**

Name	Your Value as % of Niroomand's Value
Albin, Marvin	28.8%
Anderson, Mary	45.3%
Babin, Laurie	34.6%
Brown, John	29.4%
Burgess, Brigitte	45.4%
Bushardt, Stephen	35.3%
Carr, Jon	84.7%
Chen, Kuo Lane	40.3%
Clark, John	87.2%
Clark, Stan	64.4%
Davis, Donna	31.3%
DePree, Chauncey	34.3%
Duhon, David	45.3%
Fennell, Wanda	24.8%
Granger, Bonnie	0.0%
Green, Trellis	44.0%
Gregory, Brian	46.5%
Gunther, William	37.4%
Hallab, Zaher	52.5%
Henderson, Jim	33.8%
Henthorne, Tony	40.8%
Hsieh, Chang	50.3%
Jordan, Charles	55.9%
King, Ernest	40.1%
Klinedinst, Mark	51.1%
LaFleur, Elizabeth	38.6%

Lai, Fujun	53.0%
Lindley, Tom	38.3%
Lopez, Tara	47.4%
Loyd, Dolly	29.4%
Magruder, James	27.2%
Malik, Farooq	51.2%
Michael, Daniel	32.0%
Mixon, Franklin	55.6%
Monchuk, Daniel	41.1%
Munn, Patty	31.6%
Nissan, Edward	49.9%
Osmonbekov, Talaibek	46.1%
Peyrefitte, Joseph	47.8%
Price, Catherine	38.4%
Salter, Sean	42.6%
Sawyer, Charles	63.0%
Sequeira, Jennifer	43.1%
Sevier, Amy	29.3%
Shi, Weihua	20.3%
Smith, Robert	25.4%
Smith, William	44.9%
Topping, Sharon	45.0%
Vest, Michael	48.7%
Williams, Alvin	50.9%
Yang, Jie	30.9%
Zantow, Kenneth	66.4%

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**Notes:** Color-coded grading system, based on the standard grading scale, is used in the table above, as in: A, B, C, D, and F.

As the data in Table 1 above indicate, the vast majority of CoB faculty failed to reach the 60%-mark in terms of individual value-to-Niroomand's value (i.e., individual 2006 merit raises as a percent of Niroomand's 2006 merit raise). Thus, USMPRIDE is forced to give the vast majority of CoB faculty a failing grade (for value). John Clark, associate professor of finance, and Jon Carr, associate professor of management, earned strong Bs in terms of their values to the CoB. Other CoB faculty with passing grades (Ds) are Stan Clark (professor of accounting), Charles Sawyer (professor of economics), and Kenneth Zantow (assistant professor of management). Thus, only five CoB faculty received passing grades; the remaining 47 CoB faculty all *failed*.

Some of the individual grades are interesting. For example, finance professor Tom Lindley, whose career has mirrored that of Ray Canterbury's (the former Scholar-in-Residence) according to a recent USMPRIDE report, scores only a 38.3 on this scale. That is, Niroomand's left arm, shoulder, pectoral, and abdomen are valued by the CoB about as much as Tom Lindley. Chang-Tseh Hsieh, the CoB's McCarty Distinguished Professor of MIS, is valued by the CoB about as much as Niroomand's lower and upper torso.

Nearer to the low end, visiting assistant professor of economics Weihua Shi holds about as much value to the CoB as Niroomand's left foot and lower left leg. Teaching mogul Amy Sevier, instructor of management, represents little more value to the CoB than Shi. In fact, the teaching firm of Fennell, Loyd and Sevier, when combined, account for only Niroomand's mid-to-upper torso and below, or a little more than 80% of Niroomand's value to the CoB.

Whenever you are asked, or you are wondering about your value to the CoB, feel free to consult our *new* "Your Value-to-Niroomand's Value" Calculator. It will be available 24/7 at USMPRIDE.