

# ***Faculty Center for Excellence in Teaching & Learning***

**Response to "Teaching Count\$ Reconsidered," by Bill Kane, 4/1/00**

Again I apologize to my esteemed colleagues for my transgressions. Last year I was a co-conspirator on the University T&P Committee and now I apologize for "...successful manipulation. . . ." and ". . .behind-the-scenes shenanigans. . ." associated with receiving teaching awards (Bill Kane, Faculty Forum, April 1, 2000; see also Herzog, Faculty Forum, Nov. 1996). All these years I thought I was just trying to do an adequate job teaching chemistry; shame on me!

The irony of the current, appropriate debate concerning the disproportionate raises for "teachers" is that we had this debate for the first 20 years of my sordid career here EXCEPT that "researchers" were the favored class and "teachers" the underclass or at least overlooked class. "Researchers" were assigned lighter teaching loads (certainly not gen ed) that beget publications that beget grants that beget summer salary that beget more released time that beget more publications and beget disproportionately larger raises. The "teachers" had heavier teaching loads (yup, gen ed) thus fewer publications. . .yadda, yadda, yadda. . . and smaller raises. The discussions concerning how to evaluate researchers enlivened the campus and energized the local AFT union. It will take another ten years of inequities in raises for the "teachers" to catch up with the "researchers". Any ideas on what it would take us to catch up with the salaries in your college, Bill?

**Anonymous (email: poolg@wcu.edu)**

Bill Kane is right. In his analysis of last year's salary increases, Hal Herzog did not go far enough placing the responsibility for the inequities in the distribution of last year's teaching supplement on the heads of the deans and department heads. Granted, the legislature should not be meddling in our AFE process. However, they did not actually specify that these funds should be given to teaching award winners. Indeed, the legislature clearly indicated that the funds could be allotted via each campuses' standard AFE procedures. The nutty idea of distributing the money according to teaching award winners was a local decision, not a state-wide mandate.

Further, some of the deans were not honest in communicating to their faculty members just how the money was distributed. For example in my college the dean sent out a message in August to all the faculty indicating that we all got roughly the same percentage increase. At least according to Herzog's figures, this was simply not the truth. Maybe it is time to think about wresting salary decisions out of the hands of the deans and department heads altogether.

**Anonymous**