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The College of Business at Nicholls State University has ranked No.1 for the highest paying total salary of \$2, 647, 337 for their employees consisting of the dean, director, instructors and professors, according to the Nicholls State Budget for 2016-2017.

Dean of the College of Business and associate professor of management, Dr. Marilyn Macik-Frey, current salary is \$87,556 for the school-year of 2016-2017, according to the NSU budget. There are a couple of different reasons as to why the business department employees make the most money at NSU, Macik-Frey said.

Macik-Frey said the primary reason as to why the business department employees get paid the most money at NSU is due to an economics argument.

“I went back and got a PhD after working in business for years,” Macik-Frey said. “So if I were to not teach, get out of the university academic world and go back to work, I could make more money there then here at Nicholls. So in order to attract good business people out of the business world into teaching business, the supply and demand sort of pushes those salaries up.”

The median annual salary for workers in the management and business world is \$123,450, according to the U.S Bureau of Labor Statistics of 2016-2017 handbook. According to the NSU budget of 2016-2017, associate and assistant professors of management salary ranges from \$80,000 to \$95,640.

The U.S. Bureau of Labor Statistics of 2016-2017 also reports that a bachelor's degree in business administration can add \$2,000 to \$5,000 more per year whereas a master's degree can add yet another \$7,00 to \$11,000 per year in earning potential. This research from the U.S.

Bureau of Labor Statistics suggests that business workers in the outside workforce can earn more money rather than teaching at a university.

Macik-Frey added that another reason as to why the business department employees get paid the most on campus is due to the business department being Association to Advance Collegiate Schools of Business accredited.

“The AACSB requires that the credentials of the faculty that we hire be at a certain level, and in order to do that we have to compete with a lot of other colleges, which again sort of forces our salaries up,” Macik-Frey said.

The AACSB is the longest serving global association dedicated to advancing management education worldwide and accredits 775 of the world’s best business schools across 52 countries and territories, according to the AACSB International website.

The demand for business administrators is expected to grow about as fast as average for all occupations, according to the U.S. Bureau of Labor Statistics.

At Nicholls, only some of the business salaries have reached the 25 percentile whereas others have yet to reached this goal percentile, Macik-Frey said. She added that this means that 75 percent of business department faculty members at other colleges, make more than the business department employees at Nicholls.

Macik-Frey said her salary is due to the job she upholds. She added that her job as dean requires her to oversee all of the department heads and the College of Business as a whole.

“It is my job to make sure they have the resources that the department heads need and if they don’t have what they need to get the job done then the whole college will not succeed,” Macik-Frey said. “My main role as a dean is to make sure that all of the departments are working together as an integrated department.”

In 2013, the College of Business salary total was \$2,394,961 meaning there was a \$252,376 increase, according to the NSU budget. In comparison to other colleges on campus, the business department trumps over nursing, arts and sciences, education and culinary, according to the NSU budget spanning over the past five years.

The total salary for the nursing department employees for the 2016-2017 school-year is \$1,786,418, according to the NSU budget.

Dean of the College of Nursing and Allied Health and professor of nursing at NSU, Dr. Sue Westbrook, said she tries not to compare her department to any other department including the business department.

Westbrook said she cannot answer why the business department makes more because she knows that her faculty has a lot of education and clinical experience to teach in a master's program. She added that her employees can certainly bring in a lot of dollars as well if they were working in service.

"I think a long time ago it was stated that the business department accrediting agency may have had some influence on their pay. I don't know how because all of our programs are accredited," Westbrook said. "They do not dictate any kind of salary because this is left up to the university. It's a touchy topic and to say that one is more valuable than the other is not right."

The total salary for the teacher education department employees at NSU is \$997,723, according to the NSU budget for the 2016-2017 school-year.

Dean of the College of Education and professor of education, Dr. Leslie Jones, said she does not compare herself or her department to anyone else.

"When you look at salaries, you can't look at one single indicator, you have to look at several indicators. I do believe that you should advocate for the people in your unit but do that

with a sense of professionalism and integrity,” Jones said. “We all make choices to be in the professions and roles that we are in and do. I’d like to see our people make more money but what happens here is not unique to Nicholls, but it happens probably all across the country.”

Under the College of Arts and Sciences, departments such as mass communications and history and geography total employee salaries are low, according to the NSU budget. The total salary for the mass communications department at NSU is \$493,468, whereas the total salary for the history and geography department is \$364,792, according to the NSU budget for 2016-2017.

Dean of the College of Arts and Sciences, Dr. John Doucet, said he understands and respects the market and understands the fact that salary is not the end-all. He added that all the employees on campus have different certifications that lead to different salaries and that everyone had a choice in the matter of what career they pursued.

“I respect what business does as a department and respect their necessity in this society,” Doucet said. “The bottom lines are that accountants can get good jobs off campus and if we don’t offer a market value salary, we would not be teaching accounting, we would not have a college of business, we not be accredited and we would not have business students.”

The total salary for the culinary department for 2016-2017 is \$493,639, according to the NSU budget.

Department head and assistant professor, Chef John Kozar, said that similar things said about the business department getting paid more are said about culinary. He said the culinary department gets paid more than some of the other faculty members on campus.

“I have people with bachelor degrees who are getting paid as much or even more than people who have PhD’s in other colleges on campus. I can’t say that there is anything wrong

because most of us have industry experience so it's what we're accustomed to and what the market is going to bare," Kozar said.

There is a difference in pay when it comes to associate and assistant professors in all departments, Macik-Frey said. She added that faculty members in her department do make more than a lot of other departments because a incentive is needed in order to hire and keep assistant and associate professors.

Some teachers stay teaching at NSU because they have a true passion and love for sharing their knowledge of business with others, Macik-Frey said.

Macik-Frey said that when a faculty member with a master's degree comes in as first hire, they are placed at an assistant professor level and after six years they can apply for the associate level. In order to be promoted to associate professor, the faculty member has to have published at least three peer reviewed journals and at least three additional intellectual contributions, said Macik-Frey. An associate professor is one step up from an assistant professor, Macik-Frey said.

Macik-Frey did not indicate rather or not there will be another increase in the salary for the upcoming 2017-2018 school-year.