

Promoting Expensive Vices? When Positions at UVM Are Upgraded to Vice President, Salaries Shoot Up

By Nancy Welch (English)

When members of UVM's full-time faculty earn a promotion, their new position and new title is accompanied by a modest bump in pay: \$3,000 for those stepping up from lecturer to senior lecturer, for instance, or \$5,000 for a promotion from associate to full professor.

When UVM's senior administrators change titles, they also get a bump in pay: \$25,909 in raises between 2000 and 2004 for UVM's general counsel whose title is now vice president and general counsel; \$25,000 in that same period for UVM's director of development whose new title is assistant vice president of development and alumni relations.

In fact, a table given to United Academics by central administration reveals that fourteen administrative roles, ranging from special assistants to directors to provosts, have been upgraded to executive posts with an average salary increase of 26.9 percent (Table A). In the opposite direction, only one vice president position was eliminated. In other words, there really are a lot more vice presidents around UVM these days – 19 as of this writing – and they're making good money too. They're not alone. Overall, top administrators in the 22 positions that existed in both 2000 and today enjoyed an average salary increase of almost 35 percent (Table B). (You may download all tables at: www.unitedacademics.org/img/promotions_chart.xls)

Central administration argues that executive raises at UVM over the past year actually average out to just 13 percent – in keeping with the pool available for staff salaries. However, such a claim is misleading. For starters, the administration appears to have arrived at this 13 percent average by including in their calculations the handful of positions that have been eliminated since 2001 plus one position that shifted from full-time to less than half-time. Hence it appears that the person occupying the position of senior advisor to the president and provost took a 43 percent cut in pay, from \$94,050 in 2001 to \$53,700 in 2004. However, if we factor in that this position has been scaled back from 1.0 FTE to .4 FTE, we find an increase in rate of compensation of almost 43 percent.

In fact, of the 19 vice president, associate vice president, and assistant vice president positions at UVM, only two had salary increases in the range of 12 and 14 percent. Notable too is that one upgrade to the title of vice president was accompanied by a 2 percent drop in pay. But for the other fifteen? Their salary increases range from 20 percent (for the former position of graduate college dean, now called associate vice president for research and graduate studies) to a whopping 79 percent (for the director for budgeting and institutional studies, now titled the associate vice president for budget management). To put these executive pay increases into perspective, consider the salary increases in the same four-year period for three typical faculty members: 12 percent for a full-time lecturer in Math, 15 percent for an assistant professor in English, 16 percent for a professor in History.

We should consider too that comparing raise averages between a university faculty member and the university's highest paid executives obscures a sizable difference in actual dollars. For instance, an assistant professor in English and the university's assistant vice president for student life saw their salaries increase by 14 to 15 percent between 2000 and 2004. For the assistant professor in English, that increase means \$6,113 over the four years. For the assistant vice president, it means \$14,234.

Last spring the university's vice president for finance and administration (a position whose salary has increased by 44 percent since 2000, or 100 percent if we consider that between 2001 and 2003 the position went unfilled) warned that increasing health care costs will "bankrupt the university." In Extension, where state and federal funding has flattened out, four full-time faculty positions were eliminated this year with six more slated for elimination next June.

There is so much administrators claim UVM can't afford: fully funded health care for all employees; a vision for UVM that includes the services to the state provided by Extension and mandated by our land-grant mission; affordable tuition; competitive raises; job security for research faculty; more full-time, tenure-track faculty for the planned increases in our student body. When it comes to these issues, administrators cry poverty. Yet the top 26 administrators – including our 19 vice presidents – have had no difficulty at all in finding more than \$700,000 for compensation increases since 2000.

"Money for the classroom, not the boardroom!" was the slogan of United Academic's first contract campaign. Maybe this time we can add, "Money for the classroom – not for vice alley!"

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Salaries of UVM's Top Administrators

| <i>Position</i> | <i>Salary 2000-01</i> | <i>Salary</i> | <i>Position</i> | <i>Salary as of 4/04</i> | <i>Salary</i> | <i>% Change</i> | <i>Total Change</i> |
|-------------------------------|-----------------------|------------------|---------------------------------|--------------------------|------------------|-----------------|---------------------|
| President | Judith Ramaley | 172,391 | President | Daniel Fogel | 275,600 | 59.9 | 103,209 |
| Exec Advisor to Pres./Provost | Caitlin Anderson | 55,125 | Spc Asst to Pres/Chief of Staff | John Gates | 145,000 | 163.0 | 89,875 |
| Sr. Advisor to Pres./Provost | Rebecca Flewelling | 94,050 | Senior Advisor to Pres.** | Rebecca Flewelling | 53,700 | -42.9 | -40,350 |
| Provost | Geoffrey Gamble | 165,500 | Senior Vice Pres./Provost | John Bramley | 200,000 | 20.8 | 34,500 |
| Vice Provost | John Burke | 134,316 | VP, Research/Grad Studies | Frances Carr | 190,000 | 41.5 | 55,684 |
| Vice Provost/Undergrad Ed | Jane Lawrence | 105,040 | VP, Undergrad Ed | Lauck Parke | 130,658 | 24.4 | 25,618 |
| Vice Provost Learning/IT | Rebecca Martin | 125,400 | Chief Information Officer | Maura Saule | 155,000 | 23.6 | 29,600 |
| VP Univ Relations/Operations | Thomas Gustafson | 117,311 | xxx | xxx | 0 | xxx | -117,311 |
| Vice Provost Student Affairs | Dean Batt | 132,207 | VP, Student/Campus Life | Thomas Gustafson | 152,000 | 15.0 | 19,793 |
| xxx | xxx | 0 | Vice Provost, Diversity | Willie Coleman | 115,000 | xxx | 115,000 |
| xxx | xxx | 0 | Vice Provost, Faculty Affairs | Denise Youngblood | 115,000 | xxx | 115,000 |
| xxx | xxx | 0 | Spc Asst to Provost/Dir of Op | Gary Derr | 80,000 | xxx | 80,000 |
| Special Asst. to Provost | Paul Hale | 73,500 | Assoc VP Resrch/Econ Dev | Paul Hale | 82,276 | 11.9 | 8,776 |
| Dir. Sponsored Programs | Regina White | 82,978 | Associate VP Resrch Admin | Ruth Farrell | 105,000 | 26.5 | 22,022 |
| Interim Dean, Grad College | Anne Huot | 104,142 | Assoc VP Resrch/Grad Stds | David Dummit | 125,000 | 20.0 | 20,858 |
| Assoc to Provost/Outreach | Annie Allen | 99,718 | xxx | xxx | 0 | -100.0 | -99,718 |
| General Counsel | Francine Bazluke | 119,091 | VP/General Counsel | Francine Bazluke | 145,000 | 21.8 | 25,909 |
| VP Finance & Admin*** | Paul McFarland | 130,000 | VP Finance & Admin. | J. Michael Gower | 187,500 | 44.2 | 57,500 |
| Senior Advisor to President | Lawrence Forcier | 129,756 | VP, State & Fed Rel | Karen Meyer | 127,200 | -2.0 | -2,556 |
| Associate VP | William Ballard | 106,912 | Assoc VP Facilities | William Ballard | 125,883 | 17.7 | 18,971 |
| Dir. Human Resources | Ron Frey | 91,188 | Assoc VP Human Rsrchs | Anna McDonald | 121,669 | 33.4 | 30,481 |
| Interim Controller | Charles Jefferis III | 95,015 | Assoc. VP Finance/Contrllr | Bonnie Cauthon | 120,000 | 26.3 | 24,985 |
| Dir. Budgeting/Inst. Studies | Nathan Peters | 104,500 | Assoc VP Budget Mgmt | Ted Winfield | 187,170 | 79.1 | 82,670 |
| Principal Gifts Officer | Ian DeGroot | 133,700 | VP Dev./Alumni Rel | Ian DeGroot | 180,000 | 34.6 | 46,300 |
| Dir. Development | Michael Schultz | 93,000 | Asst VP Dev/Alumni Rel. | Michael Schultz | 118,000 | 26.9 | 25,000 |
| VP Univ Advancement | Jennifer McDonough | 141,625 | xxx | xxx | 0 | -100.0 | -141,625 |
| Interim VP Student Affairs | David Nestor | 112,913 | Associate Vice Pres | David Nestor | 129,450 | 14.6 | 16,537 |
| Interim Asst. VP | Annie Stevens | 101,000 | Asst VP Stdnt/Campus Life | Annie Stevens | 115,234 | 14.1 | 14,234 |
| xxx | xxx | 0 | Asst VP Athletic Mrkting | Christopher McCabe | 78,375 | xxx | 78,375 |
| TOTALS | | 2,820,378 | | | 3,559,715 | 26.2 | 739,337 |

*Current positions are aligned, according to data provided by the UVM administration, with their comparable position in 2000-01. XXX indicates either that a position had not yet been created (for the 2000-01) or has been eliminated (for the 2003-04 column).

**Position changed from 1.0 FTE in 2000-01 to .4 FTE in 2003/04. When adjusted for FTE, compensation for this position increased by nearly 43 percent.

***Position and salary do not appear in the 2000-01 UVM base salary listing because the position was vacated before publication of the listing and subsequently went unfilled.

Table A: What's In a Title? Salary Increases for Positions Reclassified as Vice President or Associate Vice President

| <i>Position in 2000-01</i> | <i>Salary2000-01</i> | <i>Position in 2003-04</i> | <i>Salary 4/2004*</i> | <i>% Increase</i> | <i>Net Increase</i> |
|------------------------------|----------------------|----------------------------|-----------------------|-------------------|---------------------|
| Provost | 165,500 | Senior Vice Pres./Provost | 200,000 | 20.8 | 34,500 |
| Vice Provost | 134,316 | VP, Research/Grad Studies | 190,000 | 41.5 | 55,684 |
| Vice Provost/Undergrad Ed | 105,040 | VP, Undergrad Ed | 130,658 | 24.4 | 25,618 |
| Special Asst. to Provost | 73,500 | Assoc VP Resrch/Econ Dev | 82,276 | 11.9 | 8,776 |
| Dir. Sponsored Programs | 82,978 | Associate VP Resrch Admin | 105,000 | 26.5 | 22,022 |
| Interim Dean, Grad College | 104,142 | Assoc VP Resrch/Grad Stds | 125,000 | 20.0 | 20,858 |
| General Counsel | 119,091 | VP/General Counsel | 145,000 | 21.8 | 25,909 |
| Senior Advisor to President | 129,756 | VP, State & Fed Rel | 127,200 | -2.0 | -2,556 |
| Dir. Human Resources | 91,188 | Assoc VP Human Rsrchs | 121,669 | 33.4 | 30,481 |
| Interim Controller | 95,015 | Assoc. VP Finance/Contrllr | 120,000 | 26.3 | 24,985 |
| Dir. Budgeting/Inst. Studies | 104,500 | Assoc VP Budget Mgmt | 187,170 | 79.1 | 82,670 |
| Principal Gifts Officer | 133,700 | VP Dev./Alumni Rel | 180,000 | 34.6 | 46,300 |
| Dir. Development | 93,000 | Asst VP Dev/Alumni Rel. | 118,000 | 26.9 | 25,000 |
| TOTALS | 1,431,726 | | 1,831,973 | 28.0 | 400,247 |

* 4 positions experienced increases between 11/2003 and 4/2004, thus we have used data as of 4/2004 rather than the start of academic year 2003-04.

Table B: Salary Increases for All Vice Presidents and Associate Vice Presidents and Comparisons to Sample Bargaining Unit Members

| Position in 2000-01 | Salary 2000-01 | Position in 2003-04 | Salary 4/2004* | % Increase | Net Increase |
|------------------------------|------------------|----------------------------|------------------|-------------|----------------|
| Provost | 165,500 | Senior Vice Pres./Provost | 200,000 | 20.8 | 34,500 |
| Vice Provost | 134,316 | VP, Research/Grad Studies | 190,000 | 41.5 | 55,684 |
| Vice Provost/Undergrad Ed | 105,040 | VP, Undergrad Ed | 130,658 | 24.4 | 25,618 |
| Special Asst. to Provost | 73,500 | Assoc VP Resrch/Econ Dev | 82,276 | 11.9 | 8,776 |
| Dir. Sponsored Programs | 82,978 | Associate VP Resrch Admin | 105,000 | 26.5 | 22,022 |
| Interim Dean, Grad College | 104,142 | Assoc VP Resrch/Grad Stds | 125,000 | 20.0 | 20,858 |
| General Counsel | 119,091 | VP/General Counsel | 145,000 | 21.8 | 25,909 |
| VP Finance & Admin* | 130,000 | VP Finance & Admin. | 187,500 | 44.2 | 57,500 |
| Senior Advisor to President | 129,756 | VP, State & Fed Rel | 127,200 | -2.0 | -2,556 |
| Associate VP | 106,912 | Assoc VP Facilities | 125,883 | 17.7 | 18,971 |
| Dir. Human Resources | 91,188 | Assoc VP Human Rsrchs | 121,669 | 33.4 | 30,481 |
| Interim Controller | 95,015 | Assoc. VP Finance/Contrllr | 120,000 | 26.3 | 24,985 |
| Dir. Budgeting/Inst. Studies | 104,500 | Assoc VP Budget Mgmt | 187,170 | 79.1 | 82,670 |
| Principal Gifts Officer | 133,700 | VP Dev./Alumni Rel | 180,000 | 34.6 | 46,300 |
| Dir. Development | 93,000 | Asst VP Dev/Alumni Rel. | 118,000 | 26.9 | 25,000 |
| Interim VP Student Affairs | 112,913 | Associate Vice Pres | 129,450 | 14.6 | 16,537 |
| Interim Asst. VP | 101,000 | Asst VP Stdnt/Campus Life | 115,234 | 14.1 | 14,234 |
| TOTALS | 1,882,551 | | 2,390,040 | 27.0 | 507,489 |
| Lecturer, Math | 25,254 | Lecturer, Math | 28,249 | 11.9 | 2,995 |
| Assistant Prof., English | 39,500 | Assistant Prof., English | 45,613 | 15.5 | 6,113 |
| Full Prof., History | 72,906 | Full Prof., History | 84,467 | 15.9 | 11,561 |

* 4 positions experienced increases between 11/2003 and 4/2004, thus we have used data as of 4/2004 rather than the start of academic year 2003-04.