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Top salary cuts at UGA a popular call, but could it cost?

By LEE SHEARER - lee.shearer@onlineathens.com Published Sunday, March 28, 2010

Legislative leaders like Sen. Seth Harp and Rep. Earl Erhart, struggling to balance the state budget during a deep recession, this year called on high-paid administrators at the University of Georgia and other state universities to share in the pain by taking pay cuts.

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Gov. Sonny Perdue and the legislature already have cut funding to UGA by more than \$100 million in the past two years as state tax revenue plunged, and more cuts are expected next year.

Accepting lower pay would be a way for University of Georgia President Michael Adams and other top administrators to show leadership during the fiscal crisis, said Harp, chairman of the Senate Higher Education Committee.

Some 61 UGA workers, most of them administrators, stand in the top tier of

earnings at the university, drawing salaries of \$200,000 or more this year, according to UGA payroll figures.

Nine of the top 14 UGA salaries go to UGA Athletic Association workers, including four football coaches.

Most members of UGA's \$200,000 club are administrators, however, according to a list of workers making \$200,000 or more released to the Athens Banner-Herald under an open records request.

Cutting the salaries of high-paid employees like those in the \$200,000 bracket could backfire in the long run, however, said Lindalee Lawrence of Lawrence Associates, an executive compensation consulting firm in Massachusetts.

"I think (the legislators) are expressing voter and populist outrage with the economy and with the lack of jobs," Lawrence said. "They may agree to take pay cuts for a period of time, but the problem is, as the market moves on, you end up having to put the pay back because you're not competitive."

Legislators might get better results by trying to find ways to build incentives into pay arrangements for administrators, she said, rewarding those who find ways to be more efficient.

"It's a much more positive approach than trying to cut people's pay," Lawrence said.

Some of the highly paid UGA professors are scientists whose research labs and spin-off businesses provide jobs for 10, 20, 30 even 40 people, said UGA scientist Steven Stice, a stem cell and cloning researcher

Faced with pay cuts, some may just move on to another university, said Stice, whose name is on the list of workers earning \$200,000 or more.

"People will move away and take all of their jobs with them," Stice said.

Still, some student leaders agree with lawmakers and also have called for high-paid administrators to take pay cuts.

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"Other people in the higher education are having to tighten their belts," said Emma Harger, president of Georgia State University's Young Democrats and a member of a statewide group organized to oppose recent state budget cuts to higher education, Georgia Students for Public Higher Education.

Katie Barlow, president of the UGA Student Government Association, has proposed cutting six-figure university salaries by 10 percent, which she said could save the university system nearly \$14 million.




According to UGA payroll figures, UGA President Michael Adams pulls down the top academic salary on the list at \$612,118, trailing head football coach Mark Richt (\$2.8 million and head basketball coach Mark Fox (\$1.3 million).

A new assistant football coach also will get more than Adams next year - defensive coordinator Todd Grantham, who signed a \$750,000 contract in January. Coaches are paid from athletic department income, not state funds, however.

Even more UGA employees than the 61 on UGA's list could take home \$200,000 or more this year.

Some professors' contracts call for them to work nine months, but they can earn enough extra money by working during the other three months to push their total pay above \$200,000, said Tim Burgess, UGA senior vice president for finance and administration.

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## Reader Comments

Posted by: [COBRAXKHAN](#) at Mar. 28, 2010 at 1:30:11 am

"Mark Richt (\$2.8 million) and head basketball coach Mark Fox (\$1.3 million)"

That is absolutely OBSCENE. You could cut (and save) around 3 MILLION dollars between these TWO guys alone, and both would still be making about what Adams gets!

Posted by: [fckme](#) at Mar. 28, 2010 at 2:00:28 am

-2 Rating

but they have earned the money. think about the money that they generate

Posted by: [hamdawg](#) at Mar. 28, 2010 at 6:29:16 am

+ 2 Rating

So the coaches earn 4.1 million per year. They probably generate 50 million- do the math. When academics can do that, they will be paid better.

Why do people live in Athens and complain about big time college sports? That's like moving to Nashville and complaining about all the country music.

Posted by: [Gavalues](#) at Mar. 28, 2010 at 7:26:37 am

+ 1 Rating

If this bunch loved UGA they would volunteer to take a cut, if they love themselves more they won't.

Posted by: [WinfieldJAbbe](#) at Mar. 28, 2010 at 7:33:13 am

-1 Rating

Read [â€œThe Kaswan Imbroglioâ€](#), Chapter 12 of the book [â€œBehind the Hedgesâ€](#) at <http://www.ipadvocate.org/stories/pdfs/UGAAdams.pdf>. The long title of this book is [â€œBehind the Hedges Big Money and Power Politics at the University of Georgiaâ€](#) by Rich Whitt, New South, Inc., Montgomery, 2009, ISBN: 1-58838-206-0. The author won a Pulitzer Prize for other work. This document not only documents that Dr. Adams likely made false statements under oath, but, along with the secret UGA Research Foundation, treated the premier UGA researcher, and UGA graduate too, who invented a billion dollar drug, like a piece of garbage. And to add insult to injury they lost over \$220 million for the Georgia taxpayers by getting fleeced by the drug company too.

Dr. Adams should have been fired in 2003 or, better yet, he should never have been hired in the first place.

Dr. Stice, you should read this article too as well as Dr. Kaswan's website. Just remember, if they can throw her to the wolves, they will do the same thing with you or anyone else. No competent researcher should come to UGA until Adams and his cronies in the Research Foundation are all removed. If this article does not convince you, nothing will.

In this economic depression with enormous unemployment rates of over 10% in Georgia and 12% in California, with true rates being about double these, one could easily find a much more competent and ethical and intelligent president for UGA at about one fourth his salary or even less, say \$150K max. Ditto for everyone else. There would be numerous better, younger, more ethical people begging for these jobs. In fact, they should hire Dr. Kaswan back as the new UGA president and fire Adams immediately. Or better yet, hire her first and let her have the pleasure of firing him personally. At the same time she could fire the new high paid provost too.

The trouble is the Board of Regents is stacked with 11 out of 18 votes either UGA graduates or cronies of them, so they won't do the job. The Georgia Legislature must demonstrate the stomach to do this necessary job; fire the unethical UGA president immediately.

Posted by: [jdg1385](#) at Mar. 28, 2010 at 8:11:50 am

+ 3 Rating

Seems to me the football program needs to start paying the players. And if the University should start charging more for use of the name. Clearly it is more of a separate business than an arm of the U.

+ 1 Rating

Posted by: [apatriot](#) at Mar. 28, 2010 at 8:23:05 am

"If we don't pay them the big bucks they will go elsewhere". go where? every state and university is hurting so there is no where else really to go.

"Look at the revenue the coaches bring in". It is the team and the university that bring in the money, the coaches are only a part. the question is can we find a less costly replacement part? How many of these "must have" coaches get terminated with the university paying out their contracts?

Posted by: [Dawgpaddle1985](#) at Mar. 28, 2010 at 8:26:00 am

ABH - You should check into the hires currently taking place at UGA. People might be surprise to know that there are hires being made when job loses are around the corner.

Posted by: [jaki](#) at Mar. 28, 2010 at 8:30:10 am

+ 2 Rating

Let them go elsewhere. I'm sure plenty of qualified applicants would love to have their job even with the payout!

Posted by: [saboot](#) at Mar. 28, 2010 at 8:47:31 am

Get Coach dooly to write A memo book about his escapades with that little old girl from Alabama,first nane starts with c, who got all those free tickets and sell the book donate the money to U G A lol thanks coach enjoyed the games

Posted by: [marshalld](#) at Mar. 28, 2010 at 8:51:34 am

+ 3 Rating

Yes..it probably will backfire according to the lady from the executive compensation consulting group. IT WOULD SLAP THEM INTO REALITY AND LET THEM KNOW WE'RE ALL IN THIS TOGETHER. She states they will go elsewhere...just where exactly, no one has money right now.

Posted by: [ADawgsFriend](#) at Mar. 28, 2010 at 9:07:02 am

-1 Rating

Hey Cobra, Go cry me a river !!!!!!!

Posted by: [emanon](#) at Mar. 28, 2010 at 9:36:27 am

+ 2 Rating

You won't find "qualified applicants" to replace professors like Stice unless you offer really high pay. And not all universities are "hurting" -- private ones have mostly recovered from the stock market crash and are hiring.

Posted by: [dontbother](#) at Mar. 28, 2010 at 9:53:47 am

+ 1 Rating

saboot, did you know Athens Banner Herald has a tracker that can tell them from where these comments originate? Did you also know any attorney could subpoena said information.

Look up Defamation, Slander, & Libel and then go get yourself an attorney. What has Coach Dooley done to you that justifies this awful comment?

Posted by: [13gadawg](#) at Mar. 28, 2010 at 9:56:20 am

-2 Rating

I get soooo tired of folks crying over the GA Athletic Dept. I graduated UGA in 1997 and part of the reason I attended UGA was because of the football program. I grew up in GA watching Walker and the Bulldogs. Some of my fondest memories are on the UGA campus. My wife and I had the opportunity to move back to the Athens area in 2003, and once again, the thought of being close for fall Saturdays helped make that decision. I have donated over \$28,000 since coming home. I am proud of what I have donated and the state of GA/UGA better leave it be. I donate \$\$\$ so Mark Richt and other UGA coaches are compensated well. Heck, give them a raise!!! If the state starts screwing around with donation \$\$\$ like Obama is screwing with higher earners and business owners, I may just decide to keep my yearly donation/tix \$\$\$.

I have been looking for a good reason to buy a place at the lake...not a bad place to watch a game on TV!!!

Posted by: [Dan121](#) at Mar. 28, 2010 at 9:58:31 am

+ 1 Rating

Richt could work for free and still live like a rock star from all his endorsements.

Posted by: [centerleft](#) at Mar. 28, 2010 at 10:07:58 am

+ 3 Rating

Cut from the top.

Posted by: [Ripcord](#) at Mar. 28, 2010 at 10:14:44 am

+ 1 Rating

The coaches and AD are paid well because their business unit performs well and reaps huge profits. If they have a couple of bad seasons they get fired and replaced immediately. That's the risk they take and it pays off. Now the University is short on money so people are screaming "Look there is some money in the AA! Lets get it and spend it!" That's the reasoning that broke the rest of the state.

Posted by: [terminal](#) at Mar. 28, 2010 at 10:35:45 am

"Coaches are paid from athletic department income, not state funds, however." why they mentioned in this article? pointless! terrible journalism.

Talking about coaches salaries does nothing to help solve the budget crisis.

Posted by: [justanothercase](#) at Mar. 28, 2010 at 10:41:28 am

+ 4 Rating

This is to late for Dr Adams to take a pay cut..... he should have done this a year ago.....the state needs to make him and other deans move into the houses the university provides for them to live in rather than collecting the per diem that they are from the state..... if they can not do that than the state needs to force them to or take away the per diem that they are recieving.

Posted by: [cyou299](#) at Mar. 28, 2010 at 10:42:25 am

+ 6 Rating

sure they generate profits...for their own department, not for UGA. And they bring money to Athens...but only as a branch of UGA.

My question- why are we ALL Bulldogs when it comes to supporting THEIR business, but they are NOT Bulldogs when it comes to supporting the school?

Posted by: [raevn316](#) at Mar. 28, 2010 at 10:58:16 am

BAN THE WINDBAG!

Posted by: [ECDawg](#) at Mar. 28, 2010 at 11:19:03 am

-3 Rating

Richt, Fox, Grantham and Evans are all paid from AA funds generated from supporters and ticket buyers...NO TAXPAYER FUNDS INCLUDED. Get a clue before making ignorant comments on coaches and athletics.

Posted by: [bge0810](#) at Mar. 28, 2010 at 11:20:26 am

A) The student athletes are already compensated. Most receive scholarships which provide them with FREE or discounted education.

B) Maybe Damon Evans should be promoted to President of the University. He obviously knows how to make money w/out spending more than he takes in!

Posted by: [hoodoo](#) at Mar. 28, 2010 at 11:26:32 am

"...money that they generate..."

This is a popular myth and an urban legend. The money would be flowing no matter what clown occupied that job.

Just like Mike Adams, a suit and a haircut are all it requires.

Posted by: [Redclay](#) at Mar. 28, 2010 at 11:42:59 am

-3 Rating

Once again - Coaches are NOT paid with tax dollars - why is this so hard for some to understand? - Athletic Association dollars are generated by donations - ticket sales etc. - people who choose to give their personal dollars to to the Athletic Association do so at their discretion.

Posted by: [centerleft](#) at Mar. 28, 2010 at 12:04:12 pm

+ 2 Rating

I hate to the bearer of bad news, but coaches like Richt and Fox are paid a portion of their salary from tax-payer money. To argue anything contrary to this is simply untrue.

Richt - \$382,669.98

Fox - \$60,606.05

And for my money, I expect something better than the Independence Bowl!

Posted by: [gadawgnaz](#) at Mar. 28, 2010 at 12:11:16 pm

+ 1 Rating

They complain that a pay cut will cause them to leave? Let them leave, does anyone think any other college or state for that fact is NOT having budget problems? He77, I had to take a pay cut, furlough days, and drive a 12yo vehicle - let them go!

Posted by: [dontbother](#) at Mar. 28, 2010 at 12:31:41 pm

+ 2 Rating

Redclay, ECDawg, and the rest of you who say coaches do not receive money from the STATE...get your FACTS straight!!!

Damon Evans is paid \$420,000.00 from State Government.

<http://www.open.georgia.gov/>

Posted by: [xardox](#) at Mar. 28, 2010 at 12:39:21 pm

+ 1 Rating

Bite the bullet now, be rewarded when the times change. That's what real Americans or Georgians do. By the way, part of the times changing is winning teams.

Posted by: [dontbother](#) at Mar. 28, 2010 at 12:55:58 pm

+ 3 Rating

BABBITT,DONALD G COACH \$80,499.54 UNIVERSITY OF GEORGIA 2009  
BAKER,PATRICK D COACH \$108,425.52 UNIVERSITY OF GEORGIA 2009  
BALL,ANTHONY N COACH \$160,883.31 UNIVERSITY OF GEORGIA 2009  
BAUERLE,JOHN R COACH \$167,718.48 UNIVERSITY OF GEORGIA 2009  
BOBO,ROBERT M COACH \$238,358.34 UNIVERSITY OF GEORGIA 2009

Above is only the first page...there are approximately 57 FIFTY-SEVEN other coaches at UGA who receive STATE OF GEORGIA salaries.

Totally up the salaries and demand the wealthy AA to reimburse UGA.

Posted by: [jdm24](#) at Mar. 28, 2010 at 1:38:29 pm

Simple economics: How does cutting the salary of those that are not paid by the state improve the state budget? So easy even you may be able to figure it out.

Posted by: [Jacksonian](#) at Mar. 28, 2010 at 2:11:01 pm

I am sick and tired of the University using this budget crisis as an attempt to pressure State Politicians by making public statements about potential cuts which they know will stir up trouble. As a graduate of The Terry School of Business I suggest that if they can't handle the budget cuts internally without trying to whip the public into a frenzy then we should start cutting at the top and work our way down. The way this has been handled by the University is a complete embarrassment and those at the top should be controlling what is stated to the media.

Posted by: [dontbother](#) at Mar. 28, 2010 at 2:31:47 pm

jdm24, Can't you READ? The State DOES pay a portion of the coaches' salaries!!!!

Go to <http://www.open.georgia.gov/>

Take off your old football helmet and use your head.

+ 2 Rating

Posted by: [observer32](#) at Mar. 28, 2010 at 3:16:05 pm

It is a SHAM to say the coaches are paid by "private" association money, the Athletic Association. This is just a contrived, "shell" operation providing a way for college athletics to circumvent criticism (it isn't working is it?). They are private in "name only." In actuality, they are a shadowy arm of the university being permitted to operate "under the table" by quirky laws that legislators buy into because they all want winning ball teams.

Get serious folks. It is one thing to pay them obscene salaries (but it's OK because we have to be competitive, right?), but don't defend it as private, non-profit money. People pay to see football games just like students pay tuition to take classes. It's all the same. We just allow them to pacify us on a technicality.

Posted by: [observer32](#) at Mar. 28, 2010 at 3:21:30 pm

-1 Rating

UGA Salaries Over 200,000:

It is wrong to publish these salaries. No body else in the state gets their salaries published and exposed to ridicule in their home towns. The average citizen may not appreciate that most of these folks are competing in world markets, not local markets.

Furthermore, it is not clear whether these are 9-month or 12-month salaries. It looks like a mixture of both, but the paper never clarifies that important detail. Also, some professors teach extra courses for extra compensation and this is not clarified.

Just printing the salaries without explanation is misleading.

Posted by: [centerleft](#) at Mar. 28, 2010 at 4:03:00 pm

Everyone is able to access Georgia state employee salaries. That is more than I can say about the vaunted private sector.

Posted by: [dontbother](#) at Mar. 28, 2010 at 4:13:48 pm

+ 2 Rating

BLAKE wrote "Coaches are paid from athletic department income, not state funds, however."

The Athens Banner Herald needs to correct his statement. Of all people, I think Blake Aued would know about the Open Government website!

Posted by: [over60](#) at Mar. 28, 2010 at 5:03:55 pm

+ 2 Rating

What happened to merit increases? The way the athletic programs are performing, all the coaches are overpaid. Football was a disaster. Basketball has been a joke. Perno is NOT a coach and his teams prove it. All losers. And yet they get raises every year.

Posted by: [dontbother](#) at Mar. 28, 2010 at 6:09:36 pm

Open Government site states Perno's salary OUT OF STATE MONEY:

PERNO,DAVID COACH \$200,000.04 UNIVERSITY OF GEORGIA 2009

Posted by: [curiouscat](#) at Mar. 28, 2010 at 7:01:57 pm

Who actually pays for maintaining the fields, cleaning them up after an event, and a seat in the classrooms for the players?

Posted by: [lowega](#) at Mar. 28, 2010 at 7:49:22 pm

+ 1 Rating

Everyone obsesses over the coaches salaries (which are 22 of the 1037 UGA employees making over \$100,000 and which make up only 5.3% of the \$148,201,934 in total salary for these 1037 positions; <http://www.open.georgia.gov/index.html>). I am sure the ROI for these positions easily justifies their compensation. Following is a list of positions (including number of) making \$100,000+. All I can say is that I should have went into academics (administration in particular) and not the "vaunted private sector".

PROFESSOR 408  
 DEPARTMENT CHAIR/HEAD AC 120  
 ASSOCIATE PROFESSOR 114  
 DIRECTOR, DIVISION/DEPARTMENT AD 86  
 ASSISTANT PROFESSOR 64  
 ASSOC/ASST DEAN AC 36  
 PUBLIC SERVICE PROFESSIONAL AC 31  
 ASSOC/ASST DIRECTOR, DIVISION/DEPARTMENT AD 24  
 ASSOC/ASST VICE PRESIDENT 22  
 COACH 22  
 DEAN AC 16  
 DIRECTOR, SUBDIVISION/UNIT AD 11  
 PHYSICIAN AD 11  
 RESEARCHER AC 11  
 DEPUTY/ASSOCIATE ADMINISTRATOR 9  
 LECTURER 9  
 VICE PRESIDENT 8  
 ASSOC/ASST PROVOST 7  
 ASSOC/ASST DEPT CHAIR/DIRECTOR/HEAD AC 6  
 PUBLIC SERVICE PROFESSIONAL AD 5  
 ACADEMIC PROFESSIONAL AC 4  
 ASSOC/ASST DEAN AD 3  
 ATHLETICS PROFESSIONAL 3  
 INSTRUCTOR 3  
 MANAGER 2  
 CHIEF ATHLETICS ADMINISTRATOR 1  
 COMMUNICATIONS PROFESSIONAL 1  
 DIRECTOR, COLLEGE/DIVISION/SCHOOL AC 1  
 FACILITY OPERATIONS PROFESSIONAL 1  
 LABORATORY PROFESSIONAL AD 1  
 PHARMACIST AD 1  
 PRESIDENT 1

Posted by: [lowega](#) at Mar. 28, 2010 at 8:02:12 pm

P.S. What the heck is an Associate Assistant Department Chair Director Head AC?

Posted by: [lowega](#) at Mar. 28, 2010 at 8:10:38 pm

P.S.S. What about Associate Assistant Director Division Department AD, there's \$11,759,107.50 for the 155 of them.

Posted by: [lowega](#) at Mar. 28, 2010 at 8:11:13 pm

P.S.S.S.

BAGINSKI,STEPHEN P PROFESSOR \$358,976.76  
 KNAPP,STEVEN J PROFESSOR \$272,440.84  
 MULHERIN,JOHN H PROFESSOR \$268,536.25  
 WESSLER,SUSAN R PROFESSOR \$266,593.44  
 BENNETZEN,JEFFREY L PROFESSOR \$262,848.95  
 NETTER,JEFFRY M PROFESSOR \$262,832.35  
 BAMBER,LINDA S PROFESSOR \$259,401.63  
 SHIPLEY,DAVID E PROFESSOR \$255,991.03  
 XU,YING PROFESSOR \$253,420.83  
 GAVER,JENNIFER J PROFESSOR \$251,729.07  
 ROBINSON,GREGORY H PROFESSOR \$246,367.48  
 PRESTEGARD,JAMES PROFESSOR \$242,373.54  
 ANDERSON,WYATT W PROFESSOR \$241,771.47  
 BATEMAN,FRED PROFESSOR \$237,557.00  
 BAMBER,E M PROFESSOR \$235,343.24  
 HANNAFIN,MICHAEL PROFESSOR \$233,921.90  
 COENEN,DAN T PROFESSOR \$233,402.55  
 WATSON,WILLIAM A PROFESSOR \$233,292.30  
 ADAMS,MICHAEL W PROFESSOR \$228,869.56  
 PIERCE,JAMES M PROFESSOR \$227,877.42  
 LEIGH,THOMAS W PROFESSOR \$225,280.95  
 ELLINGTON,C R PROFESSOR \$221,425.85  
 ALEXEEV,VALERY PROFESSOR \$220,573.41  
 DUNCAN,MICHAEL A PROFESSOR \$217,486.02  
 MUNNEKE,HENRY J PROFESSOR \$217,262.52  
 ZINKHAN,GEORGE M PROFESSOR \$216,857.79  
 NICKOLS,SHARON Y PROFESSOR \$216,751.39  
 WANG,BI CHENG PROFESSOR \$215,261.52  
 EATON,THOMAS A PROFESSOR \$215,234.92  
 TARLETON,RICK L PROFESSOR \$214,262.91  
 SIMONS,RONALD L PROFESSOR \$214,176.74  
 VANDENBERG,ROBERT J PROFESSOR \$212,694.51  
 STEUER,RALPH E PROFESSOR \$210,806.89  
 JOHNSON,LOCH K PROFESSOR \$209,232.98  
 DALTON,STEPHEN PROFESSOR \$208,663.56  
 MAIER,ROBERT J PROFESSOR \$206,679.19  
 STICE,STEVEN L PROFESSOR \$204,737.12  
 CASTENELL,LOUIS A PROFESSOR \$203,079.00  
 STRAND,MICHAEL R PROFESSOR \$202,155.46  
 BRADFORD,WILLIAM D PROFESSOR \$201,055.33  
 GOODHUE,DALE L PROFESSOR \$200,328.15  
 WELLS,MICHAEL L PROFESSOR \$198,872.30  
 DOCAMPO,ROBERTO PROFESSOR \$198,649.32  
 COOK,JULIAN A PROFESSOR \$197,354.93  
 HELLERSTEIN,WALTER PROFESSOR \$197,307.03  
 AMSTER,I J PROFESSOR \$196,189.32  
 SMITH,E D PROFESSOR \$195,529.92  
 BUDSBERG,STEVEN C PROFESSOR \$195,458.36  
 LANDAU,DAVID P PROFESSOR \$195,432.98  
 BECK,MICHAEL B PROFESSOR \$194,537.54  
 BILLARD,LYNNE PROFESSOR \$194,389.97  
 HEALD,PAUL J PROFESSOR \$194,238.16  
 KAMERSCHEN,DAVID R PROFESSOR \$192,178.14  
 BOSTROM,ROBERT P PROFESSOR \$192,176.85  
 DUPRE,ANNE P PROFESSOR \$191,912.03  
 SMITH,JAMES C PROFESSOR \$191,746.12  
 JOHNSON,MICHAEL K PROFESSOR \$191,261.30  
 BOONS,GERARDUS J PROFESSOR \$191,113.25  
 REID,LEONARD N PROFESSOR \$189,865.23  
 COBB,JAMES C PROFESSOR \$188,437.02  
 REED,OMER L PROFESSOR \$188,100.25  
 CROWLEY,JOHN PROFESSOR \$187,226.24  
 HEARN,JAMES C PROFESSOR \$186,700.32  
 BOZEMAN,BARRY PROFESSOR \$186,340.76  
 PATERSON,ANDREW H PROFESSOR \$186,003.44  
 BARTON,MICHELLE H PROFESSOR \$185,966.72  
 GRAFSTEIN,ROBERT PROFESSOR \$185,176.30  
 KARAHANNA,ELENA PROFESSOR \$184,731.91  
 BOERMA,HENRY R PROFESSOR \$184,534.59  
 DORFMAN,JEFFREY H PROFESSOR \$183,774.59  
 PUETT,J D PROFESSOR \$182,902.68  
 COVICH,ALAN P PROFESSOR \$178,404.88  
 OTOOLE,LAURENCE J PROFESSOR \$177,612.42  
 DEJOY,DAVID M PROFESSOR \$176,941.52  
 ATKINSON,SCOTT E PROFESSOR \$175,318.15  
 TSAI,CHUNG JUI PROFESSOR \$174,161.78  
 WILKES,DONALD E PROFESSOR \$171,664.34  
 WHALEN,CHRISTOPHER C PROFESSOR \$171,303.74

SLAUGHTER,SHEILA PROFESSOR \$171,024.34  
TRIPP,RALPH A PROFESSOR \$170,490.01  
CLEMENTZ,BRETT A PROFESSOR \$169,086.00  
LASTRAPES,WILLIAM D PROFESSOR \$168,532.91  
WARREN,ROBERT J PROFESSOR \$167,539.48  
GARBER,MELVIN P PROFESSOR \$166,195.70  
RAINEY,HAL G PROFESSOR \$165,863.28  
MORROW,JOHN H PROFESSOR \$165,683.44  
SACHS,MARGARET V PROFESSOR \$165,563.30  
MEAGHER,RICHARD B PROFESSOR \$165,325.75  
FREIMUTH,VICKI S PROFESSOR \$163,804.55  
KUSHNER,SIDNEY R PROFESSOR \$162,537.55  
MOORE,JAMES N PROFESSOR \$160,457.65  
BULLOCK,CHARLES S PROFESSOR \$160,447.84  
WATSON,CAMILLA E PROFESSOR \$160,002.25  
BROWN,CORRIE C PROFESSOR \$159,674.52  
NICKERSON,STEPHEN C PROFESSOR \$155,674.17  
WIEGEL,JUERGEN K PROFESSOR \$155,634.48  
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KADISH,DORIS Y PROFESSOR \$154,537.12  
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PERRI,MATTHEW PROFESSOR \$153,162.55  
HARDIN,IAN R PROFESSOR \$152,632.31  
WILSON,JAMES W PROFESSOR \$152,455.40  
MCKNIGHT,REGINALD PROFESSOR \$152,078.40  
HOLOSKO,MICHAEL J PROFESSOR \$151,257.90  
HAMRICK,JAMES L PROFESSOR \$150,966.84  
KILPATRICK,JEREMY PROFESSOR \$150,678.48  
LANCE,CHARLES E PROFESSOR \$150,414.75  
KEENAN,DONALD C PROFESSOR \$150,349.28  
GILBERT,HARRY J PROFESSOR \$150,216.06  
SHARITZ,REBECCA R PROFESSOR \$149,864.11  
GOMEZ-MARTINEZ,JOSE L PROFESSOR \$149,553.40  
RHOADES,ROBERT E PROFESSOR \$149,400.94  
KOCHUT,KRZYSZTOF J PROFESSOR \$148,414.34  
KOBALLA,THOMAS R PROFESSOR \$148,262.82  
JOHNSTON,SPENCER A PROFESSOR \$147,596.08  
FRIEDMAN,RICHARD E PROFESSOR \$147,028.49  
PRINGLE,CATHERINE M PROFESSOR \$146,606.84  
STEFFE,LESLIE P PROFESSOR \$146,223.47  
PATTEN,BERNARD C PROFESSOR \$145,781.30  
GREENMAN,JOHN F PROFESSOR \$145,630.55  
CONDIT,CELESTE M PROFESSOR \$145,535.32  
PORTES,PEDRO R PROFESSOR \$145,418.09  
SHEDD,PETER J PROFESSOR \$145,105.35  
MILLER,JOHN A PROFESSOR \$144,859.62  
ROHANI,PEJMAN PROFESSOR \$144,791.36  
KRUGMAN,DEAN M PROFESSOR \$144,301.07  
LOVE,SARAJANE PROFESSOR \$144,198.70  
MOREMEN,KELLEY W PROFESSOR \$144,053.51  
SOLOSKI,JOHN R PROFESSOR \$143,392.75  
MILLER,KARL V PROFESSOR \$142,429.58  
WILLIAMSON,GAIL M PROFESSOR \$142,176.50  
GALEN,ROBERT S PROFESSOR \$141,674.26  
HARRIS,RUTH B PROFESSOR \$141,540.49  
ROBINSON,ROBERT W PROFESSOR \$141,204.14  
DISHMAN,RODNEY K PROFESSOR \$140,226.90  
FLETCHER,STANLEY M PROFESSOR \$139,774.69  
THOMAS,PATRICIA J PROFESSOR \$139,704.72  
BLACK,CLANTON C PROFESSOR \$139,023.42  
GITLIN,ANDREW D PROFESSOR \$138,990.38  
DANIELS,RICHARD F PROFESSOR \$138,118.62  
LECLERC,MONIQUE Y PROFESSOR \$137,456.55  
AFFOLTER,JAMES M PROFESSOR \$137,301.56  
GAST,DAVID L PROFESSOR \$137,246.25  
BERGSTROM,JOHN PROFESSOR \$137,218.35  
CANFIELD,EARL R PROFESSOR \$137,082.69  
MORAN,MARY A PROFESSOR \$137,015.88  
MULLENDORE,RICHARD H PROFESSOR \$136,912.85  
TAHA,THIAB R PROFESSOR \$136,909.24  
EBY,LILLIAN T PROFESSOR \$136,647.91  
SELCER,BARBARA A PROFESSOR \$136,614.48  
KIONKA,EDWARD J PROFESSOR \$136,484.50  
SHIMKETS,LAWRENCE J PROFESSOR \$136,373.37  
PIRIOU,JEAN PIERRE PROFESSOR \$136,061.40  
HOFFER,PETER C PROFESSOR \$135,501.90  
MILLER,DORIS M PROFESSOR \$135,448.75  
RASULA,JED PROFESSOR \$134,762.00  
ORPINAS,PAMELA PROFESSOR \$134,733.80  
CROWELL-DAVIS,SHARON L PROFESSOR \$134,544.76  
PAISLEY,PAMELA O PROFESSOR \$134,131.36  
OZIAS-AKINS,PEGGY PROFESSOR \$134,128.49  
DAWE,R K PROFESSOR \$134,065.05  
FERGUSON,BRUCE PROFESSOR \$133,750.68  
PARKER,KEITH D PROFESSOR \$133,438.92  
SCHLEYER,PAUL V PROFESSOR \$133,393.32  
BRUMMER,EDWARD C PROFESSOR \$133,214.35

LEWIS,RICHARD D PROFESSOR \$133,125.36  
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ADAMS,NIGEL G PROFESSOR \$132,079.99  
EVANS,DONALD L PROFESSOR \$131,656.86  
NAKANO,DANIEL PROFESSOR \$130,550.88  
CABRERA,MIGUEL L PROFESSOR \$130,242.91  
ADANG,MICHAEL J PROFESSOR \$130,182.66  
GARDNER,WAYNE A PROFESSOR \$130,081.03  
MISZTAL,IGNACY PROFESSOR \$129,754.59  
ALBERSHEIM,PETER PROFESSOR \$129,675.60  
LEE,M H PROFESSOR \$129,256.01  
NAGEL,JAMES E PROFESSOR \$128,948.09  
HATFIELD,LARRY L PROFESSOR \$128,917.85  
SCHWANENFLUGEL,PAULA J PROFESSOR \$128,701.72  
CARROLL,CARL R PROFESSOR \$128,671.52  
AKOH,CASIMIR C PROFESSOR \$128,570.92  
WILSON,PATRICIA S PROFESSOR \$128,512.08  
JOHNSON-BAILEY,JUANITA PROFESSOR \$128,437.17  
HARRIS,THOMAS G PROFESSOR \$128,219.87  
HAMRITA,TAKOI K PROFESSOR \$127,884.94  
WILLIAMS,JAMIE PROFESSOR \$127,810.50  
BRUCKNER,JAMES V PROFESSOR \$127,784.86  
SCHROEDER,PAUL A PROFESSOR \$127,547.82  
PARROTT,WAYNE A PROFESSOR \$127,517.29  
BLACKSTONE,JOHN H PROFESSOR \$127,316.14  
ANDERSON,JAMES C PROFESSOR \$127,254.62  
TERNS,MICHAEL P PROFESSOR \$127,052.80  
HAMMOND,BILLY R PROFESSOR \$126,742.76  
LORENZINI,DINO J PROFESSOR \$126,637.40  
WADE,WILLIAM E PROFESSOR \$126,587.48  
JACKWOOD,MARK W PROFESSOR \$126,434.43  
COFER,JUDITH O PROFESSOR \$126,203.18  
TESKEY,ROBERT O PROFESSOR \$126,068.60  
BASAWA,ISHWAR V PROFESSOR \$125,761.50  
JOHNSON,MARY A PROFESSOR \$125,707.62  
MOSHI,LIOBA PROFESSOR \$125,472.51  
GELLER,MICHAEL R PROFESSOR \$125,146.74  
LYNCH,JOHN P PROFESSOR \$125,104.56  
RITCHIE,BRANSON W PROFESSOR \$125,080.69  
MARSHALL,JAMES D PROFESSOR \$124,947.48  
FU,ZHEN PROFESSOR \$124,741.33  
RICHMOND,FARLEY P PROFESSOR \$124,654.24  
HOLLIFIELD,CHERYL A PROFESSOR \$124,358.21  
SCHMIDT,GREGORY W PROFESSOR \$123,957.89  
BOGUE,RONALD L PROFESSOR \$123,867.05  
OLEJNIK,STEPHEN F PROFESSOR \$123,616.00  
ORLANDO,RONALD C PROFESSOR \$123,282.04  
KVIEN,CRAIG K PROFESSOR \$122,800.64  
MOHNEN,DEBRA PROFESSOR \$122,467.93  
HOWERTH,ELIZABETH W PROFESSOR \$122,386.58  
SCHELL,MARK A PROFESSOR \$122,205.01  
JOHNSON,JERRY W PROFESSOR \$122,093.80  
KLEIBER,DOUGLAS A PROFESSOR \$121,861.95  
RUMELY,ROBERT S PROFESSOR \$121,588.90  
THOMPSON,SIDNEY A PROFESSOR \$121,228.76  
LAFLEUR,RICHARD A PROFESSOR \$121,153.66  
DATTA,GAURI S PROFESSOR \$121,069.46  
HOOGENBOOM,GERRIT PROFESSOR \$120,639.67  
YANG,CHARLES Q PROFESSOR \$120,459.95  
HEROD,ANDREW J PROFESSOR \$120,117.74  
SPRULL,WILLIAM J PROFESSOR \$120,021.66  
MAY,J R PROFESSOR \$119,901.98  
TIPPINS,DEBORAH J PROFESSOR \$119,722.05  
CAI,LIMING PROFESSOR \$119,625.40  
JOYE,SAMANTHA B PROFESSOR \$119,502.20  
BARRETT,GARY W PROFESSOR \$119,433.82  
DAYTON,JOHN P PROFESSOR \$119,413.56  
FRAGASZY,DOROTHY M PROFESSOR \$119,383.00  
HUNG,YEN CON PROFESSOR \$119,356.36  
HARRISON,MARK A PROFESSOR \$119,203.10  
DLUHY,RICHARD A PROFESSOR \$119,200.19  
BHANDARKAR,SUCHENDRA M PROFESSOR \$118,954.18  
COOPER,DIANE L PROFESSOR \$118,842.92  
ANDRESS,ELIZABETH L PROFESSOR \$118,683.88  
HAHN,MICHAEL G PROFESSOR \$118,279.75  
SCHERM,HARALD W PROFESSOR \$118,162.97  
TACKETT,RANDALL L PROFESSOR \$118,009.54  
BIESECKER,BARBARA A PROFESSOR \$118,007.59  
ALLEN,JOYCE E PROFESSOR \$117,503.90  
LARISCY,RUTHANN W PROFESSOR \$117,487.60  
KANE,MICHAEL B PROFESSOR \$117,454.23  
CREPAZ,MARKUS M PROFESSOR \$117,293.00  
RISSE,LAWRENCE M PROFESSOR \$117,141.08  
WATERS,JOHN C PROFESSOR \$117,126.51  
BANDALOS,DEBORAH L PROFESSOR \$117,116.94  
LEE,MARGIE D PROFESSOR \$116,940.47  
HAPPEK,UWE PROFESSOR \$116,935.13  
DONOVAN,LISA A PROFESSOR \$116,910.80  
HOFACRE,CHARLES L PROFESSOR \$116,705.53

PRZYBYLA,ALAN E PROFESSOR \$116,672.95  
KISAALITA,WILLIAM S PROFESSOR \$116,586.11  
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GLYNN,SHAWN M PROFESSOR \$116,501.40  
LAI,MING JUN PROFESSOR \$115,843.20  
KAYS,STANLEY J PROFESSOR \$115,621.41  
SHEWFELT,ROBERT L PROFESSOR \$114,954.78  
ALVERMANN,DONNA E PROFESSOR \$114,877.68  
TOLLNER,ERNEST W PROFESSOR \$114,476.53  
BUTCHART,RONALD E PROFESSOR \$114,221.16  
BURCHINAL,FREDERICK P PROFESSOR \$114,155.89  
EITEMAN,MARK A PROFESSOR \$114,012.15  
HOLLAND,THOMAS P PROFESSOR \$113,927.00  
ATWOOD,CHARLES H PROFESSOR \$113,918.83  
LAZAR,NICOLE PROFESSOR \$113,787.57  
HOOK,JAMES E PROFESSOR \$113,172.33  
RAKICH,PAULINE M PROFESSOR \$113,094.42  
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MILLER,R B PROFESSOR \$112,747.95  
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BROWN,CATHY A PROFESSOR \$110,977.86  
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SPARKS,DARRELL PROFESSOR \$110,930.08  
MCCRORY,CLINTON G PROFESSOR \$110,496.50  
MERRIAM,SHARAN B PROFESSOR \$110,492.70  
WEBSTER,A B PROFESSOR \$110,411.77  
GROSSMAN,GARY D PROFESSOR \$110,396.68  
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STITT-GOHDES,WANDA L PROFESSOR \$108,876.56  
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CAMPBELL,LINDA F PROFESSOR \$108,435.49  
CAI,WEI JUN PROFESSOR \$108,374.21  
CUDE,BRENDA J PROFESSOR \$108,257.68  
GOLD,SCOTT E PROFESSOR \$108,199.01  
PENCE,MELVIN E PROFESSOR \$108,174.23  
DEAN,JEFFREY F PROFESSOR \$108,040.78  
FRIDAY,KARL F PROFESSOR \$108,016.28  
BERNSTEIN,IRWIN S PROFESSOR \$107,971.45  
FRANK,JOSEPH F PROFESSOR \$107,955.78  
MONAHAN,JENNIFER L PROFESSOR \$107,899.30  
BABB,VALERIE PROFESSOR \$107,889.05  
GRAVES,WILLIAM M PROFESSOR \$107,712.72  
ARNOLD,MICHAEL L PROFESSOR \$107,684.40  
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 ARABNIA, HAMID R PROFESSOR \$106,516.40  
 HINKLE, NANCY C PROFESSOR \$106,436.98  
 SRIRAM, THARUVAI N PROFESSOR \$106,280.26  
 SUMMERS, ANNE O PROFESSOR \$106,073.90  
 RAYMER, PAUL L PROFESSOR \$105,999.65  
 ARMITAGE, ALLAN M PROFESSOR \$105,981.94  
 LEE, R D PROFESSOR \$105,530.80  
 PAVLIC, EDWARD PROFESSOR \$105,204.29  
 MOTE, THOMAS L PROFESSOR \$105,160.83  
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 MERKLE, SCOTT A PROFESSOR \$104,684.81  
 VENCILL, WILLIAM K PROFESSOR \$104,657.16  
 NESMITH, D S PROFESSOR \$104,650.60  
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 WETZSTEIN, HAZEL Y PROFESSOR \$104,350.43  
 MOORE, J M PROFESSOR \$104,271.91  
 GRAGSON, THEODORE L PROFESSOR \$104,163.98  
 AZAIN, MICHAEL J PROFESSOR \$104,118.62  
 WADE, GARY L PROFESSOR \$103,968.12  
 SMITH, CLIFTON L PROFESSOR \$103,859.21  
 WILSON, KATHARINA M PROFESSOR \$103,691.08  
 MATIC, GORDANA PROFESSOR \$103,640.65  
 HARRISON, FRANK R PROFESSOR \$103,572.64  
 LEE, WILLIAM E PROFESSOR \$103,424.40  
 COLEMAN, THOMAS M PROFESSOR \$103,402.83  
 JACKSON, BEN D PROFESSOR \$103,360.05  
 MCDUGALD, LARRY R PROFESSOR \$103,312.77  
 ASSAF, FRANCIS B PROFESSOR \$103,134.65  
 MCHUGH, JOSEPH V PROFESSOR \$102,940.36  
 CARROW, ROBERT N PROFESSOR \$102,910.69  
 SWANSON, SAMUEL E PROFESSOR \$102,884.00  
 RIEBER, LLOYD P PROFESSOR \$102,869.54  
 DENNY, TIMOTHY P PROFESSOR \$102,787.14  
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 CARROLL, JOHN P PROFESSOR \$101,030.38  
 GOLDSTEIN, SUSAN T PROFESSOR \$101,020.88  
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 CRESS, MARIE E PROFESSOR \$100,818.50  
 TEAGUE, FRANCES N PROFESSOR \$100,610.00  
 VANIERSEL, MARC W PROFESSOR \$100,516.59  
 HARRISON, JUDY A PROFESSOR \$100,373.33  
 SPARIOSU, MIHAI I PROFESSOR \$100,371.06  
 NEUPERT, RICHARD PROFESSOR \$100,301.86  
 ESPELIE, KARL E PROFESSOR \$100,218.72  
 PREISSLE, JUDITH PROFESSOR \$100,074.21

Posted by: [lowega](#) at Mar. 28, 2010 at 8:21:45 pm

That's \$56,929,014.14 for those 408. Do you know how much your Professor is making? (Even when they are taking that research trip overseas or attending that much needed networking trip....I mean conference).

Posted by: [dontbother](#) at Mar. 28, 2010 at 8:26:26 pm

lowega, The debate was: all coaches salaries IN TOTO were paid by the AA and no state money was being used (as the article states above) which is false.

Posted by: [lowega](#) at Mar. 28, 2010 at 8:39:38 pm

This redblooded American who gave a portion of his income (of which I "lose" 35% every year to this stuff) to UGAs \$621,172,053 salary budget (found in financials on <http://www.open.georgia.gov/index.html>) will stop commenting now. Make sure we put things in perspective and don't get lost in the bigger picture by focusing on the coaches. GO DAWGS!!!!!!!!!!!!!!

I will stop now. Let's make sure we put it all in perspective.  
 GO DAWGS!!!!!!!!!!!!!!

Posted by: [dontbother](#) at Mar. 28, 2010 at 8:40:23 pm

Blake, how many dollars will come from the State for Todd Grantham's salary? Be sure for we will check you on this, you lost all credibility with the above article.

+ 2 Rating

Posted by: [jmaerz](#) at Mar. 28, 2010 at 11:11:15 pm

The debate over administration and faculty salaries at UGA is so misinformed.

1. The information at [open.georgia.gov](http://open.georgia.gov) is not salary information. It is compensation for the year. This includes salary for instruction and other responsibilities as well as additional monies earned beyond salary for teaching additional courses outside the scope of the person's contract (e.g. business courses at campuses in Atlanta, etc...) or salary earned through grants activities [you know, those self-directed earnings that apparently faculty don't do]. Many faculty are on <12 month contracts and generate their own salary through grant activities at rates above what they draw for a month during their contract period. A faculty member whose compensation shows \$113,000 may be drawing 3 months of salary from grants and contract activity [yes, the whole amount is posted as UGA compensation because the grant is administered by the University]. Therefore, a faculty member compensated \$113,000 might have an actual salary of ~\$85,000. You cannot cut the grants salary and transfer that to the operating budgets for the university. Further, the grant-based salary generated by the faculty member brought in an additional 48% (~\$13,500) in indirect costs that do go into the University operating budget. You could only cut the faculty base salary of the faculty member. The savings might be ~\$8,500, but jeopardizes the loss of the faculty member and the greater revenues they bring in grants than would be saved by their salary.

2. The repeated comments that "where are they going to go, its bad everywhere" are just ignorant. UGA ranks among lowest in faculty salaries among peer institutions (e.g., state flagship school, research 1 institutions in the southeast, SEC school). UGA and many other public universities are seeing the ranks of their top faculty reduced by private institutions cherry picking those faculty while public institutions are financially vulnerable. State Universities invested in the development of those faculty and their productivity, and before that investment pays full dividends back to the school, private schools pick them off and reap the reward without the investment.

3. The premise that public Universities and the faculty that they hire are not the products of a free market system is just dumb. If you or your child wants to be competitive, you want them to be educated and credentialed. People pay for those credentials, and go to the institutions that have the most credible instructors. Other institutions want those students, because many students eventually settle close to where they trained, and they earn more and pay more taxes. That drives Universities to pay hire salaries to recruit, develop and retain the best faculty they can. States invest in their public institutions by trying to pay competitive salaries to make the school more competitive and more likely to recruit and retain a higher earning population. If you don't believe that the market drives this process, look at the revenues generated by college guides as students search for schools, look at the revenues generated by prep programs to help students get into the top schools, and look at the tuitions that many [who can] will pay [>\$50,000 per year at many private schools] to get credentials from a reputable institution.

Enough of the bogus arguments. The academic reputation of UGA has grown tremendously over the past few decades. Many of UGA's schools are among the top in their field worldwide. That has played a significant role in the growth and prosperity of the state and the students who train at the school. The University and the salaries of its faculty are the product of the market and the independent competitive activities of those faculty to generate grants and contracts. Many of those who rant otherwise on these pages should be supportive of that market model.

Because most faculty bring grant dollars to the university that generate revenue and pay a portion of faculty salaries, advocating for reductions in faculty salaries is misguided. The savings is far less than most on these posters are estimating using numbers they don't understand, and one could argue that if the University loses faculty that generate grants, grant revenue losses will wipe out significant salary savings.

Let me end by heading off the predictable and ironic response that cuts are justified because people in the private sector are hurting [as if faculty and staff at the University have not felt the effects of furloughs and increased costs]. It is truly ironic that people who rail against socialism and big government argue for it so often in this context. They argue that everyone should have to share in economic suffering equally. As if the fact some people spent decades of their lives developing their expertise in pursuit of an incredibly competitive career in academia so that they would have job security does not exemplify a free competitive model. Those who post to this page can do the math and know that asking some administrators and coaches to take pay cuts is a relatively minor savings relatively to budget shortfalls, so they argue for symbolic sacrifices. I guess socialism is okay when you are distributing suffering, just not when you are sharing prosperity.

Posted by: [Dan121](#) at Mar. 28, 2010 at 11:51:15 pm

I attended uga fr 4.5 years working on my biology degree. I only recognized ONE name on that extensive list. Who ARE these people?!

Posted by: [Open-Minded](#) at Mar. 29, 2010 at 12:27:54 am

Another way to look at the situation might, for instance, track the pay history of, say, the U.G.A. President, as far back as records go. You could also look at the head football coach. Compare that to inflation and see how it has changed over time.

I'd imagine the record would tie pay closely to the status of the economy; when it's booming pay goes up. From a pure economic basis the issue is what pay is necessary to retain a person. In the down economy, clearly people will work for less and even work harder for the same pay. Not to sound too exploitive, here, but shouldn't the essential question begin by asking what salary range is needed to retain someone with the given skills and abilities?

In addition, some thought must go into defining what the people of this state want its higher education system to be. Left undefined taxpayers see a system solving all sorts of problems and delving into all sorts of issues and asking for the funds to do almost everything. That was never sustainable and probably came about because, well, too much money was thrown at the system.

Posted by: [blakeaued](#) at Mar. 29, 2010 at 11:37:09 am

dontbother: Looks like you didn't bother reading the byline of this story. I didn't write it.

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