

THE UNIVERSITY OF MISSISSIPPI
SALARY AVERAGES FOR FULL-TIME FACULTY
FALL SEMESTER 2003-2004

CAUTION: An average salary derived from a small number of individual salaries may be deceiving and can lead to biased comparisons.

		# IN	MINIMUM	MAXIMUM	AVERAGE	<u>SUG COMPARISON</u>			
<u>DEPARTMENT</u>	<u>RANK</u>	<u>AVG</u>	<u>SALARY</u>	<u>SALARY</u>	<u>9-MO SAL</u>	<u>WEIGHTED</u>	<u># OF</u>	<u>DIFFERENCE</u>	<u>PERCENT</u>
SCHOOL OF ACCOUNTANCY						<u>AVERAGE</u>	<u>SALARIES</u>		
Accountancy	Professor	4	\$102,413	\$131,900	\$117,070	\$122,676	190	-\$5,606	-4.57%
CIP: 520301	Associate Professor	5	\$72,154	\$101,000	\$89,041	\$97,770	128	-\$8,729	-8.93%
	Assistant Professor	3	\$93,000	\$100,000	\$97,667	\$101,783	100	-\$4,116	-4.04%
	Instructor	1	\$40,000	\$40,000	\$40,000	\$48,530	47	-\$8,530	-17.58%
	All Ranks	13	\$40,000	\$131,900	\$95,884	\$103,833	465	-\$7,949	-7.66%

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<u>DEPARTMENT</u>	<u>RANK</u>	<u># IN</u> <u>AVG</u>	<u>MINIMUM</u> <u>SALARY</u>	<u>MAXIMUM</u> <u>SALARY</u>	<u>AVERAGE</u> <u>9-MO SAL</u>	<u>SUG COMPARISON</u>		<u>DIFFERENCE</u>	<u>PERCENT</u> <u>DIFFERENCE</u>
						<u>WEIGHTED</u> <u>AVERAGE</u>	<u># OF</u> <u>SALARIES</u>		
SCHOOL OF APPLIED SCIENCE									
Comm Disorders CIP: 510204	Professor		N.A.	N.A.		\$77,450	33	N.A.	N.A.
	Associate Professor		N.A.	N.A.		\$56,927	24	N.A.	N.A.
	Assistant Professor	3	\$41,862	\$53,718	\$47,193	\$49,863	42	-\$2,670	-5.35%
	Instructor	3	\$32,720	\$35,992	\$33,987	\$38,709	18	-\$4,722	-12.20%
	All Ranks	6	\$32,720	\$53,718	\$40,590	\$57,377	117	-\$16,787	-29.26%
Exercise Science CIP: 310505	Professor		N.A.	N.A.		\$86,981	32	N.A.	N.A.
	Associate Professor	5	\$49,000	\$60,014	\$53,738	\$57,612	40	-\$3,874	-6.72%
	Assistant Professor	5	\$45,000	\$47,000	\$45,600	\$49,400	42	-\$3,800	-7.69%
	Instructor	1	\$30,000	\$30,000	\$30,000	\$37,147	15	-\$7,147	-19.24%
	All Ranks	11	\$30,000	\$60,014	\$47,881	\$59,844	129	-\$11,963	-19.99%
Fam/Consumer Science CIP: 190101	Professor		N.A.	N.A.		\$76,059	36	N.A.	N.A.
	Associate Professor	5	\$49,000	\$66,176	\$52,635	\$58,598	53	-\$5,963	-10.18%
	Assistant Professor	4	\$40,703	\$46,400	\$42,776	\$48,095	46	-\$5,319	-11.06%
	Instructor	1	\$33,860	\$33,860	\$33,860	\$36,002	19	-\$2,142	-5.95%
	All Ranks	10	\$33,860	\$66,176	\$46,814	\$56,755	154	-\$9,941	-17.52%
Social Work CIP: 440701	Professor		N.A.	N.A.		\$89,178	77	N.A.	N.A.
	Associate Professor	5	\$49,000	\$63,804	\$53,141	\$59,109	93	-\$5,968	-10.10%
	Assistant Professor	2	\$43,650	\$44,400	\$44,025	\$47,564	117	-\$3,539	-7.44%
	Instructor		N.A.	N.A.		\$40,841	11	N.A.	N.A.
	All Ranks	7	\$43,650	\$63,804	\$50,536	\$61,671	298	-\$11,135	-18.05%
Legal Studies CIP: 220103	Professor	1	\$62,500	\$62,500	\$62,500	\$0	0	N.A.	N.A.
	Associate Professor	1	\$59,900	\$59,900	\$59,900	\$0	0	N.A.	N.A.
	Assistant Professor	1	\$40,000	\$40,000	\$40,000	\$0	0	N.A.	N.A.
	Instructor		N.A.	N.A.		\$0	0	N.A.	N.A.
	All Ranks	3	\$40,000	\$63,804	\$33,300	\$0	0	N.A.	N.A.
School of Applied Science	Professor	1	\$62,500	\$62,500	\$62,500	\$83,955	178	-\$21,455	-25.56%
	Associate Professor	16	\$49,000	\$66,176	\$53,592	\$58,446	210	-\$4,854	-8.30%
	Assistant Professor	15	\$40,000	\$53,718	\$44,582	\$48,366	247	-\$3,784	-7.82%
	Instructor	5	\$30,000	\$35,992	\$33,164	\$37,893	63	-\$4,729	-12.48%
	All Ranks	37	\$30,000	\$66,176	\$47,420	\$59,529	698	-\$12,110	-20.34%

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						<u>WEIGHTED</u> <u>AVERAGE</u>	<u># OF</u> <u>SALARIES</u>		
SCHOOL OF BUSINESS ADMINISTRATION									
Bus Adm & Management	Professor	3	\$100,445	\$183,600	\$129,533	\$129,412	239	\$121	0.09%
CIP: 520201	Associate Professor	4	\$56,713	\$102,571	\$76,072	\$95,637	161	-\$19,565	-20.46%
	Assistant Professor	8	\$40,936	\$90,000	\$69,013	\$94,049	168	-\$25,036	-26.62%
	Instructor		N.A.	N.A.		\$54,443	45	N.A.	N.A.
	All Ranks	15	\$40,936	\$183,600	\$82,999	\$105,346	613	-\$22,347	-21.21%
Finance	Professor	1	\$45,000	\$45,000	\$45,000	\$130,860	136	-\$85,860	-65.61%
CIP: 520801	Associate Professor	7	\$82,466	\$135,992	\$98,291	\$104,150	66	-\$5,859	-5.63%
	Assistant Professor	2	\$86,275	\$97,194	\$91,735	\$111,912	85	-\$20,177	-18.03%
	Instructor		N.A.	N.A.		\$55,929	11	N.A.	N.A.
	All Ranks	10	\$45,000	\$135,992	\$91,651	\$116,774	298	-\$25,123	-21.51%
Marketing	Professor	3	\$76,000	\$183,600	\$125,817	\$119,486	140	\$6,331	5.30%
CIP: 521401	Associate Professor	3	\$71,928	\$82,641	\$78,013	\$88,343	101	-\$10,330	-11.69%
	Assistant Professor	3	\$84,717	\$95,293	\$91,670	\$89,992	83	\$1,678	1.86%
	Instructor		N.A.	N.A.		\$47,065	19	N.A.	N.A.
	All Ranks	9	\$71,928	\$183,600	\$98,500	\$99,167	343	-\$667	-0.67%
MIS	Professor	1	\$124,336	\$124,336	\$124,336	\$124,090	47	\$246	0.20%
CIP: 521201	Associate Professor	5	\$72,001	\$103,898	\$83,306	\$93,078	41	-\$9,772	-10.50%
	Assistant Professor	3	\$72,000	\$94,000	\$83,585	\$95,013	56	-\$11,428	-12.03%
	Instructor		N.A.	N.A.		\$50,224	7	N.A.	N.A.
	All Ranks	9	\$72,000	\$124,336	\$87,958	\$101,463	151	-\$13,505	-13.31%
School of Business Administration	Professor	8	\$45,000	\$183,600	\$116,923	\$126,845	562	-\$9,921	-7.82%
	Associate Professor	19	\$56,713	\$135,992	\$86,468	\$94,879	369	-\$8,411	-8.86%
	Assistant Professor	16	\$40,936	\$97,194	\$78,834	\$97,201	392	-\$18,367	-18.90%
	Instructor		N.A.	N.A.		\$52,573	82	N.A.	N.A.
	All Ranks	43	\$40,936	\$183,600	\$89,293	\$105,844	1,405	-\$16,550	-15.64%

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SCHOOL OF EDUCATION									
Curriculum&Instruction	Professor	3	\$61,200	\$67,583	\$64,397	\$78,387	128	-\$13,990	-17.85%
CIP: 130301	Associate Professor	6	\$45,555	\$62,501	\$51,935	\$59,201	159	-\$7,266	-12.27%
	Assistant Professor	9	\$40,000	\$48,208	\$42,634	\$48,160	173	-\$5,526	-11.47%
	Instructor	5	\$30,000	\$33,000	\$32,212	\$37,779	44	-\$5,567	-14.74%
	All Ranks	23	\$30,000	\$67,583	\$45,633	\$58,414	504	-\$12,781	-21.88%
Ed Leadership	Professor	3	\$59,316	\$82,018	\$69,544	\$87,493	82	-\$17,949	-20.51%
CIP: 130401	Associate Professor	2	\$51,503	\$57,000	\$54,252	\$60,725	80	-\$6,473	-10.66%
	Assistant Professor	8	\$40,400	\$50,908	\$45,682	\$47,892	84	-\$2,210	-4.61%
	Instructor	1	\$30,663	\$30,663	\$30,663	\$44,890	7	-\$14,227	-31.69%
School of Education	Professor	6	\$59,316	\$82,018	\$66,971	\$81,943	210	-\$14,972	-18.27%
	Associate Professor	8	\$45,555	\$62,501	\$52,514	\$59,711	239	-\$7,197	-12.05%
	Assistant Professor	17	\$40,000	\$50,908	\$44,068	\$48,072	257	-\$4,004	-8.33%
	Instructor	6	\$30,000	\$33,000	\$31,954	\$38,755	51	-\$6,801	-17.55%
	All Ranks	37	\$30,000	\$82,018	\$47,644	\$60,515	757	-\$12,871	-21.27%

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SCHOOL OF ENGINEERING									
Chemical Engineering CIP:140701	Professor	3	\$72,194	\$91,833	\$80,314	\$108,999	207	-\$28,685	-26.32%
	Associate Professor	2	\$65,484	\$67,718	\$66,601	\$76,939	89	-\$10,338	-13.44%
	Assistant Professor	1	\$62,000	\$62,000	\$62,000	\$66,899	76	-\$4,899	-7.32%
	Instructor		N.A.	N.A.		\$54,707	4	N.A.	N.A.
	All Ranks	6	\$62,000	\$91,833	\$72,691	\$92,323	376	-\$19,632	-21.26%
Civil Engineering CIP: 140801	Professor	3	\$69,826	\$105,762	\$84,797	\$100,623	268	-\$15,826	-15.73%
	Associate Professor	2	\$62,681	\$67,853	\$65,267	\$74,617	186	-\$9,350	-12.53%
	Assistant Professor	2	\$58,000	\$58,140	\$58,070	\$65,348	164	-\$7,278	-11.14%
	Instructor		N.A.	N.A.		\$49,272	6	N.A.	N.A.
	All Ranks	7	\$58,000	\$105,762	\$71,581	\$83,106	624	-\$11,525	-13.87%
Computer Science CIP: 110101	Professor		N.A.	N.A.		\$114,072	195	N.A.	N.A.
	Associate Professor	5	\$68,300	\$87,511	\$76,346	\$84,036	154	-\$7,690	-9.15%
	Assistant Professor	2	\$69,000	\$70,000	\$69,500	\$76,611	162	-\$7,111	-9.28%
	Instructor	2	\$38,000	\$38,000	\$38,000	\$41,922	43	-\$3,922	-9.36%
	All Ranks	9	\$38,000	\$87,511	\$66,303	\$89,168	554	-\$22,865	-25.64%
Electrical Engineering CIP: 141001	Professor	4	\$93,760	\$110,502	\$100,463	\$108,323	418	-\$7,860	-7.26%
	Associate Professor	4	\$61,890	\$71,975	\$67,031	\$78,813	226	-\$11,782	-14.95%
	Assistant Professor	4	\$65,000	\$69,000	\$66,914	\$71,335	208	-\$4,421	-6.20%
	Instructor		N.A.	N.A.		\$48,890	12	N.A.	N.A.
	All Ranks	12	\$61,890	\$110,502	\$78,136	\$90,874	864	-\$12,738	-14.02%
Geology CIP: 400601	Professor	2	\$80,025	\$82,724	\$81,374	\$86,036	179	-\$4,662	-5.42%
	Associate Professor	3	\$56,083	\$69,939	\$62,713	\$61,507	98	\$1,206	1.96%
	Assistant Professor	3	\$42,536	\$52,020	\$48,368	\$51,300	78	-\$2,932	-5.72%
	Instructor		N.A.	N.A.		\$31,316	15	N.A.	N.A.
	All Ranks	8	\$42,536	\$82,724	\$61,999	\$69,999	370	-\$8,000	-11.43%
Mechanical Engineering CIP: 141901	Professor	5	\$54,932	\$112,908	\$85,690	\$104,124	328	-\$18,434	-17.70%
	Associate Professor	2	\$62,930	\$64,521	\$63,726	\$76,406	221	-\$12,680	-16.60%
	Assistant Professor		N.A.	N.A.		\$65,977	130	N.A.	N.A.
	Instructor		N.A.	N.A.		\$51,189	8	N.A.	N.A.
	All Ranks	7	\$54,932	\$112,908	\$79,415	\$87,373	687	-\$7,958	-9.11%

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School of Engineering	Professor	17	\$54,932	\$112,908	\$87,552	\$104,455	1,595	-\$16,903	-16.18%
	Associate Professor	18	\$56,083	\$87,511	\$68,288	\$76,379	974	-\$8,091	-10.59%
	Assistant Professor	12	\$42,536	\$70,000	\$60,825	\$68,005	818	-\$7,180	-10.56%
	Instructor	2	\$38,000	\$38,000	\$38,000	\$42,989	88	-\$4,989	-11.61%
	All Ranks	49	\$38,000	\$112,908	\$71,907	\$86,449	3,475	-\$14,542	-16.82%

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SCHOOL OF LAW									
Law	Professor	10	\$94,840	\$124,735	\$108,306	\$132,809	481	-\$24,503	-18.45%
CIP: 220101	Associate Professor	3	\$84,590	\$86,490	\$85,323	\$92,145	115	-\$6,822	-7.40%
	Assistant Professor	12	\$46,000	\$79,700	\$68,310	\$77,913	63	-\$9,603	-12.33%
	Instructor		N.A.	N.A.		\$53,110	42	N.A.	N.A.
	All Ranks	25	\$46,000	\$124,735	\$86,350	\$116,429	701	-\$30,079	-25.83%

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COLLEGE OF LIBERAL ARTS									
African American Studies	Professor		N.A.	N.A.		\$99,462	4	N.A.	N.A.
CIP: 050201	Associate Professor	2	\$54,763	\$78,720	\$66,742	\$70,089	11	-\$3,347	-4.78%
	Assistant Professor		N.A.	N.A.		\$54,529	7	N.A.	N.A.
	Instructor		N.A.	N.A.		\$42,567	4	N.A.	N.A.
	All Ranks	2	\$54,763	\$78,720	\$66,742	\$66,185	26	\$557	0.84%
Art	Professor	4	\$54,456	\$69,530	\$61,132	\$68,062	185	-\$6,930	-10.18%
CIP: 500701	Associate Professor	2	\$45,448	\$50,560	\$48,004	\$52,094	167	-\$4,090	-7.85%
	Assistant Professor	4	\$42,000	\$42,000	\$42,000	\$43,490	139	-\$1,490	-3.43%
	Instructor		N.A.	N.A.		\$33,872	22	N.A.	N.A.
	All Ranks	10	\$42,000	\$69,530	\$50,854	\$54,739	513	-\$3,885	-7.10%
Biology	Professor	7	\$64,637	\$95,706	\$74,886	\$86,737	284	-\$11,851	-13.66%
CIP: 260101	Associate Professor	4	\$51,042	\$51,853	\$51,556	\$61,179	229	-\$9,623	-15.73%
	Assistant Professor	5	\$29,000	\$43,000	\$40,186	\$52,556	159	-\$12,370	-23.54%
	Instructor	5	\$29,000	\$36,187	\$31,761	\$36,509	41	-\$4,748	-13.01%
	All Ranks	21	\$29,000	\$95,706	\$51,912	\$68,017	713	-\$16,105	-23.68%
Chemistry	Professor	2	\$81,994	\$86,773	\$84,384	\$98,535	454	-\$14,151	-14.36%
CIP: 400501	Associate Professor	5	\$46,648	\$55,792	\$53,485	\$62,342	167	-\$8,857	-14.21%
	Assistant Professor	8	\$45,900	\$51,000	\$47,021	\$54,068	170	-\$7,047	-13.03%
	Instructor	1	\$26,176	\$26,176	\$26,176	\$40,503	38	-\$14,327	-35.37%
	All Ranks	16	\$26,176	\$86,773	\$52,409	\$79,465	829	-\$27,056	-34.05%
Classics	Professor	1	\$55,080	\$55,080	\$55,080	\$80,806	50	-\$25,726	-31.84%
CIP: 161201	Associate Professor	1	\$50,000	\$50,000	\$50,000	\$57,930	29	-\$7,930	-13.69%
	Assistant Professor	2	\$42,000	\$42,000	\$42,000	\$46,390	24	-\$4,390	-9.46%
	Instructor		N.A.	N.A.		\$30,034	10	N.A.	N.A.
	All Ranks	4	\$42,000	\$55,080	\$47,270	\$63,132	113	-\$15,862	-25.13%

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Economics	Professor	7	\$45,000	\$162,685	\$78,036	\$114,148	224	-\$36,112	-31.64%
CIP: 450601	Associate Professor	6	\$66,644	\$76,074	\$70,435	\$79,842	97	-\$9,407	-11.78%
	Assistant Professor		N.A.	N.A.		\$69,770	97	N.A.	N.A.
	Instructor	1	\$24,000	\$24,000	\$24,000	\$58,983	10	-\$34,983	-59.31%
	All Ranks	14	\$24,000	\$162,685	\$70,919	\$95,026	428	-\$24,107	-25.37%
English	Professor	12	\$55,500	\$101,736	\$65,902	\$81,008	531	-\$15,106	-18.65%
CIP: 230101	Associate Professor	6	\$47,288	\$56,483	\$49,734	\$54,317	396	-\$4,583	-8.44%
	Assistant Professor	7	\$42,000	\$46,000	\$44,214	\$45,755	288	-\$1,541	-3.37%
	Instructor	11	\$26,176	\$50,000	\$31,364	\$30,330	288	\$1,034	3.41%
	All Ranks	36	\$26,176	\$101,736	\$48,437	\$57,509	1,503	-\$9,072	-15.78%
History	Professor	9	\$54,726	\$103,373	\$68,628	\$86,706	322	-\$18,078	-20.85%
CIP: 450801	Associate Professor	6	\$46,834	\$79,264	\$54,744	\$56,965	303	-\$2,221	-3.90%
	Assistant Professor	7	\$42,000	\$45,000	\$42,714	\$45,107	184	-\$2,393	-5.31%
	Instructor	2	\$30,000	\$30,000	\$30,000	\$36,449	16	-\$6,449	-17.69%
	All Ranks	24	\$30,000	\$103,373	\$54,380	\$65,530	825	-\$11,150	-17.02%
Journalism	Professor	2	\$79,346	\$83,104	\$81,225	\$87,998	102	-\$6,773	-7.70%
CIP: 090401	Associate Professor	3	\$52,079	\$56,771	\$54,674	\$61,824	117	-\$7,150	-11.57%
	Assistant Professor	5	\$42,000	\$50,799	\$44,303	\$48,957	91	-\$4,654	-9.51%
	Instructor	2	\$30,000	\$33,548	\$31,774	\$35,651	23	-\$3,877	-10.87%
	All Ranks	12	\$30,000	\$83,104	\$50,961	\$64,517	333	-\$13,556	-21.01%
Math	Professor	5	\$63,025	\$73,364	\$68,316	\$86,778	677	-\$18,462	-21.27%
CIP: 270101	Associate Professor	1	\$65,395	\$65,395	\$65,395	\$60,826	250	\$4,569	7.51%
	Assistant Professor	8	\$32,720	\$44,000	\$40,215	\$52,201	239	-\$11,986	-22.96%
	Instructor	6	\$27,000	\$32,720	\$29,120	\$35,012	174	-\$5,892	-16.83%
	All Ranks	20	\$27,000	\$73,364	\$45,171	\$69,047	1,340	-\$23,876	-34.58%

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						<u>WEIGHTED</u>	<u># OF</u>		
		<u>AVG</u>	<u>SALARY</u>	<u>SALARY</u>	<u>9-MO SAL</u>	<u>AVERAGE</u>	<u>SALARIES</u>		<u>DIFFERENCE</u>
Modern Languages	Professor	5	\$53,347	\$73,000	\$60,163	\$73,762	163	-\$13,599	-18.44%
CIP: 160101	Associate Professor	2	\$51,000	\$60,074	\$55,537	\$52,480	222	\$3,057	5.83%
	Assistant Professor	8	\$40,000	\$45,900	\$43,238	\$43,665	203	-\$427	-0.98%
	Instructor	14	\$24,000	\$40,000	\$30,907	\$31,604	176	-\$697	-2.21%
	All Ranks	29	\$24,000	\$73,000	\$41,051	\$49,869	764	-\$8,818	-17.68%
Music	Professor	3	\$55,040	\$62,125	\$59,096	\$71,554	330	-\$12,458	-17.41%
CIP: 500901	Associate Professor	11	\$45,900	\$60,704	\$49,595	\$54,042	294	-\$4,447	-8.23%
	Assistant Professor	11	\$34,000	\$42,851	\$40,843	\$44,278	255	-\$3,435	-7.76%
	Instructor	1	\$25,000	\$25,000	\$25,000	\$34,312	40	-\$9,312	-27.14%
	All Ranks	26	\$25,000	\$62,125	\$46,043	\$56,762	919	-\$10,719	-18.88%
Philosophy	Professor	2	\$59,361	\$68,000	\$63,681	\$81,077	159	-\$17,396	-21.46%
CIP: 380101	Associate Professor	1	\$46,639	\$46,639	\$46,639	\$53,956	113	-\$7,317	-13.56%
	Assistant Professor	5	\$40,000	\$44,000	\$42,040	\$43,855	93	-\$1,815	-4.14%
	Instructor		N.A.	N.A.		\$30,217	29	N.A.	N.A.
	All Ranks	8	\$40,000	\$68,000	\$48,025	\$60,769	394	-\$12,744	-20.97%
Physics	Professor	7	\$42,642	\$87,000	\$66,109	\$90,600	521	-\$24,491	-27.03%
CIP: 400801	Associate Professor	1	\$54,825	\$54,825	\$54,825	\$63,491	174	-\$8,666	-13.65%
	Assistant Professor	4	\$36,000	\$46,920	\$41,965	\$55,672	138	-\$13,707	-24.62%
	Instructor		N.A.	N.A.		\$36,008	17	N.A.	N.A.
	All Ranks	12	\$36,000	\$87,000	\$57,121	\$78,288	850	-\$21,167	-27.04%
Political Science	Professor	4	\$60,684	\$73,620	\$68,924	\$89,962	243	-\$21,038	-23.39%
CIP: 451001	Associate Professor	5	\$51,200	\$61,500	\$54,799	\$61,771	192	-\$6,972	-11.29%
	Assistant Professor	5	\$42,000	\$43,000	\$42,300	\$49,490	196	-\$7,190	-14.53%
	Instructor		N.A.	N.A.		\$34,997	13	N.A.	N.A.
	All Ranks	14	\$42,000	\$73,620	\$54,371	\$68,130	644	-\$13,759	-20.20%

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						<u>WEIGHTED</u>	<u># OF</u>		
		<u>AVG</u>	<u>SALARY</u>	<u>SALARY</u>	<u>9-MO SAL</u>	<u>AVERAGE</u>	<u>SALARIES</u>		
Psychology	Professor	4	\$63,804	\$83,887	\$76,892	\$89,017	375	-\$12,125	-13.62%
CIP: 420101	Associate Professor	5	\$48,188	\$54,059	\$51,974	\$57,758	237	-\$5,784	-10.01%
	Assistant Professor	5	\$42,000	\$42,000	\$42,000	\$48,416	209	-\$6,416	-13.25%
	Instructor		N.A.	N.A.		\$32,627	4	N.A.	N.A.
	All Ranks	14	\$42,000	\$83,887	\$55,531	\$69,478	825	-\$13,947	-20.07%
Sociology	Professor	4	\$62,333	\$76,074	\$68,134	\$87,134	215	-\$19,000	-21.81%
CIP: 451101	Associate Professor	3	\$45,329	\$52,163	\$47,663	\$58,336	145	-\$10,673	-18.30%
	Assistant Professor	5	\$40,000	\$42,000	\$40,800	\$47,925	141	-\$7,125	-14.87%
	Instructor		N.A.	N.A.		\$33,731	13	N.A.	N.A.
	All Ranks	12	\$40,000	\$76,074	\$51,627	\$66,904	514	-\$15,277	-22.83%
Theatre Arts	Professor	2	\$58,896	\$61,200	\$60,048	\$74,528	86	-\$14,480	-19.43%
CIP: 500501	Associate Professor	4	\$42,000	\$46,415	\$44,192	\$53,814	106	-\$9,622	-17.88%
	Assistant Professor	4	\$40,000	\$42,000	\$41,500	\$42,195	94	-\$695	-1.65%
	Instructor	1	\$34,500	\$34,500	\$34,500	\$36,671	15	-\$2,171	-5.92%
	All Ranks	11	\$34,500	\$61,200	\$45,215	\$55,249	301	-\$10,034	-18.16%
College of Liberal Arts	Professor	80	\$42,642	\$162,685	\$68,693	\$86,648	4,925	-\$17,955	-20.72%
	Associate Professor	68	\$42,000	\$79,264	\$53,584	\$58,148	3,249	-\$4,563	-7.85%
	Assistant Professor	93	\$29,000	\$51,000	\$42,425	\$48,670	2,727	-\$6,245	-12.83%
	Instructor	44	\$24,000	\$50,000	\$30,556	\$33,300	933	-\$2,745	-8.24%
	All Ranks	285	\$24,000	\$162,685	\$50,629	\$65,866	11,834	-\$15,237	-23.13%

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						<u>WEIGHTED</u> <u>AVERAGE</u>	<u># OF</u> <u>SALARIES</u>		
SCHOOL OF PHARMACY									
Pharmacy Administration CIP: 512001	Professor	1	\$80,469	\$80,469	\$80,469	\$94,382	111	-\$13,913	-14.74%
	Associate Professor	2	\$66,717	\$68,449	\$67,583	\$69,277	96	-\$1,694	-2.45%
	Assistant Professor	3	\$56,442	\$58,129	\$57,004	\$59,722	117	-\$2,718	-4.55%
	Instructor		N.A.	N.A.		\$49,698	6	N.A.	N.A.
	All Ranks	6	\$56,442	\$80,469	\$64,441	\$73,978	330	-\$9,537	-12.89%
Medicinal Chemistry CIP: 512001	Professor	3	\$65,707	\$95,951	\$83,882	\$94,382	111	-\$10,500	-11.13%
	Associate Professor	1	\$59,806	\$59,806	\$59,806	\$69,277	96	-\$9,471	-13.67%
	Assistant Professor	1	\$54,176	\$54,176	\$54,176	\$59,722	117	-\$5,546	-9.29%
	Instructor		N.A.	N.A.		\$49,698	6	N.A.	N.A.
	All Ranks	5	\$54,176	\$95,951	\$73,126	\$73,978	330	-\$852	-1.15%
Pharmaceutics CIP: 512001	Professor		N.A.	N.A.		\$94,382	111	N.A.	N.A.
	Associate Professor		N.A.	N.A.		\$69,277	96	N.A.	N.A.
	Assistant Professor	3	\$54,675	\$56,121	\$55,157	\$59,722	117	-\$4,565	-7.64%
	Instructor		N.A.	N.A.		\$49,698	6	N.A.	N.A.
	All Ranks	3	\$54,675	\$56,121	\$55,157	\$73,978	330	-\$18,821	-25.44%
Pharmacology CIP: 512001	Professor	4	\$63,888	\$81,800	\$72,495	\$94,382	111	-\$21,887	-23.19%
	Associate Professor		N.A.	N.A.		\$69,277	96	N.A.	N.A.
	Assistant Professor	1	\$50,426	\$50,426	\$50,426	\$59,722	117	-\$9,296	-15.57%
	Instructor		N.A.	N.A.		\$49,698	6	N.A.	N.A.
	All Ranks	5	\$50,426	\$81,800	\$68,081	\$73,978	330	-\$5,897	-7.97%
Pharmacognosy CIP: 512001	Professor	2	\$63,128	\$84,581	\$73,855	\$94,382	111	-\$20,527	-21.75%
	Associate Professor	3	\$56,887	\$65,610	\$62,325	\$69,277	96	-\$6,952	-10.04%
	Assistant Professor		N.A.	N.A.		\$59,722	117	N.A.	N.A.
	Instructor		N.A.	N.A.		\$49,698	6	N.A.	N.A.
	All Ranks	5	\$56,887	\$84,581	\$66,937	\$73,978	330	-\$7,041	-9.52%
Pharmacy Practice CIP: 512001	Professor	2	\$77,056	\$99,714	\$88,385	\$94,382	111	-\$5,997	-6.35%
	Associate Professor	2	\$68,183	\$75,045	\$71,614	\$69,277	96	\$2,337	3.37%
	Assistant Professor	15	\$57,260	\$65,719	\$61,473	\$59,722	117	\$1,751	2.93%
	Instructor		N.A.	N.A.		\$49,698	6	N.A.	N.A.
	All Ranks	19	\$57,260	\$99,714	\$65,373	\$73,978	330	-\$8,605	-11.63%

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						<u>WEIGHTED</u> <u>AVERAGE</u>	<u># OF</u> <u>SALARIES</u>		
School of Pharmacy	Professor	12	\$63,128	\$99,714	\$78,881	\$94,382	111	-\$15,501	-16.42%
	Associate Professor	8	\$56,887	\$75,045	\$65,647	\$69,277	96	-\$3,630	-5.24%
	Assistant Professor	23	\$50,426	\$65,719	\$59,269	\$59,722	117	-\$453	-0.76%
	Instructor		N.A.	N.A.		\$49,698	6	N.A.	N.A.
	All Ranks	43	\$50,426	\$99,714	\$65,929	\$73,978	330	-\$8,049	-10.88%

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						<u>WEIGHTED</u> <u>AVERAGE</u>	<u># OF</u> <u>SALARIES</u>		
SOUTHERN STUDIES									
Southern Studies	Professor		N.A.	N.A.		N.A.	N.A.	N.A.	N.A.
CIP: 050199	Associate Professor	2	\$46,856	\$47,131	\$46,994	N.A.	N.A.	N.A.	N.A.
	Assistant Professor	1	\$40,137	\$40,137	\$40,137	N.A.	N.A.	N.A.	N.A.
	Instructor		N.A.	N.A.		N.A.	N.A.	N.A.	N.A.
	All Ranks	3	\$40,137	\$47,131	\$44,708	N.A.	N.A.	N.A.	N.A.

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						<u>WEIGHTED</u> <u>AVERAGE</u>	<u># OF</u> <u>SALARIES</u>		
SCHOOL AVERAGES									
School of Accountancy	Professor	4	\$102,413	\$131,900	\$117,070	\$122,676	190	-\$5,606	-4.57%
	Associate Professor	5	\$72,154	\$101,000	\$89,041	\$97,770	128	-\$8,729	-8.93%
	Assistant Professor	3	\$93,000	\$100,000	\$97,667	\$101,783	100	-\$4,116	-4.04%
	Instructor	1	\$40,000	\$40,000	\$40,000	\$48,530	47	-\$8,530	-17.58%
	All Ranks	13	\$40,000	\$131,900	\$95,884	\$103,833	465	-\$7,949	-7.66%
School of Applied Science	Professor	1	\$62,500	\$62,500	\$62,500	\$83,955	178	-\$21,455	-25.56%
	Associate Professor	16	\$49,000	\$66,176	\$53,592	\$58,446	210	-\$4,854	-8.30%
	Assistant Professor	15	\$40,000	\$53,718	\$44,582	\$48,366	247	-\$3,784	-7.82%
	Instructor	5	\$30,000	\$35,992	\$33,164	\$37,893	63	-\$4,729	-12.48%
	All Ranks	37	\$30,000	\$66,176	\$47,420	\$59,529	698	-\$12,110	-20.34%
School of Business Administration	Professor	8	\$45,000	\$183,600	\$116,923	\$126,845	562	-\$9,921	-7.82%
	Associate Professor	19	\$56,713	\$135,992	\$86,468	\$94,879	369	-\$8,411	-8.86%
	Assistant Professor	16	\$40,936	\$97,194	\$78,834	\$97,201	392	-\$18,367	-18.90%
	Instructor		N.A.	N.A.		\$52,573	82	N.A.	N.A.
	All Ranks	43	\$40,936	\$183,600	\$89,293	\$105,844	1,405	-\$16,550	-15.64%
School of Education	Professor	6	\$59,316	\$82,018	\$66,971	\$81,943	210	-\$14,972	-18.27%
	Associate Professor	8	\$45,555	\$62,501	\$52,514	\$59,711	239	-\$7,197	-12.05%
	Assistant Professor	17	\$40,000	\$50,908	\$44,068	\$48,072	257	-\$4,004	-8.33%
	Instructor	6	\$30,000	\$33,000	\$31,954	\$38,755	51	-\$6,801	-17.55%
	All Ranks	37	\$30,000	\$82,018	\$47,644	\$60,515	757	-\$12,871	-21.27%
School of Engineering	Professor	17	\$54,932	\$112,908	\$87,552	\$104,455	1,595	-\$16,903	-16.18%
	Associate Professor	18	\$56,083	\$87,511	\$68,288	\$76,379	974	-\$8,091	-10.59%
	Assistant Professor	12	\$42,536	\$70,000	\$60,825	\$68,005	818	-\$7,180	-10.56%
	Instructor	2	\$38,000	\$38,000	\$38,000	\$42,989	88	-\$4,989	-11.61%
	All Ranks	49	\$38,000	\$112,908	\$71,907	\$86,449	3,475	-\$14,542	-16.82%
School of Law	Professor	10	\$94,840	\$124,735	\$108,306	\$132,809	481	-\$24,503	-18.45%
	Associate Professor	3	\$84,590	\$86,490	\$85,323	\$92,145	115	-\$6,822	-7.40%
	Assistant Professor	12	\$46,000	\$79,700	\$68,310	\$77,913	63	-\$9,603	-12.33%
	Instructor		N.A.	N.A.		\$53,110	42	N.A.	N.A.
	All Ranks	25	\$46,000	\$124,735	\$86,350	\$116,429	701	-\$30,079	-25.83%

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						<u>WEIGHTED</u> <u>AVERAGE</u>	<u># OF</u> <u>SALARIES</u>		
College of Liberal Arts	Professor	80	\$42,642	\$162,685	\$68,693	\$86,648	4,925	-\$17,955	-20.72%
	Associate Professor	68	\$42,000	\$79,264	\$53,584	\$58,148	3,249	-\$4,563	-7.85%
	Assistant Professor	93	\$29,000	\$51,000	\$42,425	\$48,670	2,727	-\$6,245	-12.83%
	Instructor	44	\$24,000	\$50,000	\$30,556	\$33,300	933	-\$2,745	-8.24%
	All Ranks	285	\$24,000	\$162,685	\$50,629	\$65,866	11,834	-\$15,237	-23.13%
School of Pharmacy	Professor	12	\$63,128	\$99,714	\$78,881	\$94,382	111	-\$15,501	-16.42%
	Associate Professor	8	\$56,887	\$75,045	\$65,647	\$69,277	96	-\$3,630	-5.24%
	Assistant Professor	23	\$50,426	\$65,719	\$59,269	\$59,722	117	-\$453	-0.76%
	Instructor		N.A.	N.A.		\$49,698	6	N.A.	N.A.
	All Ranks	43	\$50,426	\$99,714	\$65,929	\$73,978	330	-\$8,049	-10.88%
Southern Studies	Professor		N.A.	N.A.				N.A.	N.A.
	Associate Professor	2	\$46,856	\$47,131	\$46,994			N.A.	N.A.
	Assistant Professor	1	\$40,137	\$40,137	\$40,137			N.A.	N.A.
	Instructor		N.A.	N.A.				N.A.	N.A.
	All Ranks	3	\$40,137	\$47,131	\$44,708			N.A.	N.A.
Other Faculty	Professor		N.A.	N.A.				N.A.	N.A.
	Associate Professor		N.A.	N.A.				N.A.	N.A.
	Assistant Professor		N.A.	N.A.				N.A.	N.A.
	Instructor	7	\$29,580	\$40,316	\$33,081			N.A.	N.A.
	All Ranks	7	\$29,580	\$40,316	\$33,081			N.A.	N.A.
University Totals	Professor	138	\$42,642	\$183,600	\$78,851	\$96,274	8,252	-\$17,423	-18.10%
	Associate Professor	147	\$42,000	\$135,992	\$61,998	\$65,917	5,380	-\$3,918	-5.94%
	Assistant Professor	192	\$29,000	\$100,000	\$51,410	\$57,791	4,721	-\$6,381	-11.04%
	Instructor	65	\$24,000	\$50,000	\$31,532	\$36,842	1,312	-\$5,310	-14.41%
	All Ranks	542	\$24,000	\$183,600	\$58,885	\$74,765	19,665	-\$15,880	-21.24%