

**EXPLANATION OF THE COMPARISON OF THE UNIVERSITY OF MISSISSIPPI
2000-2001 AVERAGE FACULTY SALARIES BY RANK AND COLLEGE OR SCHOOL
WITH SIMILAR ACADEMIC UNITS IN "THE UNIVERSITY" PEER GROUP**

In March 2001, Institutional Research and Assessment distributed the data shown on the next two pages (along with more detailed departmental reports) to academic deans and department chairs. These data were taken from the 2000-2001 Southern University Group Salary Survey Report. In 1995, Chancellor Khayat asked that University salaries and other data be compared to a peer group composed of institutions selected from the Southern University Group (SUG) and having "The University" in their name. All institutions report average faculty salary data by rank and CIP code group. After the data are compiled, summaries are distributed to each participant. The comparison of The University of Mississippi college/schools with "similar" academic units was accomplished through (a) selection of average salaries by rank in those CIP disciplines represented in each Ole Miss college/school and (b) the calculation of weighted means for each rank in each discipline. While this technique for equating faculty salaries is not without flaws (such as the absence of control for years of teaching experience and highest academic degree held), it provides the best comparison available at the departmental, college/school, and institutional level.

"The University" Peer Group is comprised of the following institutions:

The University of Mississippi
The University of Kentucky
The University of North Carolina at Chapel Hill
The University of Alabama
The University of South Carolina
The University of Georgia
The University of Maryland at College Park
The University of Oklahoma
The University of Texas at Austin
The University of Arkansas
The University of Tennessee at Knoxville
The University of Virginia
Louisiana State University
West Virginia University
The University of Delaware
The University of Florida