

AVERAGE FACULTY SALARY BY RANK AND COLLEGE OR SCHOOL AT THE UNIVERSITY OF MISSISSIPPI
 COMPARED TO THE SOUTHERN UNIVERSITY GROUP, ACADEMIC YEAR 2003-04

Academic Rank	Number of Salaries Used in Average	Minimum Salary	Maximum Salary	Average (Mean) 9-Month Salary	Southern University Group Comparison		Difference	Percent Difference
					Weighted Average	Number of Salaries		
<u>College of Liberal Arts</u>								
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%
<u>School of Business Administration</u>								
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	-18.9%
Instructor	0	N/A	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%
<u>School of Education</u>								
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%
<u>School of Engineering</u>								
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%
<u>School of Law</u>								
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	0	N/A	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%
<u>School of Pharmacy</u>								
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	0	N/A	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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					Weighted Average	Number of Salaries		
<u>School of Accountancy</u>								
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%
<u>School of Applied Sciences</u>								
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	-8.3%
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%
<u>Southern Studies</u>								
Professor	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	0	N/A	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
<u>Other General Instruction</u>								
Professor	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Associate Professor	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Assistant Professor	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Instructor	7	\$29,580	\$40,316	\$33,081	N/A	N/A	N/A	N/A
All Ranks	7	\$29,580	\$40,316	\$33,081	N/A	N/A	N/A	N/A
<u>University Totals</u>								
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%

NOTE: "The All Ranks" category includes all ranks in all SUG institutions; Ole Miss may not have comparable ranks in some departments. Because of the inequality of rank distribution between Ole Miss and the SUG composites, "All Ranks" comparisons may appear incompatible with differences for a given rank. "All Ranks" data compare all faculty (regardless of rank) in a particular school, or the University as a whole, with a similar population (regardless of rank) in the SUG composite.