

**REPORT OF THE FACULTY SUB-
COMMITTEE**

**DSU PRESIDENT'S TASK FORCE ON
COMPENSATION**

October 25, 2002

Memo

To: Dr. William Stewart, Chair
University Compensation Task Force

From: Charles Wagoner, Chair
Faculty Compensation Sub-Committee

Date: October 24, 2001

Subject: Report and Recommendations

Attached please find a number of findings and recommendations which the faculty sub-committee of the University Compensation Task Force have developed over the past several months. Before I move on to these observations and findings, however, there are a number of points which I believe are important to bring to the forefront.

1. The entire University Compensation Committee (UCC), which only began its work toward the beginning of the 2001 summer, has performed exceptionally well in my view. Despite the large number of other summer travel commitments, teaching duties, and other administrative duties, the members of the committee were diligent in this clearly difficult task.
2. In particular, the Faculty Compensation Sub-Committee has demonstrated time and time again their dedication to addressing these complex problems and issues in a forthright and fairminded manner. I would be remiss not to mention each of these participants, by name, in the hope and belief that you will, as Chair of the University Taskforce, take the time to recognize each individual's contributions of both time and effort to the appropriate administrative leadership people. My Faculty Committee consisted of:

Sue Jolly
Paula Norris
Alinda Sledge
Kathryn Riffle

Education
Mathematics
Social Work
Nursing

Each of these individuals brought a level of professionalism to the table which made our meetings, if not always easy, at least productive and tolerable. Inter-Divisional differences were left at the door in favor of an approach aimed at improving overall institutional and academic quality at Delta State University, and the committee members should be recognized for their excellent contributions.

In addition, the administrative assistance staff in the Division of Economics and Finance were extremely helpful in pulling together and formatting a wide range of sometimes difficult to manage data in such a way as to allow the committee to progress with its mission.

3. Having made the preceding comments, the committee would like to present its findings and recommendations. Under the committee's operating agreement, each of the members was asked to prepare an independent list. On September 13, 2001, the sub-committee met to discuss the lists and attempt to develop a consensus report. We have met at least once per week since that time. This document constitutes the final product of the committee, and reflects the consensus of the sub-committee as a whole.
4. The committee has broken the recommendations into two categories depending on whether there are short term or longer term in nature.

**RECOMMENDATIONS OF THE FACULTY SUB COMMITTEE
OF THE UNIVERSITY COMPENSATION TASK FORCE**

I. Short Term.

- A. Summer School Pay Scale. The sub-committee recognizes that summer school remuneration at Delta State is well below other institutions in the state, region and nation. We recommend that the current system be replaced with one that pays 7.5% of base salary per course, or 2.5% per semester hour for courses which are not three credit hours. We further recommend that there be a lower limit of \$2,500 per course and an upper limit of \$7,500.**

As demonstrated in Appendix 5 of this document, a survey of a number of schools, both in Mississippi and in surrounding states, was undertaken a couple of years ago. This survey dealt with the issue of summer school remuneration. While the survey stands for itself, we have attached two tables which summarize the results of both percentage payment schemes and flat rate payments. As compared with our fellow institutions in this area, Delta State University does not fair particularly well.

Table 1:
Frequency Distribution of Summer School Remuneration
Schools Which Pay Percentages of Base

Pay Scale	Frequency
5% or Less	1
6% - 7%	7
8% - 9%	7
10% - 11%	9
12% or More	1
TOTAL	25

Source: Dr. Cameron Montgomery, 1998

Based upon an average DSU salary of \$ 44,981, the current \$ 2,000 per course is approximately 4.4%, above only San Angelo State University in the poll.

Table 2:
Frequency Distribution of Summer School Remuneration
Schools Which Pay Flat Fees

\$ 0 - \$ 1,000	1 (Junior College)
\$ 1,000 - \$ 1,500	4
\$ 1,500 - \$ 2,000	3
\$ 2,000 - \$ 4,000	3
Over \$ 4,000*	1
* The University of Southern Mississippi pays between \$ 7,500 and \$ 9,000 depending on rank	

Source: Dr. Cameron Montgomery, 1998

For comparison sake, U.S.M. pays between \$ 7,500 and \$ 9,000. The University of Mississippi pays 8.33% on an average base of \$ 54,844, which comes to \$ 4,568. Mississippi State University, with the highest average salary in Mississippi, declined to participate.

The question of summer school pay has been an issue of some contention for the past several years, and should be addressed as soon as possible, both as an issue of faculty retention and one of attracting quality faculty to these courses.

B Academic/Community Support. The sub-committee recommends that the DSU Foundation be requested to establish a separate fund for the support of faculty research and development and that they be encouraged to actively solicit funds for this purpose.

While actual academic pay is, of course, an issue of some importance in the DSU community, it is also undeniably true that success and progress in our respective fields requires a commitment from the institution to maintain both scholarly and community based activities. DSU has recognized the importance of both of these areas in its published criteria for promotion and tenure. However, the availability of funds to support these two crucial University missions has not been realized in the past couple of years. In order to stay current and to be effective teachers as well as productive members

of our respective profession, the faculty of Delta State must have the ability to travel to conferences, have access to sufficient research seed money, and funding to provide appropriate services to the Delta region and our professions. While we understand that funding at the state level has been problematic in recent years, to allow our generally well trained and active faculty to see those skills dissipate does no service to the University's mission nor its sense of pride and purpose.

- C. Starting Salary Formula Reform. The sub-committee requests that the formula under which starting salaries at DSU are calculated be studied and revised. In particular, we encourage that the “factors” be reexamined on a 2-3 year basis based upon available data from CUPA and SREB. We further ask that a commitment to apply the formula as uniformly and consistently as is practical given academic market realities and the hiring requirements of DSU be undertaken.**

The hiring formula, as presented to the members of the Compensation Task Force by Dr. Frank McArthur in the summer of 2001 is clearly out of date. The committee does not object to the utilization of such a formula, we simply argue that, as applied, this particular formula has created certain inequities over time.

The system (see Appendix 6) begins with a “base” of \$22,500 and contains adjustments for degree, years in service, and other factors. Unfortunately, this procedure combines the less attractive features of an arbitrary merit system with those of a civil service formula. This would seem to prevent some faculty from receiving appropriate salary increases based on merit, while simultaneously restricting salaries from rising at at least the rate of inflation. In addition, the “market factors” built into the structure may not be revisited with sufficient frequency to reflect the realities of the academic hiring market. As was pointed out during the meeting in which the structure was presented to the committee, for example, shortages in the number of individuals receiving Ph.D.'s in the areas served by the Business School relative to the demand for such faculty have caused compensation in Accounting, Finance and potentially Economics to rise significantly faster than the academic market as a whole. The pay scale under which Delta State operates has failed to take this into account. This has created a situation under which some new hires are compensated at rates which exceed their longer serving colleagues, many of whom have served DSU diligently and responsibly for many years.

- D. Career Based Monetary Recognition. The committee unanimously recommends that a task force be appointed by the President to**

examine the incremental salary increases associated with promotions. In particular, we suggest that a significant increase is appropriate for the promotion from Assistant Professor to Associate Professor as well as the promotion from Associate Professor to Full Professor. We recommend that the promotion raise for Associate Professors and that for Full Professors be substantial and commensurate with the honor associated with achieving such rank. We further suggest that those who have received promotions in the past be examined on a case-by-case basis with a bias toward awarding the increase.

One of the most surprising findings of this committee, from our viewpoint, is the astonishing lack of financial return to faculty who have progressed in the academic environment at Delta State in the way in which we would like them to. We are aware that DSU is only a couple of years removed from a system which placed binding caps on the number of faculty members within a given department or division who would be allowed to achieve tenure status. This led, we understand, to a situation where there were non-tenured full professors, which is not at all common in other institutions. The removal of this blockage has not, however, to date addressed a potentially more serious underlying problem. In order to demonstrate the precise nature of this problem, we have summarized some of the material included in Appendix 2 of this report. The issue deals with the relatively small differences between salaries for instructors and full professors at Delta State University vis-a-vis our neighboring schools in Mississippi and the Southeast.

Table 3:
Pay Differentials Between Various Academic Ranks

Institution	Instructor	Asst. Professor	Assoc. Professor	Full Professor
DSU	\$ 36,118	\$ 40,773	\$ 45,743	\$ 52,019
Alcorn State	\$ 31,556	\$ 44,408	\$ 49,555	\$ 56,985
Jackson State	\$ 33,925	\$ 42,663	\$52,873	\$ 56,850
Mississippi State	\$ 33,374	\$ 47,420	\$ 56,041	\$ 73,815
M.U.W.	\$ 37,573	\$ 38,980	\$ 45,002	\$ 52,460
Mississippi Valley	\$ 33,181	\$ 39,361	\$ 48,077	\$ 51,313

Ole' Miss	\$ 26,206	\$ 44,493	\$ 57,156	\$ 72,853
Southern	\$ 36,653	\$ 42,728	\$ 52,253	\$ 58,734

Source: Long Term Economic Planning
Mississippi Institutions of Higher Learning, 1999

Another way to enforce this concern is to examine the ratio of salaries at DSU to the national average by academic rank. Where extraordinary differences between DSU salaries and those of other institutions with which DSU competes for faculty, it is difficult to recruit and retain a qualified, diverse faculty.

The results of Table 4 are quite clear. The further along one's academic career at Delta State University, the further behind one can expect to find him/herself in terms of national pay trends.

It has been suggested by a number of faculty members that, in the future, Delta State consider strengthening the requirements for promotion to the academic rank of full professor, and that the incremental increase in salary be adjusted to account for these increased requirements. We believe that this suggestion deserves careful consideration.

Table 4:
Academic Salaries by Rank (All Disciplines)
Delta State vs. National Average

	DSU	National Average	Ratio
Instructor	\$ 36,118	\$ 33,412	108.10%
Assistant Professor	\$ 40,733	\$ 45,165	90.19%
Associate Professor	\$ 45,473	\$ 55,313	82.21%
Full Professor	\$ 52,019	\$ 74,454	69.87%

Source: CUPA 1999-2000 Annual Report

- E. New Policy Base Considerations. The committee recognizes that, at the onset of any new salary policy, some review and adjustments may be necessary in order to equitably address productive**

individuals whose current compensation was set under prior policies. We recommend, therefore, that a review be undertaken to identify such individuals before a new structure is implemented.

In simple terms, any significant change in compensation policy has the potential to generate transitional inequities. We believe that such inequities can and should be avoided by addressing the issue prior to full adoption of new procedures. The intended result of compensation reform is not feasible if the starting point is, in and of itself, not appropriate.

II. Longer Term

A. Retainment of Productive Faculty/Merit Compensation. The committee suggests that the President appoint a Presidential Task Force to examine additional options open to DSU regarding rewards for meritorious service to the institution and the profession. We suggest that two fundamental paths to be examined and that their differential impact on the faculty be considered.

- 1. Merit Pay. Under a merit pay system, faculty who are deemed to have exceeded expectations over a defined period of time are awarded permanent increases to their salary. Expectations for the various ranks are understood to be those defined under the DSU tenure and promotion policy.**
- 2. Bonus Compensation. Under this form of reward, those individuals at the institution who have performed in exceptional ways in the current or previous year are awarded one-time increases. These would not be included in calculations for base for future raises. Individuals would be eligible to earn the award as often as their performance should warrant.**

Discussion of merit pay in the context of University faculty frequently leads to dissension among the members of the institution, however there are several points which deserve recognition if we, as an institution, are to address the legitimate concern that many of the most effective teaching and research faculty have been lost to DSU over the past several years.

B. Permanent Compensation Committee. The committee recommends a permanent standing committee on compensation. The committee

will review compensation on an annual or biannual basis with an eye to maintaining fairness in the salary structure. The committee would respond to changing market realities and variable compensation considerations.

The committee feels that a structured system of monitor and review is needed. This would ensure that the University compensation remains current and responsible for both new and existing faculty salary needs.

- C. Academic Minimums. The sub-committee recommends a policy under which no tenure track faculty member would be hired below an institutionally set minimum. No faculty would be compensated below this rate. Existing faculty currently under the minimum would be increased to this level. We believe that this idea has merit, and encourage the administration to examine it. We understand that this policy would imply re-examination of higher ranking faculty as outlined below.**

It has been brought to our attention that other IHL institutions are currently looking at a reform that would place a lower limit on salaries offered to tenure track faculty.

The underlying rationale behind this proposal is that the University should only hire quality faculty, and that no quality faculty member should be asked to work for less than a reasonable figure.

APPENDIX A

1999 - 2000 CUPA

DATA TABLE SUMMARIES

CUPA DATA SUMMARY

DSU faculty salaries compared with national averages by discipline

Discipline	% of national average in pay	
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Information sciences

DSU full professor	55,040	66%
Natl average	83,440	
DSU associate prof	48,020	
Natl average	64,686	74%
DSU assistant prof	42,490	
Natl average	55,979	76%
DSU new assistant	42,000	
Natl average	56,115	75%
DSU instructor	34,950	
Natl average	33,124	105%

Education: curriculum and instruction

DSU full professor	57,693	
National average	65,156	89%
DSU assoc prof	47,807	
National average	50,079	96%
DSU assistant prof	40,045	
National average	42,013	95%
DSU new assist	41,500	
National average	40,472	103%

Special education

DSU associate prof	45,180	
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Social work

DSU full professor	47,043	
National average	70,381	67%

DSU new assistant	33,000	
National average	42,289	78%

Discipline **% of national average in pay**

Social Sciences

DSU full professor	50,318	
National averages	93,147	54%

DSU associate prof	46,750	
National averages	60,155	78%

DSU assistant prof	43,075	
National averages	47,004	92%

DSU new assistant	41,000	
National averages	44,626	92%

DSU instructor	35,303	
National averages	30,854	114%

History

DSU full professor	57,459	
National averages	68,469	84%

DSU assistant	39,970	
National averages	40,151	99%

DSU new assistant	39,600	
National averages	38,641	103%

Fine arts

DSU full professor	48,618	
National average	62,975	77%

National averages	44,188	116%
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DSU instructor	45,076	
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National averages	38,597	117%
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Discipline		% of national average in pay
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Business management

DSU associate	54,844	
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National average	65,548	84%
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DSU instructor	36,875	
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National average	39,631	93%
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Accounting

DSU associate prof	72,025	
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National average	70,799	102%
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DSU assistant prof	55,519	
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National averages	62,828	89%
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DSU new assistant	62,000	
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National average	65,000	96%
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Administrative and secretarial services

DSU associate	55,470	
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National average	52,570	106%
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DSU assistant	43,185	
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National average	47,143	92%
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DSU instructor	38,700	
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National average	31,500	123%
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Business/ managerial economics

DSU Full professor	67,747	
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National average	77,563	87%
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DSU associate	52,675	
National average	61,577	86%

Discipline **% of national average in pay**

Business/managerial economics

DSU assistant	45,984	
National average	54,643	84%

DSU new assistant	48,700	
National average	54,994	89%

Marketing

DSU associate	48,720	
National average	68,167	72%

DSU assistant	41,980	
National average	60,416	70%

All disciplines – national averages by rank

Full professors	74,454
Associate professor	55,313
Assistant professors	45,165
New assistants	43,572
Average instructor	33,412

Full professors at DSU and a comparison of salaries by discipline with national averages

Discipline	DSU salary avg.	national average	% of natl avg.
Home economics	72,525	70,262	103%
Clinical psychology	63,125	66,845	95%
Nursing	62,213	66,250	94%
Curriculum & Instruction	57,693	65,156	89%
Counseling education & guidance	57,330	65,812	87%
speech pathology	57,825	66,543	87%
Business/ managerial Economics	67,747	77,563	87%
Health & Physical Fitness	55,553	65,099	86%
History	57,459	68,469	84%
Math	60,750	74,334	82%
Music	50,488	62,446	81%
English	53,324	68,826	78%
Biology	56,483	73,169	77%
Fine arts	48,618	62,975	77%
Physical sciences	65,010	93,925	69%
Foreign languages	48,198	71,022	68%
Social work	47,043	70,381	67%
Information sciences	55,040	83,440	66%
Social sciences	50,318	93,147	54%

DSU full professors are only paid about 80% of the national averages overall. Professors in at least 5 disciplines are paid significantly less than 80% of the national average.

Associate professors at DSU and a comparison of salaries by discipline with national averages

Discipline	DSU salary avg.	national average	% of natl avg.
Administrative & Secretarial services	55,470	52,570	106%
Accounting	72,025	70,799	102%
Curriculum & Instruction	47,807	50,079	96%
Home economics	48,448	53,201	91%
Special education	45,180	52,188	87%
Physical sciences	45,570	56,248	86%
Business/ managerial Economics	52,675	61,577	86%
Biology	44,953	52,684	85%
Music	40,644	48,245	84%
Business Mgmt.	54,844	65,548	84%
Math	42,915	53,383	80%
Social sciences	46,750	60,155	78%
Information sciences	48,020	64,686	74%
Fine arts	36,050	49,141	73%
Marketing	48,720	68,167	71%

- interesting to note that the highest paid national disciplines at the associate level are accounting followed by marketing, then management and then information sciences, and then economics.

Associate professors at DSU are paid on the average about 86% of the national averages for their chosen discipline. At least professors in 5 disciplines are paid significantly less than 86% (the DSU average)

Assistant professors at DSU and a comparison of salaries by discipline with national averages

Discipline	DSU salary avg.	national average	% of natl avg.
Nursing	51,241	44,188	116%
Music	40,530	39,047	104%
Health & physical			
Fitness	43,612	42,195	103%
Home economics	43,000	42,719	100%
History	39,970	40,151	100%
Psychology	40,290	40,675	99%
Curriculum & Instruction	40,045	42,013	95%
Biology	41,300	43,591	95%
Administrative & Secretarial	43,185	47,143	93%
Social sciences	43,075	47,004	92%
Math	39,383	43,401	91%
Counseling education & guidance	40,095	42,239	90%
accounting	55,519	62,828	89%
English	35,369	40,039	88%
foreign languages	35,370	40,396	88%
speech pathology	37,668	43,298	87%
physical sciences	40,169	46,802	86%
Business/managerial			
Economics	45,984	54,643	84%
Fine arts	32,444	39,709	82%
Information sciences	42,490	55,979	76%
Marketing	41,980	60,416	70%

Interesting to note that the highest paid positions nationally are accounting, followed by marketing, then information sciences and then economics. That's not the case at DSU. No wonder we have so much turnover in the B school.

Assistant professors at DSU, on the average are paid about 92% of the national averages. At least 4 or 5 disciplines have professors at the assistant level that are making significantly less than 92% of the national average.

New Assistant professors at DSU and a comparison of salaries by discipline with national averages

Discipline	DSU salary avg.	national average	% of natl avg.
History	39,600	38,461	103%
English	39,250	38,300	103%
Curriculum & Instruction	41,500	40,472	103%
Accounting	62,000	65,000	96%
Psychology	38,700	40,657	95%
Music	35,185	37,110	95%
Physical sciences	41,400	44,022	94%
Social sciences	41,000	44,626	92%
Managerial econ	48,700	54,994	89%
Social work	33,000	42,289	78%
Information sciences	42,000	56,115	75%

DSU is paying new assistant professors about 93% of the national average. This is encouraging.

It appears that DSU is willing to pay new assistants closer to market with the exception of a few disciplines. The practice of offering candidates 10,000 or more below market should be discontinued, especially in disciplines where the outlook is quite good. All this serves to do is demoralize these professors who have invested years of training in a chosen field only to see their counterparts at other schools and colleges paid more realistic salaries given the worth of their degrees.

Instructors at DSU and a comparison of salaries by discipline with national averages

Discipline	DSU salary avg.	national average	% of natl avg.
Health & physical			
Fitness	47,500	34,802	136%
Administrative &			
Secretarial	38,700	31,500	123%
Nursing	45,076	38,597	117%
Social sciences	35,303	30,854	114%
Biology	34,419	31,204	110%
English	30,372	28,027	108%
Physical sciences	33,815	31,726	107%
Math	32,905	31,076	106%
Information sciences	34,950	33,124	105%
Home economics	28,000	33,964	83%

DSU instructors on the average are paid about 111% of the national average. This is especially puzzling as Full and associate professors are paid 80% and 86% of the norm. It seems that DSU does not want to reward the attainment of a PhD. But would rather pay more money to less terminally qualified faculty.

APPENDIX B

1999 - 2000 SREB

DATA TABLE SUMMARIES

SREB DATA SUMMARY

CATEGORY: 4 YEAR-5. Schools awarding at least 30 master's, education specialist, post-master's, or doctoral degrees.

Mississippi University for Women
Mississippi Valley State University

<u>FIELD</u>	<u>U.S. Average</u>	<u>SREB Average</u>
Education		
All Ranks	\$ 46,778	\$ 44,806
Professor	\$ 59,210	\$ 56,739
Assoc. Professor	\$ 56,378	\$ 57,545
Asst. Professor	\$ 39,632	\$ 39,072
Instructor	\$ 31,190	\$ 28,088
New Assistant Professor	\$ 37,920	\$ 37,049
Foreign Languages and Literature		
All Ranks	\$ 44,581	\$ 40,020
Professor	\$ 55,146	\$ 49,666
Assoc. Professor	\$ 45,589	\$ 42,060
Asst. Professor	\$ 38,446	\$ 36,037
Instructor	\$ 29,342	\$ 29,066
New Assistant Professor	\$ 36,134	\$ 35,750
English Language and Literature		
All Ranks	\$ 46,843	\$ 43,028
Professor	\$ 58,187	\$ 55,326
Assoc. Professor	\$ 46,105	\$ 43,205
Asst. Professor	\$ 38,742	\$ 37,108
Instructor	\$ 29,870	\$ 29,832
New Assistant Professor	\$ 36,983	\$ 35,099

Home Economics/Family Consumer Science

All Ranks	\$ 42,740	\$ 43,734
Professor	\$ 56,015	\$ 58,432
Assoc. Professor	\$ 42,398	\$ 41,985
Asst. Professor	\$ 38,874	\$ 40,593
Instructor	\$ 32,342	\$ 34,257
New Assistant Professor	\$ 32,250	\$ 32,250

Biological Sciences

All Ranks	\$ 49,390	\$ 46,094
Professor	\$ 59,594	\$ 55,651
Assoc. Professor	\$ 48,630	\$ 45,083
Asst. Professor	\$ 39,356	\$ 38,550
Instructor	\$ 29,058	\$ 30,813
New Assistant Professor	\$ 38,991	\$ 37,473

Mathematics

All Ranks	\$ 49,454	\$ 44,948
Professor	\$ 61,707	\$ 58,543
Assoc. Professor	\$ 50,400	\$ 47,662
Asst. Professor	\$ 41,232	\$ 39,249
Instructor	\$ 30,075	\$ 29,349
New Assistant Professor	\$ 38,845	\$ 37,321

Physical Sciences

All Ranks	\$ 50,948	\$ 47,257
Professor	\$ 62,498	\$ 56,898
Assoc. Professor	\$ 49,010	\$ 46,231
Asst. Professor	\$ 40,261	\$ 39,965
Instructor	\$ 31,780	\$ 28,682
New Assistant Professor	\$ 39,710	\$ 37,889

Psychology

All Ranks	\$ 50,282	\$ 46,244
Professor	\$ 60,693	\$ 56,490
Assoc. Professor	\$ 49,611	\$ 45,717
Asst. Professor	\$ 39,118	\$ 38,799

Instructor	\$ 31,513	\$ 32,505
New Assistant Professor	\$ 36,881	\$ 37,167
Social Work		
All Ranks	\$ 47,306	\$ 43,972
Professor	\$ 60,126	\$ 56,435
Assoc. Professor	\$ 52,176	\$ 50,292
Asst. Professor	\$ 40,780	\$ 38,166
Instructor	\$ 35,062	\$ 25,000
New Assistant Professor	\$ 40,005	\$ N/A
Social Sciences/History		
All Ranks	\$ 50,581	\$ 47,691
Professor	\$ 60,945	\$ 57,771
Assoc. Professor	\$ 48,441	\$ 46,497
Asst. Professor	\$ 39,835	\$ 38,685
Instructor	\$ 32,715	\$ 31,056
New Assistant Professor	\$ 37,766	\$ 35,490
Nursing		
All Ranks	\$ 45,684	\$ 43,845
Professor	\$ 59,549	\$ 58,637
Assoc. Professor	\$ 50,111	\$ 47,853
Asst. Professor	\$ 41,619	\$ 40,283
Instructor	\$ 37,934	\$ 39,110
New Assistant Professor	\$ 37,682	\$ 37,702
Business		
All Ranks	\$ 57,656	\$ 57,718
Professor	\$ 66,344	\$ 66,741
Assoc. Professor	\$ 58,819	\$ 61,315
Asst. Professor	\$ 50,218	\$ 49,716
Instructor	\$ 34,208	\$ 34,625
New Assistant Professor	\$ 48,033	\$ 49,993

SREB DATA SUMMARY

CATEGORY: 4 YEAR-4. Institutions awarding at least 30 master's, education specialist, post-master's, or doctoral degrees with master's, education specialist and post-,aster's degrees distributed among at least 5 CIP categories (2-digit classification).

Delta State University
Alcorn State University

<u>FIELD</u>	<u>U.S. Average</u>	<u>SREB Average</u>
Education		
All Ranks	\$ 51,301	\$ 47,363
Professor	\$ 63,664	\$ 58,428
Assoc. Professor	\$ 51,642	\$ 48,114
Asst. Professor	\$ 42,574	\$ 41,045
Instructor	\$ 34,416	\$ 34,523
New Assistant Professor	\$ 40,765	\$ 39,101
Foreign Languages/Literature		
All Ranks	\$ 47,510	\$ 42,621
Professor	\$ 61,736	\$ 54,811
Assoc. Professor	\$ 50,283	\$ 46,041
Asst. Professor	\$ 39,752	\$ 38,695
Instructor	\$ 30,737	\$ 29,807
New Assistant Professor	\$ 37,010	\$ 36,165
English Languages/Literature		
All Ranks	\$ 48,531	\$ 43,140
Professor	\$ 61,337	\$ 57,642
Assoc. Professor	\$ 48,378	\$ 44,787
Asst. Professor	\$ 40,118	\$ 38,291
Instructor	\$ 30,221	\$ 29,936
New Assistant Professor	\$ 38,735	\$ 38,083

Home Economics/Family Consumer Sciences

All Ranks	\$ 44,250	\$ 41,861
Professor	\$ 59,218	\$ 55,574
Assoc. Professor	\$ 47,518	\$ 44,038
Asst. Professor	\$ 38,803	\$ 38,460
Instructor	\$ 31,887	\$ 32,547
New Assistant Professor	\$ 38,126	\$ 37,878

Biological Sciences

All Ranks	\$ 51,459	\$ 47,503
Professor	\$ 46,075	\$ 59,302
Assoc. Professor	\$ 49,409	\$ 46,846
Asst. Professor	\$ 41,612	\$ 40,198
Instructor	\$ 31,923	\$ 31,605
New Assistant Professor	\$ 40,615	\$ 38,684

Mathematics

All Ranks	\$ 51,075	\$ 45,822
Professor	\$ 65,216	\$ 60,320
Assoc. Professor	\$ 50,773	\$ 47,752
Asst. Professor	\$ 42,182	\$ 41,170
Instructor	\$ 31,330	\$ 30,442
New Assistant Professor	\$ 39,866	\$ 37,526

Physical Sciences

All Ranks	\$ 54,035	\$ 49,498
Professor	\$ 66,137	\$ 60,738
Assoc. Professor	\$ 50,091	\$ 47,343
Asst. Professor	\$ 41,838	\$ 40,678
Instructor	\$ 33,458	\$ 33,500
New Assistant Professor	\$ 39,720	\$ 39,355

Psychology

All Ranks	\$ 52,484	\$ 46,616
Professor	\$ 63,664	\$ 59,616
Assoc. Professor	\$ 50,111	\$ 46,106
Asst. Professor	\$ 40,796	\$ 38,405

Instructor	\$ 31,237	\$ 30,489
New Assistant Professor	\$ 38,674	\$ 37,502
Social Work		
All Ranks	\$ 49,917	\$ 48,450
Professor	\$ 61,930	\$ 61,062
Assoc. Professor	\$ 50,870	\$ 50,545
Asst. Professor	\$ 43,529	\$ 42,284
Instructor	\$ 35,042	\$ 34,389
New Assistant Professor	\$ 41,096	\$ 40,253
Social Sciences/History		
All Ranks	\$ 52,725	\$ 47,617
Professor	\$ 64,187	\$ 58,487
Assoc. Professor	\$ 50,510	\$ 47,105
Asst. Professor	\$ 40,785	\$ 39,351
Instructor	\$ 33,010	\$ 31,755
New Assistant Professor	\$ 39,288	\$ 38,434
Nursing		
All Ranks	\$ 47,511	\$ 43,421
Professor	\$ 61,898	\$ 57,999
Assoc. Professor	\$ 51,813	\$ 48,339
Asst. Professor	\$ 42,824	\$ 40,719
Instructor	\$ 37,568	\$ 37,413
New Assistant Professor	\$ 43,668	\$ 41,514
Business		
All Ranks	\$ 62,251	\$ 59,935
Professor	\$ 71,823	\$ 70,611
Assoc. Professor	\$ 62,281	\$ 61,588
Asst. Professor	\$ 53,959	\$ 53,020
Instructor	\$ 37,659	\$ 36,265
New Assistant Professor	\$ 54,398	\$ 53,734

SREB DATA SUMMARY

CATEGORY: 4 YEAR-3. Institutions awarding at least 100 master's, education specialist, post-master's, or doctoral degrees with master's, education specialist and post-master's degrees distributed among at least 10 CIP categories (2-digit classification).

Jackson State University

<u>FIELD</u>	<u>U.S. Average</u>	<u>SREB Average</u>
Education		
All Ranks	\$ 51,118	\$ 48,208
Professor	\$ 63,863	\$ 60,244
Assoc. Professor	\$ 51,009	\$ 48,417
Asst. Professor	\$ 42,068	\$ 40,506
Instructor	\$ 34,225	\$ 33,809
New Assistant Professor	\$ 40,117	\$ 38,176
Foreign Languages/Literature		
All Ranks	\$ 48,932	\$ 43,688
Professor	\$ 65,098	\$ 59,641
Assoc. Professor	\$ 48,604	\$ 45,221
Asst. Professor	\$ 39,890	\$ 37,422
Instructor	\$ 29,007	\$ 29,407
New Assistant Professor	\$ 38,488	\$ 35,402
English Language/Literature		
All Ranks	\$ 48,178	\$ 43,651
Professor	\$ 63,567	\$ 59,102
Assoc. Professor	\$ 48,073	\$ 45,171
Asst. Professor	\$ 39,098	\$ 36,968
Instructor	\$ 28,626	\$ 28,838
New Assistant Professor	\$ 37,694	\$ 35,480

Home Economics/Family Consumer Science

All Ranks	\$ 49,710	\$ 46,862
Professor	\$ 65,222	\$ 59,766
Assoc. Professor	\$ 51,456	\$ 49,897
Asst. Professor	\$ 42,560	\$ 41,055
Instructor	\$ 33,022	\$ 33,901
New Assistant Professor	\$ 41,415	\$ 39,348

Biological Sciences

All Ranks	\$ 53,347	\$ 49,851
Professor	\$ 65,935	\$ 61,103
Assoc. Professor	\$ 49,993	\$ 48,242
Asst. Professor	\$ 42,183	\$ 41,108
Instructor	\$ 30,902	\$ 30,618
New Assistant Professor	\$ 40,174	\$ 39,131

Mathematics

All Ranks	\$ 53,235	\$ 48,016
Professor	\$ 66,453	\$ 61,957
Assoc. Professor	\$ 52,529	\$ 50,318
Asst. Professor	\$ 43,020	\$ 41,526
Instructor	\$ 31,174	\$ 31,087
New Assistant Professor	\$ 41,475	\$ 39,579

Physical Sciences

All Ranks	\$ 54,615	\$ 51,061
Professor	\$ 66,334	\$ 62,813
Assoc. Professor	\$ 51,327	\$ 49,300
Asst. Professor	\$ 42,643	\$ 41,248
Instructor	\$ 31,893	\$ 29,237
New Assistant Professor	\$ 40,791	\$ 39,253

Psychology

All Ranks	\$ 53,803	\$ 50,596
Professor	\$ 65,615	\$ 62,276
Assoc. Professor	\$ 50,532	\$ 47,014
Asst. Professor	\$ 41,243	\$ 40,508

Instructor	\$ 32,823	\$ 32,145
New Assistant Professor	\$ 39,753	\$ 37,852
Social Work		
All Ranks	\$ 52,056	\$ 46,025
Professor	\$ 65,681	\$ 59,701
Assoc. Professor	\$ 51,489	\$ 48,432
Asst. Professor	\$ 43,646	\$ 41,164
Instructor	\$ 38,352	\$ 34,010
New Assistant Professor	\$ 41,463	\$ 40,118
Social Sciences/History		
All Ranks	\$ 54,001	\$ 50,081
Professor	\$ 65,983	\$ 61,837
Assoc. Professor	\$ 50,739	\$ 47,881
Asst. Professor	\$ 41,339	\$ 39,791
Instructor	\$ 34,020	\$ 32,466
New Assistant Professor	\$ 39,779	\$ 38,549
Nursing		
All Ranks	\$ 48,435	\$ 46,437
Professor	\$ 65,591	\$ 62,170
Assoc. Professor	\$ 53,714	\$ 52,294
Asst. Professor	\$ 43,835	\$ 43,208
Instructor	\$ 38,173	\$ 37,485
New Assistant Professor	\$ 42,505	\$ 41,103
Business		
All Ranks	\$ 67,198	\$ 64,062
Professor	\$ 77,441	\$ 74,969
Assoc. Professor	\$ 66,395	\$ 64,228
Asst. Professor	\$ 59,269	\$ 57,851
Instructor	\$ 38,277	\$ 35,779
New Assistant Professor	\$ 61,251	\$ 59,305

SREB DATA SUMMARY

CATEGORY: 4 YEAR- 2. Institutions awarding at least 30 doctoral degrees that are distributed among at least 5 CIP categories (2 digit classification).

University of Mississippi
University of Southern Mississippi

<u>FIELD</u>	<u>U.S. Average</u>	<u>SREB Average</u>
Education		
All Ranks	\$ 51,592	\$ 51,919
Professor	\$ 67,358	\$ 68,171
Assoc. Professor	\$ 51,816	\$ 52,417
Asst. Professor	\$ 42,051	\$ 42,713
Instructor	\$ 34,501	\$ 35,848
New Assistant Professor	\$ 40,399	\$ 40,317
Foreign Languages/Literature		
All Ranks	\$ 48,226	\$ 46,002
Professor	\$ 65,617	\$ 63,947
Assoc. Professor	\$ 49,502	\$ 49,941
Asst. Professor	\$ 39,050	\$ 38,553
Instructor	\$ 29,186	\$ 28,968
New Assistant Professor	\$ 38,429	\$ 38,018
English Languages/Literature		
All Ranks	\$ 49,788	\$ 45,439
Professor	\$ 70,305	\$ 66,815
Assoc. Professor	\$ 50,696	\$ 50,002
Asst. Professor	\$ 39,873	\$ 40,316
Instructor	\$ 29,186	\$ 28,968
New Assistant Professor	\$ 37,860	\$ 38,574

Home Economics/Family Consumer Science

All Ranks	\$ 48,732	\$ 53,689
Professor	\$ 63,805	\$ 71,307
Assoc. Professor	\$ 50,052	\$ 52,322
Asst. Professor	\$ 40,720	\$ 42,312
Instructor	\$ 36,568	\$ 35,992
New Assistant Professor	\$ 39,756	\$ 40,333

Biological Sciences

All Ranks	\$ 57,593	\$ 58,452
Professor	\$ 74,389	\$ 76,058
Assoc. Professor	\$ 54,217	\$ 54,189
Asst. Professor	\$ 45,634	\$ 45,200
Instructor	\$ 31,551	\$ 31,623
New Assistant Professor	\$ 44,624	\$ 45,137

Mathematics

All Ranks	\$ 58,536	\$ 57,168
Professor	\$ 75,067	\$ 74,620
Assoc. Professor	\$ 54,912	\$ 55,540
Asst. Professor	\$ 44,963	\$ 45,639
Instructor	\$ 30,731	\$ 30,623
New Assistant Professor	\$ 44,211	\$ 44,825

Physical Sciences

All Ranks	\$ 61,476	\$ 59,173
Professor	\$ 76,919	\$ 77,445
Assoc. Professor	\$ 55,606	\$ 55,336
Asst. Professor	\$ 46,765	\$ 47,604
Instructor	\$ 32,066	\$ 33,002
New Assistant Professor	\$ 46,308	\$ 47,328

Psychology

All Ranks	\$ 60,618	\$ 59,211
Professor	\$ 73,642	\$ 72,097
Assoc. Professor	\$ 54,234	\$ 53,745
Asst. Professor	\$ 43,875	\$ 43,512
Instructor	\$ 31,668	\$ 33,034

New Assistant Professor	\$ 43,474	\$ 42,889
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Social Work

All Ranks	\$ 53,765	\$ 54,204
Professor	\$ 69,754	\$ 70,867
Assoc. Professor	\$ 54,563	\$ 55,889
Asst. Professor	\$ 45,214	\$ 45,732
Instructor	\$ 36,734	\$ 36,207
New Assistant Professor	\$ 43,550	\$ 45,375

Social Sciences/History

All Ranks	\$ 58,690	\$ 57,576
Professor	\$ 74,239	\$ 73,721
Assoc. Professor	\$ 54,138	\$ 54,304
Asst. Professor	\$ 43,366	\$ 42,975
Instructor	\$ 32,535	\$ 32,098
New Assistant Professor	\$ 41,907	\$ 41,841

Nursing

All Ranks	\$ 51,412	\$ 51,686
Professor	\$ 71,746	\$ 72,826
Assoc. Professor	\$ 56,338	\$ 56,715
Asst. Professor	\$ 46,611	\$ 46,513
Instructor	\$ 40,566	\$ 41,096
New Assistant Professor	\$ 45,171	\$ 44,099

Business

All Ranks	\$ 74,220	\$ 74,335
Professor	\$ 89,615	\$ 90,986
Assoc. Professor	\$ 71,661	\$ 71,572
Asst. Professor	\$ 67,141	\$ 67,184
Instructor	\$ 41,922	\$ 43,305
New Assistant Professor	\$ 65,760	\$ 64,599

SREB DATA SUMMARY

CATEGORY: 4 YEAR-1. Institutions awarding at least 100 doctoral degrees that are distributed among at least 10 CIP categories (2-digit classification). with no more than 50 percent in any one area.

Mississippi State University

<u>FIELD</u>	<u>U.S. Average</u>	<u>SREB Average</u>
Education		
All Ranks	\$ 58,335	\$ 55,890
Professor	\$ 75,732	\$ 73,281
Assoc. Professor	\$ 54,907	\$ 54,111
Asst. Professor	\$ 44,472	\$ 43,549
Instructor	\$ 34,304	\$ 33,576
New Assistant Professor	\$ 42,592	\$ 41,707
Foreign Languages/Literature		
All Ranks	\$ 54,894	\$ 48,835
Professor	\$ 75,418	\$ 72,226
Assoc. Professor	\$ 51,296	\$ 49,172
Asst. Professor	\$ 41,655	\$ 40,858
Instructor	\$ 29,839	\$ 28,673
New Assistant Professor	\$ 40,860	\$ 39,802
English Language/Literature		
All Ranks	\$ 57,052	\$ 50,815
Professor	\$ 76,431	\$ 71,623
Assoc. Professor	\$ 51,862	\$ 49,528
Asst. Professor	\$ 42,204	\$ 40,889
Instructor	\$ 28,047	\$ 27,187
New Assistant Professor	\$ 41,861	\$ 40,269

Home Economics/Family Consumer Science

All Ranks	\$ 58,283	\$ 57,404
Professor	\$ 74,350	\$ 72,291
Assoc. Professor	\$ 55,154	\$ 55,434
Asst. Professor	\$ 45,738	\$ 46,070
Instructor	\$ 33,794	\$ 34,405
New Assistant Professor	\$ 46,215	\$ 46,627

Biological Sciences

All Ranks	\$ 67,970	\$ 63,385
Professor	\$ 80,858	\$ 75,189
Assoc. Professor	\$ 57,159	\$ 54,277
Asst. Professor	\$ 49,229	\$ 47,048
Instructor	\$ 34,961	\$ 34,322
New Assistant Professor	\$ 47,213	\$ 45,891

Mathematics

All Ranks	\$ 68,464	\$ 63,349
Professor	\$ 83,067	\$ 78,133
Assoc. Professor	\$ 57,280	\$ 56,076
Asst. Professor	\$ 48,175	\$ 48,720
Instructor	\$ 33,812	\$ 32,079
New Assistant Professor	\$ 46,067	\$ 46,463

Physical Sciences

All Ranks	\$ 73,926	\$ 68,541
Professor	\$ 86,578	\$ 81,558
Assoc. Professor	\$ 58,194	\$ 55,675
Asst. Professor	\$ 49,567	\$ 47,651
Instructor	\$ 36,298	\$ 33,749
New Assistant Professor	\$ 47,904	\$ 46,130

Psychology

All Ranks	\$ 68,092	\$ 62,784
Professor	\$ 84,396	\$ 78,080
Assoc. Professor	\$ 54,828	\$ 52,462
Asst. Professor	\$ 47,133	\$ 45,437
Instructor	\$ 40,012	\$ 34,700

New Assistant Professor

\$ 46,221

\$ 46,017

Social Work

All Ranks	\$ 60,646	\$ 53,763
Professor	\$ 82,219	\$ 73,738
Assoc. Professor	\$ 56,300	\$ 52,844
Asst. Professor	\$ 45,814	\$ 43,105
Instructor	\$ 38,014	\$ 38,772
New Assistant Professor	\$ 45,386	\$ 44,023

Social Sciences/History

All Ranks	\$ 66,665	\$ 62,111
Professor	\$ 84,377	\$ 79,311
Assoc. Professor	\$ 56,243	\$ 54,471
Asst. Professor	\$ 46,654	\$ 44,.721
Instructor	\$ 37,771	\$ 37,150
New Assistant Professor	\$ 44,884	\$ 42,399

Nursing

All Ranks	\$ 54,367	\$ 54,811
Professor	\$ 76,865	\$ 76,144
Assoc. Professor	\$ 59,110	\$ 59,750
Asst. Professor	\$ 48,324	\$ 47,204
Instructor	\$ 40,336	\$ 39,197
New Assistant Professor	\$ 49,462	\$ 48,125

Business

All Ranks	\$ 89,121	\$ 85,547
Professor	\$ 108,378	\$ 103,592
Assoc. Professor	\$ 81,971	\$ 79,805
Asst. Professor	\$ 77,579	\$ 75,325
Instructor	\$ 46,567	\$ 45,208
New Assistant Professor	\$ 78,466	\$ 78,849

APPENDIX C:

IHL INSTITUTION COMPARISONS

Memo

To: Dr. William Stewart, Compensation Committee Chair
From: Dr. Charles Wagoner, Faculty Sub-Committee Chair
Date: November 3, 2001
Subject: IHL Salary Comparisons

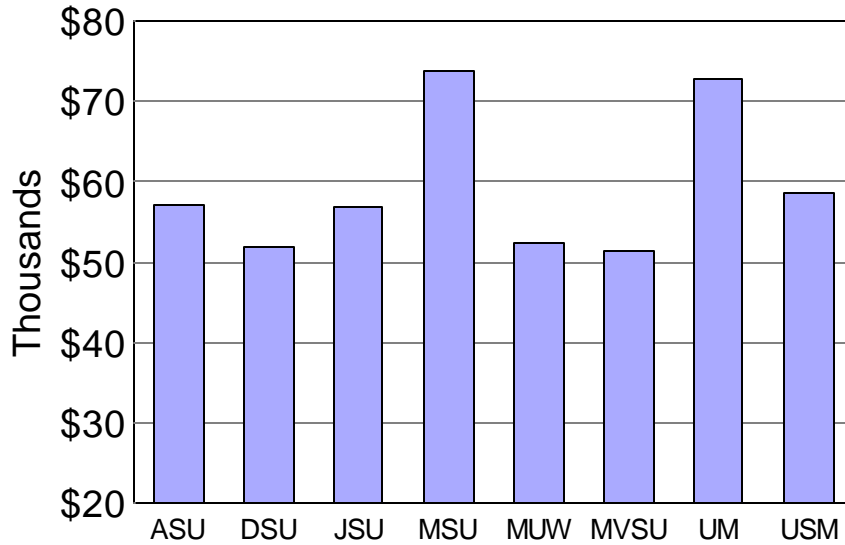
Dr. Stewart:

As Dr. Potter has requested, I have compiled the statistics on how salaries at Delta State University compare with other IHL institutions. These are presented, by rank as well as for all ranks combined, on the pages following. In addition, I have constructed a chart which shows how the average salary at each of the IHL institutions compares with the average salary for all ranks at schools which are rated in the same SREB category. There is, in addition, a table which summarizes this information.

I maintain my belief, however, that these are not the appropriate comparisons if the goal is to create a DSU which is more competitive. We should be comparing ourselves with the schools we compete with for faculty, which not necessarily those in the State of Mississippi.

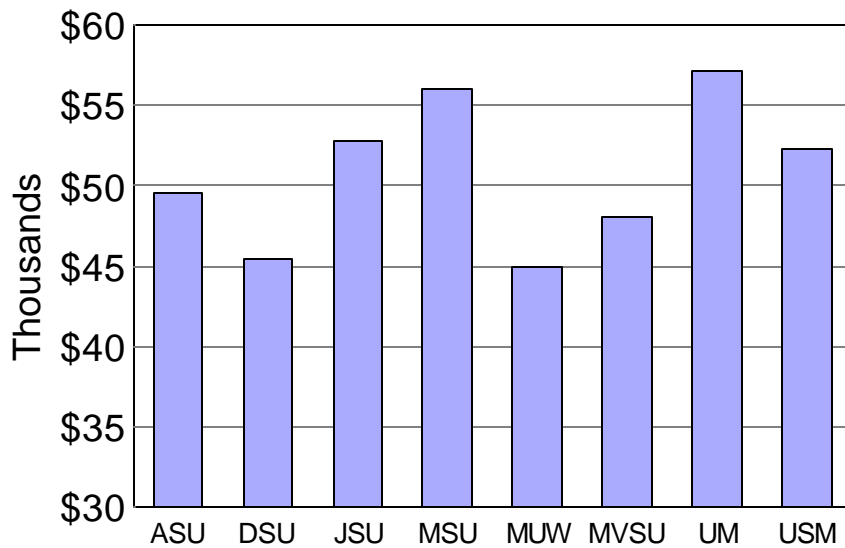
Charles Wagoner

Average Salaries - IHL Institutions Full Professors - 2000-2001



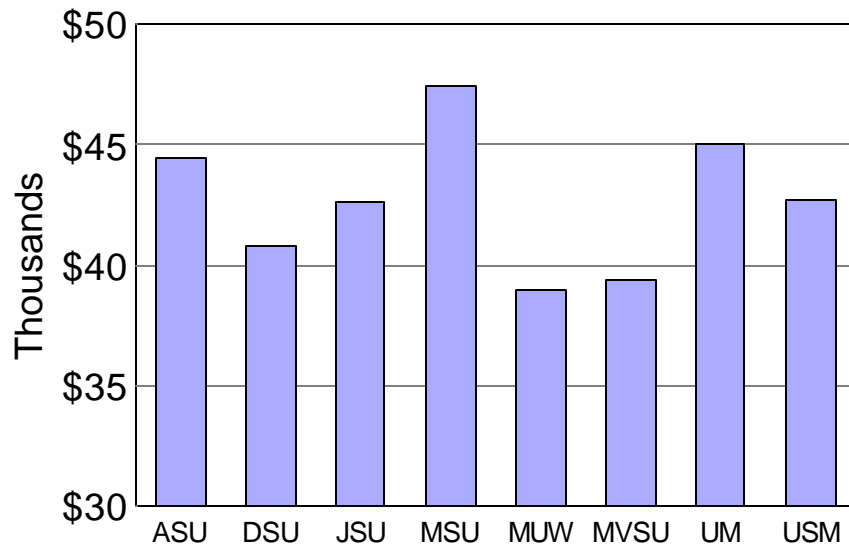
Source: IHL URC

Average Salaries - IHL Institutions Assoc. Professors - 2000-2001



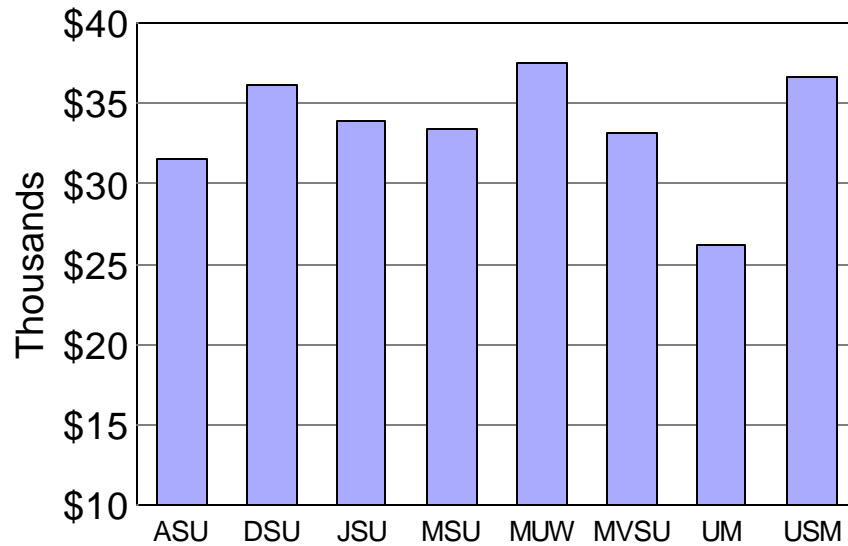
Source: IHL URC

Average Salaries - IHL Institutions Asst. Professors - 2000-2001



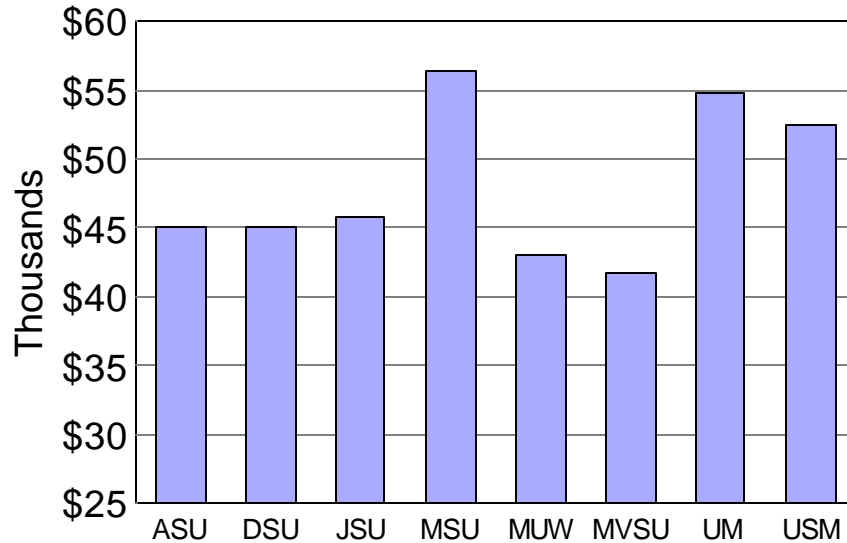
Source: IHL URC

Average Salaries - IHL Institutions Instructors - 2000-2001



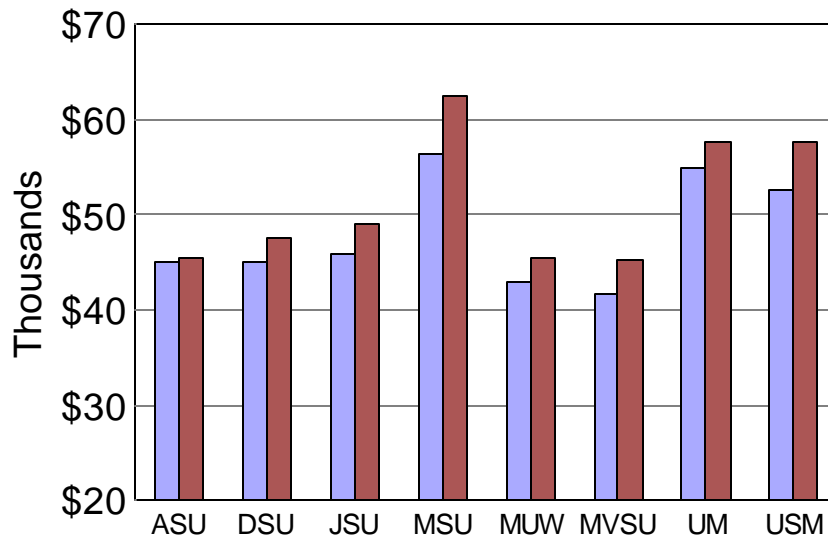
Source: IHL URC

Average Salaries - IHL Institutions All Ranks - 2000-2001



Source: IHL URC

Average Salaries - IHL Institutions School and SREB Class - 2000-2001



Legend: School (Blue), SREB (Red) Source: IHL URC

Table 1
IHL Institution Salary Comparisons By Rank and SREB Category¹
2000 - 2001

	Full Professor	Associate Professor	Assistant Professor	Instructor	All Ranks	SREB Category
ASU	\$56,985	\$49,555	\$44,408	\$31,556	\$45,096	\$45,531
DSU	\$52,019	\$45,473	\$40,733	\$36,118	\$44,981	\$47,479
JSU	\$56,850	\$52,837	\$42,663	\$33,925	\$45,797	\$49,068
MSU	\$73,815	\$56,041	\$47,420	\$33,374	\$56,368	\$62,504
MUW	\$52,460	\$45,002	\$38,960	\$37,573	\$42,970	\$45,531
MVSU	\$51,313	\$48,077	\$39,361	\$33,181	\$41,663	\$45,148
UM	\$72,853	\$57,156	\$44,993	\$26,208	\$54,844	\$57,538
USM	\$58,734	\$52,253	\$42,728	\$36,653	\$52,489	\$57,538
IHL ²	\$65,185	\$53,769	\$43,760	\$33,624	\$51,432	

¹ MSU is SREB 4-I. UM and USM are SREB 4-II. JSU is SREB 4-III. DSU is SREB 4-IV. ASU and MUW are SREB 4-V. MVSU is SREB 4-VI. This is slightly different from 1999-2000, when ASU was in SREB 4-IV with DSU.

² Weighted average based on the number of faculty members at each rank at each school.

Table 2
 Percentage Salary Comparisons By Rank and SREB Category
 2000 - 2001

	Full Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
ASU	87.4%	92.2%	101.5%	93.9%	87.7%
DSU	79.8%	84.6%	93.2%	107.4%	87.5%
JSU	87.2%	98.3%	97.5%	100.9%	89.0%
MSU	113.2%	104.2%	108.4%	99.3%	106.6%
MUW	80.5%	83.7%	89.1%	111.7%	83.6%
MVSU	78.7%	89.4%	90.0%	98.7%	81.0%
UM	111.8%	106.3%	102.8%	77.9%	106.6%
USM	90.1%	97.2%	97.6%	109.0%	102.1%