



# University of Missouri Faculty Salary Survey

## Data Control

In preparing this report, the University of Missouri performed the following to ensure consistency in the data between the external surveys:

- Each survey's respondent faculty salary data was "normalized" to a 9-month service basis.
- The Classification of Instructional Program (CIP) code, which provides an accurate tracking, assessment and reporting of fields of study and program activity was used to identify specific disciplines at each institution. The University of Missouri Human Resources staff relied on data provided by Institutional Research (IR), campus Human Resource Departments and verification through campus information systems, such as, telephone and e-mail directory, and departmental web sites. Emphasis was taken NOT to allow a faculty member's home college/school/department to be the sole determinant of the CIP code assignment.
- Where it could be identified, steps were taken to eliminate the portion of faculty salaries that are provided them as compensation for administrative responsibilities (e.g. department chairs). The report cannot guarantee that all administrative salaries were identified and excluded from reported statistics.
- Incentive pay was excluded where such compensation can be identified (e.g. RADL, Dental and the University of Missouri Physician practice plan).
- The comparator institutions that are included in the external survey summaries have a high focus towards extensive research institutions. Any variance from the reported mean salary or even the range of actual salaries does not automatically equate to a non-competitive market position. Campus executives and deans need to make determination of competitive position based on the productivity of the individual faculty member.