

**2006 CoB MERIT RAISE PROCESS  
RANKING BY PERCENTAGE RAISE**

| ACADEMIC RANK | NAME              | DEPT       | 2006 MR           | 2005-06 SALARY       | RAISE %       |
|---------------|-------------------|------------|-------------------|----------------------|---------------|
| <i>ASSIST</i> | <i>CARR</i>       | <i>MGT</i> | <i>\$7,860.00</i> | <i>\$ 74,908.00</i>  | <i>10.49%</i> |
| ASSIST        | ZANTOW            | MGT        | \$6,163.00        | \$ 67,258.00         | 9.16%         |
| ASSIST        | CLARKJ            | FIN        | \$8,096.00        | \$ 91,143.00         | 8.88%         |
| ASSIST        | HALLAB            | TM         | \$4,870.00        | \$ 55,000.00         | 8.85%         |
| <b>ASSOC</b>  | <b>PATE</b>       | <b>ACC</b> | <b>\$5,936.00</b> | <b>\$ 84,699.00</b>  | <b>7.01%</b>  |
| <i>FULL</i>   | <i>NIROOMAND</i>  | <i>ECO</i> | <i>\$9,282.00</i> | <i>\$ 133,656.00</i> | <i>6.94%</i>  |
| ASSIST        | MALIK             | ECO        | \$4,754.00        | \$ 70,000.00         | 6.79%         |
| <i>FULL</i>   | <i>SAWYER</i>     | <i>ECO</i> | <i>\$5,847.00</i> | <i>\$ 86,922.00</i>  | <i>6.73%</i>  |
| INST          | SEVIER            | MGT        | \$2,719.00        | \$ 42,405.00         | 6.41%         |
| <i>FULL</i>   | <i>CLARKS</i>     | <i>ACC</i> | <i>\$5,977.00</i> | <i>\$ 93,253.00</i>  | <i>6.41%</i>  |
| ASSIST        | LAI               | MIS        | \$4,917.00        | \$ 79,973.00         | 6.15%         |
| FULL          | MIXON             | ECO        | \$5,160.00        | \$ 88,401.00         | 5.84%         |
| <i>INST</i>   | <i>MUNN</i>       | <i>ACC</i> | <i>\$2,933.00</i> | <i>\$ 50,289.00</i>  | <i>5.83%</i>  |
| ASSOC         | GREEN             | ECO        | \$4,084.00        | \$ 70,971.00         | 5.75%         |
| <i>FULL</i>   | <i>KLINEDINST</i> | <i>ECO</i> | <i>\$4,745.00</i> | <i>\$ 82,789.00</i>  | <i>5.73%</i>  |
| ASSIST        | SMITHBILL         | MKT        | \$4,164.00        | \$ 74,100.00         | 5.62%         |
| ASSOC         | KING              | FIN        | \$3,722.00        | \$ 66,389.00         | 5.61%         |
| ASSIST        | MONCHUCK          | ECO        | \$3,811.00        | \$ 68,000.00         | 5.60%         |
| <i>INST</i>   | <i>LOYD</i>       | <i>MKT</i> | <i>\$2,726.00</i> | <i>\$ 48,969.00</i>  | <i>5.57%</i>  |
| ASSIST        | LOPEZ             | MKT        | \$4,399.00        | \$ 79,262.00         | 5.55%         |
| INST          | BROWN             | ACC        | \$2,726.00        | \$ 49,304.00         | 5.53%         |
| ASSIST        | PEYREFITTE        | MGT        | \$4,433.00        | \$ 80,983.00         | 5.47%         |
| ASSIST        | GREGORY           | MGT        | \$4,313.00        | \$ 79,750.00         | 5.41%         |
| <i>FULL</i>   | <i>VEST</i>       | <i>MGT</i> | <i>\$4,517.00</i> | <i>\$ 85,473.00</i>  | <i>5.28%</i>  |
| <i>FULL</i>   | <i>PRICE</i>      | <i>TM</i>  | <i>\$3,561.00</i> | <i>\$ 67,640.00</i>  | <i>5.26%</i>  |
| ASSOC         | DUHON             | MGT        | \$4,204.00        | \$ 80,310.00         | 5.23%         |

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|---------------|------------------|------------|-------------------|----------------------|--------------|
| <i>FULL</i>   | <i>JORDAN</i>    | <i>ACC</i> | <i>\$5,190.00</i> | <i>\$ 99,404.00</i>  | <i>5.22%</i> |
| ASSIST        | OSMONBEKOV       | MKT        | \$4,283.00        | \$ 83,297.00         | 5.14%        |
| <i>FULL</i>   | <i>HSIEH</i>     | <i>MIS</i> | <i>\$4,667.00</i> | <i>\$ 91,995.00</i>  | <i>5.07%</i> |
| ASSIST        | SEQUEIRA         | MGT        | \$4,002.00        | \$ 81,000.00         | 4.94%        |
| INST          | FENNELL          | MGT        | \$2,298.00        | \$ 46,750.00         | 4.92%        |
| FULL          | TOPPING          | MGT        | \$4,174.00        | \$ 85,489.00         | 4.88%        |
| ASSIST        | ANDERSON         | ACC        | \$4,206.00        | \$ 87,000.00         | 4.83%        |
| ASSIST        | CHEN             | MIS        | \$3,737.00        | \$ 78,770.00         | 4.74%        |
| ASSIST        | SALTER           | FIN        | \$3,957.00        | \$ 84,181.00         | 4.70%        |
| <i>ASSIST</i> | <i>GORE</i>      | <i>ACC</i> | <i>\$1,635.00</i> | <i>\$ 34,802.00</i>  | <i>4.70%</i> |
| <i>FULL</i>   | <i>NISSAN</i>    | <i>ECO</i> | <i>\$4,635.00</i> | <i>\$ 99,930.00</i>  | <i>4.64%</i> |
| ASSIST        | DANIEL           | MGT        | \$3,860.00        | \$ 85,427.00         | 4.52%        |
| <i>FULL</i>   | <i>WILLIAMS</i>  | <i>MKT</i> | <i>\$4,728.00</i> | <i>\$ 107,534.00</i> | <i>4.40%</i> |
| <i>FULL</i>   | <i>CARTER</i>    | <i>ECO</i> | <i>\$5,071.00</i> | <i>\$ 120,898.00</i> | <i>4.19%</i> |
| <i>FULL</i>   | <i>BABINB</i>    | <i>MKT</i> | <i>\$5,116.00</i> | <i>\$ 122,000.00</i> | <i>4.19%</i> |
| <i>FULL</i>   | <i>HENTHORNE</i> | <i>MKT</i> | <i>\$3,785.00</i> | <i>\$ 91,424.00</i>  | <i>4.14%</i> |
| <i>FULL</i>   | <i>POSEY</i>     | <i>ACC</i> | <i>\$4,743.00</i> | <i>\$ 117,280.00</i> | <i>4.04%</i> |
| ASSOC         | BECKER           | TM         | \$3,466.00        | \$ 85,750.00         | 4.04%        |
| FULL          | LAFLEUR          | MKT        | \$3,583.00        | \$ 90,000.00         | 3.98%        |
| ASSIST        | YANG             | MGT        | \$2,871.00        | \$ 73,355.00         | 3.91%        |
| ASSIST        | MICHAEL          | MGT        | \$2,973.00        | \$ 77,000.00         | 3.86%        |
| FULL          | BABINL           | MKT        | \$3,207.00        | \$ 87,223.00         | 3.68%        |
| <i>FULL</i>   | <i>BUSHARDT</i>  | <i>MGT</i> | <i>\$3,273.00</i> | <i>\$ 89,938.00</i>  | <i>3.64%</i> |
| FULL          | LEWIS            | MIS        | \$3,336.00        | \$ 93,552.00         | 3.57%        |
| <i>FULL</i>   | <i>DEPREE</i>    | <i>ACC</i> | <i>\$3,187.00</i> | <i>\$ 89,420.00</i>  | <i>3.56%</i> |
| ASSOC         | ALBIN            | ACC        | \$2,673.00        | \$ 76,025.00         | 3.52%        |
| ASSOC         | MAGRUDER         | MIS        | \$2,525.00        | \$ 74,399.00         | 3.39%        |
| FULL          | DAVIS            | MIS        | \$2,909.00        | \$ 89,264.00         | 3.26%        |

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|---------------|-----------|------|------------|----------------|---------|
| FULL          | LINDLEY   | FIN  | \$3,551.00 | \$ 109,400.00  | 3.25%   |
| FULL          | GUNTHER   | ECO  | \$3,476.00 | \$ 116,892.00  | 2.97%   |
| ASSOC         | HENDERSON | ACC  | \$3,134.00 | \$ 109,226.00  | 2.87%   |
| ASSIST        | SHI       | ECO  | \$1,884.00 | \$ 68,000.00   | 2.77%   |
| ASSOC         | SMITHBOB  | ACC  | \$2,355.00 | \$ 92,284.00   | 2.55%   |
| FULL          | DOTY      | MGT  | \$1,524.00 | \$ 153,924.00  | 0.99%   |

A 5% MERIT RAISE POOL WAS ALLOCATED BY THE MISSISSIPPI LEGISLATURE FOR HIGHER EDUCATION RAISES. ACCORDING TO THE INSTRUCTIONS FROM THE IHL, ANY RAISE ABOVE 7% AND ANY RAISE BELOW 3% MUST BE JUSTIFIED IN WRITING TO THE IHL. THOSE REQUIRING JUSTIFICATION ARE NOTED ABOVE WITH BLUE FONT.

*ITALICS* INDICATE PERS PARTICIPATION.

**BOLD** TYPEFACE INDICATES THAT AN ADMINISTRATIVE POSITION WAS HELD DURING THE RAISE WINDOW.

NOTE: RAISES DO NOT INCLUDE RAISE MONEY DUE TO PROMOTION.