

**THE 2006 COB MERIT RAISE PROCESS:
A SIDE BY SIDE COMPARISON OF COMPONENT PARTS**

| RANK | NAME | DEPT | MR RANK | TEACHING RANK | SERVICE RANK | RESEARCH RANK | AVERAGE RANK | PROJECTED MR RANK | NUMBER OF RANKS ERROR |
|---------------|-------------------|------------|-----------|---------------|--------------|---------------|--------------|-------------------|-----------------------|
| <i>FULL</i> | <i>NIROOMAND</i> | <i>ECO</i> | <i>1</i> | <i>51</i> | <i>8</i> | <i>18</i> | <i>28.7</i> | <i>30</i> | <i>29</i> |
| ASSIST | CLARKJ | FIN | 2 | 48 | 15 | 5 | 24.7 | 18 | 16 |
| <i>ASSIST</i> | <i>CARR</i> | <i>MGT</i> | <i>3</i> | <i>47</i> | <i>39</i> | <i>8</i> | <i>31.35</i> | <i>33</i> | <i>30</i> |
| ASSIST | ZANTOW | MGT | 4 | 32 | 32 | 46 | 36.9 | 46 | 42 |
| <i>FULL</i> | <i>CLARKS</i> | <i>ACC</i> | <i>5</i> | <i>16</i> | <i>8</i> | <i>7</i> | <i>10.85</i> | <i>5</i> | <i>0</i> |
| <i>ASSOC</i> | <i>PATE</i> | <i>ACC</i> | <i>6</i> | <i>26</i> | <i>5</i> | <i>40</i> | <i>25.65</i> | <i>21</i> | <i>15</i> |
| <i>FULL</i> | <i>SAWYER</i> | <i>ECO</i> | <i>7</i> | <i>10</i> | <i>8</i> | <i>10</i> | <i>9.5</i> | <i>3</i> | <i>-4</i> |
| <i>FULL</i> | <i>JORDAN</i> | <i>ACC</i> | <i>8</i> | <i>29</i> | <i>8</i> | <i>4</i> | <i>15</i> | <i>8</i> | <i>0</i> |
| FULL | MIXON | ECO | 9 | 17 | 2 | 1 | 7.65 | 2 | -7 |
| <i>FULL</i> | <i>BABINB</i> | <i>MKT</i> | <i>10</i> | <i>39</i> | <i>15</i> | <i>3</i> | <i>20.4</i> | <i>11</i> | <i>1</i> |
| <i>FULL</i> | <i>CARTER</i> | <i>ECO</i> | <i>11</i> | <i>8</i> | <i>8</i> | <i>15</i> | <i>10.45</i> | <i>4</i> | <i>-7</i> |
| ASSIST | LAI | MIS | 12 | 52 | 54 | 18 | 40.6 | 51 | 39 |
| ASSIST | HALLAB | TM | 13 | 38 | 32 | 26 | 32.3 | 37 | 24 |
| ASSIST | MALIK | ECO | 14 | 55 | 39 | 5 | 33.5 | 43 | 29 |
| <i>FULL</i> | <i>KLINEDINST</i> | <i>ECO</i> | <i>15</i> | <i>45</i> | <i>3</i> | <i>40</i> | <i>32.75</i> | <i>40</i> | <i>25</i> |
| <i>FULL</i> | <i>POSEY</i> | <i>ACC</i> | <i>16</i> | <i>25</i> | <i>58</i> | <i>48</i> | <i>41.3</i> | <i>54</i> | <i>38</i> |
| <i>FULL</i> | <i>WILLIAMS</i> | <i>MKT</i> | <i>17</i> | <i>42</i> | <i>39</i> | <i>18</i> | <i>32.85</i> | <i>41</i> | <i>24</i> |
| <i>FULL</i> | <i>HSIEH</i> | <i>MIS</i> | <i>18</i> | <i>46</i> | <i>22</i> | <i>12</i> | <i>28.1</i> | <i>27</i> | <i>9</i> |
| <i>FULL</i> | <i>NISSAN</i> | <i>ECO</i> | <i>19</i> | <i>18</i> | <i>32</i> | <i>2</i> | <i>15.9</i> | <i>9</i> | <i>-10</i> |
| <i>FULL</i> | <i>VEST</i> | <i>MGT</i> | <i>20</i> | <i>43</i> | <i>22</i> | <i>28</i> | <i>32.5</i> | <i>38</i> | <i>18</i> |
| ASSIST | PEYREFITTE | MGT | 21 | 35 | 39 | 18 | 30.05 | 31 | 10 |
| ASSIST | LOPEZ | MKT | 22 | 14 | 39 | 23 | 23.4 | 13 | -9 |
| ASSIST | GREGORY | MGT | 23 | 36 | 58 | 43 | 43.95 | 57 | 34 |
| ASSIST | OSMONBEKOV | MKT | 24 | 19 | 39 | 25 | 26.1 | 23 | -1 |
| ASSIST | ANDERSON | ACC | 25 | 56 | 39 | 18 | 38.45 | 49 | 24 |
| <i>ASSOC</i> | <i>DUHON</i> | <i>MGT</i> | <i>26</i> | <i>21</i> | <i>15</i> | <i>37</i> | <i>25.1</i> | <i>19</i> | <i>-7</i> |
| FULL | TOPPING | MGT | 27 | 54 | 32 | 10 | 33.1 | 42 | 15 |
| <i>ASSIST</i> | <i>SMITHBILL</i> | <i>MKT</i> | <i>28</i> | <i>15</i> | <i>5</i> | <i>56</i> | <i>26.85</i> | <i>24</i> | <i>-4</i> |
| <i>ASSOC</i> | <i>GREEN</i> | <i>ECO</i> | <i>29</i> | <i>12</i> | <i>22</i> | <i>40</i> | <i>24.3</i> | <i>16</i> | <i>-13</i> |
| ASSIST | SEQUEIRA | MGT | 30 | 53 | 39 | 30 | 41.45 | 55 | 25 |
| ASSIST | SALTER | FIN | 31 | 3 | 3 | 28 | 11.75 | 6 | -25 |
| <i>ASSIST</i> | <i>DANIEL</i> | <i>MGT</i> | <i>32</i> | <i>23</i> | <i>22</i> | <i>36</i> | <i>27.3</i> | <i>26</i> | <i>-6</i> |
| ASSIST | MONCHUCK | ECO | 33 | 24 | 54 | 43 | 38.15 | 48 | 15 |
| <i>FULL</i> | <i>HENTHORNE</i> | <i>MKT</i> | <i>34</i> | <i>44</i> | <i>15</i> | <i>12</i> | <i>25.55</i> | <i>20</i> | <i>-14</i> |
| ASSIST | CHEN | MIS | 35 | 49 | 39 | 9 | 32.5 | 39 | 4 |
| <i>ASSOC</i> | <i>KING</i> | <i>FIN</i> | <i>36</i> | <i>2</i> | <i>1</i> | <i>16</i> | <i>6.65</i> | <i>1</i> | <i>-35</i> |
| FULL | LAFLEUR | MKT | 37 | 33 | 5 | 32 | 25.65 | 22 | -15 |
| <i>FULL</i> | <i>PRICE</i> | <i>TM</i> | <i>38</i> | <i>30</i> | <i>15</i> | <i>37</i> | <i>28.7</i> | <i>29</i> | <i>-9</i> |
| FULL | LINDLEY | FIN | 39 | 27 | 39 | 32 | 31.75 | 34 | -5 |
| FULL | GUNTHER | ECO | 40 | 9 | 39 | 31 | 24.2 | 15 | -25 |
| <i>ASSOC</i> | <i>BECKER</i> | <i>TM</i> | <i>41</i> | <i>57</i> | <i>22</i> | <i>26</i> | <i>37.4</i> | <i>47</i> | <i>6</i> |
| <i>FULL</i> | <i>LEWIS</i> | <i>MIS</i> | <i>42</i> | <i>7</i> | <i>22</i> | <i>16</i> | <i>13.9</i> | <i>7</i> | <i>-35</i> |
| <i>FULL</i> | <i>BUSHARDT</i> | <i>MGT</i> | <i>43</i> | <i>28</i> | <i>15</i> | <i>48</i> | <i>31.75</i> | <i>35</i> | <i>-8</i> |
| FULL | BABINL | MKT | 44 | 50 | 32 | 32 | 39.2 | 50 | 6 |

| RANK | NAME | DEPT | MR RANK | TEACHING RANK | SERVICE RANK | RESEARCH RANK | AVERAGE RANK | PROJECTED MR RANK | NUMBER OF RANKS ERROR |
|-------------|---------------|------------|-----------|---------------|--------------|---------------|--------------|-------------------|-----------------------|
| <i>FULL</i> | <i>DEPREE</i> | <i>ACC</i> | <i>45</i> | <i>22</i> | <i>39</i> | <i>24</i> | <i>26.95</i> | <i>25</i> | <i>-20</i> |
| ASSOC | HENDERSON | ACC | 46 | 11 | 32 | 56 | 32 | 36 | -10 |
| ASSIST | MICHAEL | MGT | 47 | 40 | 32 | 48 | 40.8 | 52 | 5 |
| <i>INST</i> | <i>MUNN</i> | <i>ACC</i> | <i>48</i> | <i>4</i> | <i>8</i> | <i>56</i> | <i>23.2</i> | <i>12</i> | <i>-36</i> |
| FULL | DAVIS | MIS | 49 | 20 | 22 | 43 | 28.55 | 28 | -21 |
| ASSIST | YANG | MGT | 50 | 41 | 54 | 12 | 34.1 | 44 | -6 |
| INST | BROWN | ACC | 51 | 37 | 54 | 52 | 46.5 | 58 | 7 |
| <i>INST</i> | <i>LOYD</i> | <i>MKT</i> | <i>52</i> | <i>6</i> | <i>22</i> | <i>32</i> | <i>19.1</i> | <i>10</i> | <i>-42</i> |
| INST | SEVIER | MGT | 53 | 1 | 15 | 55 | 23.4 | 14 | -39 |
| ASSOC | ALBIN | ACC | 54 | 31 | 22 | 52 | 36.1 | 45 | -9 |
| ASSOC | MAGRUDER | MIS | 55 | 34 | 39 | 51 | 41.2 | 53 | -2 |
| ASSOC | SMITHBOB | ACC | 56 | 13 | 22 | 39 | 24.35 | 17 | -39 |
| INST | FENNELL | MGT | 57 | 5 | 39 | 56 | 31.35 | 32 | -25 |
| ASSIST | SHI | ECO | 58 | 58 | 58 | 52 | 55.9 | 60 | 2 |
| ASSIST | GORE | ACC | 59 | 59 | 39 | 56 | 52.95 | 59 | 0 |
| FULL | DOTY | MGT | 60 | 60 | 8 | 46 | 42.1 | 56 | -4 |

RED FONT INDICATES THAT THE INDIVIDUAL WAS AN ADMINISTRATOR DURING THE 2004-2005 MERIT RAISE WINDOW.

ITALICS INDICATE PERS PARTICIPATION.

THE 2006 MERIT RAISE RANKING (MR RANK) TAKEN FROM DOCUMENTS AT WWW.USMPRIDE.COM.

TEACHING RANK IS BASED ON STUDENT CREDIT HOURS PRODUCED DURING THE 2004-2005 ACADEMIC YEAR, ALSO PRESENTED AT WWW.USMPRIDE.COM. SCH ARE AN IMPERFECT PROXY FOR TEACHING QUALITY. SINCE OTHER MEASURES ARE "CONFIDENTIAL" SCH WILL CONTINUE TO PROXY TEACHING QUALITY.

SERVICE RANK IS BASED ON A WEIGHTED AVERAGE OF SERVICE ACTIVITIES DURING THE PERIOD 2004-2006, ALSO PRESENTED AT WWW.USMPRIDE.COM. THE SERVICE RANKING DOCUMENT WEIGHTS UNIVERSITY SERVICE APPROXIMATELY DOUBLE COLLEGE SERVICE AND PLACE NO WEIGHT ON DEPARTMENTAL SERVICE, GIVEN THAT DEPARTMENTAL SERVICE IS A COMMON BOONDOGGLE.

RESEARCH RANK IS BASED ON OLDCBAER'S SUGGESTED METHOD FOR RANKING RESEARCH, AVAILABLE AT WWW.USMPRIDE.COM. UNDER THIS METHOD, A WEIGHTED SUM OF RESEARCH PRODUCTIVITY IS TAKEN. SEE "TOTAL POINTS RANK" ON THE MASTER RESEARCH PRODUCTIVITY DOCUMENT.

AVERAGE RANK IS CALCULATED BY TAKING $.45 * \text{TEACHING RANK} + .35 * \text{RESEARCH RANK} + .25 * \text{SERVICE RANK}$, WHICH IS THE WEIGHTING SCHEME PRESENTED IN THE HANDBOOK.

PROJECTED MR RANK IS ACHIEVED BY ORDERING AVERAGE RANK FROM LOWEST TO HIGHEST.

NUMBER OF RANKS ERROR IS THE NUMBER OF PLACES HIGHER OR LOWER AN INDIVIDUAL'S ACTUAL MERIT RAISE RANKING IS COMPARED TO THE PROJECTED RANK. FOR EXAMPLE, FARHANG NIROOMAND SHOULD HAVE RANKED 30TH IN THE MERIT RAISE PROCESS, YET HE RANKED 1ST, MEANING THAT HIS ACTUAL RANK WAS 29 PLACES TOO HIGH.