

**Table 1. Faculty Salary Data  
1998-1999**

Department	Rank	UTK 1998-99						C1	C2
		Minimum	%SUG	Mean	%SUG	Maximum	%SUG		
ACCOUNTING	Professor	72,357	0.87	89,101	0.91	103,932	0.86	1.12	1.06
ACCOUNTING	Assoc Prof	68,106	1.02	79,262	1.00	84,016	0.93		
ACCOUNTING	Asst Prof	72,414	1.08	75,065	1.01	79,994	1.00		
ADVERTISING	Professor	69,028	1.06	71,195	0.96	73,362	0.84	1.51	1.23
ADVERTISING	Assoc Prof	47,284	0.91	47,284	0.87	47,284	0.83		
ADVERTISING	Asst Prof	38,396	0.92	38,396	0.88	38,396	0.84		
AGRICULTURAL & EXTENSION EDUC	Professor	57,355	0.98	60,585	0.91	63,815	0.86	1.35	
AGRICULTURAL & EXTENSION EDUC	Assoc Prof	44,723	0.92	44,723	0.85	44,723	0.78		
AGRICULTURAL ECONOMICS	Professor	53,474	1.01	69,539	0.99	101,764	1.08	1.47	1.19
AGRICULTURAL ECONOMICS	Assoc Prof	44,490	0.92	47,300	0.90	49,274	0.83		
AGRICULTURAL ECONOMICS	Asst Prof	39,607	0.95	39,607	0.87	39,607	0.79		
AGRICULTURAL ENGINEERING	Professor	65,200	1.06	71,917	1.01	82,568	0.94	1.35	1.05
AGRICULTURAL ENGINEERING	Assoc Prof	46,554	0.92	53,164	0.91	56,631	0.88		
AGRICULTURAL ENGINEERING	Asst Prof	50,760	1.05	50,760	1.01	50,760	0.95		
ANIMAL SCIENCE	Professor	57,506	1.10	68,227	1.03	83,379	0.89	1.35	1.26
ANIMAL SCIENCE	Assoc Prof	43,315	0.99	50,696	0.98	60,417	0.99		
ANIMAL SCIENCE	Asst Prof	35,700	0.86	40,259	0.87	44,817	0.89		
ANIMAL SCIENCE	Instructor	28,571	1.04	28,571	1.02	28,571	1.00		
ANTHROPOLOGY	Professor	46,902	0.84	60,940	0.89	68,830	0.78	1.30	1.23
ANTHROPOLOGY	Assoc Prof	43,347	0.99	46,700	0.95	51,365	0.87		
ANTHROPOLOGY	Asst Prof	37,841	0.96	37,841	0.92	37,841	0.87		
ARCHITECTURE	Professor	51,444	0.85	63,532	0.89	79,841	0.92	1.19	1.21
ARCHITECTURE	Assoc Prof	44,841	1.00	53,233	0.99	59,828	0.91		
ARCHITECTURE	Asst Prof	37,369	0.93	43,908	0.97	50,500	0.97		
ARTS	Professor	46,159	0.90	52,823	0.85	79,455	0.99	1.17	1.22
ARTS	Assoc Prof	41,614	1.06	45,309	0.99	51,316	0.96		
ARTS	Asst Prof	36,360	1.06	37,227	0.98	38,235	0.88		
ARTS	Instructor	35,350	1.37	35,350	1.35	35,350	1.29		
AUDIOLOGY & SPEECH PATHOLOGY	Professor	59,953	1.06	68,585	1.10	77,217	1.13	1.37	1.23
AUDIOLOGY & SPEECH PATHOLOGY	Assoc Prof	40,557	0.91	50,136	1.02	62,397	1.14		
AUDIOLOGY & SPEECH PATHOLOGY	Asst Prof	40,178	1.07	40,755	1.00	41,208	0.97		
AUDIOLOGY & SPEECH PATHOLOGY	Instructor	35,671	1.19	38,597	1.18	41,523	1.15		
BIOCHEM/CELL & MOLEC BIOLOGY	Professor	56,743	1.01	64,607	0.80	74,456	0.60	1.25	1.13
BIOCHEM/CELL & MOLEC BIOLOGY	Assoc Prof	43,262	0.87	51,885	0.90	66,320	0.99		
BIOCHEM/CELL & MOLEC BIOLOGY	Asst Prof	45,479	0.98	45,910	0.91	46,341	0.86		

C1 = Full Mean/Associate Mean  
C2 = Associate Mean/Assistant Mean

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**Table 1. Faculty Salary Data  
1998-1999**

Department	Rank	UTK 1998-99						C1	C2
		Minimum	%SUG	Mean	%SUG	Maximum	%SUG		
BIOMEDICAL SCIENCES	Professor	59,058	0.90	59,058	0.86	59,058	0.83		
BOTANY	Professor	45,499	0.80	61,937	0.83	74,153	0.75	1.37	1.24
BOTANY	Assoc Prof	43,351	0.91	45,328	0.86	47,677	0.81		
BOTANY	Asst Prof	28,279	0.65	36,691	0.79	45,102	0.91		
BROADCASTING	Professor	62,427	1.13	65,229	1.02	68,334	0.93	1.44	
BROADCASTING	Assoc Prof	40,750	0.92	45,354	0.88	49,957	0.88		
BROADCASTING	Instructor	37,369	1.10	37,369	1.10	37,369	1.10		
CHEMICAL ENGINEERING	Professor	67,154	0.92	84,344	0.91	113,382	0.91	1.43	0.97
CHEMICAL ENGINEERING	Assoc Prof	58,379	0.93	59,061	0.86	59,874	0.79		
CHEMICAL ENGINEERING	Asst Prof	60,600	1.13	60,895	1.04	61,190	0.99		
CHEMISTRY	Professor	51,765	0.91	77,915	0.93	144,992	1.09	1.65	1.11
CHEMISTRY	Assoc Prof	44,514	0.92	47,303	0.87	49,630	0.81		
CHEMISTRY	Asst Prof	41,856	1.02	42,694	0.93	43,268	0.85		
CHEMISTRY	Instructor	26,491	0.87	26,491	0.77	26,491	0.68		
CHILD & FAMILY STUDIES	Professor	55,528	0.90	62,493	0.87	77,695	0.93	1.33	1.12
CHILD & FAMILY STUDIES	Assoc Prof	46,367	0.96	46,847	0.86	47,431	0.74		
CHILD & FAMILY STUDIES	Asst Prof	40,311	1.00	41,835	0.98	43,359	0.94		
CHILD & FAMILY STUDIES	Instructor	25,198	0.84	26,525	0.85	28,022	0.87		
CIVIL ENGINEERING	Professor	58,815	0.89	74,265	0.86	114,263	0.94	1.32	1.05
CIVIL ENGINEERING	Assoc Prof	53,686	0.95	56,287	0.87	60,038	0.81		
CIVIL ENGINEERING	Asst Prof	53,570	1.05	53,570	0.95	53,570	0.87		
CLASSICS	Professor	59,942	1.05	62,426	0.89	64,909	0.70	1.25	1.38
CLASSICS	Assoc Prof	40,460	0.91	49,891	1.03	67,027	1.27		
CLASSICS	Asst Prof	36,057	0.97	36,057	0.89	36,057	0.85		
CLASSICS	Instructor	28,279	1.01	28,279	1.01	28,279	1.01		
COMPUTER SCIENCE	Professor	84,858	1.13	113,095	1.19	143,590	1.10	1.67	1.05
COMPUTER SCIENCE	Assoc Prof	63,126	1.02	67,794	0.97	73,804	0.95		
COMPUTER SCIENCE	Asst Prof	61,682	1.09	64,373	1.02	69,499	0.99		
COMPUTER SCIENCE	Instructor	45,432	1.45	45,432	1.29	45,432	1.17		
ECOLOGY & EVOLUTIONARY BIOLOGY	Professor	46,965	0.86	74,997	1.03	144,228	1.36	1.49	1.17
ECOLOGY & EVOLUTIONARY BIOLOGY	Assoc Prof	44,738	1.00	50,171	0.96	58,390	0.96		
ECOLOGY & EVOLUTIONARY BIOLOGY	Asst Prof	42,126	1.06	42,732	0.96	43,337	0.89		
ECONOMICS	Professor	52,661	0.80	78,289	0.87	126,215	1.00	1.40	1.02
ECONOMICS	Assoc Prof	42,172	0.77	56,079	0.87	62,182	0.82		
ECONOMICS	Asst Prof	54,601	1.10	54,917	0.98	55,549	0.91		

C1 = Full Mean/Associate Mean  
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**Table 1. Faculty Salary Data  
1998-1999**

Department	Rank	UTK 1998-99						C1	C2
		Minimum	%SUG	Mean	%SUG	Maximum	%SUG		
EDUCATION	Professor	49,527	0.87	61,088	0.87	81,189	0.91	1.28	1.20
EDUCATION	Assoc Prof	43,098	0.98	47,645	0.92	56,307	0.90		
EDUCATION	Asst Prof	25,249	0.67	39,765	0.95	48,274	1.03		
EDUCATION	Instructor	32,187	1.12	32,187	0.99	32,187	0.85		
ELECTRICAL ENGINEERING	Professor	67,481	1.01	79,637	0.87	117,584	0.89	1.28	1.11
ELECTRICAL ENGINEERING	Assoc Prof	54,707	0.93	62,001	0.92	68,939	0.87		
ELECTRICAL ENGINEERING	Asst Prof	54,540	1.09	55,656	0.97	56,559	0.89		
ENGLISH	Professor	48,917	0.95	65,971	0.95	100,581	0.95	1.57	1.10
ENGLISH	Assoc Prof	39,839	1.00	42,139	0.89	46,665	0.80		
ENGLISH	Asst Prof	37,087	1.03	38,154	0.97	39,963	0.91		
ENGLISH	Instructor	24,240	1.08	24,809	0.95	26,249	0.75		
ENTOMOLOGY & PLANT PATHOLOGY	Professor	52,008	1.03	56,416	0.87	66,440	0.74	1.19	
ENTOMOLOGY & PLANT PATHOLOGY	Assoc Prof	45,431	1.00	47,420	0.94	49,493	0.88		
FINANCE	Professor	71,575	0.97	95,427	0.96	127,471	0.99	1.34	
FINANCE	Assoc Prof	48,647	0.71	71,218	0.89	81,576	0.89		
FINANCE	Instructor	37,087	1.26	37,087	1.03	37,087	0.80		
FOOD TECH & SCIENCE	Professor	55,133	1.05	62,267	0.96	77,346	0.91	1.35	0.98
FOOD TECH & SCIENCE	Assoc Prof	45,573	0.98	45,962	0.86	46,350	0.73		
FOOD TECH & SCIENCE	Asst Prof	42,029	0.98	46,709	1.04	49,899	1.07		
FORESTRY, WILDLIFE & FISHERIES	Professor	53,807	0.96	60,290	0.90	77,319	0.88	1.20	
FORESTRY, WILDLIFE & FISHERIES	Assoc Prof	43,832	0.97	50,258	0.97	57,528	0.92		
GEOGRAPHY	Professor	54,912	0.97	62,872	0.89	71,204	0.76	1.09	1.07
GEOGRAPHY	Assoc Prof	41,802	0.91	57,785	1.10	71,860	1.15		
GEOGRAPHY	Asst Prof	54,083	1.38	54,083	1.27	54,083	1.19		
GEOLOGICAL SCIENCES	Professor	52,107	0.90	72,874	0.97	120,159	1.18	1.53	
GEOLOGICAL SCIENCES	Assoc Prof	38,951	0.83	47,511	0.92	62,024	1.05		
GEOLOGICAL SCIENCES	Instructor	25,537	0.95	25,537	0.94	25,537	0.93		
HEALTH LEISURE & SAFETY	Professor	59,631	1.04	63,618	0.96	71,863	0.91	1.35	1.16
HEALTH LEISURE & SAFETY	Assoc Prof	45,922	1.01	47,218	0.91	48,514	0.79		
HEALTH LEISURE & SAFETY	Asst Prof	39,595	1.00	40,809	0.96	41,986	0.92		
HISTORY	Professor	47,083	0.89	77,501	1.08	116,304	1.09	1.64	1.21
HISTORY	Assoc Prof	41,455	0.98	47,286	0.96	56,416	0.91		
HISTORY	Asst Prof	37,078	1.02	39,138	0.97	46,150	1.02		

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**Table 1. Faculty Salary Data  
1998-1999**

Department	Rank	UTK 1998-99						C1	C2
		Minimum	%SUG	Mean	%SUG	Maximum	%SUG		
HUMAN RES DEVEL-COL OF HUM EC	Professor	48,623	0.88	63,611	0.96	87,158	1.06	1.46	0.97
HUMAN RES DEVEL-COL OF HUM EC	Assoc Prof	43,593	0.97	43,593	0.84	43,593	0.73		
HUMAN RES DEVEL-COL OF HUM EC	Asst Prof	42,722	1.05	44,845	1.04	46,968	1.04		
INDUSTRIAL ENGINEERING	Professor	66,815	0.93	79,499	0.87	99,442	0.79	1.27	1.46
INDUSTRIAL ENGINEERING	Assoc Prof	58,455	1.11	62,787	0.97	70,244	0.96		
INDUSTRIAL ENGINEERING	Asst Prof	28,161	0.56	42,985	0.78	51,474	0.88		
INFORMATION SCIENCE	Professor	73,720	1.22	73,720	1.03	73,720	0.91	1.41	1.25
INFORMATION SCIENCE	Assoc Prof	42,487	0.92	52,269	1.01	67,038	1.12		
INFORMATION SCIENCE	Asst Prof	36,254	0.88	41,909	0.96	46,659	1.00		
JOURNALISM	Professor	56,295	0.91	66,299	0.88	83,386	0.85	1.44	
JOURNALISM	Assoc Prof	44,686	0.96	46,099	0.86	46,862	0.72		
JOURNALISM	Asst Prof	39,356	1.01	39,356	0.91	39,356	0.85		
JOURNALISM	Instructor	38,830	1.21	38,830	1.13	38,830	1.05		
LAW	Professor	90,679	1.16	109,308	0.98	133,680	0.89	1.34	
LAW	Assoc Prof	67,478	1.03	81,345	1.01	95,576	0.99		
MANAGEMENT	Professor	64,791	0.88	83,144	0.83	118,131	0.88	1.24	1.08
MANAGEMENT	Assoc Prof	55,203	0.90	67,074	0.86	72,525	0.77		
MANAGEMENT	Asst Prof	62,206	1.06	62,206	0.88	62,206	0.77		
MARKETING LOGISTICS & TRANS	Professor	71,851	0.95	92,619	0.99	117,161	1.05	1.33	0.99
MARKETING LOGISTICS & TRANS	Assoc Prof	57,564	0.90	69,437	0.96	75,277	0.92		
MARKETING LOGISTICS & TRANS	Asst Prof	67,742	1.19	69,881	1.07	73,225	1.04		
MARKETING LOGISTICS & TRANS	Instructor	41,208	1.06	41,208	1.04	41,208	1.02		
MATERIALS SCIENCE & ENGR	Professor	65,088	0.89	81,751	0.83	95,953	0.74	1.34	1.18
MATERIALS SCIENCE & ENGR	Assoc Prof	56,664	0.98	60,980	0.89	63,499	0.81		
MATERIALS SCIENCE & ENGR	Asst Prof	51,510	1.55	51,510	1.14	51,510	0.96		
MATHEMATICS	Professor	46,967	0.86	63,294	0.85	111,068	0.93	1.34	1.09
MATHEMATICS	Assoc Prof	42,526	0.95	47,373	0.89	51,843	0.80		
MATHEMATICS	Asst Prof	41,208	1.02	43,463	0.97	45,756	0.90		
MATHEMATICS	Instructor	26,259	0.98	30,753	1.01	35,825	1.01		
MECH & AERO ENG & ENG SCI	Professor	57,633	0.90	75,146	0.84	116,489	0.86	1.27	1.03
MECH & AERO ENG & ENG SCI	Assoc Prof	47,073	0.84	59,253	0.91	71,352	0.96		
MECH & AERO ENG & ENG SCI	Asst Prof	56,625	1.09	57,427	1.02	58,228	0.95		

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		Minimum	%SUG	Mean	%SUG	Maximum	%SUG		
MICROBIOLOGY	Professor	59,267	1.02	100,487	1.26	124,337	1.10	1.48	1.14
MICROBIOLOGY	Assoc Prof	67,912	1.41	67,912	1.27	67,912	1.06		
MICROBIOLOGY	Asst Prof	50,500	1.12	59,818	1.20	69,136	1.31		
MODERN FOREIGN LANG & LIT	Professor	47,508	0.86	61,296	0.92	105,037	1.24	1.35	1.21
MODERN FOREIGN LANG & LIT	Assoc Prof	42,178	1.00	45,472	0.97	60,427	1.10		
MODERN FOREIGN LANG & LIT	Asst Prof	35,027	0.99	37,678	0.98	40,057	0.97		
MODERN FOREIGN LANG & LIT	Instructor	24,240	1.02	24,969	0.92	25,613	0.78		
MUSIC	Professor	47,873	0.99	55,421	0.90	85,849	0.94	1.22	1.25
MUSIC	Assoc Prof	38,978	1.01	45,522	0.97	76,956	1.26		
MUSIC	Asst Prof	32,320	0.96	36,370	0.96	40,478	0.90		
MUSIC	Instructor	32,585	1.17	33,196	1.08	33,806	1.00		
NUCLEAR ENGINEERING	Professor	70,649	0.95	89,286	0.99	124,337	1.09	1.54	
NUCLEAR ENGINEERING	Assoc Prof	56,952	0.94	58,084	0.90	58,661	0.86		
NURSING	Professor	61,058	0.92	69,774	0.94	92,366	1.08	1.34	1.31
NURSING	Assoc Prof	48,264	0.98	51,947	0.92	59,000	0.87		
NURSING	Asst Prof	32,133	0.77	39,774	0.85	46,201	0.89		
NURSING	Instructor	29,930	0.88	32,007	0.87	35,350	0.88		
NUTRITION & FOOD SCIENCES	Professor	60,037	0.99	67,452	0.90	77,460	0.89	1.40	
NUTRITION & FOOD SCIENCES	Assoc Prof	45,996	0.91	48,255	0.86	50,419	0.80		
ORNAM HORT & LANDSCAPE DESIGN	Professor	49,782	0.95	66,638	1.02	100,464	1.13	1.54	1.08
ORNAM HORT & LANDSCAPE DESIGN	Assoc Prof	41,705	0.95	43,162	0.86	44,100	0.76		
ORNAM HORT & LANDSCAPE DESIGN	Asst Prof	38,408	0.99	39,852	0.91	41,296	0.85		
PHILOSOPHY	Professor	47,531	0.85	58,871	0.85	71,653	0.81	1.26	1.21
PHILOSOPHY	Assoc Prof	40,584	0.92	46,907	0.98	58,781	1.09		
PHILOSOPHY	Asst Prof	38,380	1.06	38,697	1.00	39,014	0.93		
PHYSICS	Professor	51,055	0.94	78,222	0.99	138,859	0.97	1.60	1.26
PHYSICS	Assoc Prof	43,919	0.91	49,021	0.89	54,373	0.87		
PHYSICS	Asst Prof	27,521	0.68	38,987	0.83	46,201	0.89		
PLANNING	Professor	73,281	1.18	75,147	1.02	77,013	0.91	1.23	1.29
PLANNING	Assoc Prof	61,208	1.17	61,208	1.13	61,208	1.09		
PLANNING	Asst Prof	47,517	1.15	47,517	1.08	47,517	1.01		
PLANT & SOIL SCIENCE	Professor	50,227	1.07	61,089	0.94	79,128	0.86	1.32	
PLANT & SOIL SCIENCE	Assoc Prof	43,160	0.96	46,293	0.95	48,707	0.92		

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		Minimum	%SUG	Mean	%SUG	Maximum	%SUG		
POLITICAL SCIENCE	Professor	53,709	0.88	64,385	0.82	86,246	0.84	1.38	1.05
POLITICAL SCIENCE	Assoc Prof	43,244	0.98	46,792	0.89	50,679	0.83		
POLITICAL SCIENCE	Asst Prof	42,420	1.08	44,720	1.03	46,937	0.98		
PSYCH CLINICAL TRAINING	Assoc Prof	42,608	1.00	50,670	1.05	68,359	1.14		
PSYCHOLOGY	Professor	51,249	0.94	64,723	0.87	85,681	0.83	1.44	1.05
PSYCHOLOGY	Assoc Prof	43,250	1.01	44,863	0.89	46,476	0.79		
PSYCHOLOGY	Asst Prof	42,775	1.10	42,775	1.00	42,775	0.92		
RELIGIOUS STUDIES	Professor	53,165	0.87	71,604	0.94	94,994	0.93	1.36	1.35
RELIGIOUS STUDIES	Assoc Prof	47,759	1.00	52,702	1.01	59,600	1.02		
RELIGIOUS STUDIES	Asst Prof	39,042	1.01	39,042	0.99	39,042	0.96		
SOCIAL WORK	Professor	53,100	0.92	66,806	0.95	99,960	1.18	1.20	1.30
SOCIAL WORK	Assoc Prof	48,480	1.03	55,519	1.05	67,935	1.11		
SOCIAL WORK	Asst Prof	36,842	1.01	42,731	1.02	55,550	1.16		
SOCIOLOGY	Professor	49,788	0.89	56,150	0.78	77,906	0.82	1.03	1.40
SOCIOLOGY	Assoc Prof	48,623	1.09	54,510	1.08	64,379	1.12		
SOCIOLOGY	Asst Prof	38,896	1.04	38,896	0.94	38,896	0.86		
SPEECH COMMUNICATION	Assoc Prof	40,744	0.92	46,610	0.96	54,870	1.01		1.20
SPEECH COMMUNICATION	Asst Prof	35,350	0.91	38,943	0.95	44,820	1.02		
SPEECH COMMUNICATION	Instructor	23,441	1.04	23,441	0.91	23,441	0.71		
STATISTICS	Professor	60,303	1.02	74,287	0.98	83,924	0.82	1.29	
STATISTICS	Assoc Prof	54,961	1.08	57,535	1.04	59,349	0.98		
STATISTICS	Instructor	30,830	1.07	32,776	1.04	36,233	1.07		
TEXTILES,RETAILNG & CONSUM SCI	Professor	57,419	0.94	60,522	0.88	63,038	0.80	1.16	1.18
TEXTILES,RETAILNG & CONSUM SCI	Assoc Prof	43,735	0.96	52,173	1.01	66,552	1.10		
TEXTILES,RETAILNG & CONSUM SCI	Asst Prof	36,989	0.94	44,211	1.02	48,553	1.02		
THEATRE	Professor	49,441	0.89	63,315	0.95	87,507	1.08	1.46	1.17
THEATRE	Assoc Prof	40,809	0.98	43,370	0.93	46,762	0.87		
THEATRE	Asst Prof	35,027	1.06	37,057	1.01	40,398	1.01		
VETERINARY MEDICINE	Professor	62,418	1.04	74,112	0.99	102,936	1.06	1.23	1.23
VETERINARY MEDICINE	Assoc Prof	50,863	1.05	60,226	1.02	69,577	0.97		
VETERINARY MEDICINE	Asst Prof	32,084	0.83	48,854	0.95	56,911	0.95		
VETERINARY MEDICINE	Instructor	34,308	1.26	34,308	1.08	34,308	0.92		

C1 = Full Mean/Associate Mean  
C2 = Associate Mean/Assistant Mean

4/17/00

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