

2005-2006 Faculty Salary Data Report

(prepared March 5, 2006)

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Using the UT October payroll and data from Oklahoma State University Office of Planning, Budget, and Institutional Research Common Data Set (<http://www.okstate.edu/pbir/IR/CommonData.html>), each fall the Budget & Planning Committee requests that the UT Office of Institutional Research & Assessment produce an Excel file which shows the following data for every rank (Lecturer, Assistant, Associate, and Full Professor) in every unit in relation to our peer institutions.

The columns in the table refer to:

1. College
2. Department
3. Rank
4. October 2005 UT average salary
5. October 2005 UT median salary
6. 2005 mean salary as a ratio to 2004 mean salary
7. UT 2004 in ratio to the Southern University Group institutions
8. UT 2004 in ratio to the ten THEC Peer Institutions
9. UT 2004 in ratio to the Top 25 Public Universities (2004 list of US News and World Report)
10. Ratio of median 2005 salaries to median 2004 salaries for UT

Note that all data for SUG, THEC, and Top 25 institutions is from October 2004. For continuity we are comparing this data to October 2004 data from UT. In addition, we do not have median salary data for SUG, THEC, and Top 25 institutions. This table does not include salary data for Library Faculty. Also, part-time instructors are not listed in this study. All salaries are calculated on a nine-month basis, include any longevity pay and administrative supplements, but do not include any extra service pay.

Since it began compiling an analysis of this salary data six years ago, the Budget & Planning Committee observed that the University of Tennessee needs a clearly articulated Faculty Salary Policy. While the disparity between salaries in different disciplines is an understandable consequence of market pressures, we think it unnecessary that some academic units fall much further below SUG or THEC averages than do other units. The practice of awarding salary pools to a given academic unit as a percentage of its base salary tends to perpetuate this problem. This report shows that the University needs to continue to address this problem.

The Budget & Planning Committee is grateful to Professor R.J. Hinde from the UT Department of Chemistry for helping to format the data in this report.

COLLEGE	DEPARTMENT	RANK	2005 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL
			AVG	MEDIAN	2005 UTK 2004 UTK	2004 UTK SUG	2004 UTK THEC PEERS	2004 UTK TOP 25	2005 UTK 2004 UTK
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	PROF	60,313	60,313	---	---	---	---	---
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	ASST	52,742	52,742	1.043	0.939	0.913	0.972	1.043
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	PROF	91,890	84,700	1.028	1.022	0.995	0.860	1.051
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASSOC	63,191	63,191	1.030	0.903	0.878	0.820	1.030
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASST	58,277	58,277	1.022	1.001	0.979	0.893	1.022
AGRI SCI & NAT RES	AGRICULTURE SCI & NAT RES	INST	41,654	41,654	1.037	0.639	0.586	0.586	1.037
AGRI SCI & NAT RES	ANIMAL SCIENCE	PROF	90,472	87,862	1.027	1.077	1.086	1.006	1.015
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASSOC	63,099	61,373	1.101	0.939	0.930	0.861	1.115
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASST	55,048	55,586	1.037	0.956	0.933	0.930	1.031
AGRI SCI & NAT RES	ANIMAL SCIENCE	INST	38,503	38,503	1.040	0.961	1.044	0.979	1.040

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			AVG	MEDIAN	2005 UTK	2004 UTK	2004 UTK	2004 UTK	
					2004 UTK	SUG	THEC PEERS	TOP 25	
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	PROF	79,632	82,403	0.990	0.898	0.876	0.861	1.007
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	ASSOC	70,941	72,581	1.050	0.994	0.997	0.951	1.034
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	ASST	54,982	55,354	1.016	0.925	0.926	0.893	1.017
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	PROF	84,100	80,441	1.033	1.039	1.018	0.937	1.036
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASSOC	66,806	66,806	1.020	1.098	1.088	1.041	1.020
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASST	60,032	57,151	1.042	1.099	1.092	1.036	1.028
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	PROF	88,209	91,854	1.113	0.985	0.947	0.919	1.196
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASSOC	62,987	60,747	1.025	1.006	1.036	0.980	1.030
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASST	52,196	51,892	1.118	0.883	0.865	0.798	1.111
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	PROF	80,223	80,283	1.057	0.943	0.920	0.855	1.058
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASSOC	57,319	57,319	---	---	---	---	---
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASST	50,670	50,670	1.011	0.967	0.941	0.890	1.003
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	INST	41,086	41,086	1.014	0.955	---	0.980	1.014
AGRI SCI & NAT RES	INTERNATIONAL PROGRAMS	PROF	77,964	77,964	1.026	1.000	---	---	1.026
AGRI SCI & NAT RES	PLANT SCIENCES	PROF	85,336	80,346	1.075	1.021	1.009	0.957	1.124
AGRI SCI & NAT RES	PLANT SCIENCES	ASSOC	63,491	60,806	1.036	1.019	1.003	0.940	1.032
AGRI SCI & NAT RES	PLANT SCIENCES	ASST	56,765	56,615	1.021	1.023	1.027	0.975	1.036
ARCHITECTURE	SCHOOL OF ARCHITECTURE	PROF	86,427	83,467	1.032	0.961	0.961	0.906	1.029
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASSOC	70,802	70,501	1.041	1.031	1.038	0.979	1.024
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASST	57,567	57,567	0.994	1.101	1.117	1.087	0.972
BUSINESS ADMIN	ACCOUNTING	PROF	136,283	135,875	1.071	0.969	0.877	0.824	1.092
BUSINESS ADMIN	ACCOUNTING	ASSOC	130,170	134,036	1.091	1.165	1.130	0.989	1.123
BUSINESS ADMIN	ACCOUNTING	ASST	110,389	110,389	0.943	1.066	0.951	0.902	0.955
BUSINESS ADMIN	ECONOMICS	PROF	112,693	115,240	1.032	0.946	0.895	0.809	1.034
BUSINESS ADMIN	ECONOMICS	ASSOC	75,812	75,812	1.089	0.869	0.829	0.750	1.089
BUSINESS ADMIN	ECONOMICS	ASST	74,387	75,636	1.037	0.980	0.958	0.895	1.034
BUSINESS ADMIN	FINANCE	PROF	138,581	134,652	1.097	0.921	0.833	0.800	1.028
BUSINESS ADMIN	FINANCE	ASSOC	105,145	105,145	1.158	0.835	0.742	0.724	1.080
BUSINESS ADMIN	FINANCE	ASST	149,247	149,247	1.035	1.247	1.137	1.161	1.035
BUSINESS ADMIN	FINANCE	INST	61,981	61,981	1.236	0.839	0.808	0.593	1.236
BUSINESS ADMIN	HUMAN RESOURCE DEVELOPMENT	ASSOC	67,423	66,105	0.976	1.070	1.285	0.673	1.041
BUSINESS ADMIN	HUMAN RESOURCE DEVELOPMENT	ASST	49,373	48,447	1.026	0.864	1.045	0.473	1.042
BUSINESS ADMIN	MANAGEMENT	PROF	113,001	112,436	0.980	0.836	0.773	0.767	1.016
BUSINESS ADMIN	MANAGEMENT	ASSOC	100,438	100,438	1.016	0.990	0.909	0.848	1.016
BUSINESS ADMIN	MANAGEMENT	ASST	92,626	92,626	1.051	0.894	0.801	0.815	1.051
BUSINESS ADMIN	MANAGEMENT	INST	82,751	82,751	0.892	1.618	1.344	1.262	0.892
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	PROF	136,721	126,691	1.017	1.040	0.918	0.929	0.870
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASSOC	102,440	95,620	1.077	0.984	0.903	0.888	1.053
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASST	112,234	112,000	1.034	1.079	0.997	1.012	1.031

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					2004 UTK	SUG	THEC PEERS	TOP 25	
BUSINESS ADMIN	STATISTICS	PROF	110,353	111,052	1.054	0.953	0.923	0.908	1.090
BUSINESS ADMIN	STATISTICS	ASSOC	79,482	76,769	1.016	0.948	1.012	0.939	0.991
BUSINESS ADMIN	STATISTICS	ASST	79,495	79,495	1.059	0.915	0.930	0.983	1.059
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	PROF	85,809	82,679	1.034	0.934	0.900	0.878	1.090
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	ASSOC	60,900	60,900	0.987	0.934	0.882	0.806	1.040
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	ASST	52,685	51,082	1.005	0.954	0.932	0.903	0.983
COMMUNICATIONS	COMMUNICATION STUDIES	ASSOC	63,352	57,798	1.028	1.035	1.018	0.955	1.030
COMMUNICATIONS	COMMUNICATION STUDIES	ASST	48,729	47,468	1.031	0.949	0.936	0.849	1.031
COMMUNICATIONS	COMMUNICATIONS	ASSOC	66,380	66,380	---	---	---	---	---
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	PROF	90,220	86,490	1.034	0.961	0.912	0.907	1.034
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	ASSOC	61,129	62,094	0.940	1.026	0.980	0.955	1.022
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	ASST	49,288	50,882	1.008	0.959	0.901	0.876	1.023
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	INST	50,135	50,135	1.031	1.389	1.127	0.901	1.031
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	PROF	97,492	99,632	1.045	1.046	1.079	0.856	1.068
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASSOC	65,568	59,613	1.035	0.956	0.928	0.798	0.976
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASST	54,203	53,032	1.017	0.978	0.936	0.740	0.995
EDUCATION	CHILD & FAMILY STUDIES	PROF	89,303	89,658	1.038	1.015	1.007	0.897	1.034
EDUCATION	CHILD & FAMILY STUDIES	ASSOC	69,379	61,543	1.153	0.936	0.927	0.884	1.037
EDUCATION	CHILD & FAMILY STUDIES	ASST	63,774	63,232	1.124	1.032	1.064	1.038	1.124
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	PROF	88,604	86,673	1.032	1.013	0.982	0.936	1.035
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASSOC	58,584	60,305	1.021	0.923	0.899	0.863	0.992
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASST	56,003	55,479	1.080	1.033	1.033	0.967	1.077
EDUCATION	EXERCISE, SPORT & LEISURE STDY	PROF	82,414	78,870	1.088	0.946	0.913	0.887	1.031
EDUCATION	EXERCISE, SPORT & LEISURE STDY	ASSOC	59,865	59,162	0.988	1.009	0.981	0.958	0.966
EDUCATION	EXERCISE, SPORT & LEISURE STDY	ASST	53,797	53,250	1.038	1.049	1.020	0.985	1.071
EDUCATION	INSTR TECH,HEALTH & ED STUDIES	PROF	79,475	78,641	0.997	0.939	0.915	0.897	1.049
EDUCATION	INSTR TECH,HEALTH & ED STUDIES	ASSOC	63,666	62,985	0.945	1.099	1.074	1.062	0.941
EDUCATION	INSTR TECH,HEALTH & ED STUDIES	ASST	53,493	53,046	1.089	0.977	0.935	0.924	1.080
EDUCATION	INSTR TECH,HEALTH & ED STUDIES	INST	38,311	38,311	---	---	---	---	---
EDUCATION	NUTRITION	PROF	88,259	85,449	1.025	0.952	0.869	0.844	1.016
EDUCATION	NUTRITION	ASSOC	62,279	62,279	1.002	0.928	0.883	0.886	1.002
EDUCATION	NUTRITION	ASST	63,530	65,665	1.002	1.104	1.025	1.059	1.042
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	PROF	85,713	83,550	1.029	0.984	0.952	0.867	1.030
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	ASSOC	87,100	87,100	1.208	1.106	1.111	1.045	1.208
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	ASST	61,957	58,914	1.042	1.113	0.988	1.006	1.024
EDUCATION	THEORY AND PRAC IN TEACHER ED	PROF	87,522	90,296	1.024	0.982	0.939	0.876	1.041
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASSOC	62,234	62,743	1.028	0.981	0.950	0.908	1.029
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASST	52,464	51,800	1.052	1.006	1.001	0.905	1.036
EDUCATION	THEORY AND PRAC IN TEACHER ED	INST	33,588	33,588	0.911	0.893	0.723	0.802	0.911

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					2004 UTK	SUG	THEC PEERS	TOP 25	
ENGINEERING	CHEMICAL ENGINEERING	PROF	104,127	99,836	1.019	0.899	0.906	0.827	1.022
ENGINEERING	CHEMICAL ENGINEERING	ASSOC	77,944	79,485	1.025	0.951	0.956	0.905	1.012
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	PROF	104,166	97,126	1.015	0.964	0.932	0.921	1.022
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASSOC	78,905	78,000	1.033	0.984	0.989	0.935	1.036
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASST	68,773	68,767	1.075	0.949	0.924	0.906	1.054
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	INST	66,463	66,463	---	---	---	---	---
ENGINEERING	ELECTRICAL & COMP ENGINEERING	PROF	107,439	106,315	1.045	0.901	0.893	0.852	1.082
ENGINEERING	ELECTRICAL & COMP ENGINEERING	ASSOC	79,177	80,019	1.040	0.929	0.920	0.840	1.045
ENGINEERING	ELECTRICAL & COMP ENGINEERING	ASST	71,530	72,619	1.010	0.942	0.916	0.887	1.023
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	PROF	105,551	105,551	1.024	0.938	0.924	0.856	1.024
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASSOC	80,517	76,767	1.023	0.999	0.977	0.927	1.022
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASST	69,169	68,242	1.019	0.966	1.012	0.895	1.016
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	INST	63,521	63,521	1.039	1.278	---	1.211	1.039
ENGINEERING	MATERIALS SCIENCE & ENGR	PROF	104,918	95,138	1.026	0.860	0.815	0.811	0.939
ENGINEERING	MATERIALS SCIENCE & ENGR	ASSOC	75,620	76,134	1.063	0.904	0.867	0.850	1.077
ENGINEERING	MATERIALS SCIENCE & ENGR	ASST	69,719	69,868	1.025	0.984	0.973	0.937	1.026
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	PROF	99,778	95,631	1.027	0.888	0.888	0.824	1.003
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASSOC	78,986	79,800	1.022	0.977	0.976	0.908	1.027
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASST	78,283	75,749	1.040	1.111	1.115	1.021	1.029
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	INST	54,557	54,557	1.033	1.048	1.138	1.533	1.033
ENGINEERING	NUCLEAR ENGINEERING	PROF	93,726	90,449	1.041	0.853	0.818	0.717	1.050
ENGINEERING	NUCLEAR ENGINEERING	ASSOC	75,437	75,437	1.024	0.891	0.898	0.826	1.024
LAW	LAW	PROF	134,727	129,836	1.037	0.931	0.849	0.830	1.030
LAW	LAW	ASSOC	92,487	90,850	1.015	0.953	0.899	0.871	1.046
A & S - HUMANITIES	CLASSICS	PROF	90,819	90,819	1.022	1.046	1.038	0.988	1.022
A & S - HUMANITIES	CLASSICS	ASSOC	54,966	54,966	1.043	0.877	0.875	0.860	1.043
A & S - HUMANITIES	CLASSICS	ASST	47,828	47,034	0.999	0.990	0.957	0.931	0.983
A & S - HUMANITIES	ENGLISH	PROF	80,523	79,964	1.022	0.926	0.892	0.794	1.019
A & S - HUMANITIES	ENGLISH	ASSOC	56,440	56,599	1.033	0.946	0.905	0.853	1.036
A & S - HUMANITIES	ENGLISH	ASST	49,249	47,935	1.025	1.003	0.953	0.895	1.049
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	PROF	76,731	72,301	1.040	0.931	0.908	0.807	1.044
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASSOC	58,255	57,327	0.991	1.057	1.025	0.955	1.034
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASST	46,763	46,970	1.019	0.995	0.959	0.891	1.017
A & S - HUMANITIES	PHILOSOPHY	PROF	72,491	73,881	1.043	0.809	0.758	0.732	1.042
A & S - HUMANITIES	PHILOSOPHY	ASSOC	59,512	59,512	1.014	1.042	1.017	0.953	1.014
A & S - HUMANITIES	PHILOSOPHY	ASST	54,533	51,724	1.080	1.097	1.057	0.971	1.072
A & S - HUMANITIES	RELIGIOUS STUDIES	PROF	91,602	87,454	1.040	0.947	0.946	0.933	1.038
A & S - HUMANITIES	RELIGIOUS STUDIES	ASSOC	66,318	64,179	1.027	1.012	0.976	0.999	1.016
A & S - HUMANITIES	RELIGIOUS STUDIES	ASST	48,118	47,800	1.049	0.953	0.923	0.925	1.055

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A & S - HUMANITIES	SCHOOL OF ART	PROF	74,111	68,638	1.045	0.945	0.902	0.789	1.019
A & S - HUMANITIES	SCHOOL OF ART	ASSOC	63,585	62,755	1.000	1.151	1.136	1.047	1.065
A & S - HUMANITIES	SCHOOL OF ART	ASST	52,043	49,194	1.050	1.080	1.060	0.947	1.069
A & S - HUMANITIES	SCHOOL OF MUSIC	PROF	78,757	69,317	1.030	1.033	1.005	0.965	1.033
A & S - HUMANITIES	SCHOOL OF MUSIC	ASSOC	58,389	56,750	1.018	1.026	0.992	0.932	1.022
A & S - HUMANITIES	SCHOOL OF MUSIC	ASST	45,692	45,840	0.987	1.002	0.949	0.890	1.028
A & S - HUMANITIES	SPECIAL PROGRAMS	PROF	131,950	131,950	1.015	1.369	1.401	1.369	1.015
A & S - HUMANITIES	SPECIAL PROGRAMS	ASSOC	57,336	57,336	1.029	0.840	0.820	0.825	1.029
A & S - HUMANITIES	THEATRE	PROF	74,169	71,284	0.927	1.049	1.058	0.980	0.991
A & S - HUMANITIES	THEATRE	ASSOC	59,621	56,213	1.101	0.965	0.931	0.913	1.032
A & S - HUMANITIES	THEATRE	ASST	47,348	48,095	1.012	1.053	1.003	0.973	1.028
A & S - SOC SCI	ANTHROPOLOGY	PROF	70,940	70,267	0.985	0.853	0.791	0.785	1.011
A & S - SOC SCI	ANTHROPOLOGY	ASSOC	72,113	80,841	1.028	1.146	1.138	1.104	1.031
A & S - SOC SCI	ANTHROPOLOGY	ASST	49,735	49,735	1.015	1.002	0.990	0.938	1.015
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	PROF	120,955	120,955	1.210	1.138	1.029	0.972	1.210
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASSOC	63,077	60,092	1.021	1.026	0.847	0.956	1.033
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASST	55,830	55,776	1.047	1.056	0.991	0.959	1.051
A & S - SOC SCI	GEOGRAPHY	PROF	86,339	87,653	1.032	0.951	0.895	0.880	1.030
A & S - SOC SCI	GEOGRAPHY	ASSOC	73,411	73,411	1.034	1.150	1.144	1.075	1.034
A & S - SOC SCI	GEOGRAPHY	ASST	48,286	48,286	0.943	1.001	0.977	0.973	0.943
A & S - SOC SCI	HISTORY	PROF	83,088	79,044	1.064	0.879	0.819	0.791	1.003
A & S - SOC SCI	HISTORY	ASSOC	62,697	64,950	1.105	0.953	0.898	0.876	1.198
A & S - SOC SCI	HISTORY	ASST	48,347	47,153	1.008	1.025	0.988	0.925	0.979
A & S - SOC SCI	POLITICAL SCIENCE	PROF	79,448	77,485	1.025	0.786	0.753	0.710	1.025
A & S - SOC SCI	POLITICAL SCIENCE	ASSOC	67,412	67,412	1.031	0.995	0.934	0.901	1.031
A & S - SOC SCI	POLITICAL SCIENCE	ASST	51,681	50,000	1.028	0.916	0.873	0.838	1.015
A & S - SOC SCI	PSYCHOLOGY	PROF	85,130	80,014	1.036	0.873	0.840	0.749	1.005
A & S - SOC SCI	PSYCHOLOGY	ASSOC	61,005	61,308	1.031	0.973	0.946	0.875	1.065
A & S - SOC SCI	PSYCHOLOGY	ASST	51,676	50,750	1.080	0.938	0.945	0.842	1.032
A & S - SOC SCI	SOCIOLOGY	PROF	88,416	85,631	1.110	0.889	0.848	0.772	1.203
A & S - SOC SCI	SOCIOLOGY	ASSOC	63,623	62,824	1.041	1.013	0.962	0.881	1.056
A & S - SOC SCI	SOCIOLOGY	ASST	50,777	51,040	1.050	0.952	0.911	0.844	1.056
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	PROF	91,354	85,798	1.089	0.862	0.808	0.780	1.028
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASSOC	68,527	69,135	1.056	0.920	0.885	0.902	1.078
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASST	62,330	62,727	0.894	1.149	1.149	1.109	1.029
A & S - NAT SCI	CHEMISTRY	PROF	100,610	91,668	1.061	0.922	0.896	0.847	1.055
A & S - NAT SCI	CHEMISTRY	ASSOC	69,528	70,623	1.005	1.055	1.048	0.981	1.016
A & S - NAT SCI	CHEMISTRY	ASST	52,634	52,000	1.014	0.921	0.910	0.849	1.007

COLLEGE	DEPARTMENT	RANK	2005 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL
			AVG	MEDIAN	2005 UTK 2004 UTK	2004 UTK SUG	2004 UTK THEC PEERS	2004 UTK TOP 25	
A & S - NAT SCI	COMPUTER SCIENCE	PROF	135,003	121,850	1.086	1.036	1.045	1.049	1.015
A & S - NAT SCI	COMPUTER SCIENCE	ASSOC	102,003	100,209	1.060	1.105	1.093	1.068	1.016
A & S - NAT SCI	COMPUTER SCIENCE	ASST	75,604	78,481	0.972	0.972	0.955	0.954	1.009
A & S - NAT SCI	COMPUTER SCIENCE	INST	62,827	62,827	1.064	1.333	1.218	1.173	1.064
A & S - NAT SCI	DIVISION OF BIOLOGY	PROF	160,486	160,486	1.903	0.934	0.933	0.774	1.903
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	PROF	102,515	93,658	1.186	0.943	0.902	0.906	1.097
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	ASSOC	52,748	52,748	1.026	0.795	0.782	0.759	1.026
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	ASST	63,182	65,000	1.130	1.026	0.986	0.939	1.235
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	PROF	106,981	102,559	0.978	1.098	1.033	1.020	0.993
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASSOC	62,992	64,577	0.991	0.841	0.810	0.804	1.016
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASST	55,854	54,905	1.019	0.929	0.900	0.833	1.025
A & S - NAT SCI	MATHEMATICS	PROF	86,572	86,555	1.031	0.928	0.888	0.799	1.031
A & S - NAT SCI	MATHEMATICS	ASSOC	65,505	65,621	1.020	1.018	0.982	0.930	1.032
A & S - NAT SCI	MATHEMATICS	ASST	57,182	57,500	1.045	1.000	0.964	0.958	1.040
A & S - NAT SCI	MICROBIOLOGY	PROF	139,119	157,231	1.007	1.321	1.271	1.217	1.035
A & S - NAT SCI	MICROBIOLOGY	ASSOC	81,638	81,638	1.054	1.253	1.282	1.058	1.054
A & S - NAT SCI	MICROBIOLOGY	ASST	60,411	60,636	1.011	1.074	1.015	0.895	1.015
A & S - NAT SCI	PHYSICS	PROF	99,233	92,408	1.050	0.989	0.973	0.909	1.041
A & S - NAT SCI	PHYSICS	ASSOC	84,882	84,882	1.145	1.114	1.108	1.030	1.113
A & S - NAT SCI	PHYSICS	ASST	63,925	63,192	1.041	1.046	1.019	0.967	1.053
NURSING	COLLEGE OF NURSING	PROF	86,960	88,421	1.077	0.961	0.912	0.833	1.135
NURSING	COLLEGE OF NURSING	ASSOC	67,166	66,427	1.021	1.008	0.963	0.912	1.023
NURSING	COLLEGE OF NURSING	ASST	58,825	58,521	1.091	0.987	0.965	0.934	1.033
NURSING	COLLEGE OF NURSING	INST	45,639	44,623	1.210	0.853	0.819	0.822	1.181
SOCIAL WORK	SOCIAL WORK	PROF	108,333	98,052	1.036	1.110	1.085	0.982	1.016
SOCIAL WORK	SOCIAL WORK	ASSOC	64,290	62,589	1.003	1.044	1.078	0.915	1.010
SOCIAL WORK	SOCIAL WORK	ASST	53,615	53,666	1.027	1.048	1.029	0.920	1.029
VETERINARY MED	VETERINARY MEDICINE	PROF	92,877	87,729	0.999	1.000	0.994	0.901	0.967
VETERINARY MED	VETERINARY MEDICINE	ASSOC	78,149	77,223	1.019	1.063	1.084	1.006	1.031
VETERINARY MED	VETERINARY MEDICINE	ASST	65,096	66,034	1.062	0.970	0.970	0.916	1.045
VETERINARY MED	VETERINARY MEDICINE	INST	34,415	29,857	0.883	0.825	0.753	0.826	0.695

Average of ratios in each ratio column:

1.041 0.994 0.963 0.911 1.041

UNIV SUMMARY	UNIVERSITY SUMMARY	PROF	95,005	88,981	1.042	0.949	0.912	0.858	1.036
UNIV SUMMARY	UNIVERSITY SUMMARY	ASSOC	71,467	67,749	1.038	0.997	0.974	0.916	1.019
UNIV SUMMARY	UNIVERSITY SUMMARY	ASST	58,760	55,619	1.024	1.011	0.987	0.926	1.022
UNIV SUMMARY	UNIVERSITY SUMMARY	INST	47,194	44,623	1.097	0.933	0.877	0.877	1.105