

2008-2009 Faculty Salary Data Report

(prepared Nov. 16, 2009)

Using the UT October 2008 payroll and data from the Oklahoma State University Faculty Salary Survey by Discipline (<http://vpaf.okstate.edu/IRIM/FacultySalary.html>), each fall the Budget 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. 2008 UTK average salary
5. 2008 UTK average salary divided by 2007 UTK average salary
6. 2008 UTK median salary
7. 2008 UTK median salary divided by 2007 UTK median salary
8. UT average salary in ratio to the thirty Southern University Group institutions
9. UT average salary in ratio to the ten THEC Peer Institutions

Note that all data for SUG and THEC Institutions is from October 2008. For continuity we are comparing this data to October 2008 data from UT. In addition, we do not have median salary data for SUG and THEC institutions. This table does not include salary data for Library Faculty. Also, part-time faculty 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 four years ago, the Budget and 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 might be 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 these differences. This report shows that the University needs to continue to address this.

2008-09 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK				UTK Average Salary as a percent of	
			2008 Average	% of 2007	2008 Median	% of 2007	SUG	THEC Peers
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	PROF	60,789	100.2%	60,789	100.2%	69.5	66.3
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	ASSOC	70,141	-	70,141	-	93.0	88.9
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	ASST	60,000	94.2%	60,000	94.2%	97.5	96.9
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	PROF	100,310	98.3%	93,589	100.1%	98.1	97.0
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASSOC	66,688	100.2%	66,688	100.2%	82.5	82.2
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASST	64,203	103.3%	60,663	100.0%	88.9	85.4
AGRI SCI & NAT RES	AGRICULTURE SCI & NAT RES	PROF	90,786	110.4%	90,786	110.4%	83.7	75.2
AGRI SCI & NAT RES	AGRICULTURE SCI & NAT RES	ASSOC	66,142	-	66,142	-	84.8	81.2

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AGRI SCI & NAT RES	ANIMAL SCIENCE	PROF	91,815	99.5%	95,105	108.8%	96.9	97.0
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASSOC	69,688	100.1%	70,315	100.1%	97.7	95.8
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASST	61,888	104.6%	60,614	102.4%	96.3	94.8
AGRI SCI & NAT RES	ANIMAL SCIENCE	LECT	38,850	100.8%	38,850	100.8%	84.1	81.4
AGRI SCI & NAT RES	BIOSYSTEMS ENG & SOIL SCI	PROF	89,195	103.0%	92,029	100.1%	85.5	84.8
AGRI SCI & NAT RES	BIOSYSTEMS ENG & SOIL SCI	ASSOC	72,908	97.1%	70,327	96.7%	94.2	95.3
AGRI SCI & NAT RES	BIOSYSTEMS ENG & SOIL SCI	ASST	58,074	100.1%	58,074	100.1%	83.1	82.7
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	PROF	91,154	100.3%	92,237	104.3%	100.9	99.6
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASSOC	74,705	100.1%	78,751	100.1%	107.3	107.3
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASST	60,387	100.2%	60,387	100.2%	99.9	99.3
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	PROF	90,449	91.2%	88,784	89.5%	96.2	97.2
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASSOC	64,165	94.8%	65,767	97.3%	91.7	92.8
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASST	61,764	100.2%	61,724	100.5%	100.5	99.7
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	PROF	83,971	95.5%	85,589	99.1%	92.0	90.3
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASSOC	64,287	100.3%	62,647	100.2%	93.2	92.0
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASST	57,267	100.1%	57,293	100.0%	97.2	97.4
AGRI SCI & NAT RES	PLANT SCIENCES	PROF	89,001	93.2%	80,656	84.9%	96.2	95.4
AGRI SCI & NAT RES	PLANT SCIENCES	ASSOC	66,456	96.8%	65,807	99.9%	96.0	96.3
AGRI SCI & NAT RES	PLANT SCIENCES	ASST	60,839	99.8%	60,839	99.0%	99.3	100.0
AGRI SCI & NAT RES	PLANT SCIENCES	LECT	34,356	-	34,356	-	72.8	69.1
ARCHITECTURE	SCHOOL OF ARCHITECTURE	PROF	94,458	100.4%	89,892	98.4%	91.3	88.4
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASSOC	79,990	99.1%	79,891	98.6%	106.1	103.5
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASST	60,043	93.4%	62,100	97.7%	98.9	97.0
ARCHITECTURE	SCHOOL OF ARCHITECTURE	LECT	48,297	95.3%	48,000	100.0%	117.2	107.3
BUSINESS ADMIN	ACCOUNTING	PROF	150,465	99.0%	146,721	100.0%	92.9	84.7
BUSINESS ADMIN	ACCOUNTING	ASSOC	151,089	100.0%	151,089	100.0%	115.4	108.5
BUSINESS ADMIN	ACCOUNTING	ASST	138,467	100.0%	136,500	100.0%	101.0	92.0
BUSINESS ADMIN	ACCOUNTING	LECT	57,041	98.2%	50,250	99.1%	92.8	94.7
BUSINESS ADMIN	ECONOMICS	PROF	136,747	96.1%	137,445	100.1%	96.9	89.6
BUSINESS ADMIN	ECONOMICS	ASSOC	91,392	110.0%	85,419	101.7%	96.5	87.4
BUSINESS ADMIN	ECONOMICS	ASST	88,212	106.4%	87,605	106.3%	99.7	91.9
BUSINESS ADMIN	ECONOMICS	LECT	72,053	85.4%	72,053	85.4%	107.1	92.5

2008-09 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK				UTK Average Salary as a percent of	
			2008 Average	% of 2007	2008 Median	% of 2007	SUG	THEC Peers
BUSINESS ADMIN	FINANCE	PROF	147,938	99.7%	146,797	101.9%	84.2	77.1
BUSINESS ADMIN	FINANCE	ASSOC	151,348	111.1%	131,318	113.0%	108.8	98.0
BUSINESS ADMIN	FINANCE	ASST	155,000	100.0%	155,000	100.0%	107.8	97.4
BUSINESS ADMIN	FINANCE	LECT	59,530	87.3%	59,530	87.3%	99.2	94.3
BUSINESS ADMIN	MANAGEMENT	PROF	136,415	100.1%	141,948	100.1%	81.8	74.5
BUSINESS ADMIN	MANAGEMENT	ASSOC	103,263	100.1%	105,800	100.1%	81.5	74.0
BUSINESS ADMIN	MANAGEMENT	ASST	83,339	124.7%	83,339	154.7%	68.7	62.5
BUSINESS ADMIN	MANAGEMENT	LECT	67,299	95.4%	70,412	104.3%	95.9	80.6
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	PROF	161,793	102.0%	171,745	100.1%	101.1	88.5
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASSOC	120,300	103.0%	117,067	113.1%	99.7	86.4
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASST	114,062	99.0%	114,863	96.2%	95.7	89.0
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	LECT	59,439	83.1%	59,215	83.4%	109.3	115.9
BUSINESS ADMIN	STATISTICS	PROF	119,959	98.2%	108,520	92.8%	90.2	88.3
BUSINESS ADMIN	STATISTICS	ASSOC	85,034	100.1%	82,793	100.1%	84.8	83.7
BUSINESS ADMIN	STATISTICS	ASST	94,570	100.0%	95,000	100.0%	110.7	111.8
BUSINESS ADMIN	STATISTICS	LECT	52,765	100.2%	52,765	100.2%	106.0	108.7
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	PROF	94,172	97.6%	95,296	99.8%	95.5	93.8
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	ASSOC	63,882	98.5%	63,882	98.1%	87.0	85.4
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	ASST	54,762	100.2%	54,220	101.6%	87.8	80.8
COMMUNICATIONS	COMMUNICATION STUDIES	ASSOC	73,381	100.6%	69,925	103.5%	105.6	98.5
COMMUNICATIONS	COMMUNICATION STUDIES	ASST	52,999	101.0%	50,000	100.0%	91.5	87.8
COMMUNICATIONS	COMMUNICATION STUDIES	LECT	31,707	91.7%	31,674	90.7%	86.0	82.9
COMMUNICATIONS	COMMUNICATIONS	ASSOC	87,608	100.1%	87,608	100.1%		
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	PROF	100,236	100.1%	95,547	100.0%	95.0	89.2
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	ASSOC	67,303	115.1%	67,772	103.2%	89.7	85.6
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	ASST	54,428	100.5%	54,329	100.2%	90.3	88.3
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	LECT	39,437	113.8%	39,437	107.2%	83.8	72.1
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	PROF	96,474	95.2%	93,031	100.2%	92.5	90.7
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASSOC	64,102	88.8%	64,102	94.0%	84.8	80.9
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASST	60,408	104.0%	61,110	107.9%	93.5	87.1
EDUCATION	CHILD & FAMILY STUDIES	PROF	96,773	98.1%	94,475	94.0%	95.3	90.0
EDUCATION	CHILD & FAMILY STUDIES	ASSOC	78,820	100.1%	81,999	100.1%	109.0	107.6
EDUCATION	CHILD & FAMILY STUDIES	ASST	56,171	100.2%	62,401	103.1%	90.2	88.7
EDUCATION	CHILD & FAMILY STUDIES	LECT	35,735	100.2%	36,500	100.3%	104.1	86.5

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EDUCATION	EDUCATIONAL LEADRSHP & P STDS	PROF	91,853	-	94,503	-	87.5	79.2
EDUCATION	EDUCATIONAL LEADRSHP & P STDS	ASSOC	79,969	-	79,969	-	111.5	104.2
EDUCATION	EDUCATIONAL LEADRSHP & P STDS	ASST	59,495	-	59,350	-	100.9	92.1
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	PROF	90,619	96.2%	89,307	94.2%	90.5	86.5
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASSOC	65,507	98.8%	65,580	96.5%	92.8	89.4
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASST	58,874	92.3%	57,680	93.0%	101.1	96.7
EDUCATION	EXERCISE, SPORT & LEISURE STDY	PROF	99,448	114.0%	85,772	103.0%	101.9	99.4
EDUCATION	EXERCISE, SPORT & LEISURE STDY	ASSOC	60,770	98.0%	61,046	98.3%	88.1	85.6
EDUCATION	EXERCISE, SPORT & LEISURE STDY	ASST	59,746	101.5%	58,083	100.5%	101.3	95.6
EDUCATION	NUTRITION	PROF	96,190	93.2%	91,667	88.4%	85.3	78.1
EDUCATION	NUTRITION	ASSOC	73,386	87.9%	73,386	87.9%	96.9	92.7
EDUCATION	NUTRITION	ASST	60,983	97.2%	61,800	98.1%	94.1	84.8
EDUCATION	NUTRITION	LECT	41,072	93.3%	41,072	93.3%	84.5	81.3
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	PROF	91,958	99.1%	90,910	100.1%	92.6	92.0
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	ASSOC	82,937	91.9%	82,937	91.9%	106.2	113.5
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	ASST	69,226	94.7%	69,864	88.7%	107.5	106.5
EDUCATION	THEORY AND PRAC IN TEACHER ED	PROF	101,119	117.0%	102,084	100.1%	102.9	99.7
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASSOC	64,373	97.0%	65,539	99.5%	90.9	88.4
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASST	54,683	94.2%	54,800	98.6%	93.8	92.0
EDUCATION	THEORY AND PRAC IN TEACHER ED	LECT	46,630	119.1%	47,722	100.2%	100.8	97.7
ENGINEERING	CHEMICAL ENGINEERING	PROF	119,784	98.6%	104,576	110.4%	89.2	88.1
ENGINEERING	CHEMICAL ENGINEERING	ASSOC	90,797	95.7%	95,948	99.9%	98.3	95.0
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	PROF	123,456	105.6%	114,891	107.7%	98.3	99.4
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASSOC	86,628	99.8%	87,009	101.8%	97.2	94.8
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASST	75,176	100.0%	73,921	100.2%	98.5	97.1
ENGINEERING	ELECTRICAL ENGR & COMPUTER SCI	PROF	127,621	95.2%	130,167	98.9%	93.6	93.8
ENGINEERING	ELECTRICAL ENGR & COMPUTER SCI	ASSOC	96,631	103.1%	96,618	101.9%	99.6	97.5
ENGINEERING	ELECTRICAL ENGR & COMPUTER SCI	ASST	79,430	101.4%	76,458	100.6%	92.5	90.5
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	PROF	133,912	-	133,912	-	99.3	98.4
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASSOC	89,611	100.1%	89,611	100.1%	96.6	91.3
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASST	76,900	99.3%	76,300	96.7%	99.7	97.4
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	LECT	68,641	-	68,641	-	138.4	140.2

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ENGINEERING	MATERIALS SCIENCE & ENGR	PROF	114,351	91.7%	109,537	92.8%	82.2	82.1
ENGINEERING	MATERIALS SCIENCE & ENGR	ASSOC	88,980	102.3%	90,878	100.7%	98.5	95.6
ENGINEERING	MATERIALS SCIENCE & ENGR	ASST	77,071	98.2%	76,000	98.1%	104.4	110.2
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	PROF	110,279	101.1%	102,580	100.1%	85.0	83.9
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASSOC	89,371	106.9%	83,400	100.0%	97.5	95.6
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASST	77,245	94.0%	76,727	97.9%	98.1	98.7
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	LECT	59,831	-	60,400	-	110.7	106.6
ENGINEERING	NUCLEAR ENGINEERING	PROF	107,691	100.4%	109,647	102.9%	82.9	77.8
ENGINEERING	NUCLEAR ENGINEERING	ASSOC	84,752	100.1%	84,752	100.1%	85.9	83.8
ENGINEERING	NUCLEAR ENGINEERING	ASST	77,612	99.9%	77,500	99.7%	103.1	104.3
LAW	LAW	PROF	149,394	102.9%	142,822	100.2%	93.2	83.6
LAW	LAW	ASSOC	97,261	98.3%	95,472	96.7%	86.3	74.7
A & S - HUMANITIES	CLASSICS	PROF	84,809	86.3%	84,809	86.3%	85.8	84.9
A & S - HUMANITIES	CLASSICS	ASSOC	63,712	103.3%	63,360	102.7%	93.3	91.5
A & S - HUMANITIES	CLASSICS	ASST	51,428	94.2%	51,428	94.5%	90.4	86.9
A & S - HUMANITIES	CLASSICS	LECT	33,042	112.6%	33,042	112.6%	80.5	90.0
A & S - HUMANITIES	ENGLISH	PROF	84,214	98.3%	85,000	97.6%	84.8	81.3
A & S - HUMANITIES	ENGLISH	ASSOC	62,085	102.2%	61,216	100.2%	92.0	86.9
A & S - HUMANITIES	ENGLISH	ASST	54,715	100.7%	54,653	100.3%	98.0	91.8
A & S - HUMANITIES	ENGLISH	LECT	34,409	100.7%	34,448	100.8%	96.8	90.3
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	PROF	75,032	98.6%	72,143	99.4%	81.0	76.3
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASSOC	61,792	99.4%	60,161	99.7%	96.0	91.1
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASST	52,254	99.4%	52,083	98.6%	97.1	94.8
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	LECT	32,248	100.7%	32,000	100.0%	84.2	79.1
A & S - HUMANITIES	PHILOSOPHY	PROF	75,237	97.6%	77,389	96.8%	76.1	71.7
A & S - HUMANITIES	PHILOSOPHY	ASSOC	77,547	114.0%	77,547	113.4%	120.7	117.9
A & S - HUMANITIES	PHILOSOPHY	ASST	50,000	94.1%	50,000	100.0%	94.8	89.7
A & S - HUMANITIES	PHILOSOPHY	LECT	33,531	99.8%	32,000	97.5%	95.9	85.1
A & S - HUMANITIES	RELIGIOUS STUDIES	PROF	95,784	95.6%	98,735	96.2%	87.5	84.2
A & S - HUMANITIES	RELIGIOUS STUDIES	ASSOC	69,861	100.0%	71,566	101.1%	98.5	94.1
A & S - HUMANITIES	RELIGIOUS STUDIES	ASST	55,744	100.2%	55,744	100.2%	96.7	94.6
A & S - HUMANITIES	RELIGIOUS STUDIES	LECT	57,500	143.8%	57,500	143.8%	159.7	143.8
A & S - HUMANITIES	SCHOOL OF ART	PROF	79,507	99.3%	72,265	100.1%	92.0	86.9
A & S - HUMANITIES	SCHOOL OF ART	ASSOC	65,739	98.8%	63,037	100.2%	101.8	98.5
A & S - HUMANITIES	SCHOOL OF ART	ASST	52,858	99.9%	51,371	99.8%	100.4	95.6
A & S - HUMANITIES	SCHOOL OF ART	LECT	33,333	107.5%	32,000	103.2%	87.7	76.9

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A & S - HUMANITIES	SCHOOL OF MUSIC	PROF	83,099	96.2%	76,967	100.1%	95.4	89.5
A & S - HUMANITIES	SCHOOL OF MUSIC	ASSOC	63,076	98.1%	59,641	97.3%	98.7	93.5
A & S - HUMANITIES	SCHOOL OF MUSIC	ASST	48,483	98.6%	47,477	98.9%	94.6	87.2
A & S - HUMANITIES	SCHOOL OF MUSIC	LECT	39,122	96.6%	35,850	99.6%	93.7	82.5
A & S - HUMANITIES	SPECIAL PROGRAMS	PROF	137,668	100.1%	137,668	100.1%	123.6	121.4
A & S - HUMANITIES	SPECIAL PROGRAMS	LECT	32,300	95.1%	32,300	52.7%	66.2	68.4
A & S - HUMANITIES	THEATRE	PROF	94,113	100.0%	83,106	100.0%	104.1	100.1
A & S - HUMANITIES	THEATRE	ASSOC	66,068	101.7%	67,217	105.3%	104.2	98.7
A & S - HUMANITIES	THEATRE	ASST	52,203	100.3%	52,506	100.4%	103.2	96.8
A & S - HUMANITIES	THEATRE	LECT	41,215	100.7%	41,215	100.7%	109.3	94.7
A & S - SOC SCI	ANTHROPOLOGY	PROF	79,076	96.9%	81,590	100.0%	77.9	74.3
A & S - SOC SCI	ANTHROPOLOGY	ASSOC	94,304	121.3%	94,304	121.3%	134.1	131.0
A & S - SOC SCI	ANTHROPOLOGY	ASST	56,189	96.6%	57,000	98.2%	95.6	93.5
A & S - SOC SCI	ANTHROPOLOGY	LECT	38,107	100.3%	34,137	100.3%	115.2	119.1
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	PROF	119,136	93.0%	119,136	93.0%	115.8	116.5
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASSOC	69,601	99.7%	68,583	100.3%	96.7	95.3
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASST	59,263	100.1%	59,471	100.1%	101.4	97.8
A & S - SOC SCI	GEOGRAPHY	PROF	94,921	97.7%	99,900	103.9%	91.8	91.2
A & S - SOC SCI	GEOGRAPHY	ASSOC	78,599	98.0%	78,599	98.0%	107.9	105.0
A & S - SOC SCI	GEOGRAPHY	ASST	59,523	96.9%	59,740	96.8%	99.3	98.3
A & S - SOC SCI	GEOGRAPHY	LECT	36,238	-	36,238	-	87.4	70.2
A & S - SOC SCI	HISTORY	PROF	83,725	95.9%	81,608	98.0%	79.7	75.3
A & S - SOC SCI	HISTORY	ASSOC	68,211	99.3%	69,780	97.2%	98.1	92.8
A & S - SOC SCI	HISTORY	ASST	54,066	100.2%	54,098	100.4%	99.1	93.3
A & S - SOC SCI	HISTORY	LECT	35,265	101.4%	35,656	103.1%	97.0	74.6
A & S - SOC SCI	POLITICAL SCIENCE	PROF	81,559	95.7%	81,300	98.3%	68.4	63.4
A & S - SOC SCI	POLITICAL SCIENCE	ASSOC	70,651	96.4%	70,651	98.1%	89.8	85.3
A & S - SOC SCI	POLITICAL SCIENCE	ASST	56,238	100.2%	56,284	104.4%	87.6	82.0
A & S - SOC SCI	POLITICAL SCIENCE	LECT	35,638	104.2%	35,344	102.2%	58.8	54.1
A & S - SOC SCI	PSYCHOLOGY	PROF	85,227	95.7%	78,365	93.5%	75.1	72.6
A & S - SOC SCI	PSYCHOLOGY	ASSOC	71,520	103.7%	67,142	98.7%	100.3	96.6
A & S - SOC SCI	PSYCHOLOGY	ASST	59,540	101.6%	58,823	101.4%	95.5	90.9
A & S - SOC SCI	PSYCHOLOGY	LECT	41,008	107.7%	41,008	111.6%	89.8	75.8

2008-09 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK				UTK Average Salary as a percent of	
			2008 Average	% of 2007	2008 Median	% of 2007	SUG	THEC Peers
A & S - SOC SCI	SOCIOLOGY	PROF	98,211	97.6%	103,495	100.0%	88.7	82.8
A & S - SOC SCI	SOCIOLOGY	ASSOC	67,100	99.4%	64,570	99.7%	94.4	88.0
A & S - SOC SCI	SOCIOLOGY	ASST	55,933	100.2%	56,500	100.9%	94.8	87.1
A & S - SOC SCI	SOCIOLOGY	LECT	36,114	101.4%	36,296	101.0%	92.6	89.2
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	PROF	110,365	101.6%	105,176	105.1%	90.0	88.7
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASSOC	74,219	99.6%	74,226	100.0%	90.4	89.0
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASST	68,065	100.5%	68,000	100.3%	99.4	100.1
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	LECT	41,440	100.2%	41,440	100.2%	82.4	82.4
A & S - NAT SCI	CHEMISTRY	PROF	107,242	101.9%	95,122	96.4%	87.3	83.7
A & S - NAT SCI	CHEMISTRY	ASSOC	70,710	95.2%	70,710	95.2%	92.8	88.2
A & S - NAT SCI	CHEMISTRY	ASST	61,576	100.3%	60,776	101.3%	93.0	90.1
A & S - NAT SCI	CHEMISTRY	LECT	42,031	100.5%	42,031	104.1%	88.2	81.6
A & S - NAT SCI	DIVISION OF BIOLOGY	LECT	41,996	100.2%	44,457	100.2%		
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	PROF	113,199	96.5%	102,986	94.6%	102.0	99.6
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	ASSOC	71,221	100.2%	75,202	100.3%	93.9	87.1
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	ASST	61,428	100.5%	61,285	100.2%	93.5	85.9
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	LECT	38,891	100.3%	38,891	100.3%	98.5	89.3
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	PROF	118,440	98.4%	111,385	98.7%	102.3	95.9
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASSOC	70,767	101.8%	73,898	109.6%	85.9	79.2
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASST	65,274	97.4%	65,500	98.5%	96.6	91.3
A & S - NAT SCI	MATHEMATICS	PROF	91,826	101.9%	93,206	100.7%	86.2	81.2
A & S - NAT SCI	MATHEMATICS	ASSOC	70,882	96.6%	71,627	99.9%	96.5	90.1
A & S - NAT SCI	MATHEMATICS	ASST	65,630	101.5%	65,000	100.1%	99.7	90.3
A & S - NAT SCI	MATHEMATICS	LECT	34,759	97.8%	33,838	98.8%	83.1	77.2
A & S - NAT SCI	MICROBIOLOGY	PROF	124,954	77.7%	102,985	56.8%	112.3	111.8
A & S - NAT SCI	MICROBIOLOGY	ASST	61,906	100.2%	64,752	100.2%	98.7	95.8
A & S - NAT SCI	MICROBIOLOGY	LECT	47,889	100.2%	47,889	100.2%		
A & S - NAT SCI	PHYSICS	PROF	114,226	99.3%	101,355	100.0%	102.3	100.2
A & S - NAT SCI	PHYSICS	ASSOC	83,997	97.2%	83,409	96.5%	107.8	104.5
A & S - NAT SCI	PHYSICS	ASST	74,534	104.3%	75,256	105.0%	107.3	103.8
NURSING	COLLEGE OF NURSING	PROF	91,053	99.5%	89,902	97.8%	90.6	80.6
NURSING	COLLEGE OF NURSING	ASSOC	76,932	99.7%	70,990	96.5%	101.9	95.1
NURSING	COLLEGE OF NURSING	ASST	61,637	98.2%	62,884	100.0%	96.0	91.9

2008-09 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK				UTK Average Salary as a percent of	
			2008 Average	% of 2007	2008 Median	% of 2007	SUG	THEC Peers
SOCIAL WORK	SOCIAL WORK	PROF	119,096	96.8%	98,413	93.2%	110.2	102.1
SOCIAL WORK	SOCIAL WORK	ASSOC	71,745	98.5%	70,185	99.6%	97.2	94.5
SOCIAL WORK	SOCIAL WORK	ASST	57,471	100.3%	57,325	101.2%	98.2	94.8
SOCIAL WORK	SOCIAL WORK	LECT	37,901	98.6%	36,810	95.7%	78.9	75.8
VETERINARY MED	VETERINARY MEDICINE	PROF	99,551	98.1%	96,888	98.8%	94.1	93.2
VETERINARY MED	VETERINARY MEDICINE	ASSOC	85,306	100.4%	82,842	99.8%	102.9	102.5
VETERINARY MED	VETERINARY MEDICINE	ASST	69,791	98.1%	72,209	98.8%	94.2	93.8
VETERINARY MED	VETERINARY MEDICINE	LECT	44,014	100.2%	44,014	100.2%	79.3	77.2

2008-2009 University Summary:

College	Department	Rank	UTK				UTK Average Salary as a	
			2008 Average	% of 2007	2008 Median	% of 2007	SUG	THEC Peers
UNIV SUMMARY	UNIVERSITY SUMMARY	PROF	102,353	98.7%	95,157	98.7%	90.8	87.0
UNIV SUMMARY	UNIVERSITY SUMMARY	ASSOC	78,107	100.1%	73,655	99.2%	96.8	92.2
UNIV SUMMARY	UNIVERSITY SUMMARY	ASST	64,121	99.3%	60,129	99.9%	96.4	92.7
UNIV SUMMARY	UNIVERSITY SUMMARY	LECT	38,789	100.4%	35,028	100.5%	91.5	84.9

2007-2008 University Summary for Comparison:

College	Department	Rank	UTK				UTK Average Salary as a	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC Peers
UNIV SUMMARY	UNIVERSITY SUMMARY	PROF	104,319	107.3%	96,374	106.5%	94.6	91.0
UNIV SUMMARY	UNIVERSITY SUMMARY	ASSOC	77,820	106.3%	74,266	107.7%	99.1	95.0
UNIV SUMMARY	UNIVERSITY SUMMARY	ASST	64,297	107.4%	60,164	107.0%	98.7	95.3
UNIV SUMMARY	UNIVERSITY SUMMARY	INST	38,866	85.1%	34,837	77.8%	94.1	89.4

SUG, Southern University Group, is a data sharing consortium of primarily large public southeast institutions.

THEC Peer is our twelve THEC Peer institutions.

THEC Peer Institutions

Auburn University
Louisiana State University
North Carolina State University
Texas A & M University
University of Florida
University of Georgia
University of Kentucky
University of Maryland, College Park
University of North Carolina, Chapel Hill
University of Texas, Austin
University of Virginia
Virginia Polytechnic Institute

SUG Institutions

Arizona State University
Auburn University
Clemson University
Florida State University
Georgia Institute of Technology
Georgia State University
Louisiana State University
Mississippi State University
North Carolina State University
Oklahoma State University
Texas A & M University
Texas Tech University
University of Alabama
University of Alabama - Birmingham
University of Arkansas
University of Delaware
University of Florida
University of Georgia
University of Houston
University of Kentucky
University of Maryland
University of Mississippi
University of North Carolina
University of Oklahoma
University of South Carolina
University of Southern Mississippi
University of Tennessee
University of Texas
University of Virginia
Virginia Polytechnic & State University
West Virginia University