

## 2003-2004 Faculty Salary Data Report

(prepared Feb. 23, 2004)

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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 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 2003 UT average salary
5. October 2003 UT median salary
6. 2003 mean salary as a ratio to 2002 mean salary
7. UT 2002 in ratio to the thirty Southern University Group institutions
8. UT 2002 in ratio to the ten THEC Peer Institutions
9. UT 2002 in ratio to the Top 25 Public Universities
10. Ratio of median 2003 salaries to median 2002 salaries for UT

Note that all data for SUG, THEC, and Top 25 institutions is from October 2002. For continuity we are comparing this data to October 2002 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 four years ago, the Budget 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 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	2003 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL
			AVG	MEDIAN	2003 UTK 2002 UTK	2002 UTK SUG	2002 UTK THEC PEERS	2002 UTK TOP 25	2003 UTK 2002 UTK
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	PROF	57,560	57,560	1.038	0.778	0.664	0.642	1.038
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	ASST	49,080	49,080	---	---	---	---	---
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	PROF	85,998	76,176	1.050	0.987	0.947	0.829	1.049
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASSOC	58,865	58,865	1.062	0.876	0.845	0.796	1.062
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASST	55,068	55,068	1.020	0.974	0.990	0.880	1.020
AGRI SCI & NAT RES	AGRICULTURE SCI & NAT RES	INST	38,908	38,908	---	---	---	---	---
AGRI SCI & NAT RES	ANIMAL SCIENCE	PROF	85,441	81,560	1.002	1.107	1.095	1.055	0.953
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASSOC	59,960	58,821	0.997	1.047	1.041	0.958	0.946
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASST	49,976	50,639	1.056	0.902	0.866	0.835	1.058
AGRI SCI & NAT RES	ANIMAL SCIENCE	INST	34,820	34,820	1.004	0.991	1.018	---	1.004
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	PROF	73,380	74,427	1.055	0.873	0.846	0.821	1.070
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	ASSOC	65,751	68,249	1.030	0.968	0.992	0.958	1.011
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	ASST	55,065	53,988	1.030	0.973	0.973	0.942	1.048

COLLEGE	DEPARTMENT	RANK	2003 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL 2003 UTK 2002 UTK
			AVG	MEDIAN	2003 UTK 2002 UTK	2002 UTK SUG	2002 UTK THEC PEERS	2002 UTK TOP 25	
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	PROF	74,700	70,879	1.006	1.007	0.989	0.935	0.980
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASSOC	58,110	58,712	0.984	1.022	1.004	0.993	1.017
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASST	55,420	55,420	---	---	---	---	---
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	PROF	78,329	74,662	0.981	1.028	0.991	0.984	0.923
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASSOC	59,640	57,316	1.050	0.973	0.961	0.962	1.063
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASST	48,055	48,055	1.039	0.901	0.902	0.849	1.039
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	PROF	81,325	79,774	1.118	0.954	0.916	0.886	1.156
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASSOC	66,088	66,290	1.052	1.077	1.079	1.014	1.045
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASST	49,385	48,973	1.045	0.966	0.934	0.898	1.046
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	INST	39,408	39,408	1.035	0.940	0.904	---	1.035
AGRI SCI & NAT RES	INTERNATIONAL PROGRAMS	PROF	73,341	73,341	1.043	1.000	---	---	1.043
AGRI SCI & NAT RES	PLANT SCIENCES	PROF	78,378	73,025	1.091	0.971	0.962	0.925	1.106
AGRI SCI & NAT RES	PLANT SCIENCES	ASSOC	60,590	59,607	1.066	1.000	0.967	0.927	1.056
AGRI SCI & NAT RES	PLANT SCIENCES	ASST	53,086	52,097	1.087	0.955	0.954	0.918	1.085
ARCHITECTURE	SCHOOL OF ARCHITECTURE	PROF	80,801	78,279	1.101	0.883	0.868	0.842	1.076
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASSOC	66,378	66,034	1.056	1.013	1.009	0.957	1.044
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASST	52,320	51,984	1.058	0.978	0.981	0.955	1.082
BUSINESS ADMIN	ACCOUNTING	PROF	120,225	121,426	1.080	0.917	0.824	0.767	1.082
BUSINESS ADMIN	ACCOUNTING	ASSOC	121,441	126,494	1.090	1.169	1.108	0.972	1.226
BUSINESS ADMIN	ACCOUNTING	ASST	113,571	112,200	1.111	1.036	0.913	0.871	1.098
BUSINESS ADMIN	ECONOMICS	PROF	106,195	108,255	1.069	0.916	0.848	0.798	1.104
BUSINESS ADMIN	ECONOMICS	ASSOC	67,559	67,559	1.045	0.859	0.803	0.770	1.045
BUSINESS ADMIN	ECONOMICS	ASST	69,475	71,002	1.119	0.931	0.925	0.849	1.155
BUSINESS ADMIN	FINANCE	PROF	130,579	127,618	1.049	0.989	0.880	0.817	1.048
BUSINESS ADMIN	FINANCE	ASSOC	93,638	98,568	1.090	0.852	0.774	0.731	1.053
BUSINESS ADMIN	FINANCE	ASST	140,000	140,000	---	---	---	---	---
BUSINESS ADMIN	FINANCE	INST	48,616	48,616	1.067	0.804	0.340	0.340	1.067
BUSINESS ADMIN	HUMAN RESOURCE DEVELOPMENT	ASSOC	62,083	61,584	1.058	0.976	0.983	0.974	1.042
BUSINESS ADMIN	HUMAN RESOURCE DEVELOPMENT	ASST	46,708	45,067	1.036	0.951	0.947	0.926	1.044
BUSINESS ADMIN	MANAGEMENT	PROF	110,739	107,374	1.084	0.833	0.783	0.767	1.097
BUSINESS ADMIN	MANAGEMENT	ASSOC	88,092	85,144	1.020	0.936	0.877	0.829	0.979
BUSINESS ADMIN	MANAGEMENT	ASST	85,280	85,280	1.040	0.906	0.853	0.838	1.040
BUSINESS ADMIN	MANAGEMENT	INST	78,975	78,975	1.034	1.404	1.205	1.204	1.034
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	PROF	125,403	120,299	1.096	0.979	0.825	0.810	1.212
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASSOC	96,148	88,260	1.128	0.974	0.902	0.793	1.048
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASST	105,375	105,500	1.082	1.113	1.021	0.983	1.082
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	INST	47,619	47,619	1.051	0.917	0.632	0.818	1.051
BUSINESS ADMIN	STATISTICS	PROF	108,239	110,800	1.056	1.125	1.081	1.054	1.053
BUSINESS ADMIN	STATISTICS	ASSOC	73,743	73,244	1.088	1.055	1.026	0.979	1.066
BUSINESS ADMIN	STATISTICS	ASST	72,800	72,800	1.029	1.206	1.222	1.166	1.029

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			AVG	MEDIAN	2003 UTK 2002 UTK	2002 UTK SUG	2002 UTK THEC PEERS	2002 UTK TOP 25	
COMMUNICATIONS	ADVERTISING	PROF	79,757	73,600	1.103	0.880	0.851	0.817	1.042
COMMUNICATIONS	ADVERTISING	ASSOC	59,851	56,800	0.884	1.057	0.999	0.893	0.839
COMMUNICATIONS	ADVERTISING	ASST	50,859	50,378	1.089	0.913	0.878	0.828	1.078
COMMUNICATIONS	JOURNALISM	PROF	84,144	79,929	1.048	0.964	0.904	0.884	1.040
COMMUNICATIONS	JOURNALISM	ASSOC	65,276	59,189	1.219	0.874	0.839	0.845	1.102
COMMUNICATIONS	JOURNALISM	ASST	49,294	49,350	0.995	1.025	0.948	0.869	0.997
COMMUNICATIONS	JOURNALISM	INST	43,867	43,867	0.977	1.344	1.142	---	0.977
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	PROF	88,600	88,600	1.053	0.991	0.997	0.907	0.968
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASSOC	63,184	59,208	1.091	0.966	0.942	0.824	1.105
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASST	51,598	51,598	1.147	0.869	0.836	0.762	1.147
COMMUNICATIONS	SPEECH COMMUNICATION	ASSOC	62,025	55,433	1.135	0.934	0.917	0.914	1.054
COMMUNICATIONS	SPEECH COMMUNICATION	ASST	46,574	46,623	1.072	0.931	0.891	0.871	1.097
EDUCATION	CHILD & FAMILY STUDIES	PROF	83,707	84,164	1.081	0.962	0.924	0.881	1.151
EDUCATION	CHILD & FAMILY STUDIES	ASSOC	60,173	57,542	1.090	0.897	0.865	0.857	1.019
EDUCATION	CHILD & FAMILY STUDIES	ASST	55,325	55,325	1.051	1.021	1.048	1.013	1.051
EDUCATION	CHILD & FAMILY STUDIES	INST	32,007	32,007	0.949	0.920	0.850	0.658	0.998
EDUCATION	CONSUMER SRVCS MGMT	PROF	80,974	76,920	1.050	0.925	0.938	0.883	1.067
EDUCATION	CONSUMER SRVCS MGMT	ASSOC	73,689	73,689	1.239	0.961	1.002	0.948	1.245
EDUCATION	CONSUMER SRVCS MGMT	ASST	57,081	54,573	1.041	1.090	1.094	1.054	1.032
EDUCATION	EDUC ADMIN & POLICY STUDIES	PROF	85,817	82,150	---	---	---	---	---
EDUCATION	EDUC ADMIN & POLICY STUDIES	ASSOC	59,764	59,764	---	---	---	---	---
EDUCATION	EDUC ADMIN & POLICY STUDIES	INST	42,600	42,600	---	---	---	---	---
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	PROF	82,069	79,822	---	---	---	---	---
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASSOC	55,643	59,000	---	---	---	---	---
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASST	49,995	49,731	---	---	---	---	---
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	INST	23,414	23,414	---	---	---	---	---
EDUCATION	HEALTH & EXERCISE SCIENCES	PROF	77,703	76,037	---	---	---	---	---
EDUCATION	HEALTH & EXERCISE SCIENCES	ASSOC	56,277	54,838	---	---	---	---	---
EDUCATION	HEALTH & EXERCISE SCIENCES	ASST	45,900	45,900	---	---	---	---	---
EDUCATION	HEALTH & EXERCISE SCIENCES	INST	35,940	35,940	---	---	---	---	---
EDUCATION	INSTRUCTIONL TECH & ED STUDIES	PROF	77,695	74,821	---	---	---	---	---
EDUCATION	INSTRUCTIONL TECH & ED STUDIES	ASSOC	64,339	61,984	---	---	---	---	---
EDUCATION	INSTRUCTIONL TECH & ED STUDIES	ASST	47,544	47,544	---	---	---	---	---
EDUCATION	NUTRITION	PROF	83,605	81,586	1.001	0.994	0.884	0.911	0.944
EDUCATION	NUTRITION	ASSOC	49,631	49,631	0.826	0.943	0.889	0.891	0.802
EDUCATION	NUTRITION	ASST	56,134	54,840	1.028	0.994	0.943	0.893	1.056
EDUCATION	SPORT & LEISURE STUDIES	PROF	71,021	72,468	---	---	---	---	---
EDUCATION	SPORT & LEISURE STUDIES	ASSOC	57,012	55,272	---	---	---	---	---
EDUCATION	SPORT & LEISURE STUDIES	ASST	50,358	50,565	---	---	---	---	---

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			AVG	MEDIAN	2003 UTK 2002 UTK	2002 UTK SUG	2002 UTK THEC PEERS	2002 UTK TOP 25	
EDUCATION	THEORY AND PRAC IN TEACHER ED	PROF	82,628	83,007	1.124	0.973	0.926	0.848	1.124
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASSOC	57,077	57,842	1.059	0.936	0.889	0.896	1.086
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASST	47,359	47,855	1.040	0.970	0.918	0.889	1.040
EDUCATION	THEORY AND PRAC IN TEACHER ED	INST	38,172	42,441	0.888	1.103	0.836	0.836	0.987
ENGINEERING	CHEMICAL ENGINEERING	PROF	99,173	94,946	1.043	0.888	0.897	0.824	1.048
ENGINEERING	CHEMICAL ENGINEERING	ASSOC	77,504	76,278	1.063	0.971	0.977	0.941	1.095
ENGINEERING	CHEMICAL ENGINEERING	ASST	73,712	73,712	1.041	1.077	1.115	1.030	1.041
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	PROF	95,864	89,541	1.046	0.920	0.887	0.876	0.980
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASSOC	75,795	76,011	1.058	0.969	0.988	0.925	1.060
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASST	63,357	63,067	1.056	0.936	0.930	0.891	1.051
ENGINEERING	ELECTRICAL & COMP ENGINEERING	PROF	98,270	94,566	1.014	0.912	0.879	0.851	0.980
ENGINEERING	ELECTRICAL & COMP ENGINEERING	ASSOC	73,329	72,966	1.044	0.907	0.906	0.848	1.052
ENGINEERING	ELECTRICAL & COMP ENGINEERING	ASST	68,551	68,036	1.054	0.916	0.904	0.855	1.038
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	PROF	100,184	100,184	1.048	0.924	0.922	0.832	1.048
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASSOC	76,349	72,836	1.090	0.926	0.869	0.862	1.065
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASST	64,141	64,141	1.086	0.891	0.909	0.826	1.069
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	INST	59,264	59,264	1.062	1.312	---	---	1.062
ENGINEERING	MATERIALS SCIENCE & ENGR	PROF	103,352	106,013	1.054	0.878	0.845	0.839	1.034
ENGINEERING	MATERIALS SCIENCE & ENGR	ASSOC	68,995	68,589	0.998	0.919	0.876	0.874	0.992
ENGINEERING	MATERIALS SCIENCE & ENGR	ASST	62,873	64,219	1.024	1.012	0.941	0.916	1.040
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	PROF	96,674	92,606	1.118	0.837	0.835	0.773	1.082
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASSOC	74,474	75,315	1.021	0.974	0.980	0.913	1.039
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASST	67,059	67,059	1.044	1.012	0.997	0.909	1.021
ENGINEERING	NUCLEAR ENGINEERING	PROF	86,968	83,622	1.039	0.846	0.821	0.756	1.033
ENGINEERING	NUCLEAR ENGINEERING	ASSOC	71,452	71,452	1.053	0.885	0.909	0.866	1.053
LAW	LAW	PROF	128,425	126,315	1.027	0.951	0.880	0.867	1.011
LAW	LAW	ASSOC	91,701	89,278	1.071	0.952	0.913	0.875	1.046
A & S - HUMANITIES	CLASSICS	PROF	81,980	81,980	1.097	0.920	0.908	0.905	1.097
A & S - HUMANITIES	CLASSICS	ASSOC	51,098	51,098	1.184	0.782	0.771	0.755	1.184
A & S - HUMANITIES	CLASSICS	ASST	45,642	44,000	1.059	0.969	0.953	0.922	1.021
A & S - HUMANITIES	ENGLISH	PROF	77,785	74,322	1.050	0.926	0.897	0.794	1.067
A & S - HUMANITIES	ENGLISH	ASSOC	54,390	54,268	1.039	0.971	0.922	0.873	1.043
A & S - HUMANITIES	ENGLISH	ASST	47,177	46,168	1.072	0.982	0.925	0.871	1.074
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	PROF	71,668	64,586	1.042	0.897	0.849	0.793	1.053
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASSOC	55,740	53,107	1.069	0.966	0.921	0.895	1.054
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASST	44,415	44,491	1.046	0.954	0.914	0.875	1.059
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	INST	40,000	40,000	1.081	1.138	1.075	1.012	1.081
A & S - HUMANITIES	PHILOSOPHY	PROF	67,591	68,904	1.029	0.823	0.788	0.773	1.033
A & S - HUMANITIES	PHILOSOPHY	ASSOC	52,399	52,010	0.981	0.991	0.978	0.965	1.019
A & S - HUMANITIES	PHILOSOPHY	ASST	54,329	54,329	1.053	1.192	1.129	1.071	1.053

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			AVG	MEDIAN	2003 UTK	2002 UTK	2002 UTK	2002 UTK	
					2002 UTK	SUG	THEC PEERS	TOP 25	2003 UTK
A & S - HUMANITIES	RELIGIOUS STUDIES	PROF	84,785	80,969	1.006	0.988	0.950	0.962	0.931
A & S - HUMANITIES	RELIGIOUS STUDIES	ASSOC	62,349	59,397	1.063	0.982	0.964	0.976	1.071
A & S - HUMANITIES	RELIGIOUS STUDIES	ASST	44,541	44,000	---	---	---	---	---
A & S - HUMANITIES	SCHOOL OF ART	PROF	68,342	64,535	1.066	0.928	0.878	0.749	1.046
A & S - HUMANITIES	SCHOOL OF ART	ASSOC	60,823	56,880	1.012	1.137	1.112	1.030	1.014
A & S - HUMANITIES	SCHOOL OF ART	ASST	48,253	45,858	1.068	1.043	1.012	0.921	1.076
A & S - HUMANITIES	SCHOOL OF MUSIC	PROF	74,101	65,174	1.060	0.991	0.952	0.951	1.033
A & S - HUMANITIES	SCHOOL OF MUSIC	ASSOC	55,033	52,838	1.060	0.974	0.928	0.900	1.075
A & S - HUMANITIES	SCHOOL OF MUSIC	ASST	44,952	44,100	1.030	1.005	0.946	0.909	1.031
A & S - HUMANITIES	SCHOOL OF MUSIC	INST	42,075	42,075	1.121	1.050	0.951	0.949	1.121
A & S - HUMANITIES	SPECIAL PROGRAMS	ASSOC	54,187	54,187	1.044	0.838	0.816	0.834	1.044
A & S - HUMANITIES	THEATRE	PROF	80,236	77,407	1.047	1.012	0.970	0.959	1.034
A & S - HUMANITIES	THEATRE	ASSOC	53,752	53,372	1.058	0.949	0.921	0.910	1.060
A & S - HUMANITIES	THEATRE	ASST	44,952	45,133	1.049	1.030	1.006	0.944	1.069
A & S - SOC SCI	ANTHROPOLOGY	PROF	71,392	70,032	1.021	0.891	0.845	0.848	1.002
A & S - SOC SCI	ANTHROPOLOGY	ASSOC	60,004	60,004	1.054	0.990	0.977	0.970	1.054
A & S - SOC SCI	ANTHROPOLOGY	INST	40,616	40,616	1.038	1.245	1.595	0.922	1.038
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	PROF	97,057	97,057	1.072	1.195	0.993	0.959	1.147
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASSOC	60,369	56,259	1.015	1.072	0.914	0.965	1.066
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASST	51,952	51,491	1.073	1.001	0.896	0.931	1.076
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	INST	41,030	41,030	1.037	1.070	0.882	0.861	1.037
A & S - SOC SCI	GEOGRAPHY	PROF	83,172	83,107	1.101	0.912	0.858	0.844	1.111
A & S - SOC SCI	GEOGRAPHY	ASSOC	68,884	68,884	1.001	1.164	1.126	1.081	1.001
A & S - SOC SCI	GEOGRAPHY	ASST	49,657	49,657	1.065	0.973	0.958	0.916	1.065
A & S - SOC SCI	HISTORY	PROF	75,387	74,833	1.014	0.900	0.837	0.828	1.071
A & S - SOC SCI	HISTORY	ASSOC	56,651	52,632	1.047	0.966	0.914	0.906	1.023
A & S - SOC SCI	HISTORY	ASST	45,561	45,900	1.092	0.946	0.894	0.860	1.067
A & S - SOC SCI	POLITICAL SCIENCE	PROF	78,955	74,910	1.044	0.815	0.785	0.736	1.051
A & S - SOC SCI	POLITICAL SCIENCE	ASSOC	63,758	63,333	1.043	0.978	0.925	0.898	1.059
A & S - SOC SCI	POLITICAL SCIENCE	ASST	49,323	47,960	1.067	0.918	0.878	0.830	1.066
A & S - SOC SCI	PSYCH CLINICAL TRAINING	PROF	65,381	65,381	1.041	0.616	0.575	0.575	1.041
A & S - SOC SCI	PSYCH CLINICAL TRAINING	ASSOC	53,011	53,011	1.073	0.803	0.730	0.730	1.073
A & S - SOC SCI	PSYCH CLINICAL TRAINING	ASST	47,460	47,460	1.091	0.916	0.900	0.900	1.091
A & S - SOC SCI	PSYCHOLOGY	PROF	80,492	77,535	1.051	0.885	0.847	0.750	1.053
A & S - SOC SCI	PSYCHOLOGY	ASSOC	58,469	59,492	1.069	0.957	0.916	0.868	1.106
A & S - SOC SCI	PSYCHOLOGY	ASST	49,517	49,293	1.048	0.987	0.981	0.886	1.043
A & S - SOC SCI	PSYCHOLOGY	INST	34,204	34,204	1.070	0.934	0.799	0.732	1.070
A & S - SOC SCI	SOCIOLOGY	PROF	73,839	72,457	1.096	0.799	0.745	0.704	1.146
A & S - SOC SCI	SOCIOLOGY	ASSOC	61,396	62,001	1.047	1.028	0.979	0.919	1.085
A & S - SOC SCI	SOCIOLOGY	ASST	48,791	48,828	1.058	0.986	0.939	0.878	1.061

COLLEGE	DEPARTMENT	RANK	2003 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL 2003 UTK 2002 UTK
			AVG	MEDIAN	2003 UTK 2002 UTK	2002 UTK SUG	2002 UTK THEC PEERS	2002 UTK TOP 25	
A & S - SOC SCI	URBAN & REGIONAL PLANNING	PROF	64,044	64,044	0.770	0.955	0.916	0.912	0.719
A & S - SOC SCI	URBAN & REGIONAL PLANNING	ASST	54,410	54,410	1.049	1.044	1.018	0.973	1.049
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	PROF	87,209	82,353	1.074	0.896	0.808	0.819	1.075
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASSOC	60,827	60,292	1.057	0.877	0.819	0.849	1.038
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASST	58,688	58,618	1.064	0.998	0.936	0.935	1.067
A & S - NAT SCI	BOTANY	PROF	82,593	83,036	1.034	0.925	0.844	0.909	1.053
A & S - NAT SCI	BOTANY	ASSOC	62,773	62,773	1.073	0.972	0.934	0.919	1.088
A & S - NAT SCI	BOTANY	ASST	52,105	52,739	1.098	0.967	0.968	0.894	1.112
A & S - NAT SCI	CHEMISTRY	PROF	99,669	86,894	1.071	0.978	0.943	0.902	1.062
A & S - NAT SCI	CHEMISTRY	ASSOC	65,409	66,197	1.085	0.973	0.974	0.921	1.081
A & S - NAT SCI	CHEMISTRY	ASST	50,532	50,080	1.042	0.899	0.897	0.840	1.033
A & S - NAT SCI	COMPUTER SCIENCE	PROF	135,676	124,252	1.098	1.090	1.077	1.077	1.110
A & S - NAT SCI	COMPUTER SCIENCE	ASSOC	96,281	95,861	1.101	1.046	1.032	0.995	1.065
A & S - NAT SCI	COMPUTER SCIENCE	ASST	75,424	75,424	1.053	0.939	0.962	0.902	1.053
A & S - NAT SCI	COMPUTER SCIENCE	INST	57,299	57,299	1.046	1.265	1.162	0.953	1.046
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	PROF	96,462	94,270	1.071	0.957	0.896	0.896	1.066
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASSOC	60,196	60,196	0.953	0.845	0.785	0.851	0.953
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASST	53,003	52,283	1.036	0.914	0.889	0.862	1.046
A & S - NAT SCI	GEOLOGICAL SCIENCES	PROF	86,989	81,459	1.124	0.904	0.838	0.890	1.072
A & S - NAT SCI	GEOLOGICAL SCIENCES	ASSOC	60,543	60,543	1.085	0.927	0.885	0.879	1.107
A & S - NAT SCI	GEOLOGICAL SCIENCES	ASST	53,876	51,959	1.097	0.945	0.897	0.864	1.076
A & S - NAT SCI	MATHEMATICS	PROF	82,416	81,769	1.090	0.889	0.843	0.777	1.097
A & S - NAT SCI	MATHEMATICS	ASSOC	62,201	62,620	1.203	0.853	0.827	0.787	1.128
A & S - NAT SCI	MATHEMATICS	ASST	53,764	53,807	1.087	0.952	0.923	0.912	1.104
A & S - NAT SCI	MICROBIOLOGY	PROF	129,278	147,626	0.949	1.456	1.408	1.381	1.084
A & S - NAT SCI	MICROBIOLOGY	ASST	60,628	58,000	0.949	1.174	1.152	1.103	0.908
A & S - NAT SCI	PHYSICS	PROF	98,197	87,377	1.093	1.001	0.969	0.918	1.134
A & S - NAT SCI	PHYSICS	ASSOC	70,814	70,814	1.217	0.932	0.927	0.867	1.308
A & S - NAT SCI	PHYSICS	ASST	62,341	56,512	1.133	1.010	0.984	0.922	1.027
NURSING	COLLEGE OF NURSING	PROF	80,193	80,530	1.011	0.975	0.917	0.870	1.005
NURSING	COLLEGE OF NURSING	ASSOC	62,953	61,970	1.020	1.004	0.974	0.933	1.014
NURSING	COLLEGE OF NURSING	ASST	53,786	55,040	1.070	0.979	0.934	0.906	1.058
NURSING	COLLEGE OF NURSING	INST	36,775	36,550	1.052	0.862	0.841	0.742	1.044
SOCIAL WORK	SOCIAL WORK	PROF	88,760	93,642	1.097	0.892	0.862	0.815	1.158
SOCIAL WORK	SOCIAL WORK	ASSOC	63,764	66,022	1.042	1.053	1.049	0.946	1.065
SOCIAL WORK	SOCIAL WORK	ASST	51,462	50,004	1.019	1.068	1.063	0.962	1.018
VETERINARY MED	VETERINARY MEDICINE	PROF	88,595	88,101	1.058	0.970	0.965	0.848	1.062
VETERINARY MED	VETERINARY MEDICINE	ASSOC	74,118	71,885	1.039	1.035	1.064	0.987	1.051
VETERINARY MED	VETERINARY MEDICINE	ASST	62,711	63,804	1.142	0.936	0.956	0.869	1.184
VETERINARY MED	VETERINARY MEDICINE	INST	43,189	43,189	1.133	0.899	0.806	0.869	1.133

RANK	2003 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL
	AVG	MEDIAN	2003 UTK 2002 UTK	2002 UTK SUG	2002 UTK THEC PEERS	2002 UTK TOP 25	2003 UTK 2002 UTK

COLUMN AVERAGES  
BY RANK

PROF	87,839	85,614	1.052	0.943	0.896	0.861	1.053
ASSOC	65,841	64,993	1.059	0.965	0.936	0.902	1.056
ASST	57,542	57,145	1.060	0.984	0.958	0.911	1.059
INST	42,800	42,992	1.038	1.070	0.939	0.838	1.046

UT AVG 2003 SALARIES BY RANK

PROF	87,839	537 in rank
ASSOC	65,841	317 in rank
ASST	57,542	280 in rank
INST	42,800	34 in rank

UT AVG 2002 SALARIES BY RANK

PROF	83,568	518 in rank
ASSOC	63,621	331 in rank
ASST	51,788	257 in rank
INST	39,025	37 in rank

OTHER AVG 2002 SALARIES BY RANK

	TOP 25	THEC PEERS	SUG
PROF	98,592	94,683	89,513
ASSOC	70,036	67,372	65,180
ASST	59,912	57,157	55,353
INST	54,787	49,692	40,281