

2004-2005 Faculty Salary Data Report

(prepared March 17, 2005)

p. 1 of 6

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 2004 UT average salary
5. October 2004 UT median salary
6. 2004 mean salary as a ratio to 2003 mean salary
7. UT 2003 in ratio to the Southern University Group institutions
8. UT 2003 in ratio to the ten THEC Peer Institutions
9. UT 2003 in ratio to the Top 25 Public Universities (2003 list of US News and World Report)
10. Ratio of median 2004 salaries to median 2003 salaries for UT

Note that all data for SUG, THEC, and Top 25 institutions is from October 2003. For continuity we are comparing this data to October 2003 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 five 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	2004 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL
			AVG	MEDIAN	2004 UTK 2003 UTK	2003 UTK SUG	2003 UTK THEC PEERS	2003 UTK TOP 25	2004 UTK 2003 UTK
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	ASST	50,552	50,552	1.030	0.943	0.895	0.892	1.030
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	PROF	89,390	80,555	1.039	1.040	0.981	0.791	1.057
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASSOC	61,324	61,324	1.042	0.908	0.874	0.805	1.042
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASST	57,020	57,020	1.035	0.999	0.964	0.859	1.035
AGRI SCI & NAT RES	AGRICULTURE SCI & NAT RES	PROF	108,385	108,385	---	---	---	---	---
AGRI SCI & NAT RES	AGRICULTURE SCI & NAT RES	INST	40,160	40,160	1.032	---	---	---	1.032
AGRI SCI & NAT RES	ANIMAL SCIENCE	PROF	88,071	86,550	1.031	1.091	1.090	1.025	1.061
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASSOC	57,335	55,022	0.956	1.018	1.018	0.936	0.935
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASST	53,059	53,917	1.062	0.936	0.909	0.883	1.065
AGRI SCI & NAT RES	ANIMAL SCIENCE	INST	37,035	37,035	1.064	0.904	1.022	---	1.064

COLLEGE	DEPARTMENT	RANK	2004 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL 2004 UTK 2003 UTK
			AVG	MEDIAN	2004 UTK 2003 UTK	2003 UTK SUG	2003 UTK THEC PEERS	2003 UTK TOP 25	
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	PROF	80,468	81,864	1.097	0.875	0.838	0.835	1.100
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	ASSOC	67,562	70,222	1.028	0.994	0.991	0.960	1.029
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	ASST	54,107	54,442	0.983	0.981	0.974	0.945	1.008
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	PROF	81,412	77,683	1.090	0.990	0.970	0.909	1.096
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASSOC	65,501	65,501	1.127	1.002	0.982	0.954	1.116
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASST	57,605	55,608	1.039	1.101	1.080	1.032	1.003
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	PROF	79,259	76,827	1.012	1.001	0.964	0.948	1.029
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASSOC	61,441	58,960	1.030	1.001	1.010	0.996	1.029
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASST	46,707	46,707	0.972	0.927	0.923	0.854	0.972
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	PROF	75,880	75,851	0.933	1.046	1.017	0.955	0.951
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASST	50,124	50,531	1.015	0.985	0.962	0.903	1.032
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	INST	40,516	40,516	1.028	0.962	---	1.376	1.028
AGRI SCI & NAT RES	INTERNATIONAL PROGRAMS	PROF	75,957	75,957	1.036	1.000	---	0.993	1.036
AGRI SCI & NAT RES	PLANT SCIENCES	PROF	79,368	71,512	1.013	1.045	1.031	0.985	0.979
AGRI SCI & NAT RES	PLANT SCIENCES	ASSOC	61,284	58,949	1.011	1.046	1.019	0.963	0.989
AGRI SCI & NAT RES	PLANT SCIENCES	ASST	55,596	54,641	1.047	1.016	1.016	0.972	1.049
ARCHITECTURE	SCHOOL OF ARCHITECTURE	PROF	83,742	81,109	1.036	0.969	0.970	0.874	1.036
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASSOC	68,030	68,833	1.025	1.053	1.055	0.975	1.042
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASST	57,893	59,239	1.107	1.033	1.053	0.992	1.140
ARCHITECTURE	SCHOOL OF ARCHITECTURE	INST	38,400	38,400	---	---	---	---	---
BUSINESS ADMIN	ACCOUNTING	PROF	127,198	124,393	1.058	0.980	0.887	0.827	1.024
BUSINESS ADMIN	ACCOUNTING	ASSOC	119,316	119,316	0.983	1.242	1.218	1.070	0.943
BUSINESS ADMIN	ACCOUNTING	ASST	117,009	115,566	1.030	1.116	1.005	0.966	1.030
BUSINESS ADMIN	ECONOMICS	PROF	109,177	111,427	1.028	0.970	0.896	0.842	1.029
BUSINESS ADMIN	ECONOMICS	ASSOC	69,631	69,631	1.031	0.873	0.829	0.788	1.031
BUSINESS ADMIN	ECONOMICS	ASST	71,727	73,177	1.032	0.992	0.997	0.951	1.031
BUSINESS ADMIN	FINANCE	PROF	126,308	130,973	0.967	1.014	0.928	0.879	1.026
BUSINESS ADMIN	FINANCE	ASSOC	90,810	97,400	0.970	0.912	0.806	0.838	0.988
BUSINESS ADMIN	FINANCE	ASST	144,200	144,200	1.030	1.286	1.173	1.198	1.030
BUSINESS ADMIN	FINANCE	INST	50,153	50,153	1.032	0.879	1.013	0.525	1.032
BUSINESS ADMIN	HUMAN RESOURCE DEVELOPMENT	ASSOC	69,093	63,504	1.113	0.973	1.034	0.905	1.031
BUSINESS ADMIN	HUMAN RESOURCE DEVELOPMENT	ASST	48,143	46,507	1.031	0.928	0.956	0.746	1.032
BUSINESS ADMIN	MANAGEMENT	PROF	115,285	110,683	1.041	0.858	0.800	0.783	1.031
BUSINESS ADMIN	MANAGEMENT	ASSOC	98,860	98,860	1.122	0.924	0.865	0.802	1.161
BUSINESS ADMIN	MANAGEMENT	ASST	88,138	88,138	1.034	0.892	0.824	0.821	1.034
BUSINESS ADMIN	MANAGEMENT	INST	92,760	92,760	1.175	1.422	1.274	1.231	1.175
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	PROF	134,410	145,650	1.072	1.050	0.910	0.907	1.211
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASSOC	95,137	90,833	0.989	1.088	1.040	0.918	1.029
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASST	108,493	108,665	1.030	1.171	1.058	1.099	1.030

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			AVG	MEDIAN	2004 UTK 2003 UTK	2003 UTK SUG	2003 UTK THEC PEERS	2003 UTK TOP 25	
BUSINESS ADMIN	STATISTICS	PROF	104,671	101,880	0.967	1.142	1.120	1.059	0.919
BUSINESS ADMIN	STATISTICS	ASSOC	78,195	77,472	1.060	1.110	1.106	1.051	1.058
BUSINESS ADMIN	STATISTICS	ASST	75,075	75,075	1.031	1.197	1.203	1.177	1.031
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	PROF	83,003	75,860	1.041	0.925	0.892	0.868	1.031
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	ASSOC	61,716	58,580	1.031	0.973	0.917	0.834	1.031
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	ASST	52,427	51,980	1.031	0.974	0.941	0.900	1.032
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	INST	47,000	47,000	---	---	---	---	---
COMMUNICATIONS	COMMUNICATION STUDIES	ASSOC	61,614	56,107	0.993	1.072	1.054	1.013	1.012
COMMUNICATIONS	COMMUNICATION STUDIES	ASST	47,266	46,032	1.015	0.982	0.941	0.900	0.987
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	PROF	87,249	83,620	1.037	0.962	0.932	0.922	1.046
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	ASSOC	65,034	60,780	0.996	1.065	1.031	1.020	1.027
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	ASST	48,913	49,720	0.992	1.012	0.950	0.912	1.007
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	INST	48,634	48,634	1.109	1.224	1.012	0.731	1.109
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	PROF	93,281	93,281	1.053	1.029	1.051	0.860	1.053
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASSOC	63,365	61,057	1.003	1.001	1.005	0.850	1.031
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASST	53,296	53,296	1.033	0.986	0.957	0.800	1.033
EDUCATION	CHILD & FAMILY STUDIES	PROF	86,074	86,693	1.028	1.029	0.995	0.970	1.030
EDUCATION	CHILD & FAMILY STUDIES	ASSOC	60,147	59,324	1.000	0.972	0.949	0.924	1.031
EDUCATION	CHILD & FAMILY STUDIES	ASST	56,715	56,250	1.025	1.048	1.079	1.070	1.017
EDUCATION	CHILD & FAMILY STUDIES	INST	33,018	33,018	1.032	0.890	0.804	0.820	1.032
EDUCATION	CONSUMER SRVICES MGMT	PROF	83,257	81,149	1.028	0.954	0.966	0.914	1.055
EDUCATION	CONSUMER SRVICES MGMT	ASSOC	72,100	72,100	0.978	1.143	1.265	1.152	0.978
EDUCATION	CONSUMER SRVICES MGMT	ASST	59,447	57,561	1.041	1.138	1.086	1.074	1.055
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	PROF	85,822	83,768	1.046	1.021	0.980	0.938	1.049
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASSOC	57,366	60,770	1.031	0.937	0.914	0.893	1.030
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASST	51,863	51,500	1.037	1.049	1.014	0.987	1.036
EDUCATION	EXERCISE, SPORT & LEISURE STDY	PROF	75,728	76,512	1.066	0.972	0.909	0.904	1.056
EDUCATION	EXERCISE, SPORT & LEISURE STDY	ASSOC	60,614	61,252	1.063	0.995	0.941	0.940	1.108
EDUCATION	EXERCISE, SPORT & LEISURE STDY	ASST	51,810	49,700	1.029	1.112	1.076	1.033	0.983
EDUCATION	HEALTH & EXERCISE SCIENCES	PROF	80,324	78,661	1.034	0.929	0.923	0.905	1.035
EDUCATION	HEALTH & EXERCISE SCIENCES	ASSOC	56,537	56,537	1.005	0.956	0.973	0.898	1.031
EDUCATION	HEALTH & EXERCISE SCIENCES	INST	37,109	37,109	1.033	0.921	0.832	0.787	1.033
EDUCATION	INSTRUCTIONL TECH & ED STUDIES	PROF	79,699	74,943	1.026	0.970	0.930	0.906	1.002
EDUCATION	INSTRUCTIONL TECH & ED STUDIES	ASSOC	67,344	66,920	1.047	1.078	1.051	1.040	1.080
EDUCATION	INSTRUCTIONL TECH & ED STUDIES	ASST	49,121	49,121	1.033	0.984	0.940	0.902	1.033
EDUCATION	NUTRITION	PROF	86,091	84,104	1.030	0.961	0.866	0.873	1.031
EDUCATION	NUTRITION	ASSOC	62,179	62,179	1.253	0.769	0.724	0.709	1.253
EDUCATION	NUTRITION	ASST	63,385	63,036	1.129	1.036	0.967	0.953	1.149

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			AVG	MEDIAN	2004 UTK	2003 UTK	2003 UTK	2003 UTK	
					2003 UTK	SUG	THEC PEERS	TOP 25	
EDUCATION	THEORY AND PRAC IN TEACHER ED	PROF	85,470	86,716	1.034	1.047	---	0.800	1.045
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASSOC	60,548	60,977	1.061	1.014	---	0.864	1.054
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASST	49,889	50,000	1.053	0.977	---	0.862	1.045
EDUCATION	THEORY AND PRAC IN TEACHER ED	INST	36,882	36,882	0.966	0.849	---	---	0.869
ENGINEERING	CHEMICAL ENGINEERING	PROF	102,148	97,728	1.030	0.912	0.926	0.846	1.029
ENGINEERING	CHEMICAL ENGINEERING	ASSOC	76,057	78,574	0.981	1.008	1.011	0.945	1.030
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	PROF	102,647	95,016	1.071	0.954	0.914	0.881	1.061
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASSOC	76,358	75,303	1.007	1.017	1.041	0.956	0.991
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASST	63,995	65,259	1.010	0.968	0.965	0.924	1.035
ENGINEERING	ELECTRICAL & COMP ENGINEERING	PROF	102,807	98,279	1.046	0.908	0.894	0.844	1.039
ENGINEERING	ELECTRICAL & COMP ENGINEERING	ASSOC	76,150	76,555	1.038	0.930	0.930	0.833	1.049
ENGINEERING	ELECTRICAL & COMP ENGINEERING	ASST	70,821	70,954	1.033	0.952	0.949	0.882	1.043
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	PROF	103,083	103,083	1.029	0.951	0.989	0.833	1.029
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASSOC	78,689	75,082	1.031	0.994	0.958	0.919	1.031
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASST	67,910	67,180	1.059	0.946	0.964	0.889	1.047
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	INST	61,118	61,118	1.031	1.094	---	---	1.031
ENGINEERING	MATERIALS SCIENCE & ENGR	PROF	102,263	101,276	0.989	0.897	0.846	0.848	0.955
ENGINEERING	MATERIALS SCIENCE & ENGR	ASSOC	71,128	70,708	1.031	0.911	0.880	0.858	1.031
ENGINEERING	MATERIALS SCIENCE & ENGR	ASST	68,049	68,077	1.082	0.977	0.948	0.940	1.060
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	PROF	97,124	95,368	1.005	0.923	0.920	0.837	1.030
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASSOC	77,305	77,665	1.038	0.979	0.976	0.899	1.031
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASST	75,267	73,582	1.122	1.020	1.016	0.921	1.097
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	INST	52,839	52,839	---	---	---	---	---
ENGINEERING	NUCLEAR ENGINEERING	PROF	90,056	86,131	1.036	0.875	0.827	0.689	1.030
ENGINEERING	NUCLEAR ENGINEERING	ASSOC	73,670	73,670	1.031	0.915	0.944	0.828	1.031
LAW	LAW	PROF	129,932	126,057	1.012	0.967	0.891	0.856	0.998
LAW	LAW	ASSOC	91,091	86,843	0.993	0.995	0.946	0.913	0.973
A & S - HUMANITIES	CLASSICS	PROF	88,845	88,845	1.084	1.015	1.002	0.913	1.084
A & S - HUMANITIES	CLASSICS	ASSOC	52,710	52,710	1.032	0.883	0.879	0.874	1.032
A & S - HUMANITIES	CLASSICS	ASST	47,857	47,857	1.049	0.984	0.963	0.912	1.088
A & S - HUMANITIES	ENGLISH	PROF	78,813	78,442	1.013	0.954	0.924	0.800	1.055
A & S - HUMANITIES	ENGLISH	ASSOC	54,653	54,631	1.005	0.992	0.944	0.870	1.007
A & S - HUMANITIES	ENGLISH	ASST	48,051	45,714	1.019	1.026	0.974	0.910	0.990
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	PROF	73,775	69,236	1.029	0.934	0.899	0.799	1.072
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASSOC	58,759	55,448	1.054	1.037	0.999	0.921	1.044
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASST	45,876	46,183	1.033	1.002	0.968	0.903	1.038
A & S - HUMANITIES	PHILOSOPHY	PROF	69,506	70,896	1.028	0.834	0.795	0.752	1.029
A & S - HUMANITIES	PHILOSOPHY	ASSOC	58,669	58,669	1.120	0.971	0.950	0.881	1.128
A & S - HUMANITIES	PHILOSOPHY	ASST	50,502	48,250	0.930	1.239	1.190	1.081	0.888

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A & S - HUMANITIES	RELIGIOUS STUDIES	PROF	88,063	84,237	1.039	0.952	0.927	0.936	1.040
A & S - HUMANITIES	RELIGIOUS STUDIES	ASSOC	64,595	63,148	1.036	1.022	0.999	1.012	1.063
A & S - HUMANITIES	RELIGIOUS STUDIES	ASST	45,878	45,320	1.030	0.965	0.927	0.927	1.030
A & S - HUMANITIES	SCHOOL OF ART	PROF	70,908	67,328	1.038	0.963	0.910	0.774	1.043
A & S - HUMANITIES	SCHOOL OF ART	ASSOC	63,616	58,912	1.046	1.148	1.130	1.016	1.036
A & S - HUMANITIES	SCHOOL OF ART	ASST	49,581	46,012	1.028	1.089	1.072	0.950	1.003
A & S - HUMANITIES	SCHOOL OF MUSIC	PROF	76,478	67,110	1.032	1.036	1.005	0.947	1.030
A & S - HUMANITIES	SCHOOL OF MUSIC	ASSOC	57,334	55,509	1.042	1.021	0.983	0.908	1.051
A & S - HUMANITIES	SCHOOL OF MUSIC	ASST	46,290	44,612	1.030	1.009	0.956	0.891	1.012
A & S - HUMANITIES	SCHOOL OF MUSIC	INST	44,375	44,375	1.055	1.226	1.208	0.922	1.055
A & S - HUMANITIES	SPECIAL PROGRAMS	PROF	130,000	130,000	---	---	---	---	---
A & S - HUMANITIES	SPECIAL PROGRAMS	ASSOC	55,738	55,738	1.029	0.873	0.865	0.860	1.029
A & S - HUMANITIES	THEATRE	PROF	79,973	71,929	0.997	1.077	1.095	0.999	0.929
A & S - HUMANITIES	THEATRE	ASSOC	54,146	54,457	1.007	0.999	0.962	0.912	1.020
A & S - HUMANITIES	THEATRE	ASST	46,787	46,787	1.041	1.065	1.046	0.967	1.037
A & S - SOC SCI	ANTHROPOLOGY	PROF	71,988	69,484	1.008	0.895	0.831	0.810	0.992
A & S - SOC SCI	ANTHROPOLOGY	ASSOC	70,139	78,438	1.169	1.031	1.022	0.968	1.307
A & S - SOC SCI	ANTHROPOLOGY	ASST	49,000	49,000	---	---	---	---	---
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	PROF	99,946	99,946	1.030	1.204	1.077	1.014	1.030
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASSOC	61,795	58,173	1.024	1.068	0.911	0.967	1.034
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASST	53,322	53,074	1.026	1.039	0.943	0.968	1.031
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	INST	45,000	45,000	1.097	1.060	0.884	0.876	1.097
A & S - SOC SCI	GEOGRAPHY	PROF	83,671	85,114	1.006	0.989	0.935	0.916	1.024
A & S - SOC SCI	GEOGRAPHY	ASSOC	71,023	71,023	1.031	1.153	1.136	1.078	1.031
A & S - SOC SCI	GEOGRAPHY	ASST	51,192	51,192	1.031	1.029	1.018	0.982	1.031
A & S - SOC SCI	HISTORY	PROF	78,098	78,815	1.036	0.870	0.795	0.792	1.053
A & S - SOC SCI	HISTORY	ASSOC	56,749	54,212	1.002	0.995	0.950	0.902	1.030
A & S - SOC SCI	HISTORY	ASST	47,968	48,186	1.053	1.011	0.963	0.913	1.050
A & S - SOC SCI	HISTORY	INST	42,000	42,000	---	---	---	---	---
A & S - SOC SCI	POLITICAL SCIENCE	PROF	77,488	75,615	0.981	0.837	0.803	0.755	1.009
A & S - SOC SCI	POLITICAL SCIENCE	ASSOC	65,362	65,362	1.025	1.003	0.945	0.916	1.032
A & S - SOC SCI	POLITICAL SCIENCE	ASST	50,250	49,276	1.019	0.960	0.930	0.883	1.027
A & S - SOC SCI	PSYCHOLOGY	PROF	82,194	79,597	1.033	0.888	0.847	0.748	1.043
A & S - SOC SCI	PSYCHOLOGY	ASSOC	59,181	57,591	1.051	0.970	0.941	0.873	1.029
A & S - SOC SCI	PSYCHOLOGY	ASST	47,853	49,184	0.975	1.013	1.010	0.905	1.026
A & S - SOC SCI	SOCIOLOGY	PROF	79,643	71,187	1.079	0.847	0.803	0.754	0.982
A & S - SOC SCI	SOCIOLOGY	ASSOC	61,116	59,517	0.995	1.052	0.998	0.917	0.960
A & S - SOC SCI	SOCIOLOGY	ASST	48,342	48,342	0.991	1.018	1.000	0.886	0.990
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	PROF	83,854	83,435	0.962	0.937	0.844	0.839	1.013
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASSOC	64,891	64,127	1.067	0.934	0.880	0.885	1.064
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASST	69,699	60,935	1.188	1.026	0.958	0.915	1.040

COLLEGE	DEPARTMENT	RANK	2004 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL 2004 UTK 2003 UTK
			AVG	MEDIAN	2004 UTK 2003 UTK	2003 UTK SUG	2003 UTK THEC PEERS	2003 UTK TOP 25	
A & S - NAT SCI	BOTANY	PROF	87,706	85,429	1.062	0.933	0.834	0.904	1.029
A & S - NAT SCI	BOTANY	ASSOC	64,656	64,656	1.030	1.042	1.011	0.974	1.030
A & S - NAT SCI	BOTANY	ASST	53,797	54,409	1.032	1.048	1.063	0.947	1.032
A & S - NAT SCI	CHEMISTRY	PROF	94,847	86,864	0.952	1.016	0.987	0.926	1.000
A & S - NAT SCI	CHEMISTRY	ASSOC	69,211	69,494	1.058	1.051	1.058	0.967	1.050
A & S - NAT SCI	CHEMISTRY	ASST	51,932	51,662	1.028	0.936	0.918	0.880	1.032
A & S - NAT SCI	COMPUTER SCIENCE	PROF	124,358	120,086	0.917	1.189	1.208	1.170	0.966
A & S - NAT SCI	COMPUTER SCIENCE	ASSOC	96,272	98,647	1.000	1.146	1.125	1.096	1.029
A & S - NAT SCI	COMPUTER SCIENCE	ASST	77,800	77,800	1.032	0.983	0.965	0.942	1.032
A & S - NAT SCI	COMPUTER SCIENCE	INST	59,058	59,058	1.031	1.330	1.281	1.220	1.031
A & S - NAT SCI	DIVISION OF BIOLOGY	PROF	84,323	84,323	---	---	---	---	---
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	PROF	86,407	85,390	0.993	0.999	0.942	0.964	1.048
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	ASSOC	51,406	51,406	0.849	0.978	0.948	0.935	0.849
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	ASST	55,914	52,627	1.038	1.046	1.019	0.946	1.013
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	PROF	109,345	103,266	1.134	1.011	0.941	0.900	1.095
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASSOC	63,551	63,551	1.056	0.834	0.779	0.772	1.056
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASST	54,802	53,581	1.034	0.974	0.951	0.845	1.025
A & S - NAT SCI	MATHEMATICS	PROF	83,974	83,940	1.019	0.950	0.905	0.811	1.027
A & S - NAT SCI	MATHEMATICS	ASSOC	64,193	63,599	1.032	1.023	0.988	0.915	1.016
A & S - NAT SCI	MATHEMATICS	ASST	54,722	55,312	1.018	1.031	0.984	0.989	1.028
A & S - NAT SCI	MICROBIOLOGY	PROF	138,133	151,980	1.068	1.302	1.275	1.234	1.029
A & S - NAT SCI	MICROBIOLOGY	ASSOC	77,455	77,455	---	---	---	---	---
A & S - NAT SCI	MICROBIOLOGY	ASST	59,725	59,740	0.985	1.085	1.061	0.991	1.030
A & S - NAT SCI	PHYSICS	PROF	94,542	88,794	0.963	1.077	1.062	0.988	1.016
A & S - NAT SCI	PHYSICS	ASSOC	74,105	76,282	1.046	1.117	1.115	1.030	1.077
A & S - NAT SCI	PHYSICS	ASST	61,429	60,004	0.985	1.125	1.127	1.052	1.062
NURSING	COLLEGE OF NURSING	PROF	80,761	77,929	1.007	0.969	0.926	0.883	0.968
NURSING	COLLEGE OF NURSING	ASSOC	65,781	64,921	1.045	1.009	0.969	0.917	1.048
NURSING	COLLEGE OF NURSING	ASST	53,939	56,650	1.003	1.045	0.995	0.958	1.029
NURSING	COLLEGE OF NURSING	INST	37,725	37,800	1.026	0.874	0.827	0.763	1.034
SOCIAL WORK	SOCIAL WORK	PROF	104,566	96,521	1.178	0.995	0.943	0.854	1.031
SOCIAL WORK	SOCIAL WORK	ASSOC	64,085	61,975	1.005	1.079	1.085	0.923	0.939
SOCIAL WORK	SOCIAL WORK	ASST	52,199	52,142	1.014	1.082	1.079	0.938	1.043
SOCIAL WORK	SOCIAL WORK	INST	50,470	50,470	---	---	---	---	---
VETERINARY MED	VETERINARY MEDICINE	PROF	93,013	90,700	1.050	1.004	1.008	0.866	1.030
VETERINARY MED	VETERINARY MEDICINE	ASSOC	76,681	74,880	1.035	1.060	1.083	1.004	1.042
VETERINARY MED	VETERINARY MEDICINE	ASST	61,321	63,191	0.978	1.052	1.092	0.980	0.990
VETERINARY MED	VETERINARY MEDICINE	INST	38,981	42,945	0.903	0.950	0.843	0.977	0.994