

## 2002-2003 Faculty Salary Data Report

(prepared March 5, 2003)

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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 2002 UT average salary
5. October 2002 UT median salary
6. 2002 mean salary as a ratio to 2001 mean salary
7. UT 2001 in ratio to the thirty Southern University Group Institutions
8. UT 2001 in ratio to the ten THEC Peer Institutions
9. UT 2001 in ratio to the Top 25 Public Universities
10. Ratio of median 2002 salaries to median 2001 salaries for UT

Note that all data for SUG, THEC and Top 25 institutions is from October 2001. For continuity we are comparing this data to October 2001 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.

Since it began compiling an analysis of this salary data three 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	2002 UTK SALARIES		RATIOS OF AVG SALARIES				RATIO OF MEDIAN SAL	
			AVG	MEDIAN	2002 UTK	2001 UTK	SUG	THEC PEERS	2001 UTK	2002 UTK
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	PROF	55,457	55,457	---	---	---	---	---	---
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	PROF	81,893	72,611	1.078	0.940	0.899	0.795	1.047	---
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASSOC	55,422	55,422	---	---	---	---	---	---
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASST	53,988	53,988	---	---	---	---	---	---
AGRI SCI & NAT RES	ANIMAL SCIENCE	PROF	85,288	85,592	1.049	1.087	1.068	1.030	1.026	---
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASSOC	60,116	62,176	1.038	1.027	1.010	0.951	1.041	---
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASST	47,320	47,860	1.057	0.884	0.833	0.820	1.069	---
AGRI SCI & NAT RES	ANIMAL SCIENCE	INST	34,677	34,677	1.040	0.935	0.979	0.778	1.040	---
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	PROF	69,575	69,543	0.961	0.925	0.897	0.893	1.006	---
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	ASSOC	63,858	67,539	1.102	0.929	0.911	0.889	1.164	---
AGRI SCI & NAT RES	BIOSYSTEMS ENG & ENV SCI	ASST	53,445	51,534	1.080	0.932	0.921	0.889	1.041	---

COLLEGE	DEPARTMENT	RANK	2002 UTK SALARIES		RATIOS OF AVG SALARIES						RATIO OF MEDIAN SAL	
			AVG	MEDIAN	2002 UTK		2001 UTK		THEC PEERS		2001 UTK	2002 UTK
					2001 UTK	2001 UTK	SUG	TOP 25				
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	PROF	74,230	72,356	1.091	0.935	0.918	0.886	0.935	0.886	1.156	
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASSOC	59,042	57,725	1.080	0.972	0.956	0.937	0.972	0.937	1.056	
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	PROF	79,810	80,895	1.125	0.934	0.923	0.888	0.934	0.888	1.172	
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASSOC	56,818	53,939	1.034	0.951	0.964	0.921	0.951	0.921	1.038	
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASST	46,268	46,268	1.022	0.890	0.894	0.857	0.890	0.857	1.022	
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	PROF	72,731	68,986	1.042	0.924	0.886	0.770	0.924	0.770	1.046	
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASSOC	62,796	63,416	1.026	1.071	1.063	0.966	1.071	0.966	1.020	
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASST	47,280	46,825	1.027	0.965	0.941	0.877	0.965	0.877	1.021	
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	INST	38,083	38,083	1.039	0.982	0.870	0.870	0.982	0.870	1.039	
AGRI SCI & NAT RES	INTERNATIONAL PROGRAMS	PROF	70,348	70,348	---	---	---	---	---	---	---	
AGRI SCI & NAT RES	PLANT SCI & LANDSCAPE SYSTEMS	PROF	71,859	66,054	0.999	0.991	0.976	0.939	0.991	0.939	0.950	
AGRI SCI & NAT RES	PLANT SCI & LANDSCAPE SYSTEMS	ASSOC	56,857	56,453	1.047	0.980	0.956	0.915	0.980	0.915	1.058	
AGRI SCI & NAT RES	PLANT SCI & LANDSCAPE SYSTEMS	ASST	48,824	48,033	1.020	0.957	0.931	0.905	0.957	0.905	1.003	
ARCHITECTURE	SCHOOL OF ARCHITECTURE	PROF	73,422	72,772	1.025	0.896	0.872	0.825	0.896	0.825	1.017	
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASSOC	62,879	63,226	1.048	0.988	0.966	0.923	0.988	0.923	1.037	
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASST	49,436	48,025	0.948	1.060	1.056	1.021	1.060	1.021	0.937	
BUSINESS ADMIN	ACCOUNTING	PROF	111,283	112,181	1.032	0.932	0.846	0.782	0.932	0.782	1.030	
BUSINESS ADMIN	ACCOUNTING	ASSOC	111,458	103,201	1.081	1.121	1.042	0.983	1.121	0.983	1.045	
BUSINESS ADMIN	ACCOUNTING	ASST	102,218	102,218	1.108	1.004	0.915	0.882	1.004	0.882	1.108	
BUSINESS ADMIN	ECONOMICS	PROF	99,357	98,036	1.123	0.840	0.771	0.734	0.840	0.734	1.044	
BUSINESS ADMIN	ECONOMICS	ASSOC	64,627	64,627	1.180	0.738	0.677	0.649	0.738	0.649	1.180	
BUSINESS ADMIN	ECONOMICS	ASST	62,084	61,500	1.002	0.947	0.933	0.874	0.947	0.874	0.991	
BUSINESS ADMIN	FINANCE	PROF	124,523	121,823	1.044	0.983	0.876	0.836	0.983	0.836	1.050	
BUSINESS ADMIN	FINANCE	ASSOC	85,926	93,621	1.020	0.901	0.855	0.785	0.901	0.785	1.020	
BUSINESS ADMIN	FINANCE	INST	45,568	45,568	1.037	0.749	0.533	0.500	0.749	0.500	1.037	
BUSINESS ADMIN	HUMAN RES DEVEL-COL OF BUS ADM	PROF	77,586	77,586	1.025	1.007	0.972	0.953	1.007	0.953	1.025	
BUSINESS ADMIN	HUMAN RES DEVEL-COL OF BUS ADM	ASSOC	58,698	59,117	1.036	0.958	0.937	0.952	0.958	0.952	1.044	
BUSINESS ADMIN	HUMAN RES DEVEL-COL OF BUS ADM	ASST	45,068	43,159	1.019	0.946	0.926	0.924	0.946	0.924	1.017	
BUSINESS ADMIN	MANAGEMENT	PROF	102,190	97,921	1.053	0.815	0.741	0.724	0.815	0.724	1.048	
BUSINESS ADMIN	MANAGEMENT	ASSOC	86,406	87,000	1.023	0.946	0.853	0.822	0.946	0.822	1.000	
BUSINESS ADMIN	MANAGEMENT	ASST	82,000	82,000	1.000	0.932	0.848	0.836	0.932	0.836	1.000	
BUSINESS ADMIN	MANAGEMENT	INST	76,383	76,383	1.482	0.965	0.899	0.891	0.965	0.891	1.482	
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	PROF	114,395	99,261	1.033	0.980	0.836	0.838	0.980	0.838	1.033	
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASSOC	85,273	84,213	1.059	0.962	0.896	0.808	0.962	0.808	1.030	
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASST	97,359	97,500	1.045	1.138	1.049	1.002	1.138	1.002	1.057	
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	INST	45,318	45,318	1.042	0.858	0.612	0.790	0.858	0.790	1.042	
BUSINESS ADMIN	STATISTICS	PROF	102,528	105,247	1.048	1.111	1.058	1.036	1.111	1.036	1.070	
BUSINESS ADMIN	STATISTICS	ASSOC	67,789	68,733	1.025	1.066	1.023	0.987	1.066	0.987	1.025	
BUSINESS ADMIN	STATISTICS	ASST	70,725	70,725	1.000	1.234	1.243	1.207	1.234	1.207	1.000	
BUSINESS ADMIN	STATISTICS	INST	39,936	39,936	1.036	0.994	0.971	0.960	0.994	0.960	1.036	

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			AVG	MEDIAN	2002 UTK		2001 UTK		THEC PEERS		2001 UTK	2002 UTK
					2002 UTK	2001 UTK	2002 UTK	2001 UTK	SUG	TOP 25		
COMMUNICATIONS	ADVERTISING	PROF	72,318	70,629	1.034	0.904	0.876	0.833	0.833	1.028		
COMMUNICATIONS	ADVERTISING	ASSOC	67,677	67,677	0.765	1.356	1.334	1.216	1.216	0.765		
COMMUNICATIONS	ADVERTISING	ASST	46,713	46,713	1.017	0.990	0.969	0.847	0.847	1.013		
COMMUNICATIONS	ADVERTISING	INST	40,000	40,000	---	---	---	---	---	---		
COMMUNICATIONS	BROADCASTING	PROF	71,714	71,148	1.036	0.865	0.777	0.777	0.777	1.027		
COMMUNICATIONS	BROADCASTING	ASSOC	56,521	56,521	0.908	1.113	1.063	1.063	1.063	0.908		
COMMUNICATIONS	BROADCASTING	ASST	46,996	46,996	0.996	1.007	0.985	0.985	0.985	1.000		
COMMUNICATIONS	BROADCASTING	INST	39,000	39,000	1.000	1.041	---	---	---	1.000		
COMMUNICATIONS	JOURNALISM	PROF	80,286	76,839	1.034	0.932	0.889	0.875	0.875	1.024		
COMMUNICATIONS	JOURNALISM	ASSOC	53,541	53,689	1.051	0.857	0.821	0.827	0.827	1.057		
COMMUNICATIONS	JOURNALISM	ASST	49,520	49,520	1.036	0.991	0.914	0.878	0.878	1.036		
COMMUNICATIONS	JOURNALISM	INST	44,909	44,909	1.074	1.243	1.150	0.709	0.709	1.074		
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	PROF	84,106	91,495	1.036	1.022	0.982	0.823	0.823	1.056		
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASSOC	57,939	53,585	0.997	1.068	0.947	0.807	0.807	1.024		
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASST	45,000	45,000	0.945	1.048	0.909	0.777	0.777	0.974		
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASSOC	54,658	52,606	1.046	0.932	0.889	0.886	0.886	1.036		
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASST	43,453	42,500	1.026	0.937	0.897	0.875	0.875	1.000		
ENGINEERING	CHEMICAL ENGINEERING	PROF	95,116	90,638	0.894	1.027	1.016	0.916	0.916	0.899		
ENGINEERING	CHEMICAL ENGINEERING	ASSOC	72,911	69,670	1.049	0.939	0.920	0.877	0.877	1.050		
ENGINEERING	CHEMICAL ENGINEERING	ASST	70,800	70,800	0.970	1.133	1.181	1.086	1.086	0.970		
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	PROF	91,658	91,415	1.052	0.908	0.864	0.846	0.846	1.103		
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASSOC	71,647	71,682	1.040	0.948	0.948	0.900	0.900	1.055		
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASST	60,000	60,000	---	---	---	---	---	---		
ENGINEERING	ELECTRICAL & COMP ENGINEERING	PROF	96,875	96,501	1.079	0.865	0.833	0.806	0.806	1.086		
ENGINEERING	ELECTRICAL & COMP ENGINEERING	ASSOC	70,227	69,353	1.051	0.887	0.872	0.814	0.814	1.051		
ENGINEERING	ELECTRICAL & COMP ENGINEERING	ASST	65,024	65,543	1.033	0.907	0.897	0.842	0.842	1.031		
ENGINEERING	INDUSTRIAL ENGINEERING	PROF	95,563	95,563	0.906	1.061	0.994	0.952	0.952	0.906		
ENGINEERING	INDUSTRIAL ENGINEERING	ASSOC	70,015	68,386	1.015	0.923	0.874	0.884	0.884	1.026		
ENGINEERING	INDUSTRIAL ENGINEERING	ASST	59,088	60,000	1.026	0.905	0.957	0.856	0.856	1.042		
ENGINEERING	INDUSTRIAL ENGINEERING	INST	55,812	55,812	1.035	1.269	---	---	---	1.035		
ENGINEERING	MATERIALS SCIENCE & ENGR	PROF	98,045	102,538	1.064	0.862	0.822	0.810	0.810	1.064		
ENGINEERING	MATERIALS SCIENCE & ENGR	ASSOC	69,108	69,108	1.001	0.929	0.891	0.873	0.873	1.001		
ENGINEERING	MATERIALS SCIENCE & ENGR	ASST	61,417	61,750	1.018	0.967	0.919	0.885	0.885	1.023		
ENGINEERING	MECH & AERO ENG & ENG SCIENCE	PROF	86,435	85,616	0.981	0.886	0.860	0.798	0.798	1.016		
ENGINEERING	MECH & AERO ENG & ENG SCIENCE	ASSOC	72,929	72,469	1.035	0.971	0.978	0.890	0.890	1.044		
ENGINEERING	MECH & AERO ENG & ENG SCIENCE	ASST	64,237	65,711	1.047	0.987	0.971	0.902	0.902	1.034		
ENGINEERING	NUCLEAR ENGINEERING	PROF	83,698	80,983	0.988	0.841	0.852	0.735	0.735	0.971		
ENGINEERING	NUCLEAR ENGINEERING	ASSOC	67,830	67,830	0.993	0.891	0.938	0.826	0.826	1.039		

COLLEGE	DEPARTMENT	RANK	2002 UTK SALARIES		RATIOS OF AVG SALARIES						RATIO OF MEDIAN SAL		
			AVG	MEDIAN	2002 UTK		2001 UTK		THEC PEERS		TOP 25	2001 UTK	2002 UTK
					2001 UTK	2002 UTK	2001 UTK	2002 UTK	2001 UTK	2002 UTK			
EDUC HLTH & HUM SER	CHILD & FAMILY STUDIES	PROF	77,431	73,127	1.085	0.895	0.826	0.822	0.822	0.822	1.123		
EDUC HLTH & HUM SER	CHILD & FAMILY STUDIES	ASSOC	55,208	56,464	0.874	1.032	0.992	0.956	0.956	0.956	1.037		
EDUC HLTH & HUM SER	CHILD & FAMILY STUDIES	ASST	52,650	52,650	1.236	0.848	0.858	0.821	0.821	0.821	1.241		
EDUC HLTH & HUM SER	CHILD & FAMILY STUDIES	INST	37,722	32,083	1.046	0.884	0.899	0.842	0.842	0.842	1.005		
EDUC HLTH & HUM SER	CONSUMER&INDUSTRY SRVCS	PROF	77,131	72,118	1.063	0.886	0.890	0.831	0.831	0.831	1.010		
EDUC HLTH & HUM SER	CONSUMER&INDUSTRY SRVCS	ASSOC	59,488	59,166	1.021	0.961	0.970	0.932	0.932	0.932	0.961		
EDUC HLTH & HUM SER	CONSUMER&INDUSTRY SRVCS	ASST	54,815	52,891	1.086	1.021	1.025	0.982	0.982	0.982	1.048		
EDUC HLTH & HUM SER	COUNSELING, DEAFNESS & HUM SRV	PROF	81,057	78,138	1.013	1.014	0.951	0.939	0.939	0.939	0.984		
EDUC HLTH & HUM SER	COUNSELING, DEAFNESS & HUM SRV	ASSOC	55,786	55,786	0.980	1.005	0.960	0.948	0.948	0.948	1.010		
EDUC HLTH & HUM SER	COUNSELING, DEAFNESS & HUM SRV	ASST	48,130	48,039	1.039	1.003	0.980	0.958	0.958	0.958	1.053		
EDUC HLTH & HUM SER	COUNSELING, DEAFNESS & HUM SRV	INST	35,620	40,211	0.798	1.085	0.874	0.874	0.874	0.874	0.775		
EDUC HLTH & HUM SER	CULTURAL FOUNDATIONS OF ED&ADM	PROF	68,501	67,173	1.008	0.828	0.737	0.729	0.729	0.729	1.041		
EDUC HLTH & HUM SER	CULTURAL FOUNDATIONS OF ED&ADM	ASSOC	54,154	56,082	1.000	0.921	0.847	0.859	0.859	0.859	1.003		
EDUC HLTH & HUM SER	CULTURAL FOUNDATIONS OF ED&ADM	ASST	42,000	42,000	0.936	0.965	0.929	0.857	0.857	0.857	0.936		
EDUC HLTH & HUM SER	CULTURAL FOUNDATIONS OF ED&ADM	INST	40,000	40,000	1.000	1.001	0.862	0.962	0.962	0.962	1.000		
EDUC HLTH & HUM SER	EDUCATIONAL PSYCHOLOGY	PROF	76,149	75,735	0.989	0.983	0.962	0.896	0.896	0.896	0.994		
EDUC HLTH & HUM SER	EDUCATIONAL PSYCHOLOGY	ASSOC	51,675	51,675	0.898	1.006	1.018	0.932	0.932	0.932	0.937		
EDUC HLTH & HUM SER	EXERCISE SCIENCE & SPORT MNGT	PROF	73,179	70,076	1.049	0.875	0.833	0.844	0.844	0.844	1.018		
EDUC HLTH & HUM SER	EXERCISE SCIENCE & SPORT MNGT	ASSOC	55,625	55,366	0.873	1.144	1.113	1.055	1.055	1.055	0.818		
EDUC HLTH & HUM SER	EXERCISE SCIENCE & SPORT MNGT	ASST	46,172	44,075	1.029	0.981	0.970	0.906	0.906	0.906	1.019		
EDUC HLTH & HUM SER	HEALTH & SAFETY SCIENCES	PROF	70,825	69,058	1.017	0.941	0.880	0.909	0.909	0.909	1.019		
EDUC HLTH & HUM SER	HEALTH & SAFETY SCIENCES	ASSOC	50,488	52,248	0.968	0.879	0.861	0.829	0.829	0.829	1.002		
EDUC HLTH & HUM SER	HEALTH & SAFETY SCIENCES	ASST	45,000	45,000	0.983	0.978	0.991	1.006	1.006	1.006	0.983		
EDUC HLTH & HUM SER	HEALTH & SAFETY SCIENCES	INST	33,784	33,784	1.030	0.801	---	0.920	0.920	0.920	1.030		
EDUC HLTH & HUM SER	INSTRUCTIONL TECH, CURR & EVAL	PROF	75,447	73,500	0.896	1.084	1.005	0.984	0.984	0.984	0.947		
EDUC HLTH & HUM SER	INSTRUCTIONL TECH, CURR & EVAL	ASSOC	56,887	57,408	1.008	0.982	0.917	0.909	0.909	0.909	1.037		
EDUC HLTH & HUM SER	INSTRUCTIONL TECH, CURR & EVAL	ASST	49,208	49,208	1.044	1.020	0.958	0.936	0.936	0.936	1.044		
EDUC HLTH & HUM SER	NUTRITION	PROF	83,487	86,439	1.021	0.996	0.898	0.901	0.901	0.901	1.092		
EDUC HLTH & HUM SER	NUTRITION	ASSOC	60,088	61,882	1.005	0.957	0.903	0.919	0.919	0.919	1.038		
EDUC HLTH & HUM SER	NUTRITION	ASST	54,629	51,943	1.052	0.951	0.888	0.889	0.889	0.889	1.000		
EDUC HLTH & HUM SER	THEORY AND PRAC IN TEACHER ED	PROF	73,502	73,827	0.958	1.026	0.966	0.903	0.903	0.903	0.982		
EDUC HLTH & HUM SER	THEORY AND PRAC IN TEACHER ED	ASSOC	53,906	53,237	0.960	1.005	0.956	0.948	0.948	0.948	1.045		
EDUC HLTH & HUM SER	THEORY AND PRAC IN TEACHER ED	ASST	45,552	46,000	1.016	0.977	0.929	0.897	0.897	0.897	1.057		
EDUC HLTH & HUM SER	THEORY AND PRAC IN TEACHER ED	INST	43,000	43,000	---	---	---	---	---	---	---		
LAW	LAW	PROF	124,991	124,951	1.038	0.959	0.873	0.829	0.829	0.829	1.013		
LAW	LAW	ASSOC	85,613	85,380	1.018	0.966	0.907	0.862	0.862	0.862	1.047		
A & S - HUMANITIES	CLASSICS	PROF	74,751	74,751	1.032	0.889	0.873	0.887	0.887	0.887	1.032		
A & S - HUMANITIES	CLASSICS	ASSOC	43,170	43,170	0.903	0.888	0.874	0.835	0.835	0.835	0.903		
A & S - HUMANITIES	CLASSICS	ASST	43,100	43,100	1.059	0.933	0.915	0.877	0.877	0.877	1.059		

COLLEGE	DEPARTMENT	RANK	2002 UTK SALARIES		RATIOS OF AVG SALARIES						RATIO OF MEDIAN SAL		
			AVG	MEDIAN	2002 UTK		2001 UTK		THEC PEERS		TOP 25	2001 UTK	2002 UTK
					2001 UTK	2002 UTK	2001 UTK	2002 UTK	SUG	2001 UTK			
A & S - HUMANITIES	ENGLISH	PROF	74,083	69,640	0.993	0.956	0.923	0.819	0.923	0.819	1.003		
A & S - HUMANITIES	ENGLISH	ASSOC	52,333	52,036	1.045	0.956	0.898	0.846	0.898	0.846	1.050		
A & S - HUMANITIES	ENGLISH	ASST	44,012	43,000	1.061	0.950	0.896	0.843	0.896	0.843	1.027		
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	PROF	61,763	61,329	1.020	0.898	0.854	0.798	0.854	0.798	1.005		
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASSOC	52,124	50,383	1.043	0.950	0.899	0.875	0.899	0.875	1.039		
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASST	42,469	42,000	1.019	0.959	0.908	0.889	0.908	0.889	1.000		
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	INST	37,000	37,000	1.302	0.906	0.820	0.788	0.820	0.788	1.397		
A & S - HUMANITIES	PHILOSOPHY	PROF	65,685	66,711	1.030	0.823	0.776	0.745	0.776	0.745	1.039		
A & S - HUMANITIES	PHILOSOPHY	ASSOC	53,408	51,039	1.024	0.981	0.949	0.916	0.949	0.916	1.025		
A & S - HUMANITIES	PHILOSOPHY	ASST	51,607	51,607	1.133	1.090	1.043	0.979	1.043	0.979	1.137		
A & S - HUMANITIES	RELIGIOUS STUDIES	PROF	84,265	86,932	1.063	0.952	0.927	0.936	0.927	0.936	1.096		
A & S - HUMANITIES	RELIGIOUS STUDIES	ASSOC	58,657	55,451	1.044	1.003	1.005	1.008	1.005	1.008	1.052		
A & S - HUMANITIES	RELIGIOUS STUDIES	INST	35,000	35,000	1.029	1.075	0.850	0.850	0.850	0.850	1.029		
A & S - HUMANITIES	SCHOOL OF ART	PROF	64,123	61,685	1.087	0.871	0.803	0.698	0.803	0.698	1.044		
A & S - HUMANITIES	SCHOOL OF ART	ASSOC	60,129	56,076	1.018	1.150	1.104	1.024	1.104	1.024	0.913		
A & S - HUMANITIES	SCHOOL OF ART	ASST	45,168	42,602	1.089	0.985	0.936	0.856	0.936	0.856	1.065		
A & S - HUMANITIES	SCHOOL OF MUSIC	PROF	69,917	63,089	1.061	0.962	0.925	0.883	0.925	0.883	1.061		
A & S - HUMANITIES	SCHOOL OF MUSIC	ASSOC	51,939	49,165	1.007	0.997	0.938	0.898	0.938	0.898	1.025		
A & S - HUMANITIES	SCHOOL OF MUSIC	ASST	43,652	42,791	1.017	1.018	0.961	0.906	0.961	0.906	1.048		
A & S - HUMANITIES	SCHOOL OF MUSIC	INST	37,548	37,548	0.890	1.189	0.994	1.034	0.994	1.034	0.939		
A & S - HUMANITIES	SPECIAL PROGRAMS	ASSOC	51,926	51,926	---	---	---	---	---	---	---		
A & S - HUMANITIES	THEATRE	PROF	76,628	74,873	1.051	0.985	0.909	0.898	0.909	0.898	1.119		
A & S - HUMANITIES	THEATRE	ASSOC	50,826	50,338	1.028	0.942	0.896	0.888	0.896	0.888	1.015		
A & S - HUMANITIES	THEATRE	ASST	42,863	42,228	1.019	1.033	1.000	0.936	1.000	0.936	1.005		
A & S - SOC SCI	ANTHROPOLOGY	PROF	69,935	69,925	1.000	0.910	0.852	0.841	0.852	0.841	0.989		
A & S - SOC SCI	ANTHROPOLOGY	ASSOC	56,932	56,932	1.050	0.971	0.947	0.894	0.947	0.894	1.050		
A & S - SOC SCI	ANTHROPOLOGY	ASST	53,550	53,550	1.049	1.121	1.085	1.031	1.085	1.031	1.049		
A & S - SOC SCI	ANTHROPOLOGY	INST	39,131	39,131	1.202	1.081	---	0.672	---	0.672	1.202		
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	PROF	90,534	84,601	1.140	1.082	0.917	0.860	0.917	0.860	1.065		
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASSOC	59,472	52,800	1.084	1.000	0.855	0.911	0.855	0.911	1.071		
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASST	48,420	47,865	1.049	0.963	0.885	0.900	0.885	0.900	1.038		
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	INST	39,548	39,548	1.000	1.077	0.912	0.870	0.912	0.870	1.000		
A & S - SOC SCI	GEOGRAPHY	PROF	75,555	74,783	0.974	0.950	0.898	0.892	0.898	0.892	1.004		
A & S - SOC SCI	GEOGRAPHY	ASSOC	68,820	68,820	1.039	1.119	1.096	1.055	1.096	1.055	1.039		
A & S - SOC SCI	GEOGRAPHY	ASST	46,613	46,613	1.011	0.978	0.965	0.931	0.965	0.931	1.011		
A & S - SOC SCI	GRADUATE SCHOOL OF PLANNING	PROF	83,186	89,068	1.141	0.862	0.804	0.814	0.804	0.814	1.221		
A & S - SOC SCI	GRADUATE SCHOOL OF PLANNING	ASST	51,890	51,890	1.018	1.047	1.000	0.998	1.000	0.998	1.018		

COLLEGE	DEPARTMENT	RANK	2002 UTK SALARIES		RATIOS OF AVG SALARIES						RATIO OF MEDIAN SAL	
			AVG	MEDIAN	2002 UTK		2001 UTK		THEC PEERS		2001 UTK	2002 UTK
					2001 UTK	2000 UTK	2001 UTK	2000 UTK	SUG	TOP 25		
A & S - SOC SCI	HISTORY	PROF	74,382	69,848	1.030	0.888	0.812	0.812	0.888	0.812	1.007	
A & S - SOC SCI	HISTORY	ASSOC	54,107	51,449	1.032	0.959	0.892	0.890	0.959	0.890	0.983	
A & S - SOC SCI	HISTORY	ASST	41,725	43,000	1.028	0.932	0.877	0.849	0.932	0.849	1.038	
A & S - SOC SCI	HISTORY	INST	32,000	32,000	1.067	0.819	0.734	0.842	0.819	0.842	1.067	
A & S - SOC SCI	POLITICAL SCIENCE	PROF	75,658	71,248	1.026	0.822	0.775	0.721	0.822	0.721	1.038	
A & S - SOC SCI	POLITICAL SCIENCE	ASSOC	61,145	59,789	1.056	0.962	0.902	0.867	0.962	0.867	1.062	
A & S - SOC SCI	POLITICAL SCIENCE	ASST	46,237	45,000	1.016	0.947	0.911	0.842	0.947	0.842	0.998	
A & S - SOC SCI	PSYCH CLINICAL TRAINING	PROF	62,821	62,821	---	---	---	---	---	---	---	
A & S - SOC SCI	PSYCH CLINICAL TRAINING	ASSOC	49,418	49,418	0.926	0.896	0.820	0.944	0.896	0.820	0.944	
A & S - SOC SCI	PSYCH CLINICAL TRAINING	ASST	43,500	43,500	1.000	0.947	0.930	0.930	0.947	0.930	1.000	
A & S - SOC SCI	PSYCHOLOGY	PROF	76,590	73,628	1.028	0.892	0.859	0.749	0.892	0.749	1.035	
A & S - SOC SCI	PSYCHOLOGY	ASSOC	54,678	53,802	1.103	0.894	0.849	0.804	0.894	0.804	1.085	
A & S - SOC SCI	PSYCHOLOGY	ASST	47,260	47,271	1.013	0.984	0.966	0.880	0.984	0.880	1.013	
A & S - SOC SCI	PSYCHOLOGY	INST	31,970	31,970	1.076	0.970	---	0.680	0.970	0.680	1.076	
A & S - SOC SCI	SOCIOLOGY	PROF	67,399	63,229	1.058	0.784	0.712	0.678	0.784	0.678	1.046	
A & S - SOC SCI	SOCIOLOGY	ASSOC	58,660	57,123	1.044	1.015	0.958	0.901	1.015	0.901	1.061	
A & S - SOC SCI	SOCIOLOGY	ASST	46,120	46,000	1.026	0.979	0.938	0.862	0.979	0.862	1.023	
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	PROF	81,233	76,593	1.166	0.796	0.707	0.712	0.796	0.712	1.091	
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASSOC	57,540	58,062	1.000	0.896	0.839	0.867	0.896	0.867	1.030	
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASST	55,173	54,955	1.054	1.011	0.939	0.919	1.011	0.919	1.036	
A & S - NAT SCI	BOTANY	PROF	79,903	78,839	1.069	0.866	0.822	0.886	0.866	0.886	1.027	
A & S - NAT SCI	BOTANY	ASSOC	58,498	57,683	1.096	0.922	0.906	0.868	0.922	0.868	1.080	
A & S - NAT SCI	BOTANY	ASST	47,436	47,436	0.903	1.058	1.095	0.995	1.058	0.995	0.892	
A & S - NAT SCI	CHEMISTRY	PROF	93,072	81,858	1.113	0.905	0.863	0.838	0.905	0.838	1.058	
A & S - NAT SCI	CHEMISTRY	ASSOC	60,296	61,258	1.081	0.927	0.915	0.865	0.927	0.865	1.130	
A & S - NAT SCI	CHEMISTRY	ASST	48,495	48,500	0.981	0.956	0.942	0.890	0.956	0.890	1.009	
A & S - NAT SCI	CHEMISTRY	INST	28,882	28,882	1.003	0.758	0.661	0.645	0.758	0.645	1.003	
A & S - NAT SCI	COMPUTER SCIENCE	PROF	123,516	111,937	0.983	1.164	1.118	1.131	1.164	1.131	0.913	
A & S - NAT SCI	COMPUTER SCIENCE	ASSOC	87,445	90,000	1.036	1.041	1.022	0.991	1.041	0.991	1.048	
A & S - NAT SCI	COMPUTER SCIENCE	ASST	71,660	71,660	0.991	0.979	1.005	0.943	0.979	0.943	0.973	
A & S - NAT SCI	COMPUTER SCIENCE	INST	54,780	54,780	1.031	1.286	1.148	0.986	1.286	0.986	1.031	
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	PROF	90,084	88,406	1.022	0.953	0.896	0.888	0.953	0.888	1.131	
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASSOC	63,159	63,159	1.167	0.780	0.720	0.741	0.780	0.741	1.167	
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASST	51,153	50,000	1.037	0.878	0.848	0.815	0.878	0.815	1.084	
A & S - NAT SCI	GEOLOGICAL SCIENCES	PROF	77,383	76,010	0.954	0.969	0.911	0.937	0.969	0.937	1.035	
A & S - NAT SCI	GEOLOGICAL SCIENCES	ASSOC	55,792	54,696	0.953	1.000	0.964	0.935	1.000	0.935	0.886	
A & S - NAT SCI	GEOLOGICAL SCIENCES	ASST	49,132	48,286	1.036	0.927	0.870	0.859	0.927	0.859	1.047	
A & S - NAT SCI	MATHEMATICS	PROF	75,598	74,514	1.041	0.874	0.822	0.760	0.874	0.760	1.049	
A & S - NAT SCI	MATHEMATICS	ASSOC	51,710	55,509	0.984	0.892	0.856	0.806	0.892	0.856	1.032	
A & S - NAT SCI	MATHEMATICS	ASST	49,473	48,750	1.030	0.956	0.920	0.954	0.956	0.920	1.034	

COLLEGE	DEPARTMENT	RANK	2002 UTK SALARIES		RATIOS OF AVG SALARIES						RATIO OF MEDIAN SAL	
			AVG	MEDIAN	2002 UTK		2001 UTK		THEC PEERS		2001 UTK	
					2002 UTK	2001 UTK	2001 UTK	SUG	2001 UTK	TOP 25	2001 UTK	2002 UTK
A & S - NAT SCI	MICROBIOLOGY	PROF	136,166	136,166	1.042	1.426	1.402	1.394	1.077			
A & S - NAT SCI	MICROBIOLOGY	ASSOC	74,026	74,026	1.154	1.019	0.981	0.960	1.154			
A & S - NAT SCI	MICROBIOLOGY	ASST	63,876	63,876	1.121	1.046	1.017	0.979	1.121			
A & S - NAT SCI	PHYSICS	PROF	89,828	77,059	1.000	1.018	1.002	0.937	1.012			
A & S - NAT SCI	PHYSICS	ASSOC	58,207	54,140	1.009	0.944	0.931	0.863	0.961			
A & S - NAT SCI	PHYSICS	ASST	55,000	55,000	---	---	---	---	---			
NURSING	COLLEGE OF NURSING	PROF	79,291	80,096	0.978	1.023	0.944	0.879	1.050			
NURSING	COLLEGE OF NURSING	ASSOC	61,711	61,129	1.024	0.990	0.971	0.905	1.000			
NURSING	COLLEGE OF NURSING	ASST	50,260	52,000	1.092	0.926	0.872	0.842	1.143			
NURSING	COLLEGE OF NURSING	INST	34,958	35,000	1.030	0.855	0.844	0.700	1.028			
SOCIAL WORK	SOCIAL WORK	PROF	80,881	80,836	0.889	1.036	0.990	0.946	1.116			
SOCIAL WORK	SOCIAL WORK	ASSOC	61,192	62,014	0.913	1.172	1.197	1.003	0.976			
SOCIAL WORK	SOCIAL WORK	ASST	50,482	49,124	0.998	1.104	1.105	0.955	1.029			
VETERINARY MED	VETERINARY MEDICINE	PROF	83,735	82,975	1.023	0.971	0.962	0.867	1.055			
VETERINARY MED	VETERINARY MEDICINE	ASSOC	71,365	68,416	1.052	1.020	1.018	0.970	1.030			
VETERINARY MED	VETERINARY MEDICINE	ASST	54,934	53,877	1.021	0.941	0.920	0.865	0.969			
VETERINARY MED	VETERINARY MEDICINE	INST	38,129	38,129	1.033	0.886	0.791	0.778	1.033			

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

UT AVG 2001 SALARIES BY RANK

PROF	81,396	520 in rank
ASSOC	62,145	334 in rank
ASST	50,080	234 in rank
INST	34,998	57 in rank

OTHER AVG 2001 SALARIES BY RANK

TOP 25	THEC PEERS	SUG
95,447	91,577	85,096
68,154	65,287	62,776
56,854	54,173	52,438
47,580	46,687	39,256