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10-20-2008

Faculty Senate - October 20, 2008 Addendum Meeting Agenda

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Recommended Citation

Faculty Senate, "Faculty Senate - October 20, 2008 Addendum Meeting Agenda" (2008). *Minutes, Senate Meetings*.

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2007-2008 Faculty Salary Data Report

(prepared Sept. 11, 2008)

Using the UT October 2007 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. 2007 UTK average salary
5. 2007 UTK average salary divided by 2006 UTK average salary
6. 2007 UTK median salary
7. 2007 UTK median salary divided by 2006 UTK median salary
8. 2007 UTK average salary in ratio to the thirty Southern University Group institutions
9. 2007 UTK average salary in ratio to the ten THEC Peer Institutions

Note that all data for SUG and THEC Institutions is from October 2007. For continuity we are comparing this data to October 2007 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 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 and are following up with some units in order to better understand these differences. 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.

2007-08 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK Salary Data				UTK Average Salary as a percent of	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	PROF	60,689	100.5	60,689	100.5	68.9	65.1
AGRI SCI & NAT RES	AGRICULTURAL & EXTENSION EDUC	ASST	63,710	106.9	63,710	106.9	104.5	103.2
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	PROF	102,046	105.5	93,489	105.9	103.6	101.3
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASSOC	66,588	104.2	66,588	104.2	84.7	84.0
AGRI SCI & NAT RES	AGRICULTURAL ECONOMICS	ASST	62,125	105.0	60,663	103.0	91.7	87.0
AGRI SCI & NAT RES	AGRICULTURE SCI & NAT RES	PROF	82,240	103.2	82,240	103.2	79.3	74.2
AGRI SCI & NAT RES	ANIMAL SCIENCE	PROF	92,262	104.8	87,425	103.4	100.1	100.6
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASSOC	69,588	103.7	70,215	103.4	101.9	100.6
AGRI SCI & NAT RES	ANIMAL SCIENCE	ASST	59,194	106.2	59,194	104.9	95.9	93.6

2007-08 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK Salary Data				UTK Average Salary as a percent of	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC
AGRI SCI & NAT RES	ANIMAL SCIENCE	INST	38,552	97.3	38,552	97.3	82.1	82.1
AGRI SCI & NAT RES	BIOSYSTEMS ENG & SOIL SCI	PROF	86,569	105.6	91,929	107.2	85.6	85.3
AGRI SCI & NAT RES	BIOSYSTEMS ENG & SOIL SCI	ASSOC	75,101	104.3	72,755	99.1	98.6	99.5
AGRI SCI & NAT RES	BIOSYSTEMS ENG & SOIL SCI	ASST	58,024	105.5	58,024	104.9	87.4	87.4
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	PROF	90,862	105.8	88,444	106.1	102.9	102.4
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASSOC	74,605	110.0	78,651	116.0	110.0	110.4
AGRI SCI & NAT RES	ENTOMOLOGY & PLANT PATH	ASST	60,287	97.3	60,287	104.3	103.6	104.1
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	PROF	99,202	104.4	99,202	104.4	105.3	105.0
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASSOC	67,670	104.2	67,576	107.3	95.1	96.5
AGRI SCI & NAT RES	FOOD SCIENCE & TECH	ASST	61,630	114.6	61,424	117.2	103.4	103.4
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	PROF	87,912	110.0	86,355	108.1	98.5	96.9
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASSOC	64,120	106.0	62,547	104.3	96.2	95.1
AGRI SCI & NAT RES	FORESTRY,WILDLIFE & FISHERIES	ASST	57,200	111.1	57,293	111.3	99.4	99.4
AGRI SCI & NAT RES	PLANT SCIENCES	PROF	95,525	104.5	95,057	106.2	107.0	106.0
AGRI SCI & NAT RES	PLANT SCIENCES	ASSOC	68,637	105.8	65,875	105.5	101.1	101.9
AGRI SCI & NAT RES	PLANT SCIENCES	ASST	60,975	105.8	61,447	106.6	102.7	103.8
ARCHITECTURE	SCHOOL OF ARCHITECTURE	PROF	94,070	107.3	91,387	108.0	94.5	91.5
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASSOC	80,691	109.9	81,020	110.6	109.5	107.9
ARCHITECTURE	SCHOOL OF ARCHITECTURE	ASST	64,277	109.3	63,556	110.5	109.2	108.2
ARCHITECTURE	SCHOOL OF ARCHITECTURE	INST	50,677	N/A	48,000	N/A	121.1	101.3
BUSINESS ADMIN	ACCOUNTING	PROF	152,052	108.7	146,671	108.3	96.6	89.4
BUSINESS ADMIN	ACCOUNTING	ASSOC	151,039	107.2	151,039	107.2	119.5	111.3
BUSINESS ADMIN	ACCOUNTING	ASST	138,467	114.9	136,500	109.7	106.8	99.6
BUSINESS ADMIN	ACCOUNTING	INST	58,108	N/A	50,731	N/A	95.4	102.6
BUSINESS ADMIN	ECONOMICS	PROF	142,280	116.7	137,345	110.2	104.0	97.6
BUSINESS ADMIN	ECONOMICS	ASSOC	83,075	108.4	83,958	109.5	88.4	83.0
BUSINESS ADMIN	ECONOMICS	ASST	82,905	108.6	82,423	107.7	97.0	91.6
BUSINESS ADMIN	ECONOMICS	INST	84,330	N/A	84,330	N/A	138.3	108.0
BUSINESS ADMIN	FINANCE	PROF	148,384	108.9	143,994	105.1	87.6	81.1
BUSINESS ADMIN	FINANCE	ASSOC	136,248	109.0	116,218	102.8	104.8	91.9
BUSINESS ADMIN	FINANCE	ASST	155,000	N/A	155,000	N/A	114.2	104.4
BUSINESS ADMIN	FINANCE	INST	68,215	N/A	68,215	N/A	102.4	105.1

2007-08 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK Salary Data				UTK Average Salary as a percent of	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC
BUSINESS ADMIN	MANAGEMENT	PROF	136,344	107.8	141,848	120.3	85.3	77.5
BUSINESS ADMIN	MANAGEMENT	ASSOC	103,163	106.0	105,700	104.1	85.6	78.9
BUSINESS ADMIN	MANAGEMENT	ASST	66,817	132.6	53,873	109.9	57.8	51.9
BUSINESS ADMIN	MANAGEMENT	INST	70,562	N/A	67,497	N/A	113.5	95.4
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	PROF	158,629	106.3	171,645	109.5	106.0	92.6
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASSOC	116,741	109.5	103,498	107.1	101.5	88.6
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	ASST	115,182	103.4	119,381	105.4	100.3	92.6
BUSINESS ADMIN	MARKETING LOGISTICS & TRANS	INST	71,497	N/A	70,959	N/A	143.1	138.5
BUSINESS ADMIN	STATISTICS	PROF	122,179	110.7	116,970	107.0	94.7	94.3
BUSINESS ADMIN	STATISTICS	ASSOC	84,959	105.6	82,743	106.3	86.8	88.7
BUSINESS ADMIN	STATISTICS	ASST	94,536	103.9	95,000	104.4	112.2	117.9
BUSINESS ADMIN	STATISTICS	INST	52,665	N/A	52,665	N/A	105.9	109.7
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	PROF	96,493	111.0	95,509	113.6	97.9	97.9
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	ASSOC	64,880	106.3	65,147	105.9	92.3	92.0
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	ASST	54,655	105.3	53,340	105.6	89.4	84.7
COMMUNICATIONS	ADVERTISING/PUBLIC RELATIONS	INST	38,907	N/A	38,907	N/A	75.8	67.1
COMMUNICATIONS	COMMUNICATION STUDIES	ASSOC	72,916	112.3	67,545	113.4	107.9	101.7
COMMUNICATIONS	COMMUNICATION STUDIES	ASST	52,474	104.5	50,000	104.1	94.0	89.3
COMMUNICATIONS	COMMUNICATION STUDIES	INST	34,574	N/A	34,909	N/A	97.5	98.9
COMMUNICATIONS	COMMUNICATIONS	ASSOC	87,508	127.3	87,508	127.3		
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	PROF	100,159	104.6	95,547	105.1	96.3	89.9
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	ASSOC	58,467	92.6	65,697	102.4	80.1	77.0
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	ASST	54,146	104.3	54,229	104.4	91.9	89.8
COMMUNICATIONS	JOURNALISM/ELECTRONIC MEDIA	INST	34,658	68.3	36,773	72.5	76.6	69.5
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	PROF	101,349	101.9	92,831	90.0	101.8	101.5
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASSOC	72,215	108.4	68,200	110.8	93.6	88.6
COMMUNICATIONS	SCHOOL OF INFORMATION SCIENCES	ASST	58,076	106.3	56,631	106.9	92.5	87.1
EDUCATION	ADMIN - ED HEALTH HUM SCI	PROF	98,160	N/A	98,160	N/A		
EDUCATION	CHILD & FAMILY STUDIES	PROF	98,615	106.3	100,527	104.5	97.8	95.9
EDUCATION	CHILD & FAMILY STUDIES	ASSOC	78,720	111.0	81,899	127.0	111.0	112.2
EDUCATION	CHILD & FAMILY STUDIES	ASST	56,082	96.6	60,506	102.9	92.1	91.9
EDUCATION	CHILD & FAMILY STUDIES	INST	35,668	N/A	36,400	N/A	84.5	92.2

2007-08 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK Salary Data				UTK Average Salary as a percent of	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	PROF	94,194	103.0	94,813	104.3	96.3	92.1
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASSOC	66,291	106.2	67,980	107.8	94.9	91.8
EDUCATION	EDUCATIONAL PSYCH & COUNSEL	ASST	63,782	113.4	62,000	111.7	113.1	109.1
EDUCATION	EXERCISE, SPORT & LEISURE STDY	PROF	87,200	104.5	83,254	104.9	90.9	89.5
EDUCATION	EXERCISE, SPORT & LEISURE STDY	ASSOC	62,001	104.4	62,075	106.2	93.2	89.7
EDUCATION	EXERCISE, SPORT & LEISURE STDY	ASST	58,883	105.4	57,783	105.5	103.8	98.5
EDUCATION	INSTR TECH,HEALTH & CULT STDS	PROF	86,406	104.9	86,832	105.4	87.6	83.2
EDUCATION	INSTR TECH,HEALTH & CULT STDS	ASSOC	66,335	99.2	66,335	99.3	94.7	92.0
EDUCATION	INSTR TECH,HEALTH & CULT STDS	ASST	58,036	99.5	58,065	111.0	102.1	99.9
EDUCATION	INSTR TECH,HEALTH & CULT STDS	INST	39,140	N/A	39,140	N/A	87.5	81.4
EDUCATION	NUTRITION	PROF	103,243	106.9	103,650	107.5	90.3	83.5
EDUCATION	NUTRITION	ASSOC	83,460	133.8	83,460	133.8	113.3	109.0
EDUCATION	NUTRITION	ASST	62,768	96.3	63,000	101.2	95.2	85.1
EDUCATION	NUTRITION	INST	44,043	N/A	44,043	N/A	94.5	87.6
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	PROF	92,809	106.4	90,810	105.8	96.0	94.4
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	ASSOC	90,237	110.7	90,237	110.7	117.6	129.6
EDUCATION	RETAIL HOSPITALITY & TOUR MGMT	ASST	73,068	113.2	78,795	126.2	119.9	120.6
EDUCATION	THEORY AND PRAC IN TEACHER ED	PROF	97,132	105.3	101,982	106.8	103.0	101.0
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASSOC	64,918	103.4	65,900	104.1	95.9	91.4
EDUCATION	THEORY AND PRAC IN TEACHER ED	ASST	55,680	103.6	55,575	104.1	97.2	93.9
EDUCATION	THEORY AND PRAC IN TEACHER ED	INST	50,725	147.9	47,622	136.1	111.8	112.3
ENGINEERING	CHEMICAL ENGINEERING	PROF	121,528	99.3	94,699	81.4	92.6	91.3
ENGINEERING	CHEMICAL ENGINEERING	ASSOC	94,828	119.0	96,000	119.5	104.8	102.4
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	PROF	116,870	107.3	106,674	106.1	96.8	96.8
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASSOC	86,805	106.9	85,437	106.6	99.7	98.3
ENGINEERING	CIVIL & ENVIRONMENTAL ENGR	ASST	75,195	104.9	73,771	104.3	101.7	98.1
ENGINEERING	ELECTRICAL ENGR & COMPUTER SCI	PROF	134,066	121.8	131,617	118.5	100.6	102.3
ENGINEERING	ELECTRICAL ENGR & COMPUTER SCI	ASSOC	93,718	113.2	94,829	113.1	99.5	98.6
ENGINEERING	ELECTRICAL ENGR & COMPUTER SCI	ASST	78,353	106.4	76,000	104.5	92.4	90.4
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASSOC	89,511	109.4	89,511	113.6	98.9	95.7
ENGINEERING	INDUSTRIAL & INFORMATION ENGR	ASST	77,429	110.3	78,942	113.7	101.3	99.0

2007-08 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK Salary Data				UTK Average Salary as a percent of	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC
ENGINEERING	MATERIALS SCIENCE & ENGR	PROF	124,638	116.6	118,093	121.4	91.4	91.4
ENGINEERING	MATERIALS SCIENCE & ENGR	ASSOC	86,983	110.3	90,229	117.2	96.6	97.0
ENGINEERING	MATERIALS SCIENCE & ENGR	ASST	78,496	108.6	77,457	108.3	108.2	115.1
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	PROF	109,069	107.7	102,480	108.8	86.2	85.2
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASSOC	83,641	105.1	83,400	104.9	93.6	92.1
ENGINEERING	MECHANICAL,AEROSPACE&BIOMED EN	ASST	82,167	107.5	78,395	110.1	105.6	104.5
ENGINEERING	NUCLEAR ENGINEERING	PROF	107,240	109.1	106,605	111.9	87.7	83.3
ENGINEERING	NUCLEAR ENGINEERING	ASSOC	84,702	111.0	84,702	111.0	89.9	88.5
ENGINEERING	NUCLEAR ENGINEERING	ASST	77,708	104.1	77,708	104.1	108.0	109.3
LAW	LAW	PROF	145,219	106.6	142,560	107.8	92.2	83.7
LAW	LAW	ASSOC	98,931	103.5	98,700	104.3	91.8	77.7
A & S - HUMANITIES	CLASSICS	PROF	98,259	107.0	98,259	107.0	100.8	100.0
A & S - HUMANITIES	CLASSICS	ASSOC	61,677	106.1	61,677	106.1	87.8	86.9
A & S - HUMANITIES	CLASSICS	ASST	54,608	110.7	54,441	111.3	100.6	97.7
A & S - HUMANITIES	CLASSICS	INST	29,340	N/A	29,340	N/A	75.5	81.6
A & S - HUMANITIES	ENGLISH	PROF	85,678	108.7	87,084	110.5	88.0	85.6
A & S - HUMANITIES	ENGLISH	ASSOC	60,761	104.8	61,116	105.7	92.6	87.5
A & S - HUMANITIES	ENGLISH	ASST	54,349	107.4	54,468	110.7	100.2	94.4
A & S - HUMANITIES	ENGLISH	INST	34,176	N/A	34,181	N/A	97.7	93.8
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	PROF	76,128	105.4	72,571	106.2	84.3	80.1
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASSOC	62,191	104.3	60,365	104.5	98.9	94.2
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	ASST	52,586	111.1	52,823	111.2	99.4	96.0
A & S - HUMANITIES	MODERN FOREIGN LANGUAGES & LIT	INST	32,008	N/A	32,000	N/A	87.2	83.4
A & S - HUMANITIES	PHILOSOPHY	PROF	77,087	104.4	79,916	106.4	79.6	75.3
A & S - HUMANITIES	PHILOSOPHY	ASSOC	68,000	104.0	68,404	103.3	108.1	106.6
A & S - HUMANITIES	PHILOSOPHY	ASST	53,134	107.1	50,000	100.8	103.6	98.3
A & S - HUMANITIES	PHILOSOPHY	INST	33,608	N/A	32,810	N/A	105.4	100.7
A & S - HUMANITIES	RELIGIOUS STUDIES	PROF	100,202	106.5	102,685	113.2	94.3	89.3
A & S - HUMANITIES	RELIGIOUS STUDIES	ASSOC	69,854	104.2	70,800	109.1	98.7	92.6
A & S - HUMANITIES	RELIGIOUS STUDIES	ASST	55,644	112.3	55,644	111.1	100.5	99.2
A & S - HUMANITIES	RELIGIOUS STUDIES	INST	40,000	N/A	40,000	N/A		

2007-08 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK Salary Data				UTK Average Salary as a percent of	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC
A & S - HUMANITIES	SCHOOL OF ART	PROF	80,061	105.8	72,165	102.5	93.6	89.3
A & S - HUMANITIES	SCHOOL OF ART	ASSOC	66,528	99.7	62,937	92.6	106.2	103.9
A & S - HUMANITIES	SCHOOL OF ART	ASST	52,926	104.8	51,467	105.3	103.4	101.1
A & S - HUMANITIES	SCHOOL OF ART	INST	31,000	N/A	31,000	N/A	82.9	72.7
A & S - HUMANITIES	SCHOOL OF MUSIC	PROF	86,373	107.4	76,917	109.7	100.8	95.7
A & S - HUMANITIES	SCHOOL OF MUSIC	ASSOC	64,293	107.2	61,281	105.3	103.3	99.4
A & S - HUMANITIES	SCHOOL OF MUSIC	ASST	49,157	104.5	48,000	103.2	96.7	88.9
A & S - HUMANITIES	SCHOOL OF MUSIC	INST	40,487	98.7	36,000	87.8	101.5	87.5
A & S - HUMANITIES	SPECIAL PROGRAMS	PROF	137,568	103.2	137,568	103.2	125.6	125.2
A & S - HUMANITIES	SPECIAL PROGRAMS	ASSOC	61,281	105.0	61,281	105.0	79.3	76.9
A & S - HUMANITIES	SPECIAL PROGRAMS	INST	33,955	N/A	32,960	N/A	73.1	75.9
A & S - HUMANITIES	THEATRE	PROF	94,113	115.3	83,106	110.5	105.9	102.4
A & S - HUMANITIES	THEATRE	ASSOC	64,985	106.5	63,616	111.1	103.1	101.1
A & S - HUMANITIES	THEATRE	ASST	52,028	106.4	52,306	106.1	105.2	101.0
A & S - HUMANITIES	THEATRE	INST	40,915	N/A	40,915	N/A	106.6	93.9
A & S - SOC SCI	ANTHROPOLOGY	PROF	81,616	109.2	81,590	112.0	83.0	80.5
A & S - SOC SCI	ANTHROPOLOGY	ASSOC	77,752	109.8	77,752	109.8	113.2	111.2
A & S - SOC SCI	ANTHROPOLOGY	ASST	58,159	113.5	58,035	114.9	101.0	98.6
A & S - SOC SCI	ANTHROPOLOGY	INST	38,007	N/A	34,037	N/A	119.9	140.8
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	PROF	128,036	103.8	128,036	103.8	130.0	127.8
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASSOC	69,801	107.8	68,383	108.3	98.6	101.1
A & S - SOC SCI	AUDIOLOGY & SPEECH PATHOLOGY	ASST	59,213	103.4	59,421	104.6	102.6	102.5
A & S - SOC SCI	GEOGRAPHY	PROF	97,194	109.1	96,131	108.0	97.6	98.8
A & S - SOC SCI	GEOGRAPHY	ASSOC	80,229	106.0	80,229	106.0	114.0	111.3
A & S - SOC SCI	GEOGRAPHY	ASST	61,432	109.8	61,727	106.4	104.2	104.3
A & S - SOC SCI	HISTORY	PROF	87,287	103.2	83,232	101.4	85.1	79.6
A & S - SOC SCI	HISTORY	ASSOC	68,690	106.1	71,809	106.9	101.8	97.6
A & S - SOC SCI	HISTORY	ASST	53,966	108.3	53,898	107.4	100.9	95.7
A & S - SOC SCI	HISTORY	INST	34,783	N/A	34,586	N/A	89.2	73.1
A & S - SOC SCI	POLITICAL SCIENCE	PROF	85,267	104.3	82,739	104.9	74.0	68.1
A & S - SOC SCI	POLITICAL SCIENCE	ASSOC	73,324	106.0	72,000	104.0	94.8	89.4
A & S - SOC SCI	POLITICAL SCIENCE	ASST	56,105	106.9	56,084	108.4	89.2	84.0
A & S - SOC SCI	POLITICAL SCIENCE	INST	34,214	N/A	33,271	N/A	73.3	68.5
A & S - SOC SCI	PSYCHOLOGY	PROF	89,025	106.4	83,823	117.9	81.3	79.2
A & S - SOC SCI	PSYCHOLOGY	ASSOC	68,987	106.4	68,051	107.6	98.4	93.7
A & S - SOC SCI	PSYCHOLOGY	ASST	58,592	108.6	58,036	109.7	97.7	94.4

2007-08 FULL-TIME INSTRUCTIONAL FACULTY

College	Department	Rank	UTK Salary Data				UTK Average Salary as a percent of	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC
A & S - SOC SCI	PSYCHOLOGY	INST	38,092	N/A	36,755	N/A	90.0	88.6
A & S - SOC SCI	SOCIOLOGY	PROF	100,645	104.2	103,495	103.9	95.4	89.7
A & S - SOC SCI	SOCIOLOGY	ASSOC	67,487	104.1	64,760	101.1	98.7	91.5
A & S - SOC SCI	SOCIOLOGY	ASST	55,822	106.2	56,000	106.3	97.2	91.5
A & S - SOC SCI	SOCIOLOGY	INST	35,619	N/A	35,923	N/A	99.0	107.7
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	PROF	108,602	106.5	100,074	108.5	87.8	86.4
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASSOC	74,543	104.4	74,200	101.0	91.0	90.1
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	ASST	67,727	107.6	67,788	106.7	96.4	95.5
A & S - NAT SCI	BIOCHEM/CELL & MOLEC BIOLOGY	INST	41,340	N/A	41,340	N/A	73.4	73.4
A & S - NAT SCI	CHEMISTRY	PROF	105,195	103.7	98,694	103.8	88.0	84.2
A & S - NAT SCI	CHEMISTRY	ASSOC	74,313	105.4	74,313	102.2	100.8	97.4
A & S - NAT SCI	CHEMISTRY	ASST	61,363	111.8	60,000	114.2	94.1	92.3
A & S - NAT SCI	CHEMISTRY	INST	41,802	N/A	40,372	N/A	90.4	85.2
A & S - NAT SCI	DIVISION OF BIOLOGY	PROF	168,327	103.9	168,327	103.9	152.3	141.0
A & S - NAT SCI	DIVISION OF BIOLOGY	INST	41,916	N/A	44,357	N/A	104.3	92.9
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	PROF	117,339	111.9	108,886	111.7	110.8	109.8
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	ASSOC	71,071	110.4	75,002	110.8	98.0	95.2
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	ASST	61,143	97.1	61,143	97.1	95.9	90.5
A & S - NAT SCI	EARTH & PLANETARY SCIENCES	INST	38,791	N/A	38,791	N/A	103.3	100.2
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	PROF	120,410	109.4	112,813	106.8	102.3	93.2
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASSOC	69,512	111.6	67,422	108.7	73.3	65.2
A & S - NAT SCI	ECOLOGY & EVOLUTIONARY BIOLOGY	ASST	67,045	114.3	66,522	115.1	97.2	90.7
A & S - NAT SCI	MATHEMATICS	PROF	90,110	102.9	92,574	104.9	86.3	81.6
A & S - NAT SCI	MATHEMATICS	ASSOC	73,358	109.7	71,670	107.7	103.0	97.6
A & S - NAT SCI	MATHEMATICS	ASST	64,678	110.5	64,945	111.3	100.4	93.1
A & S - NAT SCI	MATHEMATICS	INST	35,547	N/A	34,266	N/A	85.2	82.5
A & S - NAT SCI	MICROBIOLOGY	PROF	160,889	106.1	181,382	105.5	147.1	148.5
A & S - NAT SCI	MICROBIOLOGY	ASSOC	91,351	106.5	91,351	106.5	130.8	128.7
A & S - NAT SCI	MICROBIOLOGY	ASST	61,781	105.2	64,652	105.0	100.5	98.5
A & S - NAT SCI	MICROBIOLOGY	INST	47,789	N/A	47,789	N/A		
A & S - NAT SCI	PHYSICS	PROF	115,022	114.1	101,305	106.1	106.7	104.5
A & S - NAT SCI	PHYSICS	ASSOC	86,450	101.9	86,450	101.9	114.2	111.1
A & S - NAT SCI	PHYSICS	ASST	71,428	105.7	71,674	106.2	106.2	102.6
NURSING	COLLEGE OF NURSING	PROF	91,556	103.8	91,909	102.4	88.9	79.7
NURSING	COLLEGE OF NURSING	ASSOC	77,181	112.7	73,534	109.3	100.7	93.0
NURSING	COLLEGE OF NURSING	ASST	62,785	106.2	62,865	105.8	98.2	95.8

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College	Department	Rank	UTK Salary Data				UTK Average Salary as a percent of	
			2007 Average	% of 2006	2007 Median	% of 2006	SUG	THEC
SOCIAL WORK	SOCIAL WORK	PROF	122,996	112.8	105,628	106.6	115.0	108.2
SOCIAL WORK	SOCIAL WORK	ASSOC	72,848	109.5	70,436	108.3	101.5	99.3
SOCIAL WORK	SOCIAL WORK	ASST	57,324	104.9	56,650	103.0	101.0	96.1
SOCIAL WORK	SOCIAL WORK	INST	38,446	69.9	38,446	69.9	73.5	69.1
VETERINARY MED	VETERINARY MEDICINE	PROF	101,433	106.3	98,109	107.3	97.6	97.4
VETERINARY MED	VETERINARY MEDICINE	ASSOC	84,977	107.7	82,976	105.3	104.5	104.9
VETERINARY MED	VETERINARY MEDICINE	ASST	71,129	105.5	73,101	111.8	99.0	99.4
VETERINARY MED	VETERINARY MEDICINE	INST	43,914	97.9	43,914	112.8	82.9	77.7
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.