

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				National			Cost to increase to Nat Avg	Ratio UTK to National
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agriculture Sci & Nat Res									
Total									
Professor	105,462	55	76,454	169,506	110,971	32,065	289,058	314,318	0.95
Assoc Prof	80,177	33	62,674	113,897	81,271	34,331	168,300	98,632	0.99
Asst Prof	66,440	15	58,896	72,400	71,204	31,512	138,760	49,728	0.93
All Ranks	91,678	103	58,896	169,506	94,719	31,512	289,058	462,678	0.97
Agricultural & Extension Educ									
Professor	-	-	-	-	104,465	67,314	187,911	-	-
Assoc Prof	80,548	1	80,548	80,548	77,181	36,878	133,976	-	1.04
Asst Prof	65,718	1	65,718	65,718	64,774	31,512	92,509	-	1.02
All Ranks	73,133	2	65,718	80,548	82,468	31,512	187,911	-	0.89
Agricultural Economics									
Professor	105,510	6	83,222	130,743	130,801	32,065	223,893	151,746	0.81
Assoc Prof	80,832	3	78,610	82,617	90,374	38,002	168,300	28,626	0.89
Asst Prof	68,859	1	68,859	68,859	81,823	36,818	127,500	12,964	0.84
All Ranks	94,441	10	68,859	130,743	113,330	32,065	223,893	193,336	0.83
Agriculture Sci & Nat Res									
Professor	169,506	1	169,506	169,506	112,151	32,065	289,058	-	1.51
Assoc Prof	77,651	1	77,651	77,651	82,015	38,002	168,300	4,364	0.95
Asst Prof	-	-	-	-	71,435	33,047	127,500	-	-
All Ranks	123,579	2	77,651	169,506	95,780	32,065	289,058	4,364	1.29
Animal Science									
Professor	103,451	6	84,506	132,003	106,847	54,475	230,839	20,376	0.97
Assoc Prof	79,029	4	73,397	87,303	79,524	38,504	166,464	1,980	0.99
Asst Prof	65,440	1	65,440	65,440	69,815	34,144	104,378	4,375	0.94
All Ranks	91,115	11	65,440	132,003	90,928	34,144	230,839	26,731	1.00
Biosystems Eng & Soil Sci									
Professor	104,772	10	76,454	133,729	115,185	58,578	225,386	104,130	0.91
Assoc Prof	81,864	7	72,259	87,729	85,426	34,331	127,980	24,934	0.96
Asst Prof	68,028	1	68,028	68,028	74,832	42,979	138,760	6,804	0.91
All Ranks	93,822	18	68,028	133,729	97,100	34,331	225,386	135,868	0.97
Entomology & Plant Path									
Professor	104,576	7	88,187	127,862	100,885	62,737	278,467	-	1.04
Assoc Prof	79,976	5	73,884	91,146	76,303	50,589	126,529	-	1.05
Asst Prof	66,054	1	66,054	66,054	69,093	31,644	96,514	3,039	0.96
All Ranks	92,151	13	66,054	127,862	89,180	31,644	278,467	3,039	1.03
Food Science & Tech									
Professor	103,377	4	85,104	122,700	112,196	60,844	227,379	35,276	0.92
Assoc Prof	75,860	4	62,674	82,266	83,146	58,064	112,732	29,144	0.91
Asst Prof	66,084	2	65,440	66,728	71,259	47,168	89,813	10,350	0.93
All Ranks	84,912	10	62,674	122,700	93,906	47,168	227,379	74,770	0.90
Forestry, Wildlife & Fisheries									
Professor	103,108	10	77,468	139,112	103,387	57,120	238,038	2,790	1.00
Assoc Prof	75,200	4	68,191	80,335	77,596	45,206	144,426	9,584	0.97
Asst Prof	65,056	4	58,896	72,400	67,221	35,194	97,613	8,660	0.97
All Ranks	88,450	18	58,896	139,112	87,390	35,194	238,038	21,034	1.01
Plant Sciences									
Professor	104,799	11	78,060	164,418	102,520	51,065	289,058	-	1.02
Assoc Prof	87,963	4	74,260	113,897	77,613	39,764	116,725	-	1.13
Asst Prof	67,528	4	64,890	72,028	68,412	40,295	113,292	3,536	0.99
All Ranks	93,408	19	64,890	164,418	89,274	39,764	289,058	3,536	1.05
Architecture and Design									
Total									
Professor	116,230	8	95,245	152,326	111,954	45,069	254,999	-	1.04
Assoc Prof	86,123	13	70,000	102,981	79,767	47,200	145,000	348	1.08
Asst Prof	70,038	4	62,000	73,594	65,426	36,400	108,171	6,502	1.07
All Ranks	93,183	25	62,000	152,326	84,330	36,400	254,999	6,850	1.11
Interior Design									
Professor	106,629	1	106,629	106,629	101,326	84,724	113,835	-	1.05
Assoc Prof	76,742	2	70,000	83,483	76,916	58,797	145,000	348	1.00
Asst Prof	62,000	1	62,000	62,000	68,502	36,400	108,171	6,502	0.91
All Ranks	80,528	4	62,000	106,629	74,453	36,400	145,000	6,850	1.08
Landscape Architecture									
Professor	-	-	-	-	102,647	72,504	129,357	-	-
Assoc Prof	89,980	1	89,980	89,980	78,111	55,431	104,536	-	1.15
Asst Prof	-	-	-	-	61,332	44,528	75,299	-	-
All Ranks	89,980	1	89,980	89,980	79,035	44,528	129,357	-	1.14
School Of Architecture									
Professor	117,601	7	95,245	152,326	113,568	45,069	254,999	-	1.04
Assoc Prof	87,613	10	70,539	102,981	80,208	47,200	119,069	-	1.09
Asst Prof	72,717	3	71,243	73,594	65,911	40,000	98,010	-	1.10
All Ranks	95,875	20	70,539	152,326	85,843	40,000	254,999	-	1.12

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College Department Rank	UTK				National			Cost to increase to Nat Avg	Ratio UTK to National
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Arts and Sciences									
Total									
Professor	115,384	212	46,900	326,014	116,342	24,000	418,957	1,799,283	0.99
Assoc Prof	75,757	148	53,739	96,171	77,051	21,450	208,743	352,540	0.98
Asst Prof	66,506	103	52,639	88,911	65,134	16,000	175,000	104,130	1.02
All Ranks	91,844	463	46,900	326,014	90,988	16,000	418,957	2,255,953	1.00
Arts and Sciences - Humanities									
Total									
Professor	94,673	65	46,900	142,400	106,108	31,000	269,570	793,477	0.89
Assoc Prof	70,576	70	53,739	94,808	72,359	25,000	161,775	132,598	0.98
Asst Prof	58,483	36	52,639	67,795	59,448	16,965	123,369	34,627	0.98
All Ranks	77,190	171	46,900	142,400	81,835	16,965	269,570	960,702	0.94
Classics									
Professor	101,572	1	101,572	101,572	105,922	40,738	164,700	4,350	0.96
Assoc Prof	75,200	3	67,183	82,868	75,676	48,458	130,912	1,428	0.99
Asst Prof	59,282	1	59,282	59,282	60,367	40,000	78,046	1,085	0.98
All Ranks	77,291	5	59,282	101,572	83,492	40,000	164,700	6,863	0.93
English									
Professor	92,369	21	46,900	125,730	114,368	42,860	268,840	461,979	0.81
Assoc Prof	69,502	13	64,303	80,779	74,813	27,217	135,465	69,043	0.93
Asst Prof	61,818	7	58,393	66,012	61,617	16,965	104,268	-	1.00
All Ranks	79,902	41	46,900	125,730	88,351	16,965	268,840	531,022	0.90
Modern Foreign Languages & Lit									
Professor	92,120	13	74,976	142,400	105,805	37,428	217,125	177,905	0.87
Assoc Prof	68,012	12	61,925	82,000	72,773	26,706	126,604	57,132	0.94
Asst Prof	58,097	6	54,724	62,178	59,734	21,000	85,471	9,822	0.97
All Ranks	76,202	31	54,724	142,400	79,851	21,000	217,125	244,859	0.95
Philosophy									
Professor	106,023	2	83,689	128,356	113,509	45,539	269,570	14,972	0.93
Assoc Prof	72,107	2	61,953	82,261	72,926	42,002	156,186	1,638	0.99
Asst Prof	59,898	5	58,692	61,950	60,481	36,000	90,184	2,915	0.99
All Ranks	72,861	9	58,692	128,356	88,032	36,000	269,570	19,525	0.83
Religious Studies									
Professor	110,072	3	87,393	131,460	116,297	73,261	185,800	18,675	0.95
Assoc Prof	74,987	2	71,440	78,533	76,029	56,070	116,023	2,084	0.99
Asst Prof	58,986	2	58,300	59,672	58,955	29,000	71,240	-	1.00
All Ranks	85,452	7	58,300	131,460	85,706	29,000	185,800	20,759	1.00
School Of Art									
Professor	93,873	10	69,303	127,365	104,211	31,000	190,310	103,380	0.90
Assoc Prof	77,203	11	64,414	94,808	72,757	28,108	153,953	-	1.06
Asst Prof	58,737	5	53,637	67,795	60,036	25,000	123,369	6,495	0.98
All Ranks	80,064	26	53,637	127,365	81,211	25,000	190,310	109,875	0.99
School Of Music									
Professor	92,378	12	70,684	140,098	93,396	55,594	237,547	12,216	0.99
Assoc Prof	67,702	19	53,739	80,888	67,769	26,309	161,775	1,273	1.00
Asst Prof	55,030	9	52,639	58,550	56,620	25,755	102,100	14,310	0.97
All Ranks	72,254	40	52,639	140,098	75,307	25,755	237,547	27,799	0.96
Theatre									
Professor	108,455	3	93,000	138,247	91,081	44,805	187,612	-	1.19
Assoc Prof	70,659	8	63,405	83,450	68,379	25,000	119,929	-	1.03
Asst Prof	58,401	1	58,401	58,401	54,874	26,004	80,000	-	1.06
All Ranks	79,087	12	58,401	138,247	70,643	25,000	187,612	-	1.12
Arts and Sciences - Natural Sciences									
Total									
Professor	131,087	99	76,389	246,093	123,310	30,000	418,957	331,430	1.06
Assoc Prof	85,593	40	73,490	96,171	83,709	21,450	208,743	53,549	1.02
Asst Prof	76,322	35	73,356	88,911	71,893	16,000	175,000	4,740	1.06
All Ranks	109,612	174	73,356	246,093	102,086	16,000	418,957	389,719	1.07
Biochem/Cell & Molec Biology									
Professor	131,805	12	89,665	246,093	129,502	38,891	303,797	-	1.02
Assoc Prof	84,323	8	75,473	94,711	86,500	41,727	157,056	17,416	0.98
Asst Prof	76,586	7	75,000	78,533	71,647	25,533	108,000	-	1.07
All Ranks	103,420	27	75,000	246,093	103,405	25,533	303,797	17,416	1.00
Chemistry									
Professor	132,895	19	85,580	215,651	131,187	50,184	370,396	-	1.01
Assoc Prof	90,750	3	88,482	92,864	82,821	39,735	153,842	-	1.10
Asst Prof	76,941	4	74,262	83,259	70,591	28,280	108,000	-	1.09
All Ranks	119,424	26	74,262	215,651	104,747	28,280	370,396	-	1.14
Earth & Planetary Sciences									
Professor	127,369	9	84,745	193,438	117,236	52,000	278,410	-	1.09
Assoc Prof	86,548	5	84,867	88,960	83,477	51,091	124,210	-	1.04
Asst Prof	74,823	3	73,525	76,944	71,624	40,000	110,000	-	1.05
All Ranks	106,090	17	73,525	193,438	98,358	40,000	278,410	-	1.08

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College Department Rank	UTK				National			Cost to increase to Nat Avg	Ratio UTK to National
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Ecology & Evolutionary Biology									
Professor	154,296	9	100,233	234,876	121,579	54,012	297,978	-	1.27
Assoc Prof	86,558	9	78,785	94,830	89,613	58,006	208,743	27,495	0.97
Asst Prof	77,996	5	74,708	88,911	78,944	40,000	153,130	4,740	0.99
All Ranks	111,203	23	74,708	234,876	101,562	40,000	297,978	32,235	1.10
Mathematics									
Professor	105,154	22	76,389	135,929	120,219	30,000	333,200	331,430	0.88
Assoc Prof	80,078	7	73,490	85,736	81,312	33,000	151,800	8,638	0.99
Asst Prof	75,989	6	73,447	78,413	70,423	36,000	175,000	-	1.08
All Ranks	95,139	35	73,447	135,929	100,331	30,000	333,200	340,068	0.95
Microbiology									
Professor	190,012	4	125,173	223,117	129,579	57,846	310,059	-	1.47
Assoc Prof	87,694	5	80,748	96,171	86,323	47,253	132,695	-	1.02
Asst Prof	74,614	5	73,356	76,338	70,971	36,825	97,500	-	1.05
All Ranks	112,256	14	73,356	223,117	102,390	36,825	310,059	-	1.10
Physics									
Professor	135,937	24	78,344	237,201	120,822	30,772	418,957	-	1.13
Assoc Prof	88,698	3	78,405	95,124	83,910	21,450	156,104	-	1.06
Asst Prof	76,791	5	75,000	78,741	73,074	16,000	116,000	-	1.05
All Ranks	122,267	32	75,000	237,201	103,304	16,000	418,957	-	1.18
Arts and Sciences - Social Sciences									
Total									
Professor	111,042	48	75,087	326,014	120,653	24,000	326,014	674,376	0.92
Assoc Prof	74,948	38	61,350	92,200	79,464	27,709	172,958	166,393	0.94
Asst Prof	64,797	32	57,000	79,170	66,982	25,000	127,000	64,763	0.97
All Ranks	86,878	118	57,000	326,014	92,587	24,000	326,014	905,532	0.94
Anthropology									
Professor	139,465	7	75,194	326,014	107,500	61,610	326,014	-	1.30
Assoc Prof	77,984	2	76,864	79,103	75,408	45,000	121,860	-	1.03
Asst Prof	65,678	6	64,547	66,941	63,822	36,000	95,319	-	1.03
All Ranks	101,753	15	64,547	326,014	84,671	36,000	326,014	-	1.20
Geography									
Professor	119,024	6	88,428	158,688	111,965	50,271	272,950	-	1.06
Assoc Prof	77,850	3	76,313	80,197	77,083	49,738	130,462	-	1.01
Asst Prof	69,558	7	63,433	79,170	66,284	36,000	94,720	-	1.05
All Ranks	89,663	16	63,433	158,688	86,422	36,000	272,950	-	1.04
History									
Professor	109,180	8	85,121	145,844	109,687	33,336	260,429	4,056	1.00
Assoc Prof	72,034	8	66,667	78,185	75,006	45,500	156,660	23,776	0.96
Asst Prof	59,654	7	57,000	61,621	60,457	28,636	121,047	5,621	0.99
All Ranks	81,186	23	57,000	145,844	85,193	28,636	260,429	33,453	0.95
Political Science									
Professor	93,095	9	77,552	113,195	129,007	24,000	310,653	323,208	0.72
Assoc Prof	79,230	4	67,834	92,200	86,165	27,709	172,958	27,740	0.92
Asst Prof	62,364	4	60,854	65,000	71,627	25,000	127,000	37,052	0.87
All Ranks	82,602	17	60,854	113,195	97,620	24,000	310,653	388,000	0.85
Psychology									
Professor	107,965	14	75,087	195,644	128,029	56,160	303,775	280,896	0.84
Assoc Prof	75,267	14	61,350	83,809	80,707	38,250	146,420	76,160	0.93
Asst Prof	67,392	6	65,932	68,861	69,514	38,000	117,170	12,732	0.97
All Ranks	87,341	34	61,350	195,644	99,793	38,000	303,775	369,788	0.88
Sociology									
Professor	104,199	4	90,530	121,106	120,753	61,082	293,000	66,216	0.86
Assoc Prof	73,083	7	67,627	75,955	78,614	35,571	166,165	38,717	0.93
Asst Prof	60,575	2	60,149	61,000	65,254	39,511	118,032	9,358	0.93
All Ranks	80,733	13	60,149	121,106	90,489	35,571	293,000	114,291	0.89
Business Administration									
Total									
Professor	184,294	38	96,951	301,857	174,422	40,521	504,160	136,225	1.06
Assoc Prof	143,040	27	84,997	225,496	133,206	34,284	287,222	2,742	1.07
Asst Prof	131,619	22	63,774	184,705	129,570	29,334	216,240	69,474	1.02
All Ranks	158,171	87	63,774	301,857	147,964	29,334	504,160	208,441	1.07
Accounting									
Professor	205,382	7	132,646	301,857	180,418	52,448	376,745	-	1.14
Assoc Prof	177,350	2	170,137	184,563	147,350	63,752	241,500	-	1.20
Asst Prof	175,464	3	159,547	184,705	157,032	55,080	215,000	-	1.12
All Ranks	193,231	12	132,646	301,857	161,567	52,448	376,745	-	1.20
Economics									
Professor	189,184	4	149,970	238,689	160,928	70,000	384,620	-	1.18
Assoc Prof	112,362	7	91,153	130,045	112,652	44,567	225,700	2,030	1.00
Asst Prof	109,776	6	107,113	114,520	100,765	46,500	187,449	-	1.09
All Ranks	129,525	17	91,153	238,689	129,633	44,567	384,620	2,030	1.00

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Finance									
Professor	163,318	5	121,813	246,481	190,563	61,600	452,480	136,225	0.86
Assoc Prof	190,652	5	145,814	225,496	159,169	68,487	287,222	-	1.20
Asst Prof	172,058	1	172,058	172,058	156,918	54,658	216,240	-	1.10
All Ranks	176,537	11	121,813	246,481	170,971	54,658	452,480	136,225	1.03
Management									
Professor	193,916	6	153,028	228,177	189,680	40,521	486,720	-	1.02
Assoc Prof	141,279	1	141,279	141,279	141,991	34,284	252,418	712	1.00
Asst Prof	113,292	3	63,774	139,562	136,450	40,000	209,200	69,474	0.83
All Ranks	164,465	10	63,774	228,177	157,911	34,284	486,720	70,186	1.04
Marketing Logistics & Trans									
Professor	204,892	7	129,453	273,039	173,817	89,937	504,160	-	1.18
Assoc Prof	151,888	7	124,686	188,599	133,745	55,457	211,227	-	1.14
Asst Prof	137,851	7	118,038	148,025	127,416	43,771	186,000	-	1.08
All Ranks	164,877	21	118,038	273,039	146,881	43,771	504,160	-	1.12
Statistics									
Professor	154,936	9	96,951	236,017	148,862	47,739	288,892	-	1.04
Assoc Prof	112,617	5	84,997	143,731	112,224	49,366	202,163	-	1.00
Asst Prof	116,840	2	101,412	132,268	99,571	29,334	210,000	-	1.17
All Ranks	136,950	16	84,997	236,017	124,182	29,334	288,892	-	1.10
Communication and Information									
Total									
Professor	111,799	21	47,306	217,862	113,119	43,500	282,391	112,396	0.99
Assoc Prof	80,771	13	69,404	137,173	78,423	40,503	179,542	64,767	1.03
Asst Prof	67,056	18	61,646	72,833	65,831	32,720	135,000	52,512	1.02
All Ranks	88,554	52	47,306	217,862	84,560	32,720	282,391	229,675	1.05
Advertising/Public Relations									
Professor	108,448	4	87,539	126,519	110,437	74,310	142,341	7,956	0.98
Assoc Prof	74,376	6	69,404	77,954	82,540	67,983	108,562	48,984	0.90
Asst Prof	64,240	2	63,676	64,803	70,252	49,380	89,000	12,024	0.91
All Ranks	84,044	12	63,676	126,519	86,063	49,380	142,341	68,964	0.98
Communication Studies									
Professor	131,000	2	123,861	138,138	111,527	43,500	192,385	-	1.18
Assoc Prof	90,568	4	72,552	137,173	75,748	47,793	137,173	-	1.20
Asst Prof	64,378	3	62,612	65,662	63,455	36,000	97,900	-	1.02
All Ranks	90,823	9	62,612	138,138	82,613	36,000	192,385	-	1.10
Communications									
Professor	127,879	1	127,879	127,879	111,528	43,500	192,385	-	1.15
Assoc Prof	-	-	-	-	75,675	47,046	131,184	-	-
Asst Prof	-	-	-	-	63,395	35,000	108,654	-	-
All Ranks	127,879	1	127,879	127,879	81,797	35,000	192,385	-	1.56
Journalism/Electronic Media									
Professor	99,999	10	47,306	133,577	110,443	47,306	221,242	104,440	0.91
Assoc Prof	72,318	1	72,318	72,318	77,027	44,402	126,076	4,709	0.94
Asst Prof	64,968	5	61,646	70,300	64,479	40,000	96,500	-	1.01
All Ranks	87,322	16	47,306	133,577	83,632	40,000	221,242	109,149	1.04
School Of Information Sciences									
Professor	131,030	4	88,061	217,862	126,651	48,537	282,391	-	1.04
Assoc Prof	84,592	2	79,114	90,070	90,129	40,503	179,542	11,074	0.94
Asst Prof	70,069	8	61,657	72,833	75,130	32,720	135,000	40,488	0.93
All Ranks	89,561	14	61,657	217,862	94,989	32,720	282,391	51,562	0.94
Education, Health, and Human Services									
Total									
Professor	106,158	34	77,002	147,074	111,691	40,910	490,909	196,165	0.95
Assoc Prof	78,428	48	62,611	127,963	78,319	13,638	227,178	109,444	1.00
Asst Prof	65,690	40	36,087	85,129	67,038	10,800	170,765	134,590	0.98
All Ranks	81,980	122	36,087	147,074	84,515	10,800	490,909	440,199	0.97
Child & Family Studies									
Professor	116,663	3	99,780	147,074	117,953	67,367	490,909	3,870	0.99
Assoc Prof	92,184	4	83,467	102,981	79,114	54,908	115,000	-	1.17
Asst Prof	70,724	5	47,619	85,129	67,853	42,375	101,500	-	1.04
All Ranks	89,362	12	47,619	147,074	87,349	42,375	490,909	3,870	1.02
Educational Leadrshp & P Stds									
Professor	105,999	1	105,999	105,999	114,868	50,172	264,845	8,869	0.92
Assoc Prof	77,371	3	75,000	78,999	77,938	13,638	161,258	1,701	0.99
Asst Prof	70,908	3	65,000	74,582	64,427	40,909	118,996	-	1.10
All Ranks	78,691	7	65,000	105,999	85,685	13,638	264,845	10,570	0.92
Educational Psych & Counsel									
Professor	102,935	13	77,002	128,429	104,854	52,582	278,181	24,947	0.98
Assoc Prof	74,497	11	65,084	87,170	75,141	30,088	150,132	7,084	0.99
Asst Prof	36,087	1	36,087	36,087	63,575	36,087	130,000	27,488	0.57
All Ranks	87,748	25	36,087	128,429	81,999	30,088	278,181	59,519	1.07

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				National			Cost to increase to Nat Avg	Ratio UTK to National
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Exercise, Sport & Leisure Stdy									
Professor	94,817	2	92,523	97,110	109,876	59,325	208,753	30,118	0.86
Assoc Prof	75,506	8	65,297	88,825	76,687	49,774	125,400	9,448	0.99
Asst Prof	63,805	8	59,587	70,000	73,121	10,800	170,765	74,528	0.87
All Ranks	72,451	18	59,587	97,110	85,256	10,800	208,753	114,094	0.85
Nutrition									
Professor	131,988	1	131,988	131,988	121,444	40,910	285,725	-	1.09
Assoc Prof	99,505	3	84,620	127,963	81,998	39,272	131,054	-	1.21
Asst Prof	70,749	6	65,000	77,364	70,625	38,448	96,140	-	1.00
All Ranks	85,499	10	65,000	131,988	90,698	38,448	285,725	-	0.94
Public Health									
Professor	109,025	3	94,633	124,564	143,384	74,810	440,536	103,077	0.76
Assoc Prof	93,306	3	83,230	102,310	100,297	53,352	227,178	20,973	0.93
Asst Prof	72,714	3	68,000	76,257	74,856	11,437	158,676	6,426	0.97
All Ranks	91,682	9	68,000	124,564	101,924	11,437	440,536	130,476	0.90
Retail Hospitality & Tour Mgmt									
Professor	107,903	4	96,549	121,291	114,224	58,250	195,921	25,284	0.95
Assoc Prof	87,953	2	80,243	95,662	82,564	48,812	140,170	-	1.07
Asst Prof	73,250	2	70,000	76,500	71,671	46,586	130,000	-	1.02
All Ranks	94,252	8	70,000	121,291	88,273	46,586	195,921	25,284	1.07
Theory And Prac In Teacher Ed									
Professor	104,990	7	82,164	123,690	103,571	55,614	222,749	-	1.01
Assoc Prof	70,418	14	62,611	77,509	75,435	47,500	150,000	70,238	0.93
Asst Prof	60,465	12	52,034	73,596	62,644	35,560	107,636	26,148	0.97
All Ranks	74,132	33	52,034	123,690	78,535	35,560	222,749	96,386	0.94
Engineering									
Total									
Professor	160,404	70	94,766	274,040	143,910	40,329	390,000	-	1.12
Assoc Prof	102,231	45	80,636	126,134	100,704	36,000	197,973	42,282	1.02
Asst Prof	92,804	39	81,854	120,926	86,479	24,844	140,000	1,752	1.07
All Ranks	126,286	154	80,636	274,040	118,501	24,844	390,000	44,034	1.07
Chemical Engineering									
Professor	168,382	5	102,178	251,801	149,187	55,702	300,000	-	1.13
Assoc Prof	116,663	2	107,191	126,134	98,814	47,278	146,107	-	1.18
Asst Prof	96,309	5	93,500	99,290	86,924	33,004	120,646	-	1.11
All Ranks	129,732	12	93,500	251,801	122,223	33,004	300,000	-	1.06
Civil & Environmental Engr									
Professor	150,065	8	113,237	212,320	132,905	57,500	390,000	-	1.13
Assoc Prof	100,738	6	94,270	105,445	95,123	62,053	145,375	-	1.06
Asst Prof	87,754	6	85,000	92,350	83,234	42,443	113,992	-	1.05
All Ranks	116,574	20	85,000	212,320	109,352	42,443	390,000	-	1.07
Electrical Engr & Computer Sci									
Professor	166,407	20	94,766	274,040	144,050	40,329	360,000	-	1.16
Assoc Prof	108,265	9	103,867	113,091	103,227	55,099	197,973	-	1.05
Asst Prof	92,893	7	89,000	96,894	89,589	36,818	140,000	-	1.04
All Ranks	137,577	36	89,000	274,040	120,386	36,818	360,000	-	1.14
Industrial & Information Engr									
Professor	157,964	3	139,473	187,000	143,792	75,000	311,565	-	1.10
Assoc Prof	95,105	4	92,374	97,760	100,034	67,913	164,928	19,716	0.95
Asst Prof	83,519	3	81,854	85,000	84,103	48,926	113,640	1,752	0.99
All Ranks	110,487	10	81,854	187,000	114,086	48,926	311,565	21,468	0.97
Materials Science & Engr									
Professor	164,773	13	112,409	238,619	153,453	68,433	268,525	-	1.07
Assoc Prof	101,519	7	85,861	112,362	101,378	66,636	137,800	-	1.00
Asst Prof	93,000	1	93,000	93,000	84,648	38,388	118,000	-	1.10
All Ranks	140,271	21	85,861	238,619	126,980	38,388	268,525	-	1.11
Mechanical, Aerospace & Biomed En									
Professor	145,709	13	95,997	210,225	144,673	50,000	340,000	-	1.01
Assoc Prof	99,979	15	80,636	125,145	100,033	36,000	191,303	810	1.00
Asst Prof	93,687	11	87,550	104,335	85,434	24,844	129,333	-	1.10
All Ranks	113,448	39	80,636	210,225	118,365	24,844	340,000	810	0.96
Nuclear Engineering									
Professor	168,447	8	116,429	237,220	161,350	100,456	242,703	-	1.04
Assoc Prof	98,755	2	92,311	105,198	109,633	84,515	137,583	21,756	0.90
Asst Prof	97,821	6	90,000	120,926	93,981	85,008	120,926	-	1.04
All Ranks	133,251	16	90,000	237,220	135,518	84,515	242,703	21,756	0.98
Law									
Professor	151,441	19	123,013	204,300	178,692	58,627	396,851	517,769	0.85
Assoc Prof	106,778	18	93,000	136,810	118,168	43,826	185,700	205,020	0.90
Asst Prof	-	-	-	-	95,264	39,000	175,500	-	-
All Ranks	129,713	37	93,000	204,300	155,682	39,000	396,851	722,789	0.83

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				National			Cost to increase to Nat Avg	Ratio UTK to National
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Nursing									
Professor	98,912	5	72,673	113,559	116,504	64,723	191,021	87,960	0.85
Assoc Prof	85,312	10	80,444	100,527	87,611	57,656	167,913	22,990	0.97
Asst Prof	76,497	18	59,909	129,326	71,868	46,384	135,756	-	1.06
All Ranks	82,564	33	59,909	129,326	85,012	46,384	191,021	110,950	0.97
Social Work									
Professor	137,291	10	90,260	324,202	120,257	57,748	324,202	-	1.14
Assoc Prof	77,566	8	73,497	86,817	80,422	41,516	153,803	22,848	0.96
Asst Prof	56,433	16	43,402	72,000	66,589	35,174	145,938	162,496	0.85
All Ranks	85,187	34	43,402	324,202	85,934	35,174	324,202	185,344	0.99
University									
Professor	127,384	472	46,900	326,014	126,382	24,000	504,160	3,164,116	1.01
Assoc Prof	87,191	363	53,739	225,496	86,306	13,638	287,222	921,613	1.01
Asst Prof	75,478	275	36,087	184,705	76,226	10,800	216,240	581,184	0.99
All Ranks	101,380	1,110	36,087	326,014	100,660	10,800	504,160	4,666,913	1.01

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				SUG			Cost to increase to SUG Avg	Ratio UTK to SUG
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agriculture Sci & Nat Res									
Total									
Professor	105,462	55	76,454	169,506	106,394	32,065	277,908	247,330	0.99
Assoc Prof	80,177	33	62,674	113,897	81,333	45,206	168,300	99,281	0.99
Asst Prof	66,440	15	58,896	72,400	72,195	40,005	127,500	69,987	0.92
All Ranks	91,678	103	58,896	169,506	92,136	32,065	277,908	416,598	1.00
Agricultural & Extension Educ									
Professor	-	-	-	-	107,208	74,802	229,669	-	-
Assoc Prof	80,548	1	80,548	80,548	83,029	67,800	133,976	2,481	0.97
Asst Prof	65,718	1	65,718	65,718	69,381	56,610	89,268	3,663	0.95
All Ranks	73,133	2	65,718	80,548	87,332	56,610	229,669	6,144	0.84
Agricultural Economics									
Professor	105,510	6	83,222	130,743	113,034	32,065	253,488	45,144	0.93
Assoc Prof	80,832	3	78,610	82,617	86,597	54,785	168,300	17,295	0.93
Asst Prof	68,859	1	68,859	68,859	82,320	61,365	127,500	13,461	0.84
All Ranks	94,441	10	68,859	130,743	100,389	32,065	253,488	75,900	0.94
Agriculture Sci & Nat Res									
Professor	169,506	1	169,506	169,506	129,140	69,725	190,587	-	1.31
Assoc Prof	77,651	1	77,651	77,651	82,619	68,471	100,545	4,968	0.94
Asst Prof	-	-	-	-	78,500	75,000	84,000	-	-
All Ranks	123,579	2	77,651	169,506	109,914	68,471	190,587	4,968	1.12
Animal Science									
Professor	103,451	6	84,506	132,003	105,577	64,679	230,839	12,756	0.98
Assoc Prof	79,029	4	73,397	87,303	80,378	53,758	166,464	5,396	0.98
Asst Prof	65,440	1	65,440	65,440	71,643	40,005	104,378	6,203	0.91
All Ranks	91,115	11	65,440	132,003	90,868	40,005	230,839	24,355	1.00
Biosystems Eng & Soil Sci									
Professor	104,772	10	76,454	133,729	121,053	71,846	242,129	162,810	0.87
Assoc Prof	81,864	7	72,259	87,729	87,022	61,337	138,260	36,106	0.94
Asst Prof	68,028	1	68,028	68,028	78,118	55,156	104,903	10,090	0.87
All Ranks	93,822	18	68,028	133,729	102,195	55,156	242,129	209,006	0.92
Entomology & Plant Path									
Professor	104,576	7	88,187	127,862	99,994	63,557	249,388	-	1.05
Assoc Prof	79,976	5	73,884	91,146	80,035	59,314	143,182	295	1.00
Asst Prof	66,054	1	66,054	66,054	72,778	52,500	108,150	6,724	0.91
All Ranks	92,151	13	66,054	127,862	90,440	52,500	249,388	7,019	1.02
Food Science & Tech									
Professor	103,377	4	85,104	122,700	108,602	69,963	277,908	20,900	0.95
Assoc Prof	75,860	4	62,674	82,266	82,151	61,020	137,783	25,164	0.92
Asst Prof	66,084	2	65,440	66,728	71,449	57,650	89,790	10,730	0.93
All Ranks	84,912	10	62,674	122,700	91,806	57,650	277,908	56,794	0.93
Forestry, Wildlife & Fisheries									
Professor	103,108	10	77,468	139,112	98,667	57,120	210,921	-	1.05
Assoc Prof	75,200	4	68,191	80,335	77,094	45,206	156,271	7,576	0.98
Asst Prof	65,056	4	58,896	72,400	66,380	44,036	100,412	5,296	0.98
All Ranks	88,450	18	58,896	139,112	85,169	44,036	210,921	12,872	1.04
Plant Sciences									
Professor	104,799	11	78,060	164,418	105,319	60,131	277,858	5,720	1.00
Assoc Prof	87,963	4	74,260	113,897	80,136	47,563	138,943	-	1.10
Asst Prof	67,528	4	64,890	72,028	70,983	45,648	113,292	13,820	0.95
All Ranks	93,408	19	64,890	164,418	90,689	45,648	277,858	19,540	1.03
Architecture and Design									
Total									
Professor	116,230	8	95,245	152,326	112,731	64,390	254,999	2,308	1.03
Assoc Prof	86,123	13	70,000	102,981	79,280	53,352	126,437	-	1.09
Asst Prof	70,038	4	62,000	73,594	64,584	36,400	98,010	966	1.08
All Ranks	93,183	25	62,000	152,326	83,985	36,400	254,999	3,274	1.11
Interior Design									
Professor	106,629	1	106,629	106,629	108,937	84,724	135,458	2,308	0.98
Assoc Prof	76,742	2	70,000	83,483	74,816	58,797	102,275	-	1.03
Asst Prof	62,000	1	62,000	62,000	62,966	36,400	94,198	966	0.99
All Ranks	80,528	4	62,000	106,629	70,856	36,400	135,458	3,274	1.14
Landscape Architecture									
Professor	-	-	-	-	101,217	85,139	129,357	-	-
Assoc Prof	89,980	1	89,980	89,980	76,763	59,664	97,474	-	1.17
Asst Prof	-	-	-	-	59,892	44,528	72,637	-	-
All Ranks	89,980	1	89,980	89,980	75,279	44,528	129,357	-	1.20
School Of Architecture									
Professor	117,601	7	95,245	152,326	113,811	64,390	254,999	-	1.03
Assoc Prof	87,613	10	70,539	102,981	79,852	53,352	126,437	-	1.10
Asst Prof	72,717	3	71,243	73,594	65,701	50,000	98,010	-	1.11
All Ranks	95,875	20	70,539	152,326	86,055	50,000	254,999	-	1.11

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				SUG			Cost to increase to SUG Avg	Ratio UTK to SUG
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Arts and Sciences									
Total									
Professor	115,384	212	46,900	326,014	116,159	31,000	421,632	1,407,711	0.99
Assoc Prof	75,757	148	53,739	96,171	76,309	25,000	282,727	363,813	0.99
Asst Prof	66,506	103	52,639	88,911	65,881	16,000	184,679	179,171	1.00
All Ranks	91,844	463	46,900	326,014	90,652	16,000	421,632	1,950,695	1.01
Arts and Sciences - Humanities									
Total									
Professor	94,673	65	46,900	142,400	100,642	31,000	268,840	444,048	0.94
Assoc Prof	70,576	70	53,739	94,808	70,213	25,000	156,186	77,899	1.01
Asst Prof	58,483	36	52,639	67,795	58,676	16,965	92,700	32,612	1.00
All Ranks	77,190	171	46,900	142,400	78,264	16,965	268,840	554,559	0.99
Classics									
Professor	101,572	1	101,572	101,572	103,177	40,738	164,700	1,605	0.98
Assoc Prof	75,200	3	67,183	82,868	76,195	55,280	130,912	2,985	0.99
Asst Prof	59,282	1	59,282	59,282	63,434	40,000	75,205	4,152	0.94
All Ranks	77,291	5	59,282	101,572	84,993	40,000	164,700	8,742	0.91
English									
Professor	92,369	21	46,900	125,730	106,783	46,900	268,840	302,694	0.87
Assoc Prof	69,502	13	64,303	80,779	72,646	27,217	132,200	40,872	0.96
Asst Prof	61,818	7	58,393	66,012	60,674	16,965	92,700	-	1.02
All Ranks	79,902	41	46,900	125,730	84,192	16,965	268,840	343,566	0.95
Modern Foreign Languages & Lit									
Professor	92,120	13	74,976	142,400	100,759	55,000	217,125	112,307	0.91
Assoc Prof	68,012	12	61,925	82,000	70,293	42,737	125,300	27,372	0.97
Asst Prof	58,097	6	54,724	62,178	59,475	40,000	85,344	8,268	0.98
All Ranks	76,202	31	54,724	142,400	75,430	40,000	217,125	147,947	1.01
Philosophy									
Professor	106,023	2	83,689	128,356	105,749	67,370	218,763	-	1.00
Assoc Prof	72,107	2	61,953	82,261	67,873	48,915	156,186	-	1.06
Asst Prof	59,898	5	58,692	61,950	58,913	40,000	82,132	-	1.02
All Ranks	72,861	9	58,692	128,356	81,913	40,000	218,763	-	0.89
Religious Studies									
Professor	110,072	3	87,393	131,460	117,366	73,261	185,800	21,882	0.94
Assoc Prof	74,987	2	71,440	78,533	78,322	56,070	116,023	6,670	0.96
Asst Prof	58,986	2	58,300	59,672	61,369	42,840	71,240	4,766	0.96
All Ranks	85,452	7	58,300	131,460	90,116	42,840	185,800	33,318	0.95
School Of Art									
Professor	93,873	10	69,303	127,365	94,429	31,000	223,852	5,560	0.99
Assoc Prof	77,203	11	64,414	94,808	70,502	50,960	112,525	-	1.10
Asst Prof	58,737	5	53,637	67,795	57,795	40,000	85,085	-	1.02
All Ranks	80,064	26	53,637	127,365	74,889	31,000	223,852	5,560	1.07
School Of Music									
Professor	92,378	12	70,684	140,098	91,679	56,252	180,399	-	1.01
Assoc Prof	67,702	19	53,739	80,888	67,048	47,235	135,007	-	1.01
Asst Prof	55,030	9	52,639	58,550	56,744	43,000	86,314	15,426	0.97
All Ranks	72,254	40	52,639	140,098	74,116	43,000	180,399	15,426	0.98
Theatre									
Professor	108,455	3	93,000	138,247	93,777	44,805	180,800	-	1.16
Assoc Prof	70,659	8	63,405	83,450	67,525	25,000	118,520	-	1.05
Asst Prof	58,401	1	58,401	58,401	53,973	31,400	72,500	-	1.08
All Ranks	79,087	12	58,401	138,247	70,603	25,000	180,800	-	1.12
Arts and Sciences - Natural Sciences									
Total									
Professor	131,087	99	76,389	246,093	124,376	55,540	421,632	241,460	1.05
Assoc Prof	85,593	40	73,490	96,171	84,005	39,735	282,727	152,274	1.02
Asst Prof	76,322	35	73,356	88,911	74,111	16,000	184,679	86,425	1.03
All Ranks	109,612	174	73,356	246,093	103,420	16,000	421,632	480,159	1.06
Biochem/Cell & Molec Biology									
Professor	131,805	12	89,665	246,093	132,446	76,000	289,328	7,692	1.00
Assoc Prof	84,323	8	75,473	94,711	87,605	52,540	156,889	26,256	0.96
Asst Prof	76,586	7	75,000	78,533	74,084	25,533	126,000	-	1.03
All Ranks	103,420	27	75,000	246,093	104,941	25,533	289,328	33,948	0.99
Chemistry									
Professor	132,895	19	85,580	215,651	133,747	72,824	370,396	16,188	0.99
Assoc Prof	90,750	3	88,482	92,864	83,617	39,735	144,654	-	1.09
Asst Prof	76,941	4	74,262	83,259	71,639	35,182	108,000	-	1.07
All Ranks	119,424	26	74,262	215,651	107,166	35,182	370,396	16,188	1.11
Earth & Planetary Sciences									
Professor	127,369	9	84,745	193,438	123,408	60,798	278,410	-	1.03
Assoc Prof	86,548	5	84,867	88,960	86,176	51,953	124,210	-	1.00
Asst Prof	74,823	3	73,525	76,944	73,875	40,000	110,000	-	1.01
All Ranks	106,090	17	73,525	193,438	101,247	40,000	278,410	-	1.05

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				SUG			Cost to increase to SUG Avg	Ratio UTK to SUG
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Ecology & Evolutionary Biology									
Professor	154,296	9	100,233	234,876	140,980	72,549	421,632	-	1.09
Assoc Prof	86,558	9	78,785	94,830	100,560	58,006	282,727	126,018	0.86
Asst Prof	77,996	5	74,708	88,911	95,281	47,000	184,679	86,425	0.82
All Ranks	111,203	23	74,708	234,876	117,477	47,000	421,632	212,443	0.95
Mathematics									
Professor	105,154	22	76,389	135,929	115,044	55,540	296,200	217,580	0.91
Assoc Prof	80,078	7	73,490	85,736	79,284	41,847	131,800	-	1.01
Asst Prof	75,989	6	73,447	78,413	72,311	36,000	175,000	-	1.05
All Ranks	95,139	35	73,447	135,929	97,898	36,000	296,200	217,580	0.97
Microbiology									
Professor	190,012	4	125,173	223,117	125,761	75,000	223,117	-	1.51
Assoc Prof	87,694	5	80,748	96,171	77,486	60,345	110,171	-	1.13
Asst Prof	74,614	5	73,356	76,338	67,901	56,574	78,834	-	1.10
All Ranks	112,256	14	73,356	223,117	95,032	56,574	223,117	-	1.18
Physics									
Professor	135,937	24	78,344	237,201	122,353	61,575	418,957	-	1.11
Assoc Prof	88,698	3	78,405	95,124	83,623	45,041	147,273	-	1.06
Asst Prof	76,791	5	75,000	78,741	74,237	16,000	112,500	-	1.03
All Ranks	122,267	32	75,000	237,201	104,981	16,000	418,957	-	1.17
Arts and Sciences - Social Sciences									
Total									
Professor	111,042	48	75,087	326,014	122,108	31,400	326,014	722,203	0.91
Assoc Prof	74,948	38	61,350	92,200	79,012	27,709	163,852	133,640	0.95
Asst Prof	64,797	32	57,000	79,170	67,240	35,167	120,500	60,134	0.96
All Ranks	86,878	118	57,000	326,014	92,604	27,709	326,014	915,977	0.94
Anthropology									
Professor	139,465	7	75,194	326,014	111,504	62,052	326,014	-	1.25
Assoc Prof	77,984	2	76,864	79,103	76,845	54,444	135,709	-	1.02
Asst Prof	65,678	6	64,547	66,941	65,732	53,560	82,100	324	1.00
All Ranks	101,753	15	64,547	326,014	87,873	53,560	326,014	324	1.16
Geography									
Professor	119,024	6	88,428	158,688	111,968	50,271	272,950	-	1.06
Assoc Prof	77,850	3	76,313	80,197	77,300	49,738	130,462	-	1.01
Asst Prof	69,558	7	63,433	79,170	66,816	50,000	94,720	-	1.04
All Ranks	89,663	16	63,433	158,688	87,518	49,738	272,950	-	1.03
History									
Professor	109,180	8	85,121	145,844	111,638	52,710	240,429	19,664	0.98
Assoc Prof	72,034	8	66,667	78,185	73,664	45,500	156,660	13,040	0.98
Asst Prof	59,654	7	57,000	61,621	59,276	36,324	77,843	-	1.01
All Ranks	81,186	23	57,000	145,844	85,279	36,324	240,429	32,704	0.95
Political Science									
Professor	93,095	9	77,552	113,195	132,500	31,400	299,127	354,645	0.70
Assoc Prof	79,230	4	67,834	92,200	85,405	27,709	163,852	24,700	0.93
Asst Prof	62,364	4	60,854	65,000	72,414	35,167	120,500	40,200	0.86
All Ranks	82,602	17	60,854	113,195	97,802	27,709	299,127	419,545	0.85
Psychology									
Professor	107,965	14	75,087	195,644	127,230	63,478	303,775	269,710	0.85
Assoc Prof	75,267	14	61,350	83,809	80,107	49,816	160,135	67,760	0.94
Asst Prof	67,392	6	65,932	68,861	69,512	38,000	117,170	12,720	0.97
All Ranks	87,341	34	61,350	195,644	98,088	38,000	303,775	350,190	0.89
Sociology									
Professor	104,199	4	90,530	121,106	123,745	62,305	253,000	78,184	0.84
Assoc Prof	73,083	7	67,627	75,955	77,103	35,571	157,700	28,140	0.95
Asst Prof	60,575	2	60,149	61,000	64,020	40,000	94,400	6,890	0.95
All Ranks	80,733	13	60,149	121,106	90,788	35,571	253,000	113,214	0.89
Business Administration									
Total									
Professor	184,294	38	96,951	301,857	177,736	57,000	504,160	148,205	1.04
Assoc Prof	143,040	27	84,997	225,496	135,820	34,284	287,222	33,802	1.05
Asst Prof	131,619	22	63,774	184,705	131,149	44,000	216,240	57,117	1.00
All Ranks	158,171	87	63,774	301,857	150,175	34,284	504,160	239,124	1.05
Accounting									
Professor	205,382	7	132,646	301,857	181,997	86,500	301,857	-	1.13
Assoc Prof	177,350	2	170,137	184,563	156,059	64,538	241,500	-	1.14
Asst Prof	175,464	3	159,547	184,705	162,608	74,109	215,000	-	1.08
All Ranks	193,231	12	132,646	301,857	167,545	64,538	301,857	-	1.15
Economics									
Professor	189,184	4	149,970	238,689	163,868	70,000	370,000	-	1.15
Assoc Prof	112,362	7	91,153	130,045	115,998	64,350	220,000	25,452	0.97
Asst Prof	109,776	6	107,113	114,520	103,493	49,286	187,449	-	1.06
All Ranks	129,525	17	91,153	238,689	129,938	49,286	370,000	25,452	1.00

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				SUG			Cost to increase to SUG Avg	Ratio UTK to SUG
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Finance									
Professor	163,318	5	121,813	246,481	192,959	92,448	452,480	148,205	0.85
Assoc Prof	190,652	5	145,814	225,496	160,087	81,125	287,222	-	1.19
Asst Prof	172,058	1	172,058	172,058	156,780	77,116	216,240	-	1.10
All Ranks	176,537	11	121,813	246,481	172,027	77,116	452,480	148,205	1.03
Management									
Professor	193,916	6	153,028	228,177	188,587	57,000	486,720	-	1.03
Assoc Prof	141,279	1	141,279	141,279	141,232	34,284	248,000	-	1.00
Asst Prof	113,292	3	63,774	139,562	132,331	55,000	208,600	57,117	0.86
All Ranks	164,465	10	63,774	228,177	155,309	34,284	486,720	57,117	1.06
Marketing Logistics & Trans									
Professor	204,892	7	129,453	273,039	183,947	103,538	504,160	-	1.11
Assoc Prof	151,888	7	124,686	188,599	136,354	55,457	196,742	-	1.11
Asst Prof	137,851	7	118,038	148,025	128,975	44,000	186,000	-	1.07
All Ranks	164,877	21	118,038	273,039	151,992	44,000	504,160	-	1.09
Statistics									
Professor	154,936	9	96,951	236,017	153,482	73,928	292,964	-	1.01
Assoc Prof	112,617	5	84,997	143,731	114,287	56,193	202,163	8,350	0.99
Asst Prof	116,840	2	101,412	132,268	107,102	58,620	210,000	-	1.09
All Ranks	136,950	16	84,997	236,017	129,243	56,193	292,964	8,350	1.06
Communication and Information									
Total									
Professor	111,799	21	47,306	217,862	106,583	47,306	221,242	96,460	1.05
Assoc Prof	80,771	13	69,404	137,173	76,662	40,503	147,900	39,980	1.05
Asst Prof	67,056	18	61,646	72,833	65,929	32,720	98,940	17,038	1.02
All Ranks	88,554	52	47,306	217,862	82,619	32,720	221,242	153,478	1.07
Advertising/Public Relations									
Professor	108,448	4	87,539	126,519	106,957	74,440	144,882	-	1.01
Assoc Prof	74,376	6	69,404	77,954	79,948	69,404	104,562	33,432	0.93
Asst Prof	64,240	2	63,676	64,803	70,029	50,000	89,000	11,578	0.92
All Ranks	84,044	12	63,676	126,519	85,690	50,000	144,882	45,010	0.98
Communication Studies									
Professor	131,000	2	123,861	138,138	104,408	67,955	192,385	-	1.26
Assoc Prof	90,568	4	72,552	137,173	76,105	53,018	137,173	-	1.19
Asst Prof	64,378	3	62,612	65,662	63,988	45,913	80,000	-	1.01
All Ranks	90,823	9	62,612	138,138	80,817	45,913	192,385	-	1.12
Communications									
Professor	127,879	1	127,879	127,879	110,079	99,306	120,852	-	1.16
Assoc Prof	-	-	-	-	66,195	59,499	96,003	-	-
Asst Prof	-	-	-	-	59,469	58,194	62,001	-	-
All Ranks	127,879	1	127,879	127,879	70,701	58,194	120,852	-	1.81
Journalism/Electronic Media									
Professor	99,999	10	47,306	133,577	109,645	47,306	221,242	96,460	0.91
Assoc Prof	72,318	1	72,318	72,318	78,866	54,000	127,864	6,548	0.92
Asst Prof	64,968	5	61,646	70,300	66,060	48,960	96,500	5,460	0.98
All Ranks	87,322	16	47,306	133,577	86,135	47,306	221,242	108,468	1.01
School Of Information Sciences									
Professor	131,030	4	88,061	217,862	101,122	48,537	217,862	-	1.30
Assoc Prof	84,592	2	79,114	90,070	72,959	40,503	147,900	-	1.16
Asst Prof	70,069	8	61,657	72,833	67,360	32,720	98,940	-	1.04
All Ranks	89,561	14	61,657	217,862	77,832	32,720	217,862	-	1.15
Education, Health, and Human Services									
Total									
Professor	106,158	34	77,002	147,074	110,003	8,824	333,029	128,532	0.97
Assoc Prof	78,428	48	62,611	127,963	76,639	30,088	150,132	63,552	1.02
Asst Prof	65,690	40	36,087	85,129	65,418	26,400	120,197	68,252	1.00
All Ranks	81,980	122	36,087	147,074	82,891	8,824	333,029	260,336	0.99
Child & Family Studies									
Professor	116,663	3	99,780	147,074	120,536	70,220	260,100	11,619	0.97
Assoc Prof	92,184	4	83,467	102,981	81,614	62,047	113,479	-	1.13
Asst Prof	70,724	5	47,619	85,129	68,792	42,375	101,500	-	1.03
All Ranks	89,362	12	47,619	147,074	90,440	42,375	260,100	11,619	0.99
Educational Leadrsip & P Sids									
Professor	105,999	1	105,999	105,999	116,305	60,000	264,845	10,306	0.91
Assoc Prof	77,371	3	75,000	78,999	76,011	31,375	139,725	-	1.02
Asst Prof	70,908	3	65,000	74,582	65,147	51,000	118,996	-	1.09
All Ranks	78,691	7	65,000	105,999	84,997	31,375	264,845	10,306	0.93
Educational Psych & Counsel									
Professor	102,935	13	77,002	128,429	104,072	52,582	305,893	14,781	0.99
Assoc Prof	74,497	11	65,084	87,170	72,291	30,088	150,132	-	1.03
Asst Prof	36,087	1	36,087	36,087	62,905	36,087	81,600	26,818	0.57
All Ranks	87,748	25	36,087	128,429	81,821	30,088	305,893	41,599	1.07

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				SUG			Cost to increase to SUG Avg	Ratio UTK to SUG
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Exercise, Sport & Leisure Study									
Professor	94,817	2	92,523	97,110	105,062	64,000	218,804	20,490	0.90
Assoc Prof	75,506	8	65,297	88,825	76,386	50,838	120,644	7,040	0.99
Asst Prof	63,805	8	59,587	70,000	63,792	26,400	81,662	-	1.00
All Ranks	72,451	18	59,587	97,110	80,221	26,400	218,804	27,530	0.90
Nutrition									
Professor	131,988	1	131,988	131,988	133,249	40,910	333,029	1,261	0.99
Assoc Prof	99,505	3	84,620	127,963	83,496	58,940	131,054	-	1.19
Asst Prof	70,749	6	65,000	77,364	72,712	38,448	96,140	11,778	0.97
All Ranks	85,499	10	65,000	131,988	94,221	38,448	333,029	13,039	0.91
Public Health									
Professor	109,025	3	94,633	124,564	121,474	75,520	216,527	37,347	0.90
Assoc Prof	93,306	3	83,230	102,310	95,096	72,356	130,000	5,370	0.98
Asst Prof	72,714	3	68,000	76,257	74,166	49,000	120,197	4,356	0.98
All Ranks	91,682	9	68,000	124,564	95,591	49,000	216,527	47,073	0.96
Retail Hospitality & Tour Mgmt									
Professor	107,903	4	96,549	121,291	116,085	73,673	181,403	32,728	0.93
Assoc Prof	87,953	2	80,243	95,662	84,710	61,500	140,170	-	1.04
Asst Prof	73,250	2	70,000	76,500	76,396	51,000	115,000	6,292	0.96
All Ranks	94,252	8	70,000	121,291	89,574	51,000	181,403	39,020	1.05
Theory And Prac In Teacher Ed									
Professor	104,990	7	82,164	123,690	101,466	8,824	230,500	-	1.04
Assoc Prof	70,418	14	62,611	77,509	74,071	47,500	150,000	51,142	0.95
Asst Prof	60,465	12	52,034	73,596	62,049	40,000	107,636	19,008	0.97
All Ranks	74,132	33	52,034	123,690	76,824	8,824	230,500	70,150	0.97
Engineering									
Total									
Professor	160,404	70	94,766	274,040	145,786	44,365	390,000	-	1.10
Assoc Prof	102,231	45	80,636	126,134	100,397	36,000	199,648	40,225	1.02
Asst Prof	92,804	39	81,854	120,926	87,038	33,004	140,000	2,496	1.07
All Ranks	126,286	154	80,636	274,040	118,622	33,004	390,000	42,721	1.07
Chemical Engineering									
Professor	168,382	5	102,178	251,801	151,109	71,916	300,000	-	1.11
Assoc Prof	116,663	2	107,191	126,134	99,590	48,577	140,000	-	1.17
Asst Prof	96,309	5	93,500	99,290	87,893	33,004	120,646	-	1.10
All Ranks	129,732	12	93,500	251,801	123,884	33,004	300,000	-	1.05
Civil & Environmental Engr									
Professor	150,065	8	113,237	212,320	136,621	92,050	390,000	-	1.10
Assoc Prof	100,738	6	94,270	105,445	95,423	68,206	122,809	-	1.06
Asst Prof	87,754	6	85,000	92,350	84,414	72,488	98,500	-	1.04
All Ranks	116,574	20	85,000	212,320	112,649	68,206	390,000	-	1.04
Electrical Engr & Computer Sci									
Professor	166,407	20	94,766	274,040	146,663	49,301	360,000	-	1.14
Assoc Prof	108,265	9	103,867	113,091	103,270	55,099	187,500	-	1.05
Asst Prof	92,893	7	89,000	96,894	90,814	52,586	140,000	-	1.02
All Ranks	137,577	36	89,000	274,040	121,962	49,301	360,000	-	1.13
Industrial & Information Engr									
Professor	157,964	3	139,473	187,000	144,307	77,250	311,565	-	1.10
Assoc Prof	95,105	4	92,374	97,760	98,993	77,929	160,000	15,552	0.96
Asst Prof	83,519	3	81,854	85,000	84,351	54,000	110,000	2,496	0.99
All Ranks	110,487	10	81,854	187,000	115,291	54,000	311,565	18,048	0.96
Materials Science & Engr									
Professor	164,773	13	112,409	238,619	157,202	44,365	296,112	-	1.05
Assoc Prof	101,519	7	85,861	112,362	103,294	70,632	137,800	12,425	0.98
Asst Prof	93,000	1	93,000	93,000	84,637	38,388	118,000	-	1.10
All Ranks	140,271	21	85,861	238,619	129,272	38,388	296,112	12,425	1.09
Mechanical, Aerospace & Biomed En									
Professor	145,709	13	95,997	210,225	143,804	50,000	340,000	-	1.01
Assoc Prof	99,979	15	80,636	125,145	97,916	36,000	199,648	-	1.02
Asst Prof	93,687	11	87,550	104,335	85,051	33,750	127,060	-	1.10
All Ranks	113,448	39	80,636	210,225	113,125	33,750	340,000	-	1.00
Nuclear Engineering									
Professor	168,447	8	116,429	237,220	157,745	106,067	237,220	-	1.07
Assoc Prof	98,755	2	92,311	105,198	104,879	90,670	131,031	12,248	0.94
Asst Prof	97,821	6	90,000	120,926	93,458	85,008	120,926	-	1.05
All Ranks	133,251	16	90,000	237,220	126,313	85,008	237,220	12,248	1.06
Law									
Professor	151,441	19	123,013	204,300	178,035	67,500	357,000	505,286	0.85
Assoc Prof	106,778	18	93,000	136,810	123,597	63,082	190,883	302,742	0.86
Asst Prof	-	-	-	-	101,683	48,812	160,286	-	-
All Ranks	129,713	37	93,000	204,300	155,180	48,812	357,000	808,028	0.84

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				SUG			Cost to increase to SUG Avg	Ratio UTK to SUG
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Nursing									
Professor	98,912	5	72,673	113,559	118,894	72,673	185,911	99,910	0.83
Assoc Prof	85,312	10	80,444	100,527	87,026	60,874	151,789	17,140	0.98
Asst Prof	76,497	18	59,909	129,326	71,915	51,576	129,326	-	1.06
All Ranks	82,564	33	59,909	129,326	85,430	51,576	185,911	117,050	0.97
Social Work									
Professor	137,291	10	90,260	324,202	118,674	73,238	324,202	-	1.16
Assoc Prof	77,566	8	73,497	86,817	75,178	53,689	112,000	-	1.03
Asst Prof	56,433	16	43,402	72,000	64,801	40,910	85,552	133,888	0.87
All Ranks	85,187	34	43,402	324,202	81,701	40,910	324,202	133,888	1.04
University									
Professor	127,384	472	46,900	326,014	127,522	8,824	504,160	2,635,742	1.00
Assoc Prof	87,191	363	53,739	225,496	86,772	25,000	287,222	960,535	1.01
Asst Prof	75,478	275	36,087	184,705	77,754	16,000	216,240	528,915	0.97
All Ranks	101,380	1,110	36,087	326,014	101,165	8,824	504,160	4,125,192	1.00

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK to RU/VH
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agriculture Sci & Nat Res									
Total									
Professor	105,462	55	76,454	169,506	114,820	32,065	289,058	447,775	0.92
Assoc Prof	80,177	33	62,674	113,897	83,147	38,504	168,300	136,595	0.96
Asst Prof	66,440	15	58,896	72,400	73,467	33,047	138,760	79,102	0.90
All Ranks	91,678	103	58,896	169,506	98,251	32,065	289,058	663,472	0.93
Agricultural & Extension Educ									
Professor	-	-	-	-	110,975	74,802	187,911	-	-
Assoc Prof	80,548	1	80,548	80,548	80,284	50,389	111,140	-	1.00
Asst Prof	65,718	1	65,718	65,718	67,329	48,000	92,509	1,611	0.98
All Ranks	73,133	2	65,718	80,548	86,299	48,000	187,911	1,611	0.85
Agricultural Economics									
Professor	105,510	6	83,222	130,743	135,074	32,065	223,893	177,384	0.78
Assoc Prof	80,832	3	78,610	82,617	93,047	57,274	168,300	36,645	0.87
Asst Prof	68,859	1	68,859	68,859	84,024	61,365	127,500	15,165	0.82
All Ranks	94,441	10	68,859	130,743	117,997	32,065	223,893	229,194	0.80
Agriculture Sci & Nat Res									
Professor	169,506	1	169,506	169,506	116,319	32,065	289,058	-	1.46
Assoc Prof	77,651	1	77,651	77,651	83,945	38,504	168,300	6,294	0.93
Asst Prof	-	-	-	-	73,553	33,047	127,500	-	-
All Ranks	123,579	2	77,651	169,506	99,485	32,065	289,058	6,294	1.24
Animal Science									
Professor	103,451	6	84,506	132,003	109,912	62,253	230,839	38,766	0.94
Assoc Prof	79,029	4	73,397	87,303	80,629	38,504	130,000	6,400	0.98
Asst Prof	65,440	1	65,440	65,440	72,003	34,144	104,378	6,563	0.91
All Ranks	91,115	11	65,440	132,003	94,168	34,144	230,839	51,729	0.97
Biosystems Eng & Soil Sci									
Professor	104,772	10	76,454	133,729	118,987	71,846	225,386	142,150	0.88
Assoc Prof	81,864	7	72,259	87,729	87,688	56,918	127,980	40,768	0.93
Asst Prof	68,028	1	68,028	68,028	76,830	42,979	138,760	8,802	0.89
All Ranks	93,822	18	68,028	133,729	100,293	42,979	225,386	191,720	0.94
Entomology & Plant Path									
Professor	104,576	7	88,187	127,862	101,975	62,737	278,467	-	1.03
Assoc Prof	79,976	5	73,884	91,146	77,150	54,895	126,529	-	1.04
Asst Prof	66,054	1	66,054	66,054	71,105	42,955	96,514	5,051	0.93
All Ranks	92,151	13	66,054	127,862	90,415	42,955	278,467	5,051	1.02
Food Science & Tech									
Professor	103,377	4	85,104	122,700	113,432	61,712	227,379	40,220	0.91
Assoc Prof	75,860	4	62,674	82,266	83,480	58,064	112,732	30,480	0.91
Asst Prof	66,084	2	65,440	66,728	71,089	47,168	89,813	10,010	0.93
All Ranks	84,912	10	62,674	122,700	93,933	47,168	227,379	80,710	0.90
Forestry, Wildlife & Fisheries									
Professor	103,108	10	77,468	139,112	106,851	60,362	238,038	37,430	0.97
Assoc Prof	75,200	4	68,191	80,335	79,202	45,206	127,858	16,008	0.95
Asst Prof	65,056	4	58,896	72,400	69,686	44,036	97,613	18,520	0.93
All Ranks	88,450	18	58,896	139,112	90,442	44,036	238,038	71,958	0.98
Plant Sciences									
Professor	104,799	11	78,060	164,418	105,874	51,065	289,058	11,825	0.99
Assoc Prof	87,963	4	74,260	113,897	80,048	47,941	116,725	-	1.10
Asst Prof	67,528	4	64,890	72,028	70,873	40,295	113,292	13,380	0.95
All Ranks	93,408	19	64,890	164,418	92,487	40,295	289,058	25,205	1.01
Architecture and Design									
Total									
Professor	116,230	8	95,245	152,326	116,638	60,000	254,999	5,460	1.00
Assoc Prof	86,123	13	70,000	102,981	81,412	47,200	145,000	-	1.06
Asst Prof	70,038	4	62,000	73,594	66,770	36,400	108,171	9,400	1.05
All Ranks	93,183	25	62,000	152,326	87,012	36,400	254,999	14,860	1.07
Interior Design									
Professor	106,629	1	106,629	106,629	101,326	84,724	113,835	-	1.05
Assoc Prof	76,742	2	70,000	83,483	75,321	58,797	145,000	-	1.02
Asst Prof	62,000	1	62,000	62,000	71,400	36,400	108,171	9,400	0.87
All Ranks	80,528	4	62,000	106,629	75,903	36,400	145,000	9,400	1.06
Landscape Architecture									
Professor	-	-	-	-	105,926	83,853	129,357	-	-
Assoc Prof	89,980	1	89,980	89,980	80,768	59,664	104,536	-	1.11
Asst Prof	-	-	-	-	62,781	44,528	75,299	-	-
All Ranks	89,980	1	89,980	89,980	82,937	44,528	129,357	-	1.09
School Of Architecture									
Professor	117,601	7	95,245	152,326	118,381	60,000	254,999	5,460	0.99
Assoc Prof	87,613	10	70,539	102,981	81,914	47,200	119,069	-	1.07
Asst Prof	72,717	3	71,243	73,594	66,848	40,000	98,010	-	1.09
All Ranks	95,875	20	70,539	152,326	88,272	40,000	254,999	5,460	1.09

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK to RU/VH
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Arts and Sciences									
Total									
Professor	115,384	212	46,900	326,014	121,038	24,000	418,957	2,444,511	0.95
Assoc Prof	75,757	148	53,739	96,171	79,720	27,709	208,743	655,041	0.95
Asst Prof	66,506	103	52,639	88,911	67,650	16,000	175,000	256,800	0.98
All Ranks	91,844	463	46,900	326,014	95,704	16,000	418,957	3,356,352	0.95
Arts and Sciences - Humanities									
Total									
Professor	94,673	65	46,900	142,400	110,289	34,323	269,570	1,026,883	0.86
Assoc Prof	70,576	70	53,739	94,808	74,768	28,108	161,775	255,502	0.94
Asst Prof	58,483	36	52,639	67,795	61,703	25,000	123,369	107,568	0.95
All Ranks	77,190	171	46,900	142,400	85,811	25,000	269,570	1,389,953	0.90
Classics									
Professor	101,572	1	101,572	101,572	106,380	40,738	164,700	4,808	0.96
Assoc Prof	75,200	3	67,183	82,868	76,969	48,458	130,912	5,307	0.98
Asst Prof	59,282	1	59,282	59,282	61,713	40,000	78,046	2,431	0.96
All Ranks	77,291	5	59,282	101,572	85,391	40,000	164,700	12,546	0.91
English									
Professor	92,369	21	46,900	125,730	119,266	46,900	268,840	564,837	0.77
Assoc Prof	69,502	13	64,303	80,779	78,012	37,101	133,000	110,630	0.89
Asst Prof	61,818	7	58,393	66,012	64,515	29,612	104,268	18,879	0.96
All Ranks	79,902	41	46,900	125,730	93,784	29,612	268,840	694,346	0.85
Modern Foreign Languages & Lit									
Professor	92,120	13	74,976	142,400	109,129	53,160	217,125	221,117	0.84
Assoc Prof	68,012	12	61,925	82,000	74,535	42,737	125,300	78,276	0.91
Asst Prof	58,097	6	54,724	62,178	61,886	27,391	85,471	22,734	0.94
All Ranks	76,202	31	54,724	142,400	82,897	27,391	217,125	322,127	0.92
Philosophy									
Professor	106,023	2	83,689	128,356	118,199	56,111	269,570	24,352	0.90
Assoc Prof	72,107	2	61,953	82,261	74,985	48,915	156,186	5,756	0.96
Asst Prof	59,898	5	58,692	61,950	62,803	36,000	90,184	14,525	0.95
All Ranks	72,861	9	58,692	128,356	92,984	36,000	269,570	44,633	0.78
Religious Studies									
Professor	110,072	3	87,393	131,460	117,641	73,261	185,800	22,707	0.94
Assoc Prof	74,987	2	71,440	78,533	76,312	56,070	116,023	2,650	0.98
Asst Prof	58,986	2	58,300	59,672	60,143	39,193	71,240	2,314	0.98
All Ranks	85,452	7	58,300	131,460	86,207	39,193	185,800	27,671	0.99
School Of Art									
Professor	93,873	10	69,303	127,365	107,912	34,323	190,310	140,390	0.87
Assoc Prof	77,203	11	64,414	94,808	74,712	28,108	153,953	-	1.03
Asst Prof	58,737	5	53,637	67,795	61,963	25,000	123,369	16,130	0.95
All Ranks	80,064	26	53,637	127,365	84,616	25,000	190,310	156,520	0.95
School Of Music									
Professor	92,378	12	70,684	140,098	96,434	55,594	237,547	48,672	0.96
Assoc Prof	67,702	19	53,739	80,888	70,007	42,700	161,775	43,795	0.97
Asst Prof	55,030	9	52,639	58,550	58,425	33,744	102,100	30,555	0.94
All Ranks	72,254	40	52,639	140,098	78,359	33,744	237,547	123,022	0.92
Theatre									
Professor	108,455	3	93,000	138,247	95,519	44,805	187,612	-	1.14
Assoc Prof	70,659	8	63,405	83,450	71,795	48,769	119,929	9,088	0.98
Asst Prof	58,401	1	58,401	58,401	56,995	26,004	80,000	-	1.03
All Ranks	79,087	12	58,401	138,247	74,478	26,004	187,612	9,088	1.06
Arts and Sciences - Natural Sciences									
Total									
Professor	131,087	99	76,389	246,093	127,499	30,000	418,957	518,059	1.03
Assoc Prof	85,593	40	73,490	96,171	86,697	33,000	208,743	112,741	0.99
Asst Prof	76,322	35	73,356	88,911	74,245	16,000	175,000	28,020	1.03
All Ranks	109,612	174	73,356	246,093	106,905	16,000	418,957	658,820	1.03
Biochem/Cell & Molec Biology									
Professor	131,805	12	89,665	246,093	131,216	38,891	303,797	-	1.00
Assoc Prof	84,323	8	75,473	94,711	87,756	41,727	157,056	27,464	0.96
Asst Prof	76,586	7	75,000	78,533	72,281	33,688	108,000	-	1.06
All Ranks	103,420	27	75,000	246,093	105,131	33,688	303,797	27,464	0.98
Chemistry									
Professor	132,895	19	85,580	215,651	137,030	50,184	370,396	78,565	0.97
Assoc Prof	90,750	3	88,482	92,864	87,150	39,735	153,842	-	1.04
Asst Prof	76,941	4	74,262	83,259	73,563	30,338	108,000	-	1.05
All Ranks	119,424	26	74,262	215,651	111,736	30,338	370,396	78,565	1.07
Earth & Planetary Sciences									
Professor	127,369	9	84,745	193,438	120,813	61,969	278,410	-	1.05
Assoc Prof	86,548	5	84,867	88,960	86,208	51,953	124,210	-	1.00
Asst Prof	74,823	3	73,525	76,944	73,851	54,245	110,000	-	1.01
All Ranks	106,090	17	73,525	193,438	102,369	51,953	278,410	-	1.04

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK to RU/VH
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Ecology & Evolutionary Biology									
Professor	154,296	9	100,233	234,876	124,972	54,012	297,978	-	1.24
Assoc Prof	86,558	9	78,785	94,830	92,054	58,006	208,743	49,464	0.94
Asst Prof	77,996	5	74,708	88,911	83,600	47,000	133,437	28,020	0.93
All Ranks	111,203	23	74,708	234,876	105,965	47,000	297,978	77,484	1.05
Mathematics									
Professor	105,154	22	76,389	135,929	125,131	30,000	333,200	439,494	0.84
Assoc Prof	80,078	7	73,490	85,736	84,372	33,000	151,800	30,058	0.95
Asst Prof	75,989	6	73,447	78,413	72,546	36,000	175,000	-	1.05
All Ranks	95,139	35	73,447	135,929	105,733	30,000	333,200	469,552	0.90
Microbiology									
Professor	190,012	4	125,173	223,117	135,105	57,846	310,059	-	1.41
Assoc Prof	87,694	5	80,748	96,171	88,845	47,253	122,040	5,755	0.99
Asst Prof	74,614	5	73,356	76,338	73,336	36,825	85,850	-	1.02
All Ranks	112,256	14	73,356	223,117	108,129	36,825	310,059	5,755	1.04
Physics									
Professor	135,937	24	78,344	237,201	124,083	50,380	418,957	-	1.10
Assoc Prof	88,698	3	78,405	95,124	86,473	36,000	147,273	-	1.03
Asst Prof	76,791	5	75,000	78,741	75,520	16,000	116,000	-	1.02
All Ranks	122,267	32	75,000	237,201	107,504	16,000	418,957	-	1.14
Arts and Sciences - Social Sciences									
Total									
Professor	111,042	48	75,087	326,014	126,814	24,000	326,014	899,569	0.88
Assoc Prof	74,948	38	61,350	92,200	82,624	27,709	172,958	286,798	0.91
Asst Prof	64,797	32	57,000	79,170	69,955	25,000	127,000	121,212	0.93
All Ranks	86,878	118	57,000	326,014	98,172	24,000	326,014	1,307,579	0.89
Anthropology									
Professor	139,465	7	75,194	326,014	110,773	62,052	326,014	-	1.26
Assoc Prof	77,984	2	76,864	79,103	76,325	50,603	121,860	-	1.02
Asst Prof	65,678	6	64,547	66,941	65,363	36,000	95,319	-	1.01
All Ranks	101,753	15	64,547	326,014	87,220	36,000	326,014	-	1.17
Geography									
Professor	119,024	6	88,428	158,688	116,726	50,271	272,950	-	1.02
Assoc Prof	77,850	3	76,313	80,197	79,567	49,738	130,462	5,151	0.98
Asst Prof	69,558	7	63,433	79,170	67,501	36,000	94,720	-	1.03
All Ranks	89,663	16	63,433	158,688	90,053	36,000	272,950	5,151	1.00
History									
Professor	109,180	8	85,121	145,844	115,351	52,992	260,429	49,368	0.95
Assoc Prof	72,034	8	66,667	78,185	77,626	45,500	156,660	44,736	0.93
Asst Prof	59,654	7	57,000	61,621	62,704	28,636	101,000	21,350	0.95
All Ranks	81,186	23	57,000	145,844	89,865	28,636	260,429	115,454	0.90
Political Science									
Professor	93,095	9	77,552	113,195	136,282	24,000	310,653	388,683	0.68
Assoc Prof	79,230	4	67,834	92,200	90,380	27,709	172,958	44,600	0.88
Asst Prof	62,364	4	60,854	65,000	75,154	25,000	127,000	51,160	0.83
All Ranks	82,602	17	60,854	113,195	103,824	24,000	310,653	484,443	0.80
Psychology									
Professor	107,965	14	75,087	195,644	134,074	56,160	303,775	365,526	0.81
Assoc Prof	75,267	14	61,350	83,809	84,122	38,250	146,420	123,970	0.90
Asst Prof	67,392	6	65,932	68,861	72,638	39,306	117,170	31,476	0.93
All Ranks	87,341	34	61,350	195,644	106,319	38,250	303,775	520,972	0.82
Sociology									
Professor	104,199	4	90,530	121,106	128,197	65,350	293,000	95,992	0.81
Assoc Prof	73,083	7	67,627	75,955	82,846	44,191	166,165	68,341	0.88
Asst Prof	60,575	2	60,149	61,000	69,188	43,500	118,032	17,226	0.88
All Ranks	80,733	13	60,149	121,106	97,674	43,500	293,000	181,559	0.83
Business Administration									
Total									
Professor	184,294	38	96,951	301,857	186,324	57,000	504,160	269,469	0.99
Assoc Prof	143,040	27	84,997	225,496	141,350	34,284	287,222	69,659	1.01
Asst Prof	131,619	22	63,774	184,705	136,129	40,360	216,240	88,965	0.97
All Ranks	158,171	87	63,774	301,857	157,652	34,284	504,160	428,093	1.00
Accounting									
Professor	205,382	7	132,646	301,857	193,490	86,500	376,745	-	1.06
Assoc Prof	177,350	2	170,137	184,563	158,700	64,538	241,500	-	1.12
Asst Prof	175,464	3	159,547	184,705	168,335	56,970	215,000	-	1.04
All Ranks	193,231	12	132,646	301,857	174,563	56,970	376,745	-	1.11
Economics									
Professor	189,184	4	149,970	238,689	170,686	70,000	384,620	-	1.11
Assoc Prof	112,362	7	91,153	130,045	120,481	44,567	225,700	56,833	0.93
Asst Prof	109,776	6	107,113	114,520	104,595	49,286	154,000	-	1.05
All Ranks	129,525	17	91,153	238,689	138,855	44,567	384,620	56,833	0.93

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK to RU/VH
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Finance									
Professor	163,318	5	121,813	246,481	203,425	61,600	452,480	200,535	0.80
Assoc Prof	190,652	5	145,814	225,496	169,732	68,487	287,222	-	1.12
Asst Prof	172,058	1	172,058	172,058	163,391	65,000	216,240	-	1.05
All Ranks	176,537	11	121,813	246,481	180,761	61,600	452,480	200,535	0.98
Management									
Professor	193,916	6	153,028	228,177	204,454	57,000	486,720	63,228	0.95
Assoc Prof	141,279	1	141,279	141,279	151,720	34,284	252,418	10,441	0.93
Asst Prof	113,292	3	63,774	139,562	142,947	40,360	209,200	88,965	0.79
All Ranks	164,465	10	63,774	228,177	168,703	34,284	486,720	162,634	0.98
Marketing Logistics & Trans									
Professor	204,892	7	129,453	273,039	186,092	91,548	504,160	-	1.10
Assoc Prof	151,888	7	124,686	188,599	141,472	55,457	211,227	-	1.07
Asst Prof	137,851	7	118,038	148,025	135,033	44,000	186,000	-	1.02
All Ranks	164,877	21	118,038	273,039	156,773	44,000	504,160	-	1.05
Statistics									
Professor	154,936	9	96,951	236,017	155,570	73,928	288,892	5,706	1.00
Assoc Prof	112,617	5	84,997	143,731	113,094	56,193	202,163	2,385	1.00
Asst Prof	116,840	2	101,412	132,268	102,096	42,133	210,000	-	1.14
All Ranks	136,950	16	84,997	236,017	128,003	42,133	288,892	8,091	1.07
Communication and Information									
Total									
Professor	111,799	21	47,306	217,862	116,932	47,306	282,391	140,454	0.96
Assoc Prof	80,771	13	69,404	137,173	81,260	40,503	179,542	75,621	0.99
Asst Prof	67,056	18	61,646	72,833	68,399	35,000	135,000	91,379	0.98
All Ranks	88,554	52	47,306	217,862	88,680	35,000	282,391	307,454	1.00
Advertising/Public Relations									
Professor	108,448	4	87,539	126,519	111,614	77,859	142,341	12,664	0.97
Assoc Prof	74,376	6	69,404	77,954	83,662	69,404	108,562	55,716	0.89
Asst Prof	64,240	2	63,676	64,803	73,222	63,676	89,000	17,964	0.88
All Ranks	84,044	12	63,676	126,519	88,123	63,676	142,341	86,344	0.95
Communication Studies									
Professor	131,000	2	123,861	138,138	117,128	67,955	192,385	-	1.12
Assoc Prof	90,568	4	72,552	137,173	79,726	49,020	137,173	-	1.14
Asst Prof	64,378	3	62,612	65,662	65,758	36,000	97,900	4,140	0.98
All Ranks	90,823	9	62,612	138,138	87,796	36,000	192,385	4,140	1.03
Communications									
Professor	127,879	1	127,879	127,879	116,513	67,955	192,385	-	1.10
Assoc Prof	-	-	-	-	79,078	52,075	131,184	-	-
Asst Prof	-	-	-	-	65,469	35,000	108,654	-	-
All Ranks	127,879	1	127,879	127,879	86,272	35,000	192,385	-	1.48
Journalism/Electronic Media									
Professor	99,999	10	47,306	133,577	112,778	47,306	221,242	127,790	0.89
Assoc Prof	72,318	1	72,318	72,318	78,161	44,402	126,076	5,843	0.93
Asst Prof	64,968	5	61,646	70,300	66,095	40,893	96,500	5,635	0.98
All Ranks	87,322	16	47,306	133,577	86,739	40,893	221,242	139,268	1.01
School Of Information Sciences									
Professor	131,030	4	88,061	217,862	127,805	48,537	282,391	-	1.03
Assoc Prof	84,592	2	79,114	90,070	91,623	40,503	179,542	14,062	0.92
Asst Prof	70,069	8	61,657	72,833	78,024	38,421	135,000	63,640	0.90
All Ranks	89,561	14	61,657	217,862	97,577	38,421	282,391	77,702	0.92
Education, Health, and Human Services									
Total									
Professor	106,158	34	77,002	147,074	116,056	40,910	490,909	320,348	0.92
Assoc Prof	78,428	48	62,611	127,963	80,214	30,088	207,072	183,484	0.98
Asst Prof	65,690	40	36,087	85,129	67,738	11,437	130,000	119,037	0.97
All Ranks	81,980	122	36,087	147,074	87,849	11,437	490,909	622,869	0.93
Child & Family Studies									
Professor	116,663	3	99,780	147,074	122,541	76,726	490,909	17,634	0.95
Assoc Prof	92,184	4	83,467	102,981	79,934	55,167	115,000	-	1.15
Asst Prof	70,724	5	47,619	85,129	69,259	42,375	101,500	-	1.02
All Ranks	89,362	12	47,619	147,074	90,699	42,375	490,909	17,634	0.99
Educational Leadshp & P Stds									
Professor	105,999	1	105,999	105,999	121,961	60,000	264,845	15,962	0.87
Assoc Prof	77,371	3	75,000	78,999	81,000	31,375	161,258	10,887	0.96
Asst Prof	70,908	3	65,000	74,582	67,214	40,909	118,996	-	1.06
All Ranks	78,691	7	65,000	105,999	91,028	31,375	264,845	26,849	0.86
Educational Psych & Counsel									
Professor	102,935	13	77,002	128,429	107,702	52,582	278,181	61,971	0.96
Assoc Prof	74,497	11	65,084	87,170	77,301	30,088	150,132	30,844	0.96
Asst Prof	36,087	1	36,087	36,087	65,998	36,087	130,000	29,911	0.55
All Ranks	87,748	25	36,087	128,429	86,058	30,088	278,181	122,726	1.02

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK to RU/VH
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Exercise, Sport & Leisure Study									
Professor	94,817	2	92,523	97,110	113,344	60,032	208,753	37,054	0.84
Assoc Prof	75,506	8	65,297	88,825	79,070	49,774	125,400	28,512	0.96
Asst Prof	63,805	8	59,587	70,000	66,455	26,400	99,102	21,200	0.96
All Ranks	72,451	18	59,587	97,110	86,612	26,400	208,753	86,766	0.84
Nutrition									
Professor	131,988	1	131,988	131,988	127,409	40,910	285,725	-	1.04
Assoc Prof	99,505	3	84,620	127,963	83,148	39,272	131,054	-	1.20
Asst Prof	70,749	6	65,000	77,364	72,939	43,935	96,140	13,140	0.97
All Ranks	85,499	10	65,000	131,988	94,210	39,272	285,725	13,140	0.91
Public Health									
Professor	109,025	3	94,633	124,564	149,429	74,810	440,536	121,212	0.73
Assoc Prof	93,306	3	83,230	102,310	99,091	53,352	207,072	17,355	0.94
Asst Prof	72,714	3	68,000	76,257	72,549	11,437	104,830	-	1.00
All Ranks	91,682	9	68,000	124,564	102,097	11,437	440,536	138,567	0.90
Retail Hospitality & Tour Mgmt									
Professor	107,903	4	96,549	121,291	121,219	73,673	195,921	53,264	0.89
Assoc Prof	87,953	2	80,243	95,662	86,362	62,308	140,170	-	1.02
Asst Prof	73,250	2	70,000	76,500	75,557	51,000	115,000	4,614	0.97
All Ranks	94,252	8	70,000	121,291	94,875	51,000	195,921	57,878	0.99
Theory And Prac In Teacher Ed									
Professor	104,990	7	82,164	123,690	106,883	55,614	222,749	13,251	0.98
Assoc Prof	70,418	14	62,611	77,509	77,267	47,500	150,000	95,886	0.91
Asst Prof	60,465	12	52,034	73,596	64,646	36,691	107,636	50,172	0.94
All Ranks	74,132	33	52,034	123,690	81,339	36,691	222,749	159,309	0.91
Engineering									
Total									
Professor	160,404	70	94,766	274,040	147,262	40,329	390,000	23,179	1.09
Assoc Prof	102,231	45	80,636	126,134	102,375	36,000	197,973	71,643	1.00
Asst Prof	92,804	39	81,854	120,926	87,609	28,523	140,000	5,199	1.06
All Ranks	126,286	154	80,636	274,040	121,938	28,523	390,000	100,021	1.04
Chemical Engineering									
Professor	168,382	5	102,178	251,801	152,304	55,702	278,715	-	1.11
Assoc Prof	116,663	2	107,191	126,134	99,389	47,278	146,107	-	1.17
Asst Prof	96,309	5	93,500	99,290	87,413	33,004	111,040	-	1.10
All Ranks	129,732	12	93,500	251,801	125,706	33,004	278,715	-	1.03
Civil & Environmental Engr									
Professor	150,065	8	113,237	212,320	135,647	68,300	390,000	-	1.11
Assoc Prof	100,738	6	94,270	105,445	97,355	62,053	145,375	-	1.04
Asst Prof	87,754	6	85,000	92,350	84,922	42,443	113,992	-	1.03
All Ranks	116,574	20	85,000	212,320	112,701	42,443	390,000	-	1.03
Electrical Engr & Computer Sci									
Professor	166,407	20	94,766	274,040	148,085	40,329	360,000	-	1.12
Assoc Prof	108,265	9	103,867	113,091	105,357	55,099	197,973	-	1.03
Asst Prof	92,893	7	89,000	96,894	90,853	36,818	140,000	-	1.02
All Ranks	137,577	36	89,000	274,040	124,611	36,818	360,000	-	1.10
Industrial & Information Engr									
Professor	157,964	3	139,473	187,000	147,300	75,000	311,565	-	1.07
Assoc Prof	95,105	4	92,374	97,760	102,964	77,183	164,928	31,436	0.92
Asst Prof	83,519	3	81,854	85,000	85,252	48,926	113,640	5,199	0.98
All Ranks	110,487	10	81,854	187,000	117,100	48,926	311,565	36,635	0.94
Materials Science & Engr									
Professor	164,773	13	112,409	238,619	154,329	68,433	268,525	-	1.07
Assoc Prof	101,519	7	85,861	112,362	101,765	66,536	137,800	1,722	1.00
Asst Prof	93,000	1	93,000	93,000	84,414	38,388	118,000	-	1.10
All Ranks	140,271	21	85,861	238,619	128,147	38,388	268,525	1,722	1.10
Mechanical, Aerospace & Biomed En									
Professor	145,709	13	95,997	210,225	147,492	50,000	320,236	23,179	0.99
Assoc Prof	99,979	15	80,636	125,145	101,062	36,000	191,303	16,245	0.99
Asst Prof	93,687	11	87,550	104,335	86,574	28,523	129,333	-	1.08
All Ranks	113,448	39	80,636	210,225	121,000	28,523	320,236	39,424	0.94
Nuclear Engineering									
Professor	168,447	8	116,429	237,220	162,726	100,456	242,703	-	1.04
Assoc Prof	98,755	2	92,311	105,198	109,875	84,515	137,583	22,240	0.90
Asst Prof	97,821	6	90,000	120,926	93,981	85,008	120,926	-	1.04
All Ranks	133,251	16	90,000	237,220	136,893	84,515	242,703	22,240	0.97
Law									
Professor	151,441	19	123,013	204,300	183,928	58,627	396,851	617,253	0.82
Assoc Prof	106,778	18	93,000	136,810	120,620	43,826	185,700	249,156	0.89
Asst Prof	-	-	-	-	99,127	39,000	175,500	-	-
All Ranks	129,713	37	93,000	204,300	161,988	39,000	396,851	866,409	0.80

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK to RU/VH
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Nursing									
Professor	98,912	5	72,673	113,559	117,656	64,723	190,407	93,720	0.84
Assoc Prof	85,312	10	80,444	100,527	89,421	59,320	167,913	41,090	0.95
Asst Prof	76,497	18	59,909	129,326	72,759	49,920	135,756	-	1.05
All Ranks	82,564	33	59,909	129,326	86,050	49,920	190,407	134,810	0.96
Social Work									
Professor	137,291	10	90,260	324,202	124,925	57,748	324,202	-	1.10
Assoc Prof	77,566	8	73,497	86,817	82,909	53,689	153,803	42,744	0.94
Asst Prof	56,433	16	43,402	72,000	68,184	37,882	145,938	188,016	0.83
All Ranks	85,187	34	43,402	324,202	89,437	37,882	324,202	230,760	0.95
University									
Professor	127,384	472	46,900	326,014	131,317	24,000	504,160	4,362,169	0.97
Assoc Prof	87,191	363	53,739	225,496	88,912	27,709	287,222	1,525,033	0.98
Asst Prof	75,478	275	36,087	184,705	79,107	11,437	216,240	837,898	0.95
All Ranks	101,380	1,110	36,087	326,014	105,470	11,437	504,160	6,725,100	0.96

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio UTK to THEC
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agriculture Sci & Nat Res									
Total									
Professor	105,462	55	76,454	169,506	108,053	32,065	277,908	299,226	0.98
Assoc Prof	80,177	33	62,674	113,897	82,382	45,206	168,300	159,637	0.97
Asst Prof	66,440	15	58,896	72,400	74,692	44,036	127,500	106,924	0.89
All Ranks	91,678	103	58,896	169,506	93,682	32,065	277,908	565,787	0.98
Agricultural & Extension Educ									
Professor	-	-	-	-	123,052	77,520	229,669	-	-
Assoc Prof	80,548	1	80,548	80,548	81,139	67,800	109,299	591	0.99
Asst Prof	65,718	1	65,718	65,718	71,363	56,610	89,268	5,645	0.92
All Ranks	73,133	2	65,718	80,548	88,573	56,610	229,669	6,236	0.83
Agricultural Economics									
Professor	105,510	6	83,222	130,743	113,723	32,065	253,488	49,278	0.93
Assoc Prof	80,832	3	78,610	82,617	87,267	57,274	168,300	19,305	0.93
Asst Prof	68,859	1	68,859	68,859	87,910	61,365	127,500	19,051	0.78
All Ranks	94,441	10	68,859	130,743	102,245	32,065	253,488	87,634	0.92
Agriculture Sci & Nat Res									
Professor	169,506	1	169,506	169,506	138,441	98,335	190,587	-	1.22
Assoc Prof	77,651	1	77,651	77,651	97,180	93,814	100,545	19,529	0.80
Asst Prof	-	-	-	-	84,000	84,000	84,000	-	-
All Ranks	123,579	2	77,651	169,506	125,990	84,000	190,587	19,529	0.98
Animal Science									
Professor	103,451	6	84,506	132,003	104,772	64,679	205,419	7,926	0.99
Assoc Prof	79,029	4	73,397	87,303	82,802	60,911	135,060	15,092	0.95
Asst Prof	65,440	1	65,440	65,440	73,893	51,991	89,260	8,453	0.89
All Ranks	91,115	11	65,440	132,003	91,774	51,991	205,419	31,471	0.99
Biosystems Eng & Soil Sci									
Professor	104,772	10	76,454	133,729	124,509	75,700	242,129	197,370	0.84
Assoc Prof	81,864	7	72,259	87,729	89,662	66,700	138,260	54,586	0.91
Asst Prof	68,028	1	68,028	68,028	79,132	55,156	104,903	11,104	0.86
All Ranks	93,822	18	68,028	133,729	104,412	55,156	242,129	263,060	0.90
Entomology & Plant Path									
Professor	104,576	7	88,187	127,862	102,434	63,557	249,388	-	1.02
Assoc Prof	79,976	5	73,884	91,146	81,254	61,599	143,182	6,390	0.98
Asst Prof	66,054	1	66,054	66,054	74,113	52,500	108,150	8,059	0.89
All Ranks	92,151	13	66,054	127,862	92,171	52,500	249,388	14,449	1.00
Food Science & Tech									
Professor	103,377	4	85,104	122,700	110,855	69,963	277,908	29,912	0.93
Assoc Prof	75,860	4	62,674	82,266	83,711	61,020	137,783	31,404	0.91
Asst Prof	66,084	2	65,440	66,728	74,636	57,650	89,790	17,104	0.89
All Ranks	84,912	10	62,674	122,700	93,002	57,650	277,908	78,420	0.91
Forestry, Wildlife & Fisheries									
Professor	103,108	10	77,468	139,112	100,768	65,591	210,921	-	1.02
Assoc Prof	75,200	4	68,191	80,335	78,385	45,206	156,271	12,740	0.96
Asst Prof	65,056	4	58,896	72,400	68,642	44,036	100,412	14,344	0.95
All Ranks	88,450	18	58,896	139,112	87,286	44,036	210,921	27,084	1.01
Plant Sciences									
Professor	104,799	11	78,060	164,418	106,139	67,012	251,480	14,740	0.99
Assoc Prof	87,963	4	74,260	113,897	80,157	47,725	138,943	-	1.10
Asst Prof	67,528	4	64,890	72,028	73,319	56,456	91,470	23,164	0.92
All Ranks	93,408	19	64,890	164,418	91,655	47,725	251,480	37,904	1.02
Architecture and Design									
Total									
Professor	116,230	8	95,245	152,326	115,299	79,963	199,000	28,829	1.01
Assoc Prof	86,123	13	70,000	102,981	80,773	55,066	126,437	-	1.07
Asst Prof	70,038	4	62,000	73,594	65,825	44,528	98,010	11,139	1.06
All Ranks	93,183	25	62,000	152,326	85,411	44,528	199,000	39,968	1.09
Interior Design									
Professor	106,629	1	106,629	106,629	135,458	135,458	135,458	28,829	0.79
Assoc Prof	76,742	2	70,000	83,483	74,496	60,787	90,075	-	1.03
Asst Prof	62,000	1	62,000	62,000	73,139	61,700	94,198	11,139	0.85
All Ranks	80,528	4	62,000	106,629	79,914	60,787	135,458	39,968	1.01
Landscape Architecture									
Professor	-	-	-	-	97,821	85,139	110,013	-	-
Assoc Prof	89,980	1	89,980	89,980	78,075	59,664	97,474	-	1.15
Asst Prof	-	-	-	-	60,674	44,528	72,637	-	-
All Ranks	89,980	1	89,980	89,980	76,555	44,528	110,013	-	1.18
School Of Architecture									
Professor	117,601	7	95,245	152,326	116,626	79,963	199,000	-	1.01
Assoc Prof	87,613	10	70,539	102,981	81,302	55,066	126,437	-	1.08
Asst Prof	72,717	3	71,243	73,594	66,086	50,000	98,010	-	1.10
All Ranks	95,875	20	70,539	152,326	86,678	50,000	199,000	-	1.11

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio UTK to THEC
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Arts and Sciences									
Total									
Professor	115,384	212	46,900	326,014	121,001	31,400	421,632	2,079,409	0.95
Assoc Prof	75,757	148	53,739	96,171	79,994	27,709	282,727	903,355	0.94
Asst Prof	66,506	103	52,639	88,911	69,524	16,000	184,679	396,056	0.95
All Ranks	91,844	463	46,900	326,014	97,165	16,000	421,632	3,378,820	0.95
Arts and Sciences - Humanities									
Total									
Professor	94,673	65	46,900	142,400	104,985	40,738	268,840	661,245	0.90
Assoc Prof	70,576	70	53,739	94,808	73,573	42,737	156,186	245,191	0.96
Asst Prof	58,483	36	52,639	67,795	60,691	36,500	85,085	74,859	0.96
All Ranks	77,190	171	46,900	142,400	83,718	36,500	268,840	981,295	0.92
Classics									
Professor	101,572	1	101,572	101,572	106,380	40,738	164,700	4,808	0.96
Assoc Prof	75,200	3	67,183	82,868	77,287	55,280	93,319	6,261	0.97
Asst Prof	59,282	1	59,282	59,282	67,104	40,000	75,205	7,822	0.88
All Ranks	77,291	5	59,282	101,572	90,597	40,000	164,700	18,891	0.85
English									
Professor	92,369	21	46,900	125,730	108,516	63,369	268,840	339,087	0.85
Assoc Prof	69,502	13	64,303	80,779	76,072	50,619	127,000	85,410	0.91
Asst Prof	61,818	7	58,393	66,012	63,456	40,360	77,000	11,466	0.97
All Ranks	79,902	41	46,900	125,730	89,819	40,360	268,840	435,963	0.89
Modern Foreign Languages & Lit									
Professor	92,120	13	74,976	142,400	107,737	71,650	204,040	203,021	0.86
Assoc Prof	68,012	12	61,925	82,000	73,103	42,737	125,300	61,092	0.93
Asst Prof	58,097	6	54,724	62,178	60,336	40,480	81,400	13,434	0.96
All Ranks	76,202	31	54,724	142,400	79,934	40,480	204,040	277,547	0.95
Philosophy									
Professor	106,023	2	83,689	128,356	109,473	69,237	218,763	6,900	0.97
Assoc Prof	72,107	2	61,953	82,261	70,839	48,915	156,186	-	1.02
Asst Prof	59,898	5	58,692	61,950	61,646	40,000	77,428	8,740	0.97
All Ranks	72,861	9	58,692	128,356	89,715	40,000	218,763	15,640	0.81
Religious Studies									
Professor	110,072	3	87,393	131,460	118,157	73,261	185,800	24,255	0.93
Assoc Prof	74,987	2	71,440	78,533	80,408	62,123	116,023	10,842	0.93
Asst Prof	58,986	2	58,300	59,672	64,958	50,000	71,240	11,944	0.91
All Ranks	85,452	7	58,300	131,460	94,309	50,000	185,800	47,041	0.91
School Of Art									
Professor	93,873	10	69,303	127,365	97,874	66,940	223,852	40,010	0.96
Assoc Prof	77,203	11	64,414	94,808	72,602	52,354	111,464	-	1.06
Asst Prof	58,737	5	53,637	67,795	59,883	40,000	85,085	5,730	0.98
All Ranks	80,064	26	53,637	127,365	77,865	40,000	223,852	45,740	1.03
School Of Music									
Professor	92,378	12	70,684	140,098	95,975	60,613	177,500	43,164	0.96
Assoc Prof	67,702	19	53,739	80,888	71,996	51,770	121,091	81,586	0.94
Asst Prof	55,030	9	52,639	58,550	56,777	43,000	71,710	15,723	0.97
All Ranks	72,254	40	52,639	140,098	80,302	43,000	177,500	140,473	0.90
Theatre									
Professor	108,455	3	93,000	138,247	99,882	67,190	173,669	-	1.09
Assoc Prof	70,659	8	63,405	83,450	69,038	52,450	92,000	-	1.02
Asst Prof	58,401	1	58,401	58,401	56,831	36,500	72,500	-	1.03
All Ranks	79,087	12	58,401	138,247	73,209	36,500	173,669	-	1.08
Arts and Sciences - Natural Sciences									
Total									
Professor	131,087	99	76,389	246,093	128,917	61,575	421,632	531,347	1.02
Assoc Prof	85,593	40	73,490	96,171	88,386	41,847	282,727	381,157	0.97
Asst Prof	76,322	35	73,356	88,911	77,439	16,000	184,679	174,638	0.99
All Ranks	109,612	174	73,356	246,093	109,880	16,000	421,632	1,087,142	1.00
Biochem/Cell & Molec Biology									
Professor	131,805	12	89,665	246,093	134,854	76,000	289,328	36,588	0.98
Assoc Prof	84,323	8	75,473	94,711	89,470	52,540	156,889	41,176	0.94
Asst Prof	76,586	7	75,000	78,533	74,845	42,751	126,000	-	1.02
All Ranks	103,420	27	75,000	246,093	107,456	42,751	289,328	77,764	0.96
Chemistry									
Professor	132,895	19	85,580	215,651	141,306	77,781	327,410	159,809	0.94
Assoc Prof	90,750	3	88,482	92,864	82,736	57,928	144,654	-	1.10
Asst Prof	76,941	4	74,262	83,259	70,703	35,182	86,054	-	1.09
All Ranks	119,424	26	74,262	215,651	112,451	35,182	327,410	159,809	1.06
Earth & Planetary Sciences									
Professor	127,369	9	84,745	193,438	124,053	74,800	259,326	-	1.03
Assoc Prof	86,548	5	84,867	88,960	91,902	58,356	122,325	26,770	0.94
Asst Prof	74,823	3	73,525	76,944	77,194	66,004	105,040	7,113	0.97
All Ranks	106,090	17	73,525	193,438	106,344	58,356	259,326	33,883	1.00

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio UTK to THEC
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Ecology & Evolutionary Biology									
Professor	154,296	9	100,233	234,876	153,045	80,489	421,632	-	1.01
Assoc Prof	86,558	9	78,785	94,830	118,217	61,420	282,727	284,931	0.73
Asst Prof	77,996	5	74,708	88,911	111,501	47,000	184,679	167,525	0.70
All Ranks	111,203	23	74,708	234,876	133,689	47,000	421,632	452,456	0.83
Mathematics									
Professor	105,154	22	76,389	135,929	120,379	73,919	296,200	334,950	0.87
Assoc Prof	80,078	7	73,490	85,736	84,118	41,847	131,800	28,280	0.95
Asst Prof	75,989	6	73,447	78,413	75,897	40,000	102,800	-	1.00
All Ranks	95,139	35	73,447	135,929	106,970	40,000	296,200	363,230	0.89
Microbiology									
Professor	190,012	4	125,173	223,117	124,794	76,905	178,632	-	1.52
Assoc Prof	87,694	5	80,748	96,171	74,828	62,610	85,851	-	1.17
Asst Prof	74,614	5	73,356	76,338	68,561	58,550	78,834	-	1.09
All Ranks	112,256	14	73,356	223,117	93,156	58,550	178,632	-	1.21
Physics									
Professor	135,937	24	78,344	237,201	123,790	61,575	418,957	-	1.10
Assoc Prof	88,698	3	78,405	95,124	86,352	48,241	147,273	-	1.03
Asst Prof	76,791	5	75,000	78,741	76,619	16,000	112,500	-	1.00
All Ranks	122,267	32	75,000	237,201	109,070	16,000	418,957	-	1.12
Arts and Sciences - Social Sciences									
Total									
Professor	111,042	48	75,087	326,014	127,154	31,400	303,775	886,817	0.87
Assoc Prof	74,948	38	61,350	92,200	82,301	27,709	160,135	277,007	0.91
Asst Prof	64,797	32	57,000	79,170	71,743	35,167	120,500	146,559	0.90
All Ranks	86,878	118	57,000	326,014	99,009	27,709	303,775	1,310,383	0.88
Anthropology									
Professor	139,465	7	75,194	326,014	107,191	62,052	266,600	-	1.30
Assoc Prof	77,984	2	76,864	79,103	78,319	60,507	135,709	670	1.00
Asst Prof	65,678	6	64,547	66,941	66,726	55,030	75,000	6,288	0.98
All Ranks	101,753	15	64,547	326,014	87,246	55,030	266,600	6,958	1.17
Geography									
Professor	119,024	6	88,428	158,688	113,342	50,271	201,724	-	1.05
Assoc Prof	77,850	3	76,313	80,197	77,563	60,870	117,300	-	1.00
Asst Prof	69,558	7	63,433	79,170	66,286	50,000	94,720	-	1.05
All Ranks	89,663	16	63,433	158,688	87,059	50,000	201,724	-	1.03
History									
Professor	109,180	8	85,121	145,844	116,830	70,182	240,429	61,200	0.94
Assoc Prof	72,034	8	66,667	78,185	77,722	54,360	156,660	45,504	0.93
Asst Prof	59,654	7	57,000	61,621	61,217	36,324	75,000	10,941	0.97
All Ranks	81,186	23	57,000	145,844	91,414	36,324	240,429	117,645	0.89
Political Science									
Professor	93,095	9	77,552	113,195	142,922	31,400	299,127	448,443	0.65
Assoc Prof	79,230	4	67,834	92,200	88,199	27,709	137,000	35,876	0.90
Asst Prof	62,364	4	60,854	65,000	79,425	35,167	120,500	68,244	0.79
All Ranks	82,602	17	60,854	113,195	107,637	27,709	299,127	552,563	0.77
Psychology									
Professor	107,965	14	75,087	195,644	126,918	63,478	303,775	265,342	0.85
Assoc Prof	75,267	14	61,350	83,809	84,692	54,820	160,135	131,950	0.89
Asst Prof	67,392	6	65,932	68,861	74,951	43,696	117,170	45,354	0.90
All Ranks	87,341	34	61,350	195,644	103,552	43,696	303,775	442,646	0.84
Sociology									
Professor	104,199	4	90,530	121,106	132,157	74,488	253,000	111,832	0.79
Assoc Prof	73,083	7	67,627	75,955	82,084	44,191	157,700	63,007	0.89
Asst Prof	60,575	2	60,149	61,000	68,441	50,000	94,400	15,732	0.89
All Ranks	80,733	13	60,149	121,106	101,216	44,191	253,000	190,571	0.80
Business Administration									
Total									
Professor	184,294	38	96,951	301,857	186,489	57,000	452,480	276,837	0.99
Assoc Prof	143,040	27	84,997	225,496	142,869	56,193	265,000	135,249	1.00
Asst Prof	131,619	22	63,774	184,705	137,420	50,000	216,240	79,179	0.96
All Ranks	158,171	87	63,774	301,857	158,816	50,000	452,480	491,265	1.00
Accounting									
Professor	205,382	7	132,646	301,857	191,351	106,000	267,503	-	1.07
Assoc Prof	177,350	2	170,137	184,563	156,718	64,538	239,700	-	1.13
Asst Prof	175,464	3	159,547	184,705	172,968	122,400	204,000	-	1.01
All Ranks	193,231	12	132,646	301,857	173,728	64,538	267,503	-	1.11
Economics									
Professor	189,184	4	149,970	238,689	170,226	80,500	370,000	-	1.11
Assoc Prof	112,362	7	91,153	130,045	124,824	73,215	220,000	87,234	0.90
Asst Prof	109,776	6	107,113	114,520	106,315	50,000	154,000	-	1.03
All Ranks	129,525	17	91,153	238,689	139,033	50,000	370,000	87,234	0.93

**2013-14
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio UTK to THEC
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Finance									
Professor	163,318	5	121,813	246,481	204,319	92,448	452,480	205,005	0.80
Assoc Prof	190,652	5	145,814	225,496	164,786	86,257	265,000	-	1.16
Asst Prof	172,058	1	172,058	172,058	170,104	100,000	216,240	-	1.01
All Ranks	176,537	11	121,813	246,481	182,915	86,257	452,480	205,005	0.97
Management									
Professor	193,916	6	153,028	228,177	205,888	57,000	385,586	71,832	0.94
Assoc Prof	141,279	1	141,279	141,279	157,973	78,500	248,000	16,694	0.89
Asst Prof	113,292	3	63,774	139,562	139,020	60,360	208,600	77,184	0.82
All Ranks	164,465	10	63,774	228,177	170,068	57,000	385,586	165,710	0.97
Marketing Logistics & Trans									
Professor	204,892	7	129,453	273,039	198,524	111,624	372,427	-	1.03
Assoc Prof	151,888	7	124,686	188,599	156,036	106,821	196,100	29,036	0.97
Asst Prof	137,851	7	118,038	148,025	138,136	106,350	186,000	1,995	1.00
All Ranks	164,877	21	118,038	273,039	169,069	106,350	372,427	31,031	0.98
Statistics									
Professor	154,936	9	96,951	236,017	152,494	79,107	292,964	-	1.02
Assoc Prof	112,617	5	84,997	143,731	113,074	56,193	180,000	2,285	1.00
Asst Prof	116,840	2	101,412	132,268	107,252	60,138	210,000	-	1.09
All Ranks	136,950	16	84,997	236,017	128,212	56,193	292,964	2,285	1.07
Communication and Information									
Total									
Professor	111,799	21	47,306	217,862	109,085	48,537	221,242	162,700	1.03
Assoc Prof	80,771	13	69,404	137,173	77,915	40,503	147,900	64,321	1.04
Asst Prof	67,056	18	61,646	72,833	68,365	42,115	98,940	35,987	0.98
All Ranks	88,554	52	47,306	217,862	85,483	40,503	221,242	263,008	1.04
Advertising/Public Relations									
Professor	108,448	4	87,539	126,519	103,234	74,440	144,882	-	1.05
Assoc Prof	74,376	6	69,404	77,954	83,743	71,584	104,562	56,202	0.89
Asst Prof	64,240	2	63,676	64,803	73,078	54,620	89,000	17,676	0.88
All Ranks	84,044	12	63,676	126,519	86,464	54,620	144,882	73,878	0.97
Communication Studies									
Professor	131,000	2	123,861	138,138	108,461	77,312	170,546	-	1.21
Assoc Prof	90,568	4	72,552	137,173	78,885	61,165	113,980	-	1.15
Asst Prof	64,378	3	62,612	65,662	66,285	54,890	80,000	5,721	0.97
All Ranks	90,823	9	62,612	138,138	83,776	54,890	170,546	5,721	1.08
Communications									
Professor	127,879	1	127,879	127,879	-	-	-	-	-
Assoc Prof	-	-	-	-	-	-	-	-	-
Asst Prof	-	-	-	-	-	-	-	-	-
All Ranks	127,879	1	127,879	127,879	-	-	-	-	-
Journalism/Electronic Media									
Professor	99,999	10	47,306	133,577	116,269	73,100	221,242	162,700	0.86
Assoc Prof	72,318	1	72,318	72,318	80,437	58,195	127,864	8,119	0.90
Asst Prof	64,968	5	61,646	70,300	67,486	53,580	96,500	12,590	0.96
All Ranks	87,322	16	47,306	133,577	90,934	53,580	221,242	183,409	0.96
School Of Information Sciences									
Professor	131,030	4	88,061	217,862	94,117	48,537	162,932	-	1.39
Assoc Prof	84,592	2	79,114	90,070	70,100	40,503	147,900	-	1.21
Asst Prof	70,069	8	61,657	72,833	69,704	42,115	98,940	-	1.01
All Ranks	89,561	14	61,657	217,862	76,820	40,503	162,932	-	1.17
Education, Health, and Human Services									
Total									
Professor	106,158	34	77,002	147,074	114,114	8,824	333,029	303,867	0.93
Assoc Prof	78,428	48	62,611	127,963	76,960	52,287	140,170	95,029	1.02
Asst Prof	65,690	40	36,087	85,129	68,318	45,000	120,197	247,291	0.96
All Ranks	81,980	122	36,087	147,074	87,331	8,824	333,029	646,187	0.94
Child & Family Studies									
Professor	116,663	3	99,780	147,074	125,091	80,910	174,250	25,284	0.93
Assoc Prof	92,184	4	83,467	102,981	80,657	63,860	101,900	-	1.14
Asst Prof	70,724	5	47,619	85,129	74,250	58,091	88,683	17,630	0.95
All Ranks	89,362	12	47,619	147,074	93,234	58,091	174,250	42,914	0.96
Educational Leadshp & P Stds									
Professor	105,999	1	105,999	105,999	125,781	77,304	264,845	19,782	0.84
Assoc Prof	77,371	3	75,000	78,999	79,926	55,678	102,191	7,665	0.97
Asst Prof	70,908	3	65,000	74,582	68,548	51,000	80,264	-	1.03
All Ranks	78,691	7	65,000	105,999	90,242	51,000	264,845	27,447	0.87
Educational Psych & Counsel									
Professor	102,935	13	77,002	128,429	108,318	71,270	305,893	69,979	0.95
Assoc Prof	74,497	11	65,084	87,170	75,026	55,428	99,574	5,819	0.99
Asst Prof	36,087	1	36,087	36,087	65,998	52,860	81,600	29,911	0.55
All Ranks	87,748	25	36,087	128,429	87,576	52,860	305,893	105,709	1.00

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Instructional Faculty Salary Survey by Department

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio UTK to THEC
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Exercise, Sport & Leisure Study									
Professor	94,817	2	92,523	97,110	106,337	68,953	218,804	23,040	0.89
Assoc Prof	75,506	8	65,297	88,825	75,806	59,259	101,141	2,400	1.00
Asst Prof	63,805	8	59,587	70,000	66,023	49,800	81,662	17,744	0.97
All Ranks	72,451	18	59,587	97,110	83,447	49,800	218,804	43,184	0.87
Nutrition									
Professor	131,988	1	131,988	131,988	154,644	72,125	333,029	22,656	0.85
Assoc Prof	99,505	3	84,620	127,963	89,325	67,723	131,054	-	1.11
Asst Prof	70,749	6	65,000	77,364	77,233	46,936	96,140	38,904	0.92
All Ranks	85,499	10	65,000	131,988	105,082	46,936	333,029	61,560	0.81
Public Health									
Professor	109,025	3	94,633	124,564	153,604	96,068	216,527	133,737	0.71
Assoc Prof	93,306	3	83,230	102,310	106,887	74,882	130,000	40,743	0.87
Asst Prof	72,714	3	68,000	76,257	104,348	86,517	120,197	94,902	0.70
All Ranks	91,682	9	68,000	124,564	122,952	74,882	216,527	269,382	0.75
Retail Hospitality & Tour Mgmt									
Professor	107,903	4	96,549	121,291	109,755	73,673	181,403	7,408	0.98
Assoc Prof	87,953	2	80,243	95,662	81,061	65,485	140,170	-	1.09
Asst Prof	73,250	2	70,000	76,500	75,336	51,000	115,000	4,172	0.97
All Ranks	94,252	8	70,000	121,291	89,028	51,000	181,403	11,580	1.06
Theory And Prac In Teacher Ed									
Professor	104,990	7	82,164	123,690	105,273	8,824	230,500	1,981	1.00
Assoc Prof	70,418	14	62,611	77,509	73,161	52,287	106,364	38,402	0.96
Asst Prof	60,465	12	52,034	73,596	64,134	45,000	88,700	44,028	0.94
All Ranks	74,132	33	52,034	123,690	80,991	8,824	230,500	84,411	0.92
Engineering									
Total									
Professor	160,404	70	94,766	274,040	141,256	44,365	330,124	-	1.14
Assoc Prof	102,231	45	80,636	126,134	99,980	36,000	199,648	42,558	1.02
Asst Prof	92,804	39	81,854	120,926	86,827	38,388	138,675	-	1.07
All Ranks	126,286	154	80,636	274,040	117,760	36,000	330,124	42,558	1.07
Chemical Engineering									
Professor	168,382	5	102,178	251,801	146,643	71,916	259,556	-	1.15
Assoc Prof	116,663	2	107,191	126,134	97,146	48,577	133,882	-	1.20
Asst Prof	96,309	5	93,500	99,290	85,874	57,960	105,000	-	1.12
All Ranks	129,732	12	93,500	251,801	122,553	48,577	259,556	-	1.06
Civil & Environmental Engr									
Professor	150,065	8	113,237	212,320	128,428	93,000	214,240	-	1.17
Assoc Prof	100,738	6	94,270	105,445	95,172	80,000	122,809	-	1.06
Asst Prof	87,754	6	85,000	92,350	85,211	73,636	98,500	-	1.03
All Ranks	116,574	20	85,000	212,320	111,015	73,636	214,240	-	1.05
Electrical Engr & Computer Sci									
Professor	166,407	20	94,766	274,040	142,682	72,616	330,124	-	1.17
Assoc Prof	108,265	9	103,867	113,091	102,704	55,099	181,538	-	1.05
Asst Prof	92,893	7	89,000	96,894	92,527	59,277	138,675	-	1.00
All Ranks	137,577	36	89,000	274,040	121,720	55,099	330,124	-	1.13
Industrial & Information Engr									
Professor	157,964	3	139,473	187,000	145,782	101,359	214,364	-	1.08
Assoc Prof	95,105	4	92,374	97,760	101,227	81,342	160,000	24,488	0.94
Asst Prof	83,519	3	81,854	85,000	81,915	54,000	96,055	-	1.02
All Ranks	110,487	10	81,854	187,000	115,810	54,000	214,364	24,488	0.95
Materials Science & Engr									
Professor	164,773	13	112,409	238,619	153,210	44,365	296,112	-	1.08
Assoc Prof	101,519	7	85,861	112,362	102,059	82,972	136,000	3,780	1.00
Asst Prof	93,000	1	93,000	93,000	86,000	38,388	118,000	-	1.08
All Ranks	140,271	21	85,861	238,619	126,484	38,388	296,112	3,780	1.11
Mechanical, Aerospace&Biomed En									
Professor	145,709	13	95,997	210,225	139,135	63,570	280,000	-	1.05
Assoc Prof	99,979	15	80,636	125,145	97,330	36,000	199,648	-	1.03
Asst Prof	93,687	11	87,550	104,335	83,785	42,850	127,060	-	1.12
All Ranks	113,448	39	80,636	210,225	112,046	36,000	280,000	-	1.01
Nuclear Engineering									
Professor	168,447	8	116,429	237,220	150,610	106,067	202,500	-	1.12
Assoc Prof	98,755	2	92,311	105,198	105,900	90,670	131,031	14,290	0.93
Asst Prof	97,821	6	90,000	120,926	86,913	85,008	90,437	-	1.13
All Ranks	133,251	16	90,000	237,220	122,349	85,008	202,500	14,290	1.09
Law									
Professor	151,441	19	123,013	204,300	190,805	80,836	357,000	747,916	0.79
Assoc Prof	106,778	18	93,000	136,810	133,618	63,082	190,883	483,120	0.80
Asst Prof	-	-	-	-	99,845	48,812	160,286	-	-
All Ranks	129,713	37	93,000	204,300	168,608	48,812	357,000	1,231,036	0.77

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Instructional Faculty Salary Survey by Department

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio UTK to THEC
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Nursing									
Professor	98,912	5	72,673	113,559	126,220	80,000	175,000	136,540	0.78
Assoc Prof	85,312	10	80,444	100,527	91,533	60,874	131,103	62,210	0.93
Asst Prof	76,497	18	59,909	129,326	74,943	51,718	102,000	-	1.02
All Ranks	82,564	33	59,909	129,326	89,086	51,718	175,000	198,750	0.93
Social Work									
Professor	137,291	10	90,260	324,202	120,544	73,238	201,742	-	1.14
Assoc Prof	77,566	8	73,497	86,817	76,675	55,613	112,000	-	1.01
Asst Prof	56,433	16	43,402	72,000	66,298	40,910	80,735	157,840	0.85
All Ranks	85,187	34	43,402	324,202	85,435	40,910	201,742	157,840	1.00
University									
Professor	127,384	472	46,900	326,014	129,664	8,824	452,480	4,035,324	0.98
Assoc Prof	87,191	363	53,739	225,496	88,927	27,709	282,727	1,945,479	0.98
Asst Prof	75,478	275	36,087	184,705	80,599	16,000	216,240	1,034,416	0.94
All Ranks	101,380	1,110	36,087	326,014	105,251	8,824	452,480	7,015,219	0.96

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Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Top 25			Cost to increase to Top 25 Avg	Ratio UTK to Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agriculture Sci & Nat Res									
Total									
Professor	105,462	55	76,454	169,506	118,446	65,405	289,058	603,505	0.89
Assoc Prof	80,177	33	62,674	113,897	86,072	45,206	168,300	208,492	0.93
Asst Prof	66,440	15	58,896	72,400	76,414	34,144	138,760	111,268	0.87
All Ranks	91,678	103	58,896	169,506	102,153	34,144	289,058	923,265	0.90
Agricultural & Extension Educ									
Professor	-	-	-	-	118,673	92,185	187,911	-	-
Assoc Prof	80,548	1	80,548	80,548	82,401	67,800	111,140	1,853	0.98
Asst Prof	65,718	1	65,718	65,718	69,828	58,091	92,509	4,110	0.94
All Ranks	73,133	2	65,718	80,548	88,703	58,091	187,911	5,963	0.82
Agricultural Economics									
Professor	105,510	6	83,222	130,743	140,774	71,996	223,893	211,584	0.75
Assoc Prof	80,832	3	78,610	82,617	101,946	64,461	168,300	63,342	0.79
Asst Prof	68,859	1	68,859	68,859	88,880	61,365	127,500	20,021	0.78
All Ranks	94,441	10	68,859	130,743	124,207	61,365	223,893	294,947	0.76
Agriculture Sci & Nat Res									
Professor	169,506	1	169,506	169,506	119,654	67,129	289,058	-	1.42
Assoc Prof	77,651	1	77,651	77,651	86,856	47,941	168,300	9,205	0.89
Asst Prof	-	-	-	-	76,902	34,144	127,500	-	-
All Ranks	123,579	2	77,651	169,506	103,758	34,144	289,058	9,205	1.19
Animal Science									
Professor	103,451	6	84,506	132,003	110,602	67,129	212,266	42,906	0.94
Assoc Prof	79,029	4	73,397	87,303	82,027	54,626	115,354	11,992	0.96
Asst Prof	65,440	1	65,440	65,440	73,922	34,144	96,200	8,482	0.89
All Ranks	91,115	11	65,440	132,003	95,933	34,144	212,266	63,380	0.95
Biosystems Eng & Soil Sci									
Professor	104,772	10	76,454	133,729	122,594	72,954	225,386	178,220	0.86
Assoc Prof	81,864	7	72,259	87,729	90,756	66,700	127,980	62,244	0.90
Asst Prof	68,028	1	68,028	68,028	81,149	50,441	138,760	13,121	0.84
All Ranks	93,822	18	68,028	133,729	104,536	50,441	225,386	253,585	0.90
Entomology & Plant Path									
Professor	104,576	7	88,187	127,862	107,690	69,551	278,467	21,798	0.97
Assoc Prof	79,976	5	73,884	91,146	79,731	54,895	126,529	-	1.00
Asst Prof	66,054	1	66,054	66,054	72,476	42,955	96,514	6,422	0.91
All Ranks	92,151	13	66,054	127,862	94,782	42,955	278,467	28,220	0.97
Food Science & Tech									
Professor	103,377	4	85,104	122,700	117,460	68,465	227,379	56,332	0.88
Assoc Prof	75,860	4	62,674	82,266	86,060	58,091	112,732	40,800	0.88
Asst Prof	66,084	2	65,440	66,728	73,090	47,168	89,813	14,012	0.90
All Ranks	84,912	10	62,674	122,700	98,676	47,168	227,379	111,144	0.86
Forestry, Wildlife & Fisheries									
Professor	103,108	10	77,468	139,112	109,377	65,405	238,038	62,690	0.94
Assoc Prof	75,200	4	68,191	80,335	79,964	45,206	127,858	19,056	0.94
Asst Prof	65,056	4	58,896	72,400	71,869	48,123	97,613	27,252	0.91
All Ranks	88,450	18	58,896	139,112	91,973	45,206	238,038	108,998	0.96
Plant Sciences									
Professor	104,799	11	78,060	164,418	107,524	67,420	289,058	29,975	0.98
Assoc Prof	87,963	4	74,260	113,897	81,508	47,941	116,725	-	1.08
Asst Prof	67,528	4	64,890	72,028	71,990	46,227	101,000	17,848	0.94
All Ranks	93,408	19	64,890	164,418	94,498	46,227	289,058	47,823	0.99
Architecture and Design									
Total									
Professor	116,230	8	95,245	152,326	121,579	79,990	207,412	47,899	0.96
Assoc Prof	86,123	13	70,000	102,981	84,476	55,989	115,611	-	1.02
Asst Prof	70,038	4	62,000	73,594	69,096	40,005	98,010	5,105	1.01
All Ranks	93,183	25	62,000	152,326	91,867	40,005	207,412	53,004	1.01
Interior Design									
Professor	106,629	1	106,629	106,629	112,332	110,829	113,835	5,703	0.95
Assoc Prof	76,742	2	70,000	83,483	72,365	60,787	90,075	-	1.06
Asst Prof	62,000	1	62,000	62,000	67,105	54,060	77,071	5,105	0.92
All Ranks	80,528	4	62,000	106,629	74,784	54,060	113,835	10,808	1.08
Landscape Architecture									
Professor	-	-	-	-	105,944	91,802	124,200	-	-
Assoc Prof	89,980	1	89,980	89,980	81,510	69,247	97,474	-	1.10
Asst Prof	-	-	-	-	64,140	44,528	75,000	-	-
All Ranks	89,980	1	89,980	89,980	83,924	44,528	124,200	-	1.07
School Of Architecture									
Professor	117,601	7	95,245	152,326	123,629	79,990	207,412	42,196	0.95
Assoc Prof	87,613	10	70,539	102,981	85,844	55,989	115,611	-	1.02
Asst Prof	72,717	3	71,243	73,594	69,825	40,005	98,010	-	1.04
All Ranks	95,875	20	70,539	152,326	93,793	40,005	207,412	42,196	1.02

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Top 25			Cost to increase to Top 25 Avg	Ratio UTK to Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Arts and Sciences									
Total									
Professor	115,384	212	46,900	326,014	126,863	24,000	418,957	3,363,697	0.90
Assoc Prof	75,757	148	53,739	96,171	83,054	27,709	208,743	1,102,369	0.91
Asst Prof	66,506	103	52,639	88,911	71,315	16,000	133,437	498,684	0.93
All Ranks	91,844	463	46,900	326,014	102,543	16,000	418,957	4,964,750	0.89
Arts and Sciences - Humanities									
Total									
Professor	94,673	65	46,900	142,400	115,719	40,738	269,570	1,334,723	0.82
Assoc Prof	70,576	70	53,739	94,808	77,762	42,737	161,775	454,572	0.91
Asst Prof	58,483	36	52,639	67,795	64,702	26,004	102,100	223,042	0.90
All Ranks	77,190	171	46,900	142,400	91,842	26,004	269,570	2,012,337	0.84
Classics									
Professor	101,572	1	101,572	101,572	109,076	40,738	164,700	7,504	0.93
Assoc Prof	75,200	3	67,183	82,868	78,391	55,280	94,482	9,573	0.96
Asst Prof	59,282	1	59,282	59,282	63,411	40,000	75,205	4,129	0.94
All Ranks	77,291	5	59,282	101,572	89,896	40,000	164,700	21,206	0.86
English									
Professor	92,369	21	46,900	125,730	124,128	60,000	268,840	666,939	0.74
Assoc Prof	69,502	13	64,303	80,779	80,320	50,436	127,000	140,634	0.87
Asst Prof	61,818	7	58,393	66,012	67,728	40,000	85,500	41,370	0.91
All Ranks	79,902	41	46,900	125,730	99,548	40,000	268,840	848,943	0.80
Modern Foreign Languages & Lit									
Professor	92,120	13	74,976	142,400	114,455	53,160	213,831	290,355	0.81
Assoc Prof	68,012	12	61,925	82,000	77,016	42,737	125,300	108,048	0.88
Asst Prof	58,097	6	54,724	62,178	64,928	40,480	85,471	40,986	0.90
All Ranks	76,202	31	54,724	142,400	88,746	40,480	213,831	439,389	0.86
Philosophy									
Professor	106,023	2	83,689	128,356	123,005	66,657	269,570	33,964	0.86
Assoc Prof	72,107	2	61,953	82,261	79,107	48,915	156,186	14,000	0.91
Asst Prof	59,898	5	58,692	61,950	65,912	40,000	90,184	30,070	0.91
All Ranks	72,861	9	58,692	128,356	100,612	40,000	269,570	78,034	0.72
Religious Studies									
Professor	110,072	3	87,393	131,460	119,701	73,261	185,800	28,887	0.92
Assoc Prof	74,987	2	71,440	78,533	77,881	59,000	116,023	5,788	0.96
Asst Prof	58,986	2	58,300	59,672	62,181	40,000	71,240	6,390	0.95
All Ranks	85,452	7	58,300	131,460	90,582	40,000	185,800	41,065	0.94
School Of Art									
Professor	93,873	10	69,303	127,365	114,192	66,940	187,500	203,190	0.82
Assoc Prof	77,203	11	64,414	94,808	77,344	53,009	111,464	1,551	1.00
Asst Prof	58,737	5	53,637	67,795	63,030	37,000	99,426	21,465	0.93
All Ranks	80,064	26	53,637	127,365	90,159	37,000	187,500	226,206	0.89
School Of Music									
Professor	92,378	12	70,684	140,098	101,035	60,307	192,307	103,884	0.91
Assoc Prof	67,702	19	53,739	80,888	76,148	44,125	161,775	160,474	0.89
Asst Prof	55,030	9	52,639	58,550	63,565	42,700	102,100	76,815	0.87
All Ranks	72,254	40	52,639	140,098	85,851	42,700	192,307	341,173	0.84
Theatre									
Professor	108,455	3	93,000	138,247	96,719	67,190	187,612	-	1.12
Assoc Prof	70,659	8	63,405	83,450	72,472	53,160	110,043	14,504	0.98
Asst Prof	58,401	1	58,401	58,401	60,218	26,004	75,087	1,817	0.97
All Ranks	79,087	12	58,401	138,247	76,262	26,004	187,612	16,321	1.04
Arts and Sciences - Natural Sciences									
Total									
Professor	131,087	99	76,389	246,093	132,267	34,371	418,957	824,198	0.99
Assoc Prof	85,593	40	73,490	96,171	89,634	33,000	208,743	197,732	0.96
Asst Prof	76,322	35	73,356	88,911	77,143	16,000	133,437	71,158	0.99
All Ranks	109,612	174	73,356	246,093	112,636	16,000	418,957	1,093,088	0.97
Biochem/Cell & Molec Biology									
Professor	131,805	12	89,665	246,093	132,341	38,891	303,797	6,432	1.00
Assoc Prof	84,323	8	75,473	94,711	87,519	41,727	153,936	25,568	0.96
Asst Prof	76,586	7	75,000	78,533	74,388	35,182	108,000	-	1.03
All Ranks	103,420	27	75,000	246,093	107,310	35,182	303,797	32,000	0.96
Chemistry									
Professor	132,895	19	85,580	215,651	144,473	50,184	327,410	219,982	0.92
Assoc Prof	90,750	3	88,482	92,864	88,997	47,396	144,655	-	1.02
Asst Prof	76,941	4	74,262	83,259	75,755	35,182	88,056	-	1.02
All Ranks	119,424	26	74,262	215,651	119,058	35,182	327,410	219,982	1.00
Earth & Planetary Sciences									
Professor	127,369	9	84,745	193,438	123,460	61,969	259,327	-	1.03
Assoc Prof	86,548	5	84,867	88,960	88,623	55,080	122,325	10,375	0.98
Asst Prof	74,823	3	73,525	76,944	75,954	54,245	105,040	3,393	0.99
All Ranks	106,090	17	73,525	193,438	107,014	54,245	259,327	13,768	0.99

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Top 25			Cost to increase to Top 25 Avg	Ratio UTK to Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Ecology & Evolutionary Biology									
Professor	154,296	9	100,233	234,876	127,580	75,182	297,978	-	1.21
Assoc Prof	86,558	9	78,785	94,830	97,302	60,994	208,743	96,696	0.89
Asst Prof	77,996	5	74,708	88,911	89,003	47,000	133,437	55,035	0.88
All Ranks	111,203	23	74,708	234,876	109,447	47,000	297,978	151,731	1.02
Mathematics									
Professor	105,154	22	76,389	135,929	132,326	34,371	333,200	597,784	0.80
Assoc Prof	80,078	7	73,490	85,736	88,663	33,000	151,800	60,095	0.90
Asst Prof	75,989	6	73,447	78,413	74,577	39,449	102,800	-	1.02
All Ranks	95,139	35	73,447	135,929	114,183	33,000	333,200	657,879	0.83
Microbiology									
Professor	190,012	4	125,173	223,117	131,210	79,983	237,298	-	1.45
Assoc Prof	87,694	5	80,748	96,171	81,846	62,610	102,515	-	1.07
Asst Prof	74,614	5	73,356	76,338	71,975	41,727	85,850	-	1.04
All Ranks	112,256	14	73,356	223,117	104,316	41,727	237,298	-	1.08
Physics									
Professor	135,937	24	78,344	237,201	128,730	50,380	418,957	-	1.06
Assoc Prof	88,698	3	78,405	95,124	90,364	39,470	147,273	4,998	0.98
Asst Prof	76,791	5	75,000	78,741	79,337	16,000	116,000	12,730	0.97
All Ranks	122,267	32	75,000	237,201	113,526	16,000	418,957	17,728	1.08
Arts and Sciences - Social Sciences									
Total									
Professor	111,042	48	75,087	326,014	134,398	24,000	310,653	1,204,776	0.83
Assoc Prof	74,948	38	61,350	92,200	87,153	27,709	166,165	450,065	0.86
Asst Prof	64,797	32	57,000	79,170	74,262	25,000	127,000	204,484	0.87
All Ranks	86,878	118	57,000	326,014	106,832	24,000	310,653	1,859,325	0.81
Anthropology									
Professor	139,465	7	75,194	326,014	112,887	62,052	266,600	-	1.24
Assoc Prof	77,984	2	76,864	79,103	79,456	53,316	121,860	2,944	0.98
Asst Prof	65,678	6	64,547	66,941	67,489	45,000	95,319	10,866	0.97
All Ranks	101,753	15	64,547	326,014	91,299	45,000	266,600	13,810	1.12
Geography									
Professor	119,024	6	88,428	158,688	124,052	70,740	198,000	30,168	0.96
Assoc Prof	77,850	3	76,313	80,197	81,023	57,384	117,300	9,519	0.96
Asst Prof	69,558	7	63,433	79,170	68,605	46,735	94,720	-	1.01
All Ranks	89,663	16	63,433	158,688	94,334	46,735	198,000	39,687	0.95
History									
Professor	109,180	8	85,121	145,844	120,549	61,239	260,429	90,952	0.91
Assoc Prof	72,034	8	66,667	78,185	80,187	46,245	156,660	65,224	0.90
Asst Prof	59,654	7	57,000	61,621	65,076	28,636	101,000	37,954	0.92
All Ranks	81,186	23	57,000	145,844	96,220	28,636	260,429	194,130	0.84
Political Science									
Professor	93,095	9	77,552	113,195	149,681	24,000	310,653	509,274	0.62
Assoc Prof	79,230	4	67,834	92,200	96,616	27,709	164,200	69,544	0.82
Asst Prof	62,364	4	60,854	65,000	82,151	25,000	127,000	79,148	0.76
All Ranks	82,602	17	60,854	113,195	115,300	24,000	310,653	657,966	0.72
Psychology									
Professor	107,965	14	75,087	195,644	140,238	57,273	299,250	451,822	0.77
Assoc Prof	75,267	14	61,350	83,809	89,807	50,292	146,420	203,560	0.84
Asst Prof	67,392	6	65,932	68,861	75,868	40,000	104,000	50,856	0.89
All Ranks	87,341	34	61,350	195,644	114,965	40,000	299,250	706,238	0.76
Sociology									
Professor	104,199	4	90,530	121,106	134,839	72,538	293,000	122,560	0.77
Assoc Prof	73,083	7	67,627	75,955	87,265	44,191	166,165	99,274	0.84
Asst Prof	60,575	2	60,149	61,000	73,405	56,990	94,400	25,660	0.83
All Ranks	80,733	13	60,149	121,106	108,641	44,191	293,000	247,494	0.74
Business Administration									
Total									
Professor	184,294	38	96,951	301,857	203,124	57,000	452,480	574,263	0.91
Assoc Prof	143,040	27	84,997	225,496	152,027	60,667	265,000	247,614	0.94
Asst Prof	131,619	22	63,774	184,705	144,531	40,360	216,240	194,322	0.91
All Ranks	158,171	87	63,774	301,857	171,071	40,360	452,480	1,016,199	0.93
Accounting									
Professor	205,382	7	132,646	301,857	210,437	111,000	311,950	35,385	0.98
Assoc Prof	177,350	2	170,137	184,563	169,530	64,538	239,700	-	1.05
Asst Prof	175,464	3	159,547	184,705	179,972	102,000	214,010	13,524	0.98
All Ranks	193,231	12	132,646	301,857	187,617	64,538	311,950	48,909	1.03
Economics									
Professor	189,184	4	149,970	238,689	195,124	71,400	384,620	23,760	0.97
Assoc Prof	112,362	7	91,153	130,045	140,153	60,667	225,700	194,537	0.80
Asst Prof	109,776	6	107,113	114,520	113,284	50,000	154,000	21,048	0.97
All Ranks	129,525	17	91,153	238,689	159,800	50,000	384,620	239,345	0.81

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College Department Rank	UTK				Top 25			Cost to increase to Top 25 Avg	Ratio UTK to Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Finance									
Professor	163,318	5	121,813	246,481	223,944	61,600	452,480	303,130	0.73
Assoc Prof	190,652	5	145,814	225,496	183,092	92,399	265,000	-	1.04
Asst Prof	172,058	1	172,058	172,058	180,769	85,088	216,240	8,711	0.95
All Ranks	176,537	11	121,813	246,481	198,027	61,600	452,480	311,841	0.89
Management									
Professor	193,916	6	153,028	228,177	222,865	57,000	356,000	173,694	0.87
Assoc Prof	141,279	1	141,279	141,279	165,816	70,722	252,418	24,537	0.85
Asst Prof	113,292	3	63,774	139,562	149,419	40,360	209,200	108,381	0.76
All Ranks	164,465	10	63,774	228,177	184,397	40,360	356,000	306,612	0.89
Marketing Logistics & Trans									
Professor	204,892	7	129,453	273,039	206,346	110,362	372,427	10,178	0.99
Assoc Prof	151,888	7	124,686	188,599	153,858	95,513	211,227	13,790	0.99
Asst Prof	137,851	7	118,038	148,025	143,945	106,350	186,000	42,658	0.96
All Ranks	164,877	21	118,038	273,039	169,934	95,513	372,427	66,626	0.97
Statistics									
Professor	154,936	9	96,951	236,017	158,060	85,970	280,430	28,116	0.98
Assoc Prof	112,617	5	84,997	143,731	115,567	63,129	184,074	14,750	0.97
Asst Prof	116,840	2	101,412	132,268	106,916	60,000	210,000	-	1.09
All Ranks	136,950	16	84,997	236,017	131,706	60,000	280,430	42,866	1.04
Communication and Information									
Total									
Professor	111,799	21	47,306	217,862	127,448	73,255	282,391	270,265	0.88
Assoc Prof	80,771	13	69,404	137,173	87,299	49,020	156,942	118,584	0.93
Asst Prof	67,056	18	61,646	72,833	74,393	38,118	134,112	202,662	0.90
All Ranks	88,554	52	47,306	217,862	97,563	38,118	282,391	591,511	0.91
Advertising/Public Relations									
Professor	108,448	4	87,539	126,519	110,904	74,440	142,341	9,824	0.98
Assoc Prof	74,376	6	69,404	77,954	86,759	71,584	108,562	74,298	0.86
Asst Prof	64,240	2	63,676	64,803	73,642	54,620	89,000	18,804	0.87
All Ranks	84,044	12	63,676	126,519	89,460	54,620	142,341	102,926	0.94
Communication Studies									
Professor	131,000	2	123,861	138,138	127,856	73,255	189,113	-	1.03
Assoc Prof	90,568	4	72,552	137,173	84,038	49,020	131,184	-	1.08
Asst Prof	64,378	3	62,612	65,662	70,392	38,118	97,900	18,042	0.92
All Ranks	90,823	9	62,612	138,138	94,930	38,118	189,113	18,042	0.96
Communications									
Professor	127,879	1	127,879	127,879	129,408	77,312	186,264	1,529	0.99
Assoc Prof	-	-	-	-	83,108	52,075	131,184	-	-
Asst Prof	-	-	-	-	70,646	48,000	97,900	-	-
All Ranks	127,879	1	127,879	127,879	95,621	48,000	186,264	1,529	1.34
Journalism/Electronic Media									
Professor	99,999	10	47,306	133,577	120,433	75,000	196,368	204,340	0.83
Assoc Prof	72,318	1	72,318	72,318	83,626	61,702	126,076	11,308	0.87
Asst Prof	64,968	5	61,646	70,300	70,384	48,000	96,500	27,080	0.92
All Ranks	87,322	16	47,306	133,577	94,773	48,000	196,368	242,728	0.92
School Of Information Sciences									
Professor	131,030	4	88,061	217,862	144,673	81,000	282,391	54,572	0.91
Assoc Prof	84,592	2	79,114	90,070	101,081	74,329	156,942	32,978	0.84
Asst Prof	70,069	8	61,657	72,833	87,411	49,500	134,112	138,736	0.80
All Ranks	89,561	14	61,657	217,862	110,854	49,500	282,391	226,286	0.81
Education, Health, and Human Services									
Total									
Professor	106,158	34	77,002	147,074	120,659	55,614	490,909	423,567	0.88
Assoc Prof	78,428	48	62,611	127,963	82,543	52,287	207,072	254,499	0.95
Asst Prof	65,690	40	36,087	85,129	69,699	11,437	130,000	189,258	0.94
All Ranks	81,980	122	36,087	147,074	92,860	11,437	490,909	867,324	0.88
Child & Family Studies									
Professor	116,663	3	99,780	147,074	127,376	80,910	490,909	32,139	0.92
Assoc Prof	92,184	4	83,467	102,981	83,444	65,982	115,000	-	1.11
Asst Prof	70,724	5	47,619	85,129	72,261	44,889	101,000	7,685	0.98
All Ranks	89,362	12	47,619	147,074	95,941	44,889	490,909	39,824	0.93
Educational Leadshp & P Stds									
Professor	105,999	1	105,999	105,999	123,693	71,764	264,845	17,694	0.86
Assoc Prof	77,371	3	75,000	78,999	82,229	55,678	131,570	14,574	0.94
Asst Prof	70,908	3	65,000	74,582	68,702	51,000	92,007	-	1.03
All Ranks	78,691	7	65,000	105,999	94,605	51,000	264,845	32,268	0.83
Educational Psych & Counsel									
Professor	102,935	13	77,002	128,429	110,782	71,270	278,181	102,011	0.93
Assoc Prof	74,497	11	65,084	87,170	79,964	61,524	122,832	60,137	0.93
Asst Prof	36,087	1	36,087	36,087	68,778	38,526	130,000	32,691	0.53
All Ranks	87,748	25	36,087	128,429	91,362	38,526	278,181	194,839	0.96

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Top 25			Cost to increase to Top 25 Avg	Ratio UTK to Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Exercise, Sport & Leisure Study									
Professor	94,817	2	92,523	97,110	116,341	67,029	208,753	43,048	0.82
Assoc Prof	75,506	8	65,297	88,825	82,139	58,155	125,400	53,064	0.92
Asst Prof	63,805	8	59,587	70,000	69,084	34,216	91,324	42,232	0.92
All Ranks	72,451	18	59,587	97,110	92,194	34,216	208,753	138,344	0.79
Nutrition									
Professor	131,988	1	131,988	131,988	136,411	72,745	285,725	4,423	0.97
Assoc Prof	99,505	3	84,620	127,963	86,909	62,805	131,054	-	1.15
Asst Prof	70,749	6	65,000	77,364	77,806	49,092	96,140	42,342	0.91
All Ranks	85,499	10	65,000	131,988	104,032	49,092	285,725	46,765	0.82
Public Health									
Professor	109,025	3	94,633	124,564	151,220	74,810	440,536	126,585	0.72
Assoc Prof	93,306	3	83,230	102,310	99,810	53,352	207,072	19,512	0.94
Asst Prof	72,714	3	68,000	76,257	72,557	11,437	104,830	-	1.00
All Ranks	91,682	9	68,000	124,564	104,773	11,437	440,536	146,097	0.88
Retail Hospitality & Tour Mgmt									
Professor	107,903	4	96,549	121,291	124,499	83,175	159,494	66,384	0.87
Assoc Prof	87,953	2	80,243	95,662	81,843	63,442	129,870	-	1.08
Asst Prof	73,250	2	70,000	76,500	71,074	51,000	92,920	-	1.03
All Ranks	94,252	8	70,000	121,291	94,843	51,000	159,494	66,384	0.99
Theory And Prac In Teacher Ed									
Professor	104,990	7	82,164	123,690	109,459	55,614	222,749	31,283	0.96
Assoc Prof	70,418	14	62,611	77,509	78,076	52,287	124,988	107,212	0.90
Asst Prof	60,465	12	52,034	73,596	65,824	40,272	85,147	64,308	0.92
All Ranks	74,132	33	52,034	123,690	84,351	40,272	222,749	202,803	0.88
Engineering									
Total									
Professor	160,404	70	94,766	274,040	150,362	40,329	330,124	74,815	1.07
Assoc Prof	102,231	45	80,636	126,134	104,439	36,000	181,538	124,998	0.98
Asst Prof	92,804	39	81,854	120,926	89,138	33,948	123,800	12,675	1.04
All Ranks	126,286	154	80,636	274,040	126,312	33,948	330,124	212,488	1.00
Chemical Engineering									
Professor	168,382	5	102,178	251,801	158,210	71,916	270,588	-	1.06
Assoc Prof	116,663	2	107,191	126,134	100,344	47,278	146,107	-	1.16
Asst Prof	96,309	5	93,500	99,290	88,808	44,779	107,165	-	1.08
All Ranks	129,732	12	93,500	251,801	131,784	44,779	270,588	-	0.98
Civil & Environmental Engr									
Professor	150,065	8	113,237	212,320	136,508	76,405	243,975	-	1.10
Assoc Prof	100,738	6	94,270	105,445	99,926	62,053	133,000	-	1.01
Asst Prof	87,754	6	85,000	92,350	86,926	54,361	113,992	-	1.01
All Ranks	116,574	20	85,000	212,320	114,851	54,361	243,975	-	1.02
Electrical Engr & Computer Sci									
Professor	166,407	20	94,766	274,040	150,000	40,329	330,124	-	1.11
Assoc Prof	108,265	9	103,867	113,091	106,950	55,099	181,538	-	1.01
Asst Prof	92,893	7	89,000	96,894	93,352	40,909	123,800	3,213	1.00
All Ranks	137,577	36	89,000	274,040	128,196	40,329	330,124	3,213	1.07
Industrial & Information Engr									
Professor	157,964	3	139,473	187,000	150,677	94,727	232,974	-	1.05
Assoc Prof	95,105	4	92,374	97,760	106,099	77,183	164,928	43,976	0.90
Asst Prof	83,519	3	81,854	85,000	86,673	48,926	113,640	9,462	0.96
All Ranks	110,487	10	81,854	187,000	120,400	48,926	232,974	53,438	0.92
Materials Science & Engr									
Professor	164,773	13	112,409	238,619	153,825	68,433	242,273	-	1.07
Assoc Prof	101,519	7	85,861	112,362	102,183	66,536	136,000	4,648	0.99
Asst Prof	93,000	1	93,000	93,000	86,533	38,388	118,000	-	1.08
All Ranks	140,271	21	85,861	238,619	128,431	38,388	242,273	4,648	1.09
Mechanical, Aerospace&Biomed En									
Professor	145,709	13	95,997	210,225	151,464	52,813	320,236	74,815	0.96
Assoc Prof	99,979	15	80,636	125,145	103,453	36,000	159,765	52,110	0.97
Asst Prof	93,687	11	87,550	104,335	87,985	33,948	106,443	-	1.07
All Ranks	113,448	39	80,636	210,225	126,992	33,948	320,236	126,925	0.89
Nuclear Engineering									
Professor	168,447	8	116,429	237,220	164,317	107,127	242,703	-	1.03
Assoc Prof	98,755	2	92,311	105,198	110,887	84,515	137,583	24,264	0.89
Asst Prof	97,821	6	90,000	120,926	92,061	85,008	100,000	-	1.06
All Ranks	133,251	16	90,000	237,220	137,791	84,515	242,703	24,264	0.97
Law									
Professor	151,441	19	123,013	204,300	200,243	65,000	396,851	927,238	0.76
Assoc Prof	106,778	18	93,000	136,810	124,083	43,826	185,700	311,490	0.86
Asst Prof	-	-	-	-	101,817	39,000	175,500	-	-
All Ranks	129,713	37	93,000	204,300	179,075	39,000	396,851	1,238,728	0.72

2013-14
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Top 25			Cost to increase to Top 25 Avg	Ratio UTK to Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Nursing									
Professor	98,912	5	72,673	113,559	124,770	65,921	190,407	129,290	0.79
Assoc Prof	85,312	10	80,444	100,527	93,416	59,991	167,913	81,040	0.91
Asst Prof	76,497	18	59,909	129,326	73,514	51,718	135,756	-	1.04
All Ranks	82,564	33	59,909	129,326	89,177	51,718	190,407	210,330	0.93
Social Work									
Professor	137,291	10	90,260	324,202	135,458	64,830	189,994	-	1.01
Assoc Prof	77,566	8	73,497	86,817	89,380	55,613	153,803	94,512	0.87
Asst Prof	56,433	16	43,402	72,000	72,214	40,910	102,733	252,496	0.78
All Ranks	85,187	34	43,402	324,202	99,213	40,910	189,994	347,008	0.86
University									
Professor	127,384	472	46,900	326,014	137,152	24,000	490,909	6,414,539	0.93
Assoc Prof	87,191	363	53,739	225,496	92,707	27,709	265,000	2,543,598	0.94
Asst Prof	75,478	275	36,087	184,705	83,450	11,437	216,240	1,466,470	0.90
All Ranks	101,380	1,110	36,087	326,014	112,249	11,437	490,909	10,424,607	0.90