

**The University of Tennessee, Knoxville**

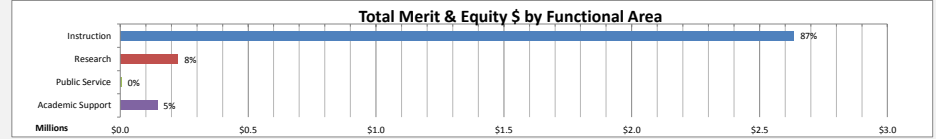
**Statistical Report for Faculty Merit and Equity Salary Increases for FY2012**

SUMMARY						Low \$	High \$	Avg \$	Median \$	Mode \$	Low %	High %	Avg %	Median %	Mode %
<i>includes all eligible faculty employees</i>															
	Persons	% of Total	FTEs *	% of Total											
Faculty Eligible for Merit and/or Equity Increase	1,469	100%	1,358.61	100%	-	16,770.00	1,802.57	1,319.00	-	0.00%	46.15%	2.87%	2.79%	0.00%	
Faculty Receiving Both Merit and Equity Increase	231	16%	217.15	16%	494.00	12,366.00	4,082.96	3,915.00	3,000.00	1.21%	46.15%	6.52%	6.02%	7.78%	
Faculty Receiving Only Merit Increase	788	54%	722.69	53%	26.52	16,770.00	2,161.72	1,951.58	2,000.00	0.32%	26.89%	3.39%	3.00%	3.00%	
Faculty Receiving Only Equity Increase	75	5%	72.84	5%	103.04	7,705.00	1,666.34	1,500.00	1,500.00	0.18%	14.75%	3.20%	2.75%	2.75%	
Faculty Receiving No Increase	375	26%	345.93	25%	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	0.00%	
<i>Faculty Receiving Merit or Equity Increase</i>	1,094		1,012.68												

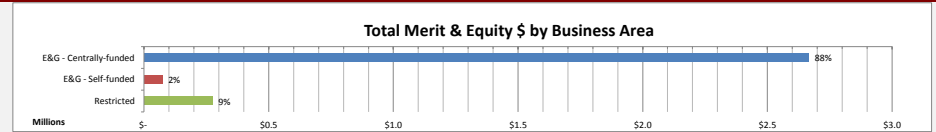
BY FACULTY RANK/CLASSIFICATION						Low \$	High \$	Avg \$	Median \$	Mode \$	Low %	High %	Avg %	Median %	Mode %
<i>excludes faculty who received no increase</i>															
	Persons	% of Total	FTEs *	% of Total											
<b>Tenured or Tenure Track</b>	73.67%														
Professor	359	45%	318.36	43%	165.00	16,770.00	3,096.94	2,800.00	2,000.00	0.25%	46.15%	3.78%	3.00%	3.00%	
Associate Professor	266	33%	248.43	33%	103.04	12,366.00	2,894.67	2,300.76	2,000.00	0.18%	27.60%	4.24%	3.48%	3.00%	
Assistant Professor	181	22%	174.86	24%	107.69	9,570.66	2,639.38	2,212.00	2,200.00	0.51%	18.74%	4.56%	3.91%	3.00%	
<b>Totals</b>	<b>806</b>	<b>100%</b>	<b>741.65</b>	<b>100%</b>											
<b>Not Tenure Track or Ineligible</b>	26.33%														
Professor	8	3%	6.95	3%	262.66	4,949.89	1,664.78	1,508.14	618.00	1.43%	4.64%	3.01%	3.00%	3.00%	
Associate Professor	27	9%	24.13	9%	90.88	4,328.00	1,130.28	798.51	265.06	1.44%	5.73%	2.99%	3.00%	3.00%	
Assistant Professor	46	16%	42.65	16%	26.52	8,087.74	1,508.54	1,125.00	1,000.00	1.00%	19.67%	3.80%	3.00%	3.00%	
Instructor	23	8%	20.10	7%	200.00	3,600.00	1,367.50	1,300.00	1,500.00	0.91%	4.00%	2.69%	2.90%	2.93%	
Lecturer	181	63%	174.44	64%	224.62	5,290.14	1,460.12	1,151.42	3,000.00	0.77%	26.89%	4.02%	3.23%	7.78%	
Other Faculty	3	1%	2.75	1%	945.42	3,000.00	1,630.28	945.43	#N/A	3.00%	3.43%	3.19%	3.15%	#N/A	
<b>Totals</b>	<b>288</b>	<b>100%</b>	<b>271.03</b>	<b>100%</b>											
<i>Combined</i>	1,094		1,012.68												

BY QUANTILES						Low \$	High \$	Avg \$	Median \$	Mode \$	Low %	High %	Avg %	Median %	Mode %
<i>excludes faculty who received no increase</i>															
Quartiles Based On Distributed Annual Salaries															
	Upper Limit	Persons	% of Total	FTEs *	% of Total										
Quartile 1	\$ 41,676.48	234	21%	180.24	18%	26.52	8,087.74	1,081.80	859.56	1,000.00	0.74%	46.15%	4.31%	3.00%	3.00%
Quartile 2	\$ 63,255.60	269	25%	269.67	27%	103.04	10,832.05	2,364.43	2,000.00	1,000.00	0.18%	18.74%	4.36%	3.45%	3.00%
Quartile 3	\$ 84,488.04	298	27%	288.34	28%	200.00	12,000.00	2,796.48	2,400.00	2,000.00	0.25%	16.74%	3.84%	3.38%	3.00%
Quartile 4	\$ 268,766.16	293	27%	274.43	27%	300.00	16,770.00	3,773.17	3,224.91	3,000.00	0.32%	19.35%	3.44%	3.00%	3.00%
<b>Totals</b>		<b>1,094</b>	<b>100%</b>	<b>1,012.68</b>	<b>100%</b>										

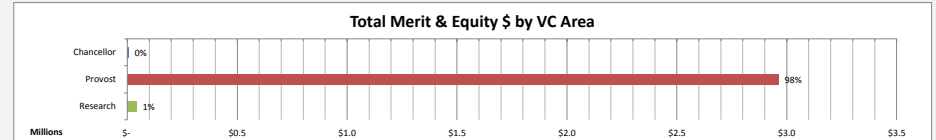
BY FUNCTIONAL AREA						
<i>excludes employees who received no increase</i>						
	FTEs *	% of Total	Total Salary	Merit	Equity	Total Merit & Equity \$
Instruction	897.08	89%	\$ 68,376,762.97	\$ 2,070,341.19	\$ 564,756.67	\$ 2,635,097.86
Research	81.91	8%	\$ 6,859,155.84	\$ 208,057.62	\$ 18,936.00	\$ 226,993.62
Public Service	2.68	0%	\$ 187,984.56	\$ 5,320.81	\$ -	\$ 5,320.81
Academic Support	31.02	3%	\$ 4,678,723.44	\$ 140,445.70	\$ 4,232.00	\$ 144,677.70
<b>Totals</b>	<b>1,012.68</b>	<b>100%</b>	<b>\$ 80,102,626.81</b>	<b>\$ 2,424,165.32</b>	<b>\$ 587,924.67</b>	<b>\$ 3,012,089.99</b>



BY BUSINESS AREA						
<i>excludes employees who received no increase</i>						
	FTEs *	% of Total	Total Salary	Merit	Equity	Total Merit & Equity \$
E&G - Centrally-funded	910.15	90%	\$ 69,723,932.05	\$ 2,089,833.75	\$ 575,418.67	\$ 2,665,252.42
E&G - Self-funded	27.13	3%	\$ 2,041,184.40	\$ 70,403.43	\$ 2,324.00	\$ 72,727.43
Restricted	75.40	7%	\$ 8,337,510.36	\$ 263,928.14	\$ 10,182.00	\$ 274,110.14
<b>Totals</b>	<b>1,012.68</b>	<b>100%</b>	<b>\$ 80,102,626.81</b>	<b>\$ 2,424,165.32</b>	<b>\$ 587,924.67</b>	<b>\$ 3,012,089.99</b>



BY VICE CHANCELLOR AREA						
<i>excludes employees who received no increase</i>						
	FTEs *	% of Total	Total Salary	Merit	Equity	Total Merit & Equity \$
Chancellor	4.23	0%	\$ 300,827.64	\$ 5,922.25	\$ -	\$ 5,922.25
Provost	999.74	99%	\$ 78,529,622.65	\$ 2,378,116.42	\$ 585,424.67	\$ 2,963,541.09
Research	8.71	1%	\$ 1,272,176.52	\$ 40,126.65	\$ 2,500.00	\$ 42,626.65
<b>Totals</b>	<b>1,012.68</b>	<b>100%</b>	<b>\$ 80,102,626.81</b>	<b>\$ 2,424,165.32</b>	<b>\$ 587,924.67</b>	<b>\$ 3,012,089.99</b>



\* FTEs shown are from Cost Distribution, and are only for those 1,094 employees who received an increase; averages in the corresponding tables are only for those 1,094 employees who received an increase  
 \* Statistics are calculated based upon cost distribution lines in the dataset. Certain figures may appear extreme due to some faculty having multiple appointments, and/or having salary distributions with multiple business areas and functions.

**The University of Tennessee, Knoxville**

**Statistical Report for Faculty Merit and Equity Salary Increases for FY2012**

<b>SUMMARY</b>						<b>Total Salary</b>	<b>% Salary</b>	<b>Total Merit</b>	<b>% Merit</b>	<b>Total Equity</b>	<b>% Equity</b>	<b>Total M&amp;E</b>	<b>% Total M&amp;E</b>
<i>includes all eligible faculty employees</i>													
	Persons	% of Total	FTEs *	% of Total									
Faculty Eligible for Merit and/or Equity Increase	1,469	100%	1,358.61	100%	\$ 105,958,417.89	100.00%	\$ 2,424,165.32	100.00%	\$ 587,924.67	100.00%	\$ 3,012,089.99	100.00%	
Faculty Receiving Both Merit and Equity Increase	231	16%	217.15	16%	\$ 15,848,440.32	14.96%	\$ 513,208.85	21.17%	\$ 446,285.77	75.91%	\$ 959,494.62	31.85%	
Faculty Receiving Only Merit Increase	788	54%	722.69	53%	\$ 59,635,260.77	56.28%	\$ 1,910,956.47	78.83%	\$ -	0.00%	\$ 1,910,956.47	63.44%	
Faculty Receiving Only Equity Increase	75	5%	72.84	5%	\$ 4,618,925.72	4.36%	\$ -	0.00%	\$ 141,638.90	24.09%	\$ 141,638.90	4.70%	
Faculty Receiving No Increase	375	26%	345.93	25%	\$ 25,855,791.08	24.40%	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
<i>Faculty Receiving Merit or Equity Increase</i>	1,094		1,012.68		\$ 80,102,626.81	75.60%	\$ 2,424,165.32	100.00%	\$ 587,924.67	100.00%	\$ 3,012,089.99	100.00%	
<b>BY FACULTY RANK/CLASSIFICATION</b>						<b>Total Salary</b>	<b>% Salary</b>	<b>Total Merit</b>	<b>% Merit</b>	<b>Total Equity</b>	<b>% Equity</b>	<b>Total M&amp;E</b>	<b>% Total M&amp;E</b>
<i>excludes faculty who received no increase</i>													
	Persons	% of Total	FTEs *	% of Total									
<b>Tenured or Tenure Track</b>	73.67%												
Professor	359	45%	318.36	43%	\$ 35,948,461.88	54.14%	\$ 1,059,992.76	53.25%	\$ 169,493.40	31.79%	\$ 1,229,486.16	48.71%	
Associate Professor	266	33%	248.43	33%	\$ 19,274,273.44	29.03%	\$ 596,540.36	29.97%	\$ 193,705.46	36.33%	\$ 790,245.82	31.31%	
Assistant Professor	181	22%	174.86	24%	\$ 11,176,167.52	16.83%	\$ 334,184.89	16.79%	\$ 169,936.72	31.87%	\$ 504,121.61	19.97%	
<b>Totals</b>	<b>806</b>	<b>100%</b>	<b>741.65</b>	<b>100%</b>	<b>\$ 66,398,902.84</b>	<b>100.00%</b>	<b>\$ 1,990,718.01</b>	<b>100.00%</b>	<b>\$ 533,135.58</b>	<b>100.00%</b>	<b>\$ 2,523,853.59</b>	<b>100.00%</b>	
<b>Not Tenure Track or Ineligible</b>	26.33%												
Professor	8	3%	6.95	3%	\$ 562,333.68	4.10%	\$ 16,392.76	3.78%	\$ 255.00	0.47%	\$ 16,647.76	3.41%	
Associate Professor	27	9%	24.13	9%	\$ 1,945,184.68	14.19%	\$ 53,283.75	12.29%	\$ 2,100.00	3.83%	\$ 55,383.75	11.34%	
Assistant Professor	46	16%	42.65	16%	\$ 2,721,371.40	19.86%	\$ 90,071.90	20.78%	\$ 11,000.00	20.08%	\$ 101,071.90	20.70%	
Instructor	23	8%	20.10	7%	\$ 1,156,369.20	8.44%	\$ 32,820.11	7.57%	\$ -	0.00%	\$ 32,820.11	6.72%	
Lecturer	181	63%	174.44	64%	\$ 7,160,898.28	52.26%	\$ 235,987.94	54.44%	\$ 41,434.09	75.62%	\$ 277,422.03	56.82%	
Other Faculty	3	1%	2.75	1%	\$ 157,566.72	1.15%	\$ 4,890.85	1.13%	\$ -	0.00%	\$ 4,890.85	1.00%	
<b>Totals</b>	<b>288</b>	<b>100%</b>	<b>271.03</b>	<b>100%</b>	<b>\$ 13,703,723.96</b>	<b>100.00%</b>	<b>\$ 433,447.31</b>	<b>100.00%</b>	<b>\$ 54,789.09</b>	<b>100.00%</b>	<b>\$ 488,236.40</b>	<b>100.00%</b>	
<i>Combined</i>	1,094		1,012.68		\$ 80,102,626.81	100.00%	\$ 2,424,165.32	100.00%	\$ 587,924.67	100.00%	\$ 3,012,089.99	100.00%	
<b>BY QUARTILES</b>						<b>Total Salary</b>	<b>% Salary</b>	<b>Total Merit</b>	<b>% Merit</b>	<b>Total Equity</b>	<b>% Equity</b>	<b>Total M&amp;E</b>	<b>% Total M&amp;E</b>
<i>excludes faculty who received no increase</i>													
<b>Quartiles Based On Distributed Annual Salaries</b>													
	Upper Limit	Persons	% of Total	FTEs *	% of Total								
Quartile 1	\$ 41,676.48	234	21%	180.24	18%	\$ 8,029,398.80	10.02%	\$ 272,706.89	11.25%	\$ 53,997.99	9.18%	\$ 326,704.88	10.85%
Quartile 2	\$ 63,255.60	269	25%	269.67	27%	\$ 16,376,406.32	20.44%	\$ 507,743.48	20.95%	\$ 203,949.95	34.69%	\$ 711,693.43	23.63%
Quartile 3	\$ 84,488.04	298	27%	288.34	28%	\$ 21,978,936.14	27.44%	\$ 667,852.30	27.55%	\$ 173,887.17	29.58%	\$ 841,739.47	27.95%
Quartile 4	\$ 268,766.16	293	27%	274.43	27%	\$ 33,717,885.54	42.09%	\$ 975,862.65	40.26%	\$ 156,089.56	26.55%	\$ 1,131,952.21	37.58%
<b>Totals</b>		<b>1,094</b>	<b>100%</b>	<b>1,012.68</b>	<b>100%</b>	<b>\$ 80,102,626.81</b>	<b>100.00%</b>	<b>\$ 2,424,165.32</b>	<b>100.00%</b>	<b>\$ 587,924.67</b>	<b>100.00%</b>	<b>\$ 3,012,089.99</b>	<b>100.00%</b>