

Senate Faculty Salary Analysis March 2017

History of Mean UTK Annual Faculty Salary and Tuition and Fees

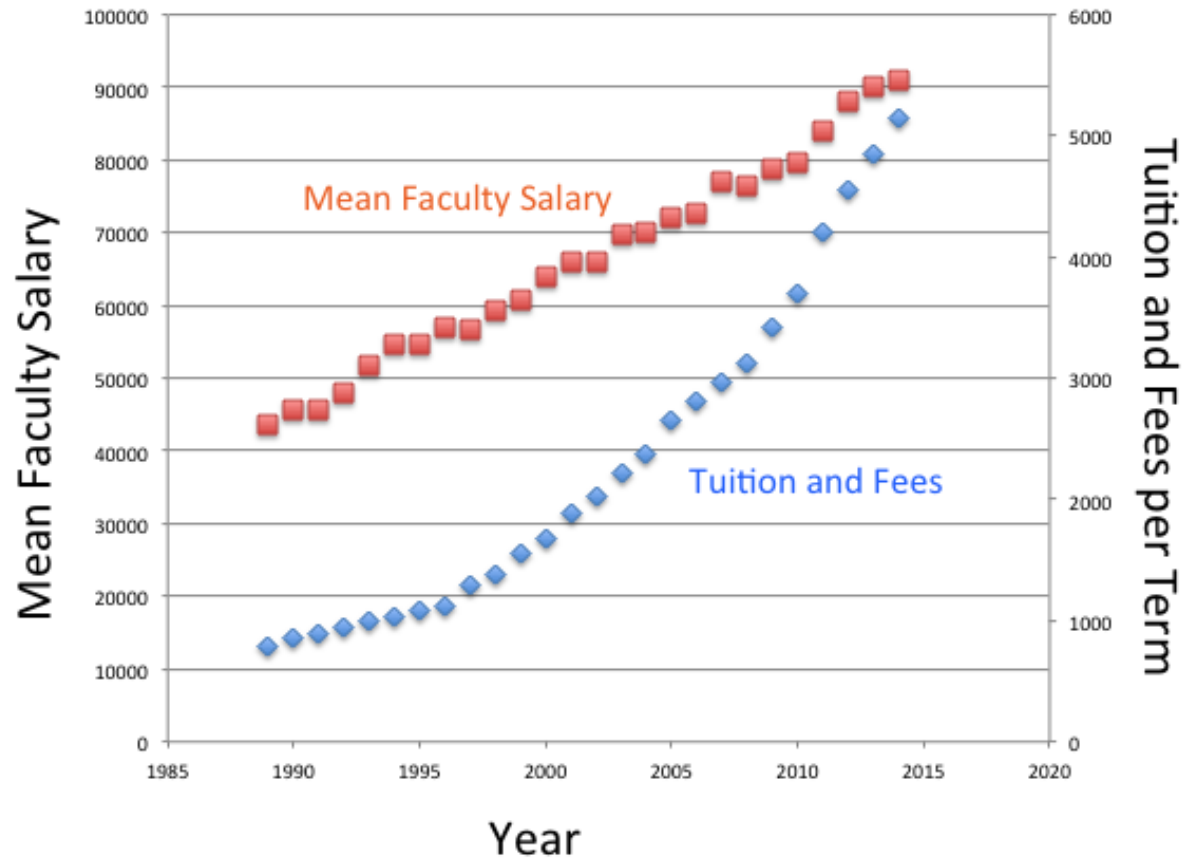


Figure from Tuition Increases and Expenditures at the University of Tennessee – Knoxville: A Historical Perspective – Report of Senate B&P – February 2016

Instructional Faculty Salary Survey – 2015-2016

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agricultural Sciences & Natural Resources									
Total									
Professor	105,878	57	77,698	172,603	122,896	20,565	313,016	835,708	0.86
Associate Professor	80,972	23	66,046	93,643	90,032	47,300	170,947	205,652	0.90
Assistant Professor	68,715	22	59,866	75,600	78,548	34,364	140,148	177,700	0.87
All Ranks	92,247	102			104,896			1,219,060	0.88
Agricultural and Resource Economics									
Professor	106,437	6	87,471	136,690	140,295	20,565	250,000	203,148	0.76
Associate Professor	82,300	3	79,925	84,918	99,032	58,930	170,947	50,196	0.83
Assistant Professor	71,349	2	69,599	73,098	88,136	49,988	136,977	33,574	0.81
All Ranks	93,475	11			121,176			286,918	0.77

The columns in the table refer to:

1. College/Department/Rank
2. October 2015 UTK Average, Number of Faculty, Minimum, Maximum Salaries
3. October 2015 Research University Very High Comparison Group - Average, Minimum, Maximum Salaries
4. Cost to increase Average UTK salary to the Average for Research University Very High at each rank
5. Ratio of UTK Average Salary to Average for Research University Very High
6. October 2015 THEC Peer Comparison Group - Average, Minimum, Maximum Salaries
7. Cost to increase Average UTK salary to the Average for THEC Peer Group at each rank
8. Ratio of UTK Average Salary to Average for THEC Peer Group
9. October 2015 Top-25 Public Comparison Group - Average, Minimum, Maximum Salaries
10. Cost to increase Average UTK salary to the Average for Top-25 Public Comparison Group at each rank
11. Ratio of UTK Average Salary to Average for Top-25 Public Comparison Group

Instructional Faculty Salary Survey – 2015-2016

College Department Rank	THEC Peer			Cost to increase to	Ratio UTK Avg to	Top 25			Cost to increase to	Ratio UTK Avg to
	Average	Minimum	Maximum	THEC P Avg	THEC P Avg	Average	Minimum	Maximum	Top 25 Avg	Top25 Avg
Agricultural Sciences & Natural Resources										
Total										
Professor	115,813	20,565	287,635	644,747	0.91	127,545	66,247	313,016	1,091,384	0.83
Associate Professor	87,953	47,941	152,339	193,417	0.92	92,655	47,941	170,947	264,198	0.87
Assistant Professor	78,003	39,617	136,977	184,568	0.88	81,489	39,617	140,148	233,749	0.84
All Ranks	99,600			1,022,732	0.93	109,485			1,589,331	0.84
Agricultural and Resource Economics										
Professor	124,215	20,565	250,000	106,668	0.86	146,347	69,804	250,000	239,460	0.73
Associate Professor	95,619	63,235	149,868	39,957	0.86	105,189	72,150	170,947	68,667	0.78
Assistant Professor	88,653	52,160	136,977	34,608	0.80	93,546	70,000	136,977	44,394	0.76
All Ranks	110,158			181,233	0.85	129,379			352,521	0.72

Take Home 1 – Market Forces drive average salaries across units

Take Home 2 – UTK is no meritocracy

Historical Analysis of Comparisons of UTK Faculty Salaries to Peer Groups

Objectives:

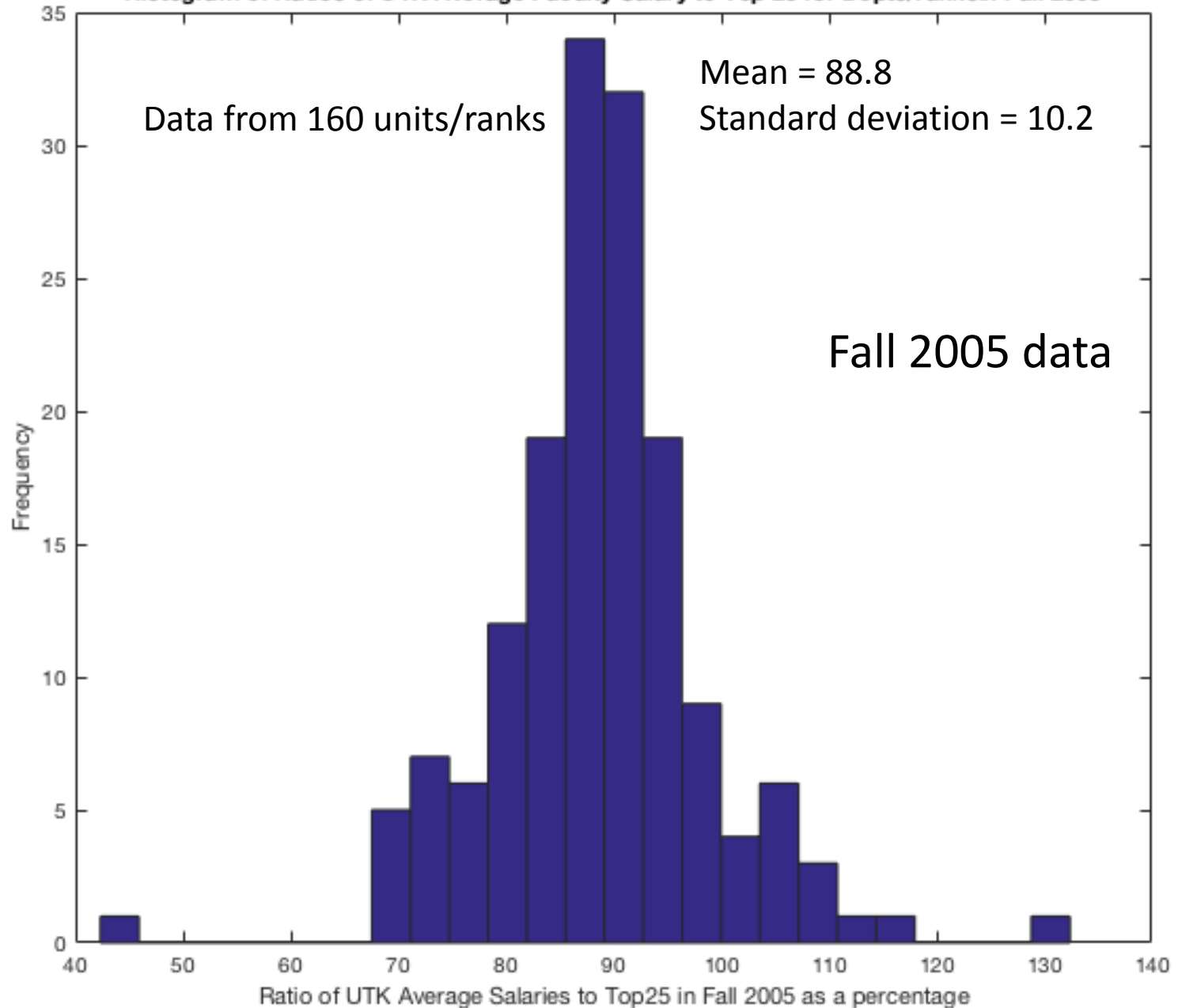
- (i) To provide an analysis of the changes in UTK average salaries as compared to Top 25 Public Universities over the past decade; and
- (ii) To analyze any potential variation across units and ranks in changes of average salaries as compared to those at Top 25 institutions.

Methodology: We used the data from the Budget Committee report for 2006-2007 giving Fall 2005 data and compared it to Fall 2015 data of average salaries by Unit/Rank comparing to Top 25 average salaries in comparable units/ranks. All data and files are posted on the Budget and Planning webpage.

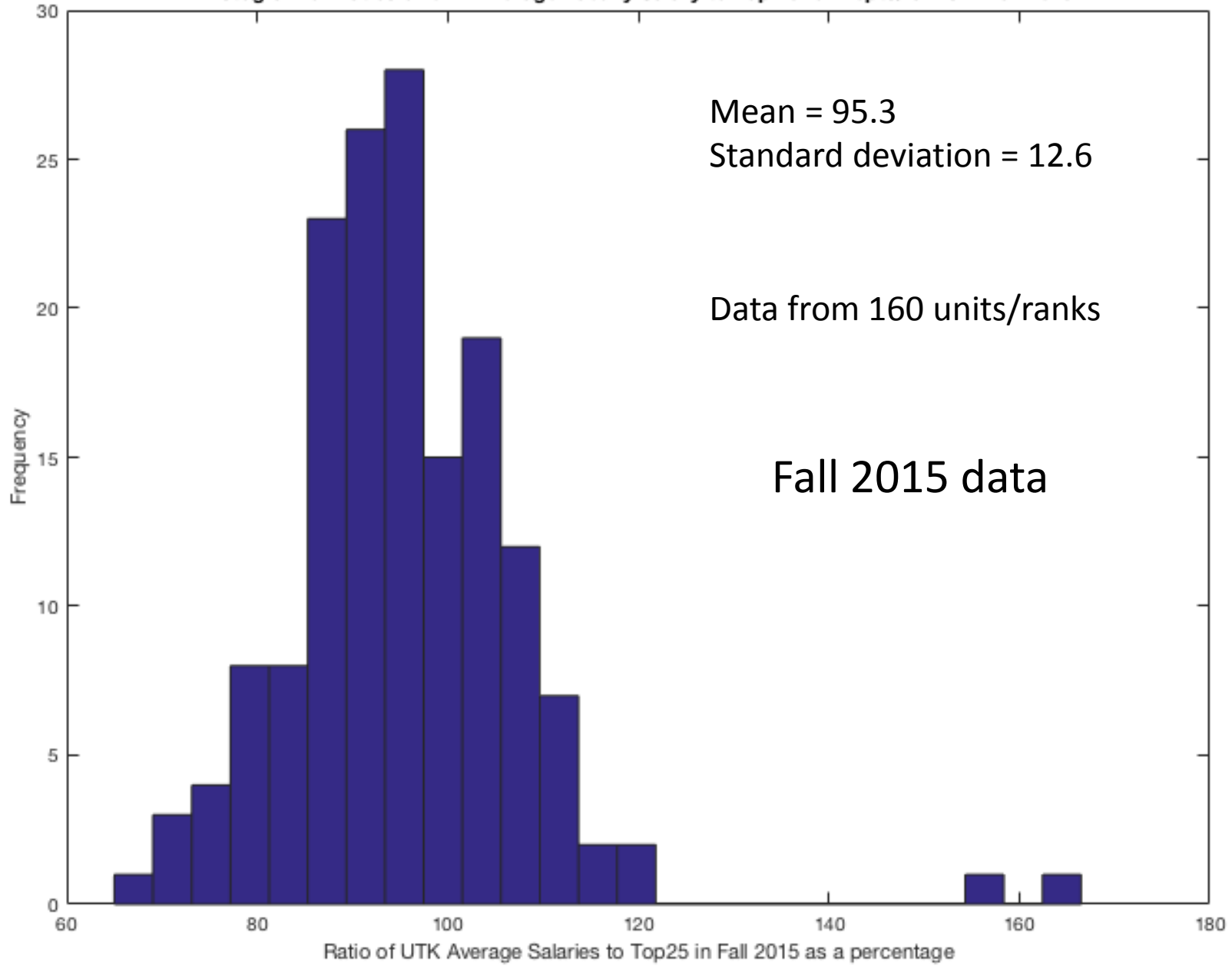
University-wide 10-year Comparison (percentage of Top 25 Averages)

	2005	2015
Professor	85.0	94.6
Associate Professor	89.8	95.2
Assistant Professor	90.9	90.1

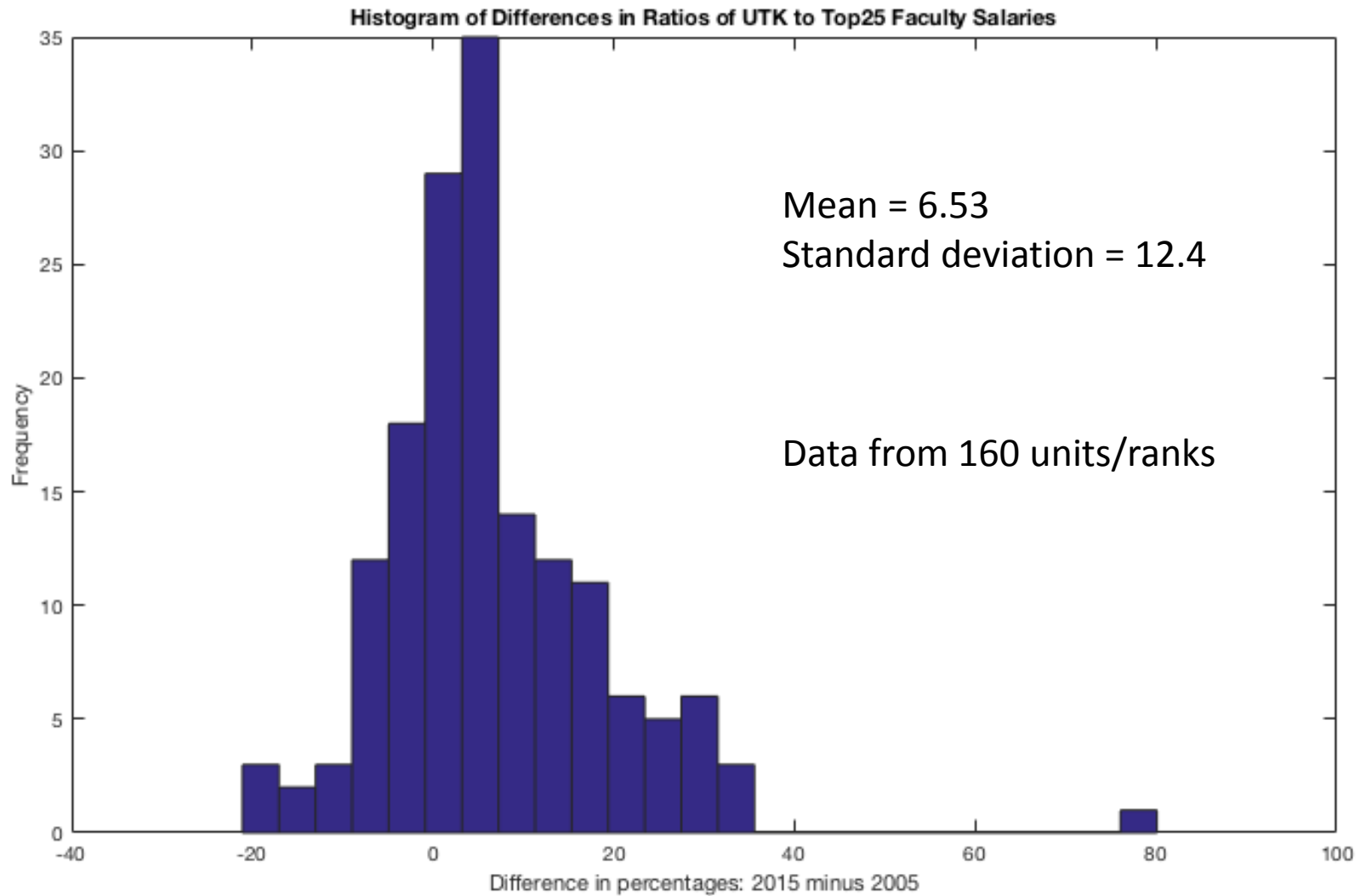
Histogram of Ratios of UTK Average Faculty Salary to Top 25 for Depts/ranks in Fall 2005



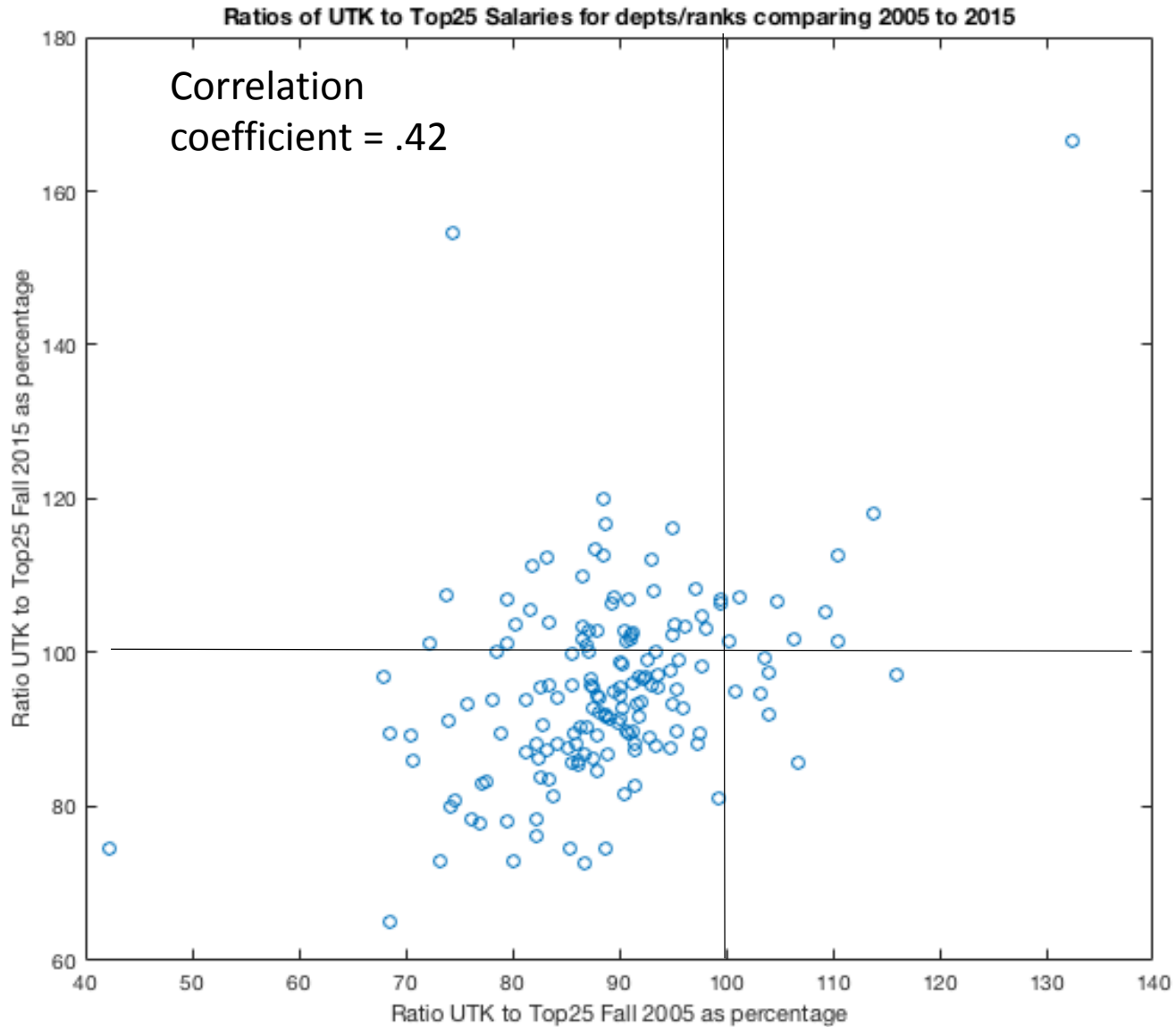
Histogram of Ratios of UTK Average Faculty Salary to Top 25 for Depts/ranks in Fall 2015



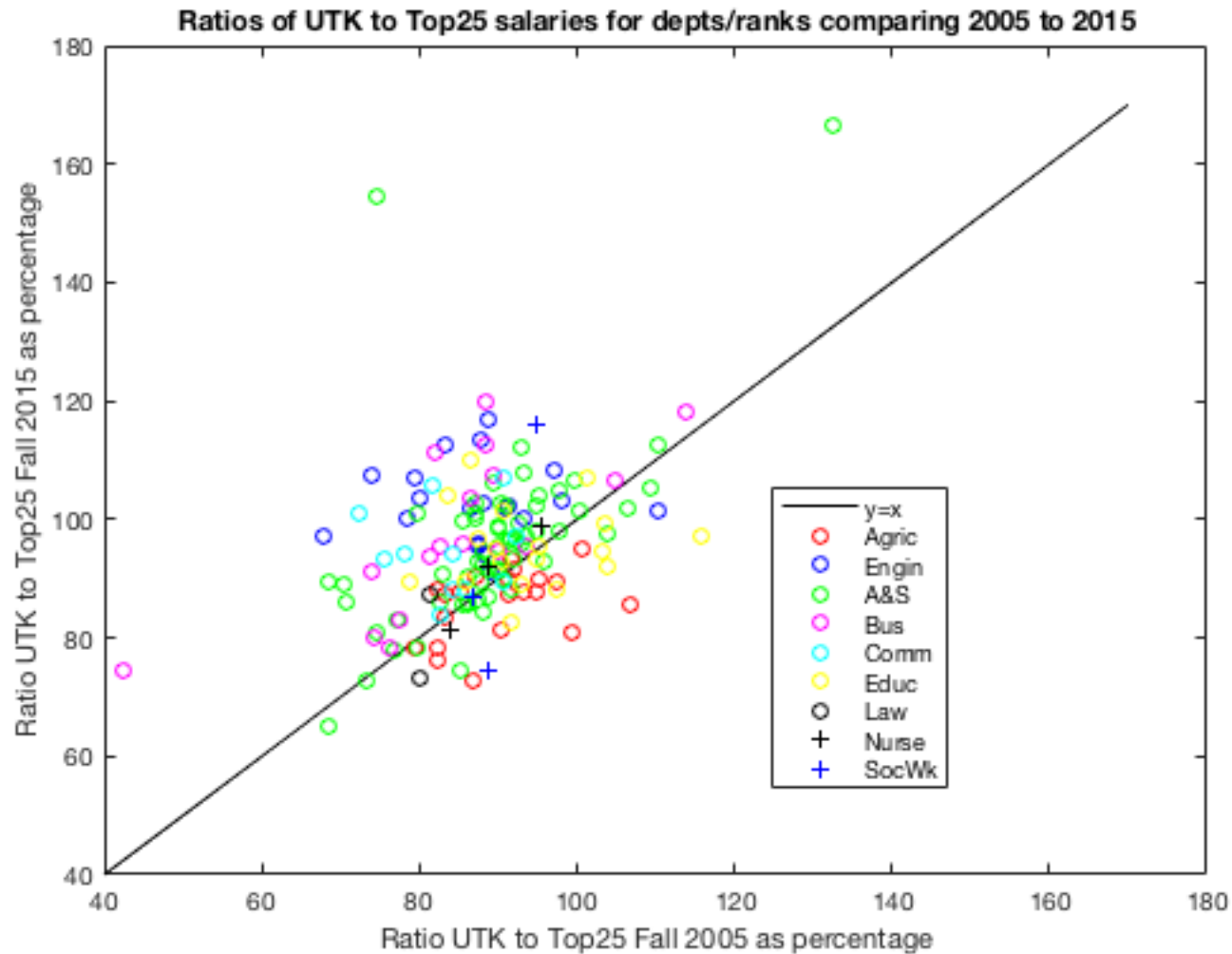
Differences for each unit/rank: 2015 minus 2005 percentages

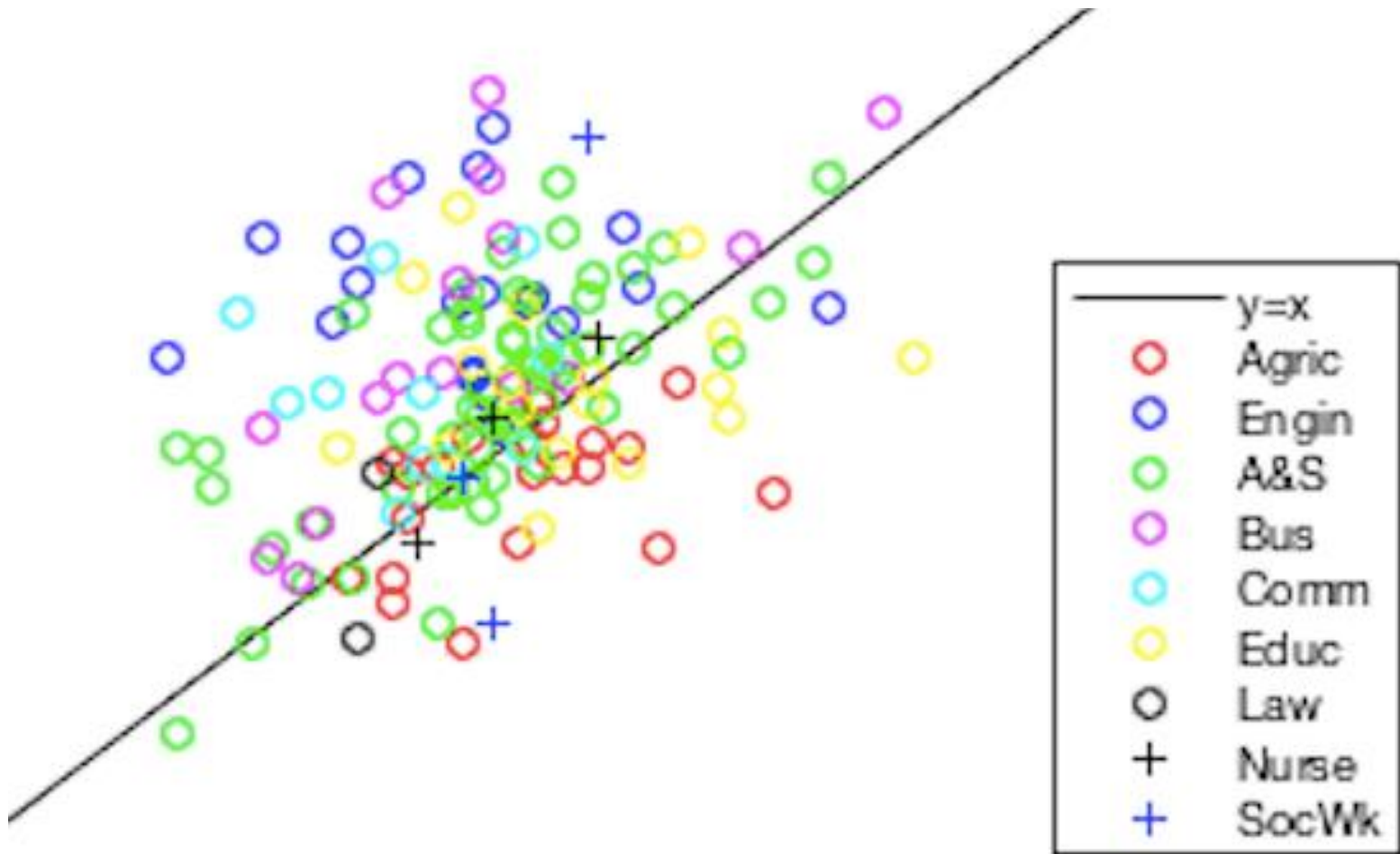


2015 versus 2005 percentages of salaries relative to Top 25.



2015 versus 2005 percentages of salaries relative to Top 25 color-coded by College





Engineering, Business and Communications have progressed markedly, A&S has progressed somewhat, Agriculture has regressed

Take Home 1 – There has been considerable progress across much of UTK towards having faculty salaries that are comparable to those at Top 25 institutions.

Take Home 2 – The progress has been very heterogeneous across UTK with some units/ranks advancing a great deal in this metric and others falling further behind.

Take Home 3 – The causes of the heterogeneity are not clear, given the consistency of salary enhancements across UTK over the past 10 years, nor is it clear whether the heterogeneity was intentional or not