

**2015-16
Instructional Faculty Salary Survey by Discipline**

College Department Rank	UTK				Research University - Very High			Cost to increase to	Ratio	THEC Peer			Cost to increase to	Ratio	Top 25			Cost to increase to	Ratio
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum	RU/VH Avg	UTK Avg to RU/VH Avg	Average	Minimum	Maximum	THEC P Avg	THEC P Avg	Average	Minimum	Maximum	Top 25 Avg	Top25 Avg
Agricultural Sciences & Natural Resources																			
Total																			
Professor	105,878	57	77,698	172,603	122,896	20,565	313,016	835,708	0.86	115,813	20,565	287,635	644,747	0.91	127,545	66,247	313,016	1,091,384	0.83
Associate Professor	80,972	23	66,046	93,643	90,032	47,300	170,947	205,652	0.90	87,953	47,941	152,339	193,417	0.92	92,655	47,941	170,947	264,198	0.87
Assistant Professor	68,715	22	59,866	75,600	78,548	34,364	140,148	177,700	0.87	78,003	39,617	136,977	184,568	0.88	81,489	39,617	140,148	233,749	0.84
All Ranks	92,247	102			104,896			1,219,060	0.88	99,600			1,022,732	0.93	109,485			1,589,331	0.84
Agricultural and Resource Economics																			
Professor	106,437	6	87,471	136,690	140,295	20,565	250,000	203,148	0.76	124,215	20,565	250,000	106,668	0.86	146,347	69,804	250,000	239,460	0.73
Associate Professor	82,300	3	79,925	84,918	99,032	58,930	170,947	50,196	0.83	95,619	63,235	149,868	39,957	0.86	105,189	72,150	170,947	68,667	0.78
Assistant Professor	71,349	2	69,599	73,098	88,136	49,988	136,977	33,574	0.81	88,653	52,160	136,977	34,608	0.80	93,546	70,000	136,977	44,394	0.76
All Ranks	93,475	11			121,176			286,918	0.77	110,158			181,233	0.85	129,379			352,521	0.72
Agricultural Leadership, Education, and Communications																			
Professor	94,608	1	94,608	94,608	124,278	80,420	237,707	29,670	0.76	141,138	113,031	237,707	46,530	0.67	130,731	85,850	237,707	36,123	0.72
Associate Professor	0	0	0	0	86,606	61,587	157,488	0	0.00	86,979	74,455	102,347	0	0.00	91,228	70,704	157,488	0	0.00
Assistant Professor	75,600	1	75,600	75,600	73,597	60,545	96,611	0	1.03	75,311	61,965	92,392	0	1.00	75,836	61,965	96,611	236	1.00
All Ranks	85,104	2			93,627			29,670	0.91	95,745			46,530	0.89	96,614			36,359	0.88
Agricultural Sciences and Natural Resources																			
Professor	0	0	0	0	124,265	20,565	313,016	0	0.00	154,031	102,268	233,923	0	0.00	128,784	69,804	313,016	0	0.00
Associate Professor	80,332	1	80,332	80,332	90,346	47,300	170,947	10,014	0.89	89,500	76,823	99,504	9,168	0.90	93,405	47,941	170,947	13,073	0.86
Assistant Professor	0	0	0	0	79,047	39,617	136,977	0	0.00	73,794	52,200	81,750	0	0.00	82,609	39,617	136,977	0	0.00
All Ranks	80,332	1			105,974			10,014	0.76	117,054			9,168	0.69	111,074			13,073	0.72
Animal Science																			
Professor	104,066	5	88,792	139,849	116,764	65,520	250,429	63,490	0.89	114,357	70,999	227,688	51,455	0.91	118,862	70,999	227,688	73,980	0.88
Associate Professor	82,980	3	79,069	90,492	87,449	47,300	168,129	13,407	0.95	88,959	64,214	140,402	17,937	0.93	89,046	54,504	140,402	18,198	0.93
Assistant Professor	68,003	5	67,091	69,055	75,371	39,617	115,500	36,840	0.90	78,814	39,617	115,500	54,055	0.86	77,901	39,617	115,500	49,490	0.87
All Ranks	85,330	13			99,057			113,737	0.86	97,546			123,447	0.87	101,279			141,668	0.84
Biosystems Engineering and Soil Science																			
Professor	104,599	12	77,698	139,681	128,178	72,536	308,300	282,948	0.82	128,784	76,069	250,604	290,220	0.81	133,365	79,121	308,300	345,192	0.78
Associate Professor	85,003	4	75,237	93,643	94,330	66,496	128,785	37,308	0.90	95,937	71,120	128,785	43,736	0.89	96,849	68,885	128,785	47,384	0.88
Assistant Professor	71,906	1	71,906	71,906	79,040	34,364	140,148	7,134	0.91	79,001	48,815	110,653	7,095	0.91	81,537	50,727	140,148	9,631	0.88
All Ranks	98,065	17			108,325			327,390	0.91	108,814			341,051	0.90	113,125			402,207	0.87
Entomology and Plant Pathology																			
Professor	104,351	7	92,017	124,493	110,929	64,510	290,751	46,046	0.94	108,661	64,510	226,304	30,170	0.96	116,290	70,000	290,751	83,573	0.90
Associate Professor	79,650	4	75,954	82,901	86,221	62,048	149,472	26,284	0.92	88,938	67,572	149,472	37,152	0.90	88,864	66,819	149,472	36,856	0.90
Assistant Professor	66,903	2	65,742	68,063	77,137	41,727	112,882	20,468	0.87	77,585	41,727	112,882	21,364	0.86	78,050	41,727	112,882	22,294	0.86
All Ranks	90,989	13			98,344			92,798	0.93	97,383			88,686	0.93	101,967			142,723	0.89
Food Science and Technology																			
Professor	108,381	4	94,350	127,744	126,628	74,821	287,635	72,988	0.86	120,582	74,821	287,635	48,804	0.90	133,865	79,963	287,635	101,936	0.81
Associate Professor	72,965	2	66,046	79,884	88,654	59,942	142,605	31,378	0.82	85,416	66,454	142,605	24,902	0.85	89,533	69,954	142,605	33,136	0.81
Assistant Professor	67,768	2	67,418	68,118	77,664	59,565	102,000	19,792	0.87	79,702	59,565	102,000	23,868	0.85	81,201	63,844	102,000	26,866	0.83
All Ranks	89,374	8			104,066			124,158	0.86	100,151			97,574	0.89	109,952			161,938	0.81
Forestry, Wildlife, and Fisheries																			
Professor	103,387	9	81,987	144,235	114,370	61,440	253,799	98,847	0.90	108,204	66,247	218,753	43,353	0.96	118,389	66,247	253,799	135,018	0.87
Associate Professor	78,123	3	73,540	80,690	85,576	48,684	134,489	22,359	0.91	82,929	51,043	126,597	14,418	0.94	86,437	51,043	130,000	24,942	0.90
Assistant Professor	66,557	6	59,866	75,426	74,035	50,465	124,250	44,868	0.90	70,512	50,465	95,388	23,730	0.94	75,964	50,465	124,250	56,442	0.88
All Ranks	86,900	18			96,439			166,074	0.90	93,281			81,501	0.93	99,441			216,402	0.87
Plant Sciences																			
Professor	110,143	13	81,077	172,603	113,110	60,551	313,016	38,571	0.97	112,262	69,916	250,067	27,547	0.98	115,997	69,916	313,016	76,102	0.95
Associate Professor	82,428	3	79,569	84,648	87,330	47,941	154,889	14,706	0.94	84,477	47,941	152,339	6,147	0.98	89,742	47,941	154,889	21,942	0.92
Assistant Professor	70,943	3	67,972	73,735	75,951	45,000	118,073	15,024	0.93	77,559	45,000	100,000	19,848	0.91	79,075	45,000	104,562	24,396	0.90
All Ranks	99,577	19			99,066			68,301	1.01	97,066			53,542	1.03	102,344			122,440	0.97

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum			
Architecture & Design																				
Total																				
Professor	126,004	10	96,379	164,937	121,602	66,322	220,267	0	1.04	123,960	87,764	207,100	15,902	1.02	131,340	72,867	207,100	73,161	0.96	
Associate Professor	92,081	10	73,994	106,015	84,801	43,750	140,641	0	1.09	84,392	43,750	122,028	7,860	1.09	89,140	43,750	140,641	0	1.03	
Assistant Professor	77,593	3	66,951	86,838	69,228	22,500	139,193	0	1.12	71,060	52,365	99,912	11,022	1.09	72,517	54,540	99,912	1,144	1.07	
All Ranks	104,940	23			91,735			0	1.14	92,007			34,784	1.14	98,174			74,305	1.07	
Architecture																				
Professor	126,220	9	96,379	164,937	123,758	66,322	220,267	0	1.02	125,732	89,270	207,100	0	1.00	134,349	72,867	207,100	73,161	0.94	
Associate Professor	93,303	7	85,798	106,015	85,634	43,750	140,641	0	1.09	84,836	43,750	122,028	0	1.10	90,425	43,750	140,641	0	1.03	
Assistant Professor	82,914	2	78,989	86,838	70,129	22,500	139,193	0	1.18	71,145	52,365	99,912	0	1.17	73,442	55,391	99,912	0	1.13	
All Ranks	108,607	18			93,392			0	1.16	93,135			0	1.17	100,464			73,161	1.08	
Interior Design																				
Professor	124,056	1	124,056	124,056	106,004	86,493	139,958	0	1.17	139,958	139,958	139,958	15,902	0.89	114,717	97,896	139,958	0	1.08	
Associate Professor	81,788	2	73,994	89,581	76,526	62,837	117,575	0	1.07	85,718	75,604	98,928	7,860	0.95	76,805	63,898	98,928	0	1.06	
Assistant Professor	66,951	1	66,951	66,951	64,740	54,540	86,000	0	1.03	77,973	70,340	86,000	11,022	0.86	68,095	54,540	86,000	1,144	0.98	
All Ranks	88,646	4			76,188			0	1.16	88,302			34,784	1.00	79,443			1,144	1.12	
Landscape Architecture																				
Professor	0	0	0	0	108,761	81,996	137,500	0	0.00	101,672	87,764	113,749	0	0.00	107,003	90,691	129,500	0	0.00	
Associate Professor	104,111	1	104,111	104,111	82,390	58,290	112,786	0	1.26	80,268	67,440	101,074	0	1.30	83,890	67,440	101,074	0	1.24	
Assistant Professor	0	0	0	0	65,615	51,500	80,000	0	0.00	65,572	57,650	71,000	0	0.00	67,732	60,000	80,000	0	0.00	
All Ranks	104,111	1			85,949			0	1.21	82,323			0	1.26	86,207			0	1.21	
Haslam College of Business																				
Total																				
Professor	207,619	36	122,926	364,230	199,001	48,700	569,201	249,171	1.04	203,676	57,000	469,100	338,209	1.02	219,326	57,000	508,727	655,655	0.95	
Associate Professor	159,758	23	91,353	270,833	149,823	32,000	294,921	44,120	1.07	154,231	57,598	263,511	136,962	1.04	161,715	64,538	273,472	191,070	0.99	
Assistant Professor	147,801	23	64,382	210,684	144,628	41,360	235,384	92,014	1.02	150,761	41,360	235,384	170,408	0.98	154,177	41,360	235,384	212,225	0.96	
All Ranks	177,416	82			167,301			385,305	1.06	173,563			645,579	1.02	183,968			1,058,950	0.96	
Accounting and Information Management																				
Professor	246,720	6	152,805	364,230	207,236	60,000	401,745	0	1.19	207,054	106,000	298,016	0	1.19	221,884	106,000	376,257	0	1.11	
Associate Professor	197,622	1	197,622	197,622	174,813	64,538	275,000	0	1.13	174,789	64,538	263,511	0	1.13	185,358	64,538	263,511	0	1.07	
Assistant Professor	177,881	5	135,000	210,684	178,093	61,354	227,088	1,060	1.00	188,371	134,426	227,088	52,450	0.94	186,145	105,000	227,088	41,320	0.96	
All Ranks	213,946	12			186,903			1,060	1.14	191,445			52,450	1.12	199,183			41,320	1.07	
Business Analytics and Statistics																				
Professor	198,490	7	125,094	285,195	161,767	60,000	301,521	0	1.23	168,440	81,722	294,243	0	1.18	165,488	89,270	294,711	0	1.20	
Associate Professor	140,903	3	133,565	152,159	121,413	57,598	210,000	0	1.16	124,153	57,598	210,000	0	1.13	125,179	65,355	210,000	0	1.13	
Assistant Professor	134,134	4	130,000	138,686	110,247	57,728	186,000	0	1.22	116,090	60,000	186,000	0	1.16	113,558	60,000	186,000	0	1.18	
All Ranks	167,763	14			134,609			0	1.25	141,888			0	1.18	139,295			0	1.20	
Economics																				
Professor	190,748	5	149,460	255,499	177,187	53,720	388,723	0	1.08	185,098	94,262	382,000	0	1.03	203,318	75,567	388,723	62,850	0.94	
Associate Professor	117,076	6	91,353	138,990	124,212	54,919	232,152	42,816	0.94	138,984	74,234	232,152	131,448	0.84	146,294	74,234	232,152	175,308	0.80	
Assistant Professor	116,937	5	109,338	124,500	111,254	53,000	160,000	0	1.05	118,046	80,000	160,000	5,545	0.99	121,901	80,300	160,000	24,820	0.96	
All Ranks	140,055	16			142,856			42,816	0.98	151,634			136,993	0.92	166,250			262,978	0.84	
Finance																				
Professor	188,267	5	122,926	268,238	217,058	61,600	508,727	143,955	0.87	221,737	95,108	469,100	167,350	0.85	239,837	61,600	508,727	257,850	0.78	
Associate Professor	205,852	5	152,996	270,833	174,421	70,730	294,921	0	1.18	171,904	89,143	250,967	0	1.20	191,908	89,464	273,472	0	1.07	
Assistant Professor	195,635	3	176,904	205,000	172,675	48,000	235,384	0	1.13	191,510	48,000	235,384	0	1.02	193,532	100,216	235,384	0	1.01	
All Ranks	196,731	13			189,467			143,955	1.04	198,611			167,350	0.99	210,996			257,850	0.93	
Management																				
Professor	205,236	6	170,534	239,013	222,772	48,700	424,555	105,216	0.92	224,812	57,000	424,555	117,456	0.91	246,650	57,000	424,555	248,484	0.83	
Associate Professor	161,148	1	161,148	161,148	162,452	68,000	266,336	1,304	0.99	166,662	68,000	262,135	5,514	0.97	176,910	68,000	266,336	15,762	0.91	
Assistant Professor	121,931	3	64,382	151,668	152,249	41,360	230,900	90,954	0.80	151,164	41,360	210,000	87,699	0.81	163,605	41,360	230,900	125,022	0.75	
All Ranks	175,836	10			182,484			197,474	0.96	184,828			210,669	0.95	203,118			389,268	0.87	

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum			
Marketing and Supply Chain Management																				
Professor	211,151	7	177,521	288,524	196,876	92,548	569,201	0	1.07	218,780	124,126	427,777	53,403	0.97	223,504	113,380	388,058	86,471	0.94	
Associate Professor	165,890	7	126,121	214,987	148,744	32,000	235,645	0	1.12	160,287	102,344	219,129	0	1.03	160,448	97,423	235,645	0	1.03	
Assistant Professor	145,366	3	140,000	149,698	141,130	62,284	200,000	0	1.03	153,604	114,110	200,000	24,714	0.95	152,387	114,110	200,000	21,063	0.95	
All Ranks	180,905	17			165,501			0	1.09	186,105			78,117	0.97	183,940			107,534	0.98	
Communication & Information																				
Total																				
Professor	119,578	24	87,000	211,703	119,017	48,285	298,279	83,055	1.00	115,847	48,285	227,436	120,240	1.03	127,684	62,093	289,956	145,471	0.94	
Associate Professor	83,691	16	71,013	139,720	83,622	41,728	165,000	72,671	1.00	82,096	42,189	128,224	70,190	1.02	88,181	51,985	131,488	121,185	0.95	
Assistant Professor	73,303	11	67,000	89,050	70,451	36,882	141,795	11,136	1.04	73,129	43,227	125,182	12,403	1.00	75,588	47,225	125,182	31,147	0.97	
All Ranks	98,338	51			90,073			166,862	1.09	91,145			202,833	1.08	99,008			297,803	0.99	
Advertising and Public Relations																				
Professor	114,856	8	87,000	149,999	118,507	78,001	166,873	29,208	0.97	114,543	78,001	166,873	0	1.00	118,453	79,730	166,873	28,776	0.97	
Associate Professor	78,880	5	73,798	81,125	90,449	67,485	120,000	57,845	0.87	90,636	63,920	120,000	58,780	0.87	94,105	63,920	120,000	76,125	0.84	
Assistant Professor	69,680	2	69,360	70,000	73,408	60,000	84,000	7,456	0.95	71,432	61,200	84,000	3,504	0.98	74,159	61,200	84,000	8,958	0.94	
All Ranks	96,841	15			93,427			94,509	1.04	92,106			62,284	1.05	95,085			113,859	1.02	
Communication Studies																				
Professor	132,196	2	99,156	165,236	120,862	57,274	289,956	0	1.09	112,686	81,991	173,296	0	1.17	132,273	81,991	289,956	154	1.00	
Associate Professor	91,058	5	78,743	139,720	82,646	52,075	139,720	0	1.10	81,718	64,220	120,762	0	1.11	85,203	52,075	124,416	0	1.07	
Assistant Professor	67,000	1	67,000	67,000	69,605	40,000	125,182	2,605	0.96	70,466	57,273	125,182	3,466	0.95	75,935	56,856	125,182	8,935	0.88	
All Ranks	98,335	8			90,968			2,605	1.08	87,098			3,466	1.13	100,047			9,089	0.98	
Information Sciences																				
Professor	139,498	5	98,042	211,703	124,099	48,285	298,279	0	1.12	97,160	48,285	201,311	0	1.44	132,017	62,093	201,311	0	1.06	
Associate Professor	82,647	4	71,013	87,313	84,823	41,728	165,000	8,704	0.97	72,358	42,189	128,224	0	1.14	88,583	51,985	128,224	23,744	0.93	
Assistant Professor	77,912	5	73,800	89,050	78,127	36,882	141,795	1,075	1.00	77,046	43,227	107,616	0	1.01	76,997	47,225	107,616	0	1.01	
All Ranks	101,260	14			93,129			9,779	1.09	80,749			0	1.25	97,402			23,744	1.04	
Journalism and Electronic Media																				
Professor	109,905	9	87,610	141,164	115,888	53,482	227,436	53,847	0.95	123,265	75,040	227,436	120,240	0.89	122,854	75,040	190,024	116,541	0.89	
Associate Professor	79,388	2	78,400	80,375	82,449	49,826	131,488	6,122	0.96	85,093	60,291	124,620	11,410	0.93	90,046	66,390	131,488	21,316	0.88	
Assistant Professor	70,137	3	68,050	72,950	68,404	40,000	89,587	0	1.03	71,948	58,910	87,720	5,433	0.97	74,555	60,000	88,849	13,254	0.94	
All Ranks	97,024	14			88,438			59,969	1.10	97,171			137,083	1.00	99,506			151,111	0.98	
Education, Health, & Human Sciences																				
Total																				
Professor	115,865	27	86,698	159,412	119,666	39,306	319,009	126,484	0.97	123,235	39,306	319,009	213,958	0.94	125,698	39,306	319,009	237,290	0.92	
Associate Professor	82,963	51	66,922	114,882	83,921	22,675	214,108	150,864	0.99	83,103	22,675	155,864	162,017	1.00	85,985	22,675	214,108	237,021	0.96	
Assistant Professor	68,004	47	36,000	87,805	70,513	28,636	134,970	165,949	0.96	71,735	28,636	125,285	230,189	0.95	72,883	28,636	112,195	254,903	0.93	
All Ranks	84,445	125			90,931			443,297	0.93	93,714			606,164	0.90	97,601			729,214	0.87	
Child and Family Studies																				
Professor	131,090	2	102,767	159,412	123,703	73,083	263,600	0	1.06	134,140	84,472	227,736	6,100	0.98	129,053	84,472	227,736	0	1.02	
Associate Professor	96,799	5	88,100	114,882	85,575	56,191	123,320	0	1.13	88,802	65,840	113,201	0	1.09	90,296	71,812	116,150	0	1.07	
Assistant Professor	69,699	7	36,000	87,805	73,030	36,000	100,000	23,317	0.95	76,760	49,092	92,495	49,427	0.91	75,722	54,900	100,000	42,161	0.92	
All Ranks	88,148	14			93,988			23,317	0.94	100,143			55,527	0.88	98,550			42,161	0.89	
Educational Leadership and Policy Studies																				
Professor	122,868	1	122,868	122,868	124,624	58,477	319,009	1,756	0.99	130,537	82,589	319,009	7,669	0.94	129,804	72,482	319,009	6,936	0.95	
Associate Professor	83,636	4	75,750	88,605	83,943	57,260	142,520	1,228	1.00	84,069	57,638	124,195	1,732	0.99	85,381	57,638	124,195	6,980	0.98	
Assistant Professor	75,423	3	68,524	81,944	68,771	42,349	121,376	0	1.10	70,734	53,080	97,936	0	1.07	70,132	51,660	97,936	0	1.08	
All Ranks	85,460	8			92,639			2,984	0.92	96,201			9,401	0.89	99,232			13,916	0.86	
Educational Psychology and Counseling																				
Professor	109,751	8	88,838	138,998	114,845	62,146	306,304	40,752	0.96	119,441	75,300	306,304	77,520	0.92	118,388	75,300	306,304	69,096	0.93	
Associate Professor	81,496	9	75,892	98,154	81,300	35,000	120,000	0	1.00	84,114	64,350	109,301	23,562	0.97	84,305	57,273	120,000	25,281	0.97	
Assistant Professor	62,693	5	40,916	72,399	70,377	40,916	92,580	38,420	0.89	70,727	55,600	85,834	40,170	0.89	71,123	55,600	85,834	42,150	0.88	
All Ranks	87,497	22			91,507			79,172	0.96	96,032			141,252	0.91	97,020			136,527	0.90	

**2015-16
Instructional Faculty Salary Survey by Discipline**

College Department Rank	UTK				Research University - Very High			Cost to increase to	Ratio	THEC Peer			Cost to increase to	Ratio	Top 25			Cost to increase to	Ratio
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum	RU/VH Avg	UTK Avg to RU/VH Avg	Average	Minimum	Maximum	THEC P Avg	THEC P Avg	Average	Minimum	Maximum	Top 25 Avg	Top25 Avg
Kinesiology, Recreation, and Sport Studies																			
Professor	101,997	3	86,698	110,567	117,622	60,032	270,117	46,875	0.87	114,135	70,892	270,117	36,414	0.89	123,429	64,144	270,117	64,296	0.83
Associate Professor	76,559	8	70,390	93,828	82,291	51,855	138,034	45,856	0.93	80,407	59,347	109,112	30,784	0.95	85,652	59,347	133,900	72,744	0.89
Assistant Professor	67,183	9	61,871	72,154	69,749	35,948	106,847	23,094	0.96	69,945	35,948	95,791	24,858	0.96	71,999	35,948	95,791	43,344	0.93
All Ranks	76,156	20			89,729			115,825	0.85	90,283			92,056	0.84	96,793			180,384	0.79
Nutrition																			
Professor	149,194	2	144,112	154,276	128,832	64,495	280,181	0	1.16	151,295	89,295	280,181	4,202	0.99	135,852	75,259	280,181	0	1.10
Associate Professor	90,838	4	88,661	92,987	85,841	40,858	155,864	0	1.06	93,749	72,370	155,864	11,644	0.97	87,397	64,500	112,298	0	1.04
Assistant Professor	71,837	4	70,607	73,340	72,717	28,636	99,218	3,520	0.99	75,549	28,636	99,218	14,848	0.95	75,882	28,636	99,218	16,180	0.95
All Ranks	94,909	10			95,513			3,520	0.99	104,889			30,694	0.90	103,639			16,180	0.92
Public Health																			
Professor	135,561	1	135,561	135,561	141,761	81,676	256,787	6,200	0.96	163,746	99,950	228,346	28,185	0.83	153,684	98,550	256,787	18,123	0.88
Associate Professor	90,945	5	84,050	103,530	98,549	72,973	214,108	38,020	0.92	103,252	87,845	117,465	61,535	0.88	105,247	83,760	214,108	71,510	0.86
Assistant Professor	77,108	3	73,205	80,368	79,146	54,806	109,320	6,114	0.97	80,458	67,747	100,122	10,050	0.96	82,564	70,000	103,484	16,368	0.93
All Ranks	91,290	9			105,369			50,334	0.87	112,184			99,770	0.81	115,446			106,001	0.79
Retail, Hospitality, and Tourism Management																			
Professor	115,848	3	100,703	133,793	125,747	78,127	244,800	29,697	0.92	126,951	85,646	189,125	33,309	0.91	129,292	91,296	244,800	40,332	0.90
Associate Professor	86,434	2	84,239	88,629	90,117	54,818	159,203	7,366	0.96	84,973	71,000	125,929	0	1.02	89,023	67,005	159,203	5,178	0.97
Assistant Professor	75,563	4	70,700	80,800	74,959	45,890	125,285	0	1.01	75,580	61,365	125,285	68	1.00	76,081	59,248	93,849	2,072	0.99
All Ranks	91,407	9			96,502			37,063	0.95	95,805			33,377	0.95	101,073			47,582	0.90
Theory and Practice in Teacher Education																			
Professor	111,116	7	87,521	134,244	111,288	39,306	244,625	1,204	1.00	114,053	39,306	244,625	20,559	0.97	116,617	39,306	244,625	38,507	0.95
Associate Professor	76,834	14	66,922	88,621	81,005	22,675	149,811	58,394	0.95	79,174	22,675	127,000	32,760	0.97	80,786	22,675	127,000	55,328	0.95
Assistant Professor	61,914	12	50,000	70,790	67,871	40,000	134,970	71,484	0.91	69,478	40,000	112,195	90,768	0.89	69,633	40,000	112,195	92,628	0.89
All Ranks	78,680	33			84,962			131,082	0.93	87,078			144,087	0.90	89,899			186,463	0.88
Engineering																			
Total																			
Professor	170,199	84	70,700	282,753	154,901	33,259	409,091	0	1.10	150,473	33,259	340,028	1,916	1.13	159,186	33,259	340,028	19,360	1.07
Associate Professor	109,883	48	81,621	141,752	107,477	48,315	206,303	44,586	1.02	107,408	48,916	197,590	47,768	1.02	110,347	48,916	197,590	131,550	1.00
Assistant Professor	96,080	41	77,250	106,293	91,505	26,250	167,000	3,328	1.05	91,434	28,116	126,187	0	1.05	93,130	28,116	126,187	10,468	1.03
All Ranks	135,898	173			127,478			47,914	1.07	125,896			49,684	1.08	133,715			161,378	1.02
Chemical and Biomolecular Engineering																			
Professor	172,017	8	75,000	267,437	161,423	57,576	336,960	0	1.07	162,474	72,116	336,960	0	1.06	169,086	72,116	336,960	0	1.02
Associate Professor	125,920	2	117,370	134,470	105,733	63,945	144,500	0	1.19	106,406	63,945	137,506	0	1.18	107,922	63,945	137,506	0	1.17
Assistant Professor	102,219	5	98,324	106,293	91,961	28,116	167,000	0	1.11	92,273	28,116	110,089	0	1.11	92,373	28,116	110,089	0	1.11
All Ranks	142,605	15			132,070			0	1.08	135,355			0	1.05	141,166			0	1.01
Civil and Environmental Engineering																			
Professor	158,580	13	115,876	228,909	139,324	59,123	303,824	0	1.14	132,862	85,040	221,820	0	1.19	139,725	74,803	254,872	0	1.13
Associate Professor	106,392	3	103,530	108,539	101,335	49,997	161,805	0	1.05	99,922	58,091	133,851	0	1.06	103,820	58,091	153,378	0	1.02
Assistant Professor	89,874	5	87,395	95,496	87,223	40,909	125,698	0	1.03	89,799	62,591	125,698	0	1.00	89,824	62,591	125,698	0	1.00
All Ranks	134,766	21			115,412			0	1.17	116,141			0	1.16	118,947			0	1.13
Electrical Engineering and Computer Science																			
Professor	176,630	22	70,700	282,753	154,348	42,749	340,028	0	1.14	152,009	59,400	340,028	0	1.16	157,214	42,749	340,028	0	1.12
Associate Professor	114,486	13	107,550	124,182	110,302	48,799	197,590	0	1.04	109,742	48,916	197,590	0	1.04	112,455	48,916	197,590	0	1.02
Assistant Professor	98,987	8	95,000	101,725	95,167	29,455	160,000	0	1.04	97,033	48,556	126,187	0	1.02	96,323	41,932	126,187	0	1.03
All Ranks	143,397	43			129,919			0	1.10	130,601			0	1.10	134,713			0	1.06
Industrial and Systems Engineering																			
Professor	155,790	4	113,158	198,243	153,386	80,750	265,215	0	1.02	156,269	103,953	216,800	1,916	1.00	160,630	105,160	255,000	19,360	0.97
Associate Professor	101,129	2	98,880	103,378	104,984	79,200	144,675	7,710	0.96	108,084	87,183	142,979	13,910	0.94	110,789	81,542	144,675	19,320	0.91
Assistant Professor	90,750	4	86,247	93,107	91,582	60,750	118,210	3,328	0.99	89,987	72,000	103,850	0	1.01	93,367	72,000	118,210	10,468	0.97
All Ranks	118,842	10			121,836			11,038	0.98	122,705			15,826	0.97	126,185			49,148	0.94

**2015-16
Instructional Faculty Salary Survey by Discipline**

College Department Rank	UTK				Research University - Very High			Cost to increase to	Ratio UTK Avg to	THEC Peer			Cost to increase to	Ratio UTK Avg to	Top 25			Cost to increase to	Ratio UTK Avg to
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum	RU/VH Avg	RU/VH Avg	Average	Minimum	Maximum	THEC P Avg	THEC P Avg	Average	Minimum	Maximum	Top 25 Avg	Top25 Avg
Materials Science and Engineering																			
Professor	171,245	15	119,579	258,234	158,119	76,455	299,995	0	1.08	156,034	99,250	299,995	0	1.10	160,187	99,250	299,995	0	1.07
Associate Professor	106,359	6	86,893	122,421	108,587	73,011	163,803	13,368	0.98	112,002	80,849	163,803	33,858	0.95	111,387	80,849	163,803	30,168	0.95
Assistant Professor	96,954	2	96,200	97,708	88,207	44,880	106,609	0	1.10	86,261	45,000	106,609	0	1.12	89,570	45,000	106,609	0	1.08
All Ranks	147,858	23			131,753			13,368	1.12	129,397			33,858	1.14	133,743			30,168	1.11
Mechanical, Aerospace, and Biomedical Engineering																			
Professor	163,181	15	98,639	222,459	158,302	33,259	409,091	0	1.03	149,447	33,259	306,761	0	1.09	162,934	33,259	339,545	0	1.00
Associate Professor	105,664	18	81,621	124,000	106,970	48,315	206,303	23,508	0.99	105,417	55,000	181,190	0	1.00	110,223	55,000	173,730	82,062	0.96
Assistant Professor	95,608	12	77,250	105,580	90,257	26,250	133,662	0	1.06	87,794	28,254	120,000	0	1.09	92,753	28,254	120,000	0	1.03
All Ranks	122,155	45			128,019			23,508	0.95	119,751			0	1.02	136,121			82,062	0.90
Nuclear Engineering																			
Professor	190,520	7	123,054	249,279	179,119	123,054	249,279	0	1.06	175,103	138,584	214,624	0	1.09	177,124	129,740	245,000	0	1.08
Associate Professor	118,172	4	97,080	141,752	114,678	81,818	142,455	0	1.03	113,806	81,818	142,455	0	1.04	114,013	81,818	142,455	0	1.04
Assistant Professor	96,540	5	92,430	99,663	95,390	73,636	103,300	0	1.01	94,528	86,961	98,580	0	1.02	95,031	73,636	103,300	0	1.02
All Ranks	143,064	16			142,890			0	1.00	135,133			0	1.06	142,854			0	1.00
Law																			
Total																			
Professor	157,258	18	124,682	219,725	190,644	50,000	354,500	600,948	0.82	196,360	89,673	354,500	703,836	0.80	215,503	75,951	354,500	1,048,410	0.73
Associate Professor	112,828	15	102,001	131,281	123,479	54,925	226,900	159,765	0.91	133,422	55,308	201,500	308,910	0.85	129,583	56,523	226,900	251,325	0.87
Assistant Professor	0	0	0	0	101,533	33,540	177,031	0	0.00	98,628	49,685	172,286	0	0.00	107,882	43,337	177,031	0	0.00
All Ranks	137,063	33			169,902			760,713	0.81	177,950			1,012,746	0.77	198,237			1,299,735	0.69
Arts and Sciences (All)																			
Total																			
Professor	123,915	200	72,562	337,956	125,970	16,000	446,382	2,107,841	0.98	127,676	31,400	445,868	2,019,675	0.97	134,084	31,400	446,382	3,247,137	0.92
Associate Professor	82,636	147	63,418	123,854	82,910	17,398	234,933	368,657	1.00	84,565	35,208	234,933	518,289	0.98	87,616	35,208	234,933	857,301	0.94
Assistant Professor	69,971	108	53,530	88,206	70,084	28,280	157,563	184,797	1.00	72,773	30,701	157,563	310,276	0.96	75,066	30,701	157,563	503,621	0.93
All Ranks	97,774	455			99,079			2,661,295	0.99	102,570			2,848,240	0.95	108,567			4,608,059	0.90
Arts & Sciences - Humanities																			
Total																			
Professor	101,468	60	72,562	149,901	115,351	16,000	297,949	855,128	0.88	111,609	54,250	254,400	616,156	0.91	123,742	53,910	297,949	1,249,982	0.82
Associate Professor	77,226	66	63,418	123,854	77,913	35,208	170,000	140,152	0.99	77,532	35,208	151,776	120,339	1.00	82,162	35,208	170,000	317,878	0.94
Assistant Professor	62,088	40	53,530	73,086	63,832	30,399	156,000	81,430	0.97	64,751	37,500	93,000	127,887	0.96	68,367	37,500	106,346	234,396	0.91
All Ranks	82,341	166			89,419			1,076,710	0.92	88,990			864,382	0.93	98,467			1,802,256	0.84
Art																			
Professor	102,369	8	72,562	131,587	115,136	35,867	234,709	102,136	0.89	102,657	67,460	234,709	2,304	1.00	123,351	58,108	234,709	167,856	0.83
Associate Professor	83,543	11	67,058	102,646	78,479	37,397	151,776	0	1.06	77,112	40,300	151,776	0	1.08	82,297	40,300	151,776	0	1.02
Assistant Professor	59,005	5	56,560	61,946	64,155	35,000	153,072	25,750	0.92	63,280	42,500	83,121	21,375	0.93	67,879	42,500	103,960	44,370	0.87
All Ranks	84,706	24			89,463			127,886	0.95	82,212			23,679	1.03	98,144			212,226	0.86
Classics																			
Professor	111,973	1	111,973	111,973	112,345	66,050	205,848	372	1.00	111,280	66,050	178,400	0	1.01	116,864	66,050	205,848	4,891	0.96
Associate Professor	81,883	3	74,814	91,222	78,400	48,845	113,046	0	1.04	81,566	57,430	100,069	0	1.00	81,744	57,430	100,069	0	1.00
Assistant Professor	61,556	3	60,000	63,443	65,609	42,000	84,950	12,159	0.94	70,190	62,800	77,197	25,902	0.88	68,478	61,000	77,197	20,766	0.90
All Ranks	77,470	7			87,868			12,531	0.88	93,382			25,902	0.83	96,586			25,657	0.80
English																			
Professor	97,950	18	81,572	113,094	125,576	35,682	269,025	497,268	0.78	115,941	54,250	254,400	323,838	0.84	134,300	54,250	254,400	654,300	0.73
Associate Professor	73,971	13	69,407	80,173	81,753	35,208	138,040	101,166	0.90	80,585	35,208	133,900	85,982	0.92	85,788	35,208	133,900	153,621	0.86
Assistant Professor	66,421	7	61,800	73,086	67,260	31,565	156,000	5,873	0.99	66,859	46,540	83,839	3,066	0.99	71,603	45,000	90,000	36,274	0.93
All Ranks	83,939	38			98,412			604,307	0.85	95,653			412,886	0.88	107,525			844,195	0.78

**2015-16
Instructional Faculty Salary Survey by Discipline**

College Department Rank	UTK				Research University - Very High			Cost to increase to	Ratio	THEC Peer			Cost to increase to	Ratio	Top 25			Cost to increase to	Ratio
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum	RU/VH Avg	UTK Avg to RU/VH Avg	Average	Minimum	Maximum	THEC P Avg	THEC P Avg	Average	Minimum	Maximum	Top 25 Avg	UTK Avg to Top25 Avg
Modern Foreign Languages and Literature																			
Professor	98,923	13	77,733	149,901	113,871	16,000	250,880	194,324	0.87	114,521	57,356	213,800	202,774	0.86	122,286	53,910	250,880	303,719	0.81
Associate Professor	73,830	12	63,418	85,335	76,871	37,500	140,768	36,492	0.96	76,479	39,900	116,200	31,788	0.97	80,487	37,500	140,768	79,884	0.92
Assistant Professor	61,692	8	59,795	65,333	63,794	30,399	100,000	16,816	0.97	65,626	49,091	83,000	31,472	0.94	68,240	47,999	100,000	52,384	0.90
All Ranks	80,773	33			86,260			247,632	0.94	85,769			266,034	0.94	95,031			435,987	0.85
Music																			
Professor	102,869	9	74,712	148,836	97,812	50,000	297,949	0	1.05	101,416	61,013	235,501	0	1.01	105,900	61,013	297,949	27,279	0.97
Associate Professor	76,847	19	64,265	123,854	73,524	44,125	170,000	0	1.05	75,370	54,920	128,864	0	1.02	80,555	44,125	170,000	70,452	0.95
Assistant Professor	56,971	6	53,530	62,568	60,164	32,000	106,346	19,158	0.95	62,400	49,350	80,580	32,574	0.91	66,541	47,200	106,346	57,420	0.86
All Ranks	80,228	34			80,201			19,158	1.00	84,826			32,574	0.95	89,997			155,151	0.89
Philosophy																			
Professor	111,321	2	97,332	125,310	119,491	58,244	243,734	16,340	0.93	116,477	58,500	237,800	10,312	0.96	124,315	58,500	243,734	25,988	0.90
Associate Professor	76,981	2	66,234	87,728	78,228	45,617	149,700	2,494	0.98	74,653	53,579	110,700	0	1.03	83,059	53,579	149,700	12,156	0.93
Assistant Professor	65,356	7	61,845	69,372	64,595	45,843	93,000	0	1.01	64,377	45,843	93,000	0	1.02	66,324	45,843	93,000	6,776	0.99
All Ranks	75,827	11			94,625			18,834	0.80	96,621			10,312	0.78	102,811			44,920	0.74
Religious Studies																			
Professor	112,409	4	88,141	139,165	123,581	60,000	203,200	44,688	0.91	130,131	60,000	203,200	70,888	0.86	127,510	60,000	203,200	60,404	0.88
Associate Professor	79,623	1	79,623	79,623	79,449	53,581	115,000	0	1.00	82,192	53,581	115,000	2,569	0.97	81,388	53,581	115,000	1,765	0.98
Assistant Professor	64,086	2	61,549	66,622	64,923	39,585	86,621	1,674	0.99	70,268	60,500	84,500	12,364	0.91	70,140	60,186	86,621	12,108	0.91
All Ranks	93,919	7			92,421			46,362	1.02	100,463			85,821	0.93	97,437			74,277	0.96
Theatre																			
Professor	101,995	5	78,090	148,146	100,581	50,831	187,591	0	1.01	103,203	72,162	159,400	6,040	0.99	103,104	74,730	182,906	5,545	0.99
Associate Professor	78,209	5	67,528	89,309	72,974	46,616	132,061	0	1.07	74,036	54,837	108,800	0	1.06	75,377	55,040	108,800	0	1.04
Assistant Professor	58,935	2	55,522	62,348	58,423	35,738	87,142	0	1.01	59,502	37,500	72,000	1,134	0.99	61,084	37,500	72,000	4,298	0.96
All Ranks	84,908	12			75,434			0	1.13	76,702			7,174	1.11	79,270			9,843	1.07
Arts & Sciences - Social Sciences																			
Total																			
Professor	125,503	45	78,323	337,956	130,923	31,400	446,382	653,091	0.96	133,588	31,400	331,723	741,009	0.94	141,152	31,400	446,382	1,019,988	0.89
Associate Professor	82,087	43	64,343	99,217	85,737	17,398	190,200	155,079	0.96	88,063	37,500	190,200	219,316	0.93	91,693	37,500	190,200	371,267	0.90
Assistant Professor	68,009	34	58,995	82,142	72,203	28,280	135,000	103,367	0.94	74,647	30,701	135,000	182,389	0.91	77,627	30,701	135,000	252,020	0.88
All Ranks	94,178	122			101,197			911,537	0.93	104,383			1,142,714	0.90	112,793			1,643,275	0.83
Anthropology																			
Professor	182,988	4	93,984	337,956	115,588	59,440	337,956	0	1.58	114,478	74,709	288,000	0	1.60	118,361	74,709	288,000	0	1.55
Associate Professor	82,769	4	79,811	85,288	80,664	54,400	190,200	0	1.03	84,449	67,890	190,200	6,720	0.98	85,017	61,033	190,200	8,992	0.97
Assistant Professor	68,509	4	63,000	73,095	68,610	40,000	90,000	404	1.00	71,968	58,910	87,000	13,836	0.95	71,289	53,000	87,000	11,120	0.96
All Ranks	111,422	12			91,310			404	1.22	94,600			20,556	1.18	96,824			20,112	1.15
Geography																			
Professor	135,820	5	94,485	210,241	123,646	73,013	277,450	0	1.10	121,687	74,866	229,500	0	1.12	132,036	73,013	235,352	0	1.03
Associate Professor	86,815	6	81,603	92,206	83,942	57,081	125,000	0	1.03	84,887	65,070	125,000	0	1.02	85,301	57,775	125,000	0	1.02
Assistant Professor	72,461	5	68,019	82,142	71,102	49,092	102,310	0	1.02	68,197	49,092	102,310	0	1.06	70,870	53,365	102,310	0	1.02
All Ranks	97,643	16			95,952			0	1.02	93,884			0	1.04	101,793			0	0.96
History																			
Professor	125,588	6	103,669	156,744	117,475	54,437	262,421	0	1.07	120,990	71,950	249,084	0	1.04	124,041	63,325	252,500	0	1.01
Associate Professor	78,332	11	70,687	87,060	79,853	17,398	160,000	16,731	0.98	81,626	37,500	160,000	36,234	0.96	83,751	37,500	160,000	59,609	0.94
Assistant Professor	63,315	9	58,995	66,801	64,139	28,280	103,020	7,416	0.99	65,822	30,701	85,000	22,563	0.96	68,571	30,701	103,020	47,304	0.92
All Ranks	84,039	26			91,622			24,147	0.92	94,840			58,797	0.89	99,950			106,913	0.84
Political Science																			
Professor	102,345	9	78,323	135,610	139,517	31,400	327,273	334,548	0.73	147,366	31,400	327,273	405,189	0.69	157,461	31,400	327,273	496,044	0.65
Associate Professor	86,505	5	76,206	99,217	92,371	41,467	188,000	29,330	0.94	95,075	66,396	179,400	42,850	0.91	101,308	66,396	188,000	74,015	0.85
Assistant Professor	66,432	5	61,800	73,000	76,637	37,500	135,000	51,025	0.87	81,032	46,565	135,000	73,000	0.82	84,981	50,500	135,000	92,745	0.78
All Ranks	88,726	19			105,560			414,903	0.84	112,054			521,039	0.79	121,604			662,804	0.73

**2015-16
Instructional Faculty Salary Survey by Discipline**

College Department Rank	UTK				Research University - Very High			Cost to increase to	Ratio	THEC Peer			Cost to increase to	Ratio	Top 25			Cost to increase to	Ratio
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum	RU/VH Avg	UTK Avg to RU/VH Avg	Average	Minimum	Maximum	THEC P Avg	THEC P Avg	Average	Minimum	Maximum	Top 25 Avg	UTK Avg to Top25 Avg
Psychology																			
Professor	129,200	15	83,789	203,572	140,101	59,781	446,382	163,515	0.92	137,500	59,781	331,723	124,500	0.94	149,978	59,781	446,382	311,670	0.86
Associate Professor	82,627	12	64,343	90,430	88,936	47,664	157,926	75,708	0.93	90,133	51,563	150,000	90,072	0.92	95,705	51,563	150,000	156,936	0.86
Assistant Professor	72,141	8	69,943	75,675	76,000	36,125	124,303	30,872	0.95	79,071	43,696	124,303	55,440	0.91	80,751	43,696	121,582	68,880	0.89
All Ranks	100,190	35			111,542			270,095	0.90	111,104			270,012	0.90	123,982			537,486	0.81
Sociology																			
Professor	103,990	6	88,322	124,775	129,828	73,910	259,285	155,028	0.80	139,210	76,723	259,285	211,320	0.75	139,369	74,729	259,285	212,274	0.75
Associate Professor	78,413	5	72,701	82,170	85,075	32,344	175,908	33,310	0.92	87,101	69,720	118,000	43,440	0.90	92,756	60,639	175,908	71,715	0.85
Assistant Professor	65,618	3	63,550	68,675	70,168	41,650	119,213	13,650	0.94	71,468	41,650	110,743	17,550	0.92	76,275	41,650	110,743	31,971	0.86
All Ranks	86,633	14			97,877			201,988	0.89	107,448			272,310	0.81	112,429			315,960	0.77
Arts & Sciences - Natural Sciences																			
Total																			
Professor	137,339	95	79,900	285,436	133,016	37,500	445,868	599,622	1.03	135,420	40,964	445,868	662,510	1.01	139,555	51,900	445,868	977,167	0.98
Associate Professor	92,655	38	78,300	116,737	90,127	33,600	234,933	73,426	1.03	92,531	45,808	234,933	178,634	1.00	94,914	45,808	234,933	168,156	0.98
Assistant Professor	81,205	34	74,892	88,206	76,532	30,273	157,563	0	1.06	79,186	32,132	157,563	0	1.03	80,449	32,132	157,563	17,205	1.01
All Ranks	115,743	167			110,183			673,048	1.05	114,982			841,144	1.01	117,991			1,162,528	0.98
Biochemistry and Cellular and Molecular Biology																			
Professor	132,887	13	95,071	263,775	137,924	62,168	330,168	65,481	0.96	139,546	62,168	330,168	86,567	0.95	140,640	62,168	330,168	100,789	0.94
Associate Professor	88,607	9	81,067	96,403	91,025	45,808	163,386	21,762	0.97	90,576	45,808	133,939	17,721	0.98	91,505	45,808	133,939	26,082	0.97
Assistant Professor	80,727	4	77,854	82,601	74,573	33,688	105,376	0	1.08	73,570	37,636	97,920	0	1.10	78,862	37,636	97,920	0	1.02
All Ranks	109,535	26			109,930			87,243	1.00	111,754			104,288	0.98	114,657			126,871	0.96
Chemistry																			
Professor	134,352	15	92,585	231,128	140,777	37,500	337,041	96,375	0.95	148,188	51,900	307,090	207,540	0.91	148,358	51,900	307,090	210,090	0.91
Associate Professor	96,687	4	92,859	100,128	89,890	47,752	146,008	0	1.08	89,059	59,955	118,600	0	1.09	90,918	53,945	115,000	0	1.06
Assistant Professor	78,897	6	78,000	81,869	75,086	30,273	106,376	0	1.05	77,705	36,409	100,900	0	1.02	78,984	36,409	100,900	522	1.00
All Ranks	115,016	25			113,077			96,375	1.02	119,039			207,540	0.97	122,967			210,612	0.94
Earth and Planetary Sciences																			
Professor	136,018	9	96,570	201,353	124,549	66,028	248,000	0	1.09	130,723	68,100	248,000	0	1.04	127,834	66,028	248,000	0	1.06
Associate Professor	95,587	3	93,173	98,789	88,496	42,484	163,000	0	1.08	96,722	60,370	163,000	3,405	0.99	94,767	60,370	163,000	0	1.01
Assistant Professor	82,211	4	79,574	86,655	76,195	45,000	113,000	0	1.08	78,577	50,000	113,000	0	1.05	78,538	60,180	113,000	0	1.05
All Ranks	114,985	16			103,858			0	1.11	108,772			3,405	1.06	109,199			0	1.05
Ecology and Evolutionary Biology																			
Professor	154,100	12	100,501	244,354	134,914	63,693	359,940	0	1.14	144,144	75,165	359,940	0	1.07	137,507	63,693	359,940	0	1.12
Associate Professor	93,630	8	88,987	105,195	99,119	59,166	234,933	43,912	0.94	110,500	61,590	234,933	134,960	0.85	104,967	61,590	234,933	90,696	0.89
Assistant Professor	0	0	0	0	88,135	38,976	157,563	0	0.00	90,185	40,983	157,563	0	0.00	90,938	40,983	157,563	0	0.00
All Ranks	129,912	20			113,879			43,912	1.14	121,986			134,960	1.06	115,194			90,696	1.13
Mathematics																			
Professor	110,445	21	79,900	145,420	131,291	40,964	388,000	437,766	0.84	127,988	40,964	388,000	368,403	0.86	142,173	73,252	388,000	666,288	0.78
Associate Professor	86,692	6	78,300	95,627	87,984	33,600	140,555	7,752	0.99	90,450	60,651	139,400	22,548	0.96	95,255	54,203	139,400	51,378	0.91
Assistant Professor	82,438	7	80,263	85,068	74,682	32,132	116,400	0	1.10	80,527	32,132	116,400	0	1.02	76,341	32,132	116,400	0	1.08
All Ranks	100,487	34			108,334			445,518	0.93	114,091			390,951	0.88	119,714			717,666	0.84
Microbiology																			
Professor	225,810	5	170,558	285,436	138,472	76,501	300,000	0	1.63	138,551	84,033	210,645	0	1.63	135,651	81,133	248,448	0	1.66
Associate Professor	96,679	5	87,039	116,737	88,158	71,343	116,737	0	1.10	82,849	66,810	95,535	0	1.17	85,867	66,810	107,580	0	1.13
Assistant Professor	79,229	4	74,892	81,602	77,197	40,501	90,749	0	1.03	76,395	67,980	82,719	0	1.04	79,928	67,980	90,749	2,796	0.99
All Ranks	137,812	14			112,238			0	1.23	109,732			0	1.26	111,830			2,796	1.23
Physics and Astronomy																			
Professor	139,134	20	84,613	248,332	129,871	54,658	445,868	0	1.07	133,104	54,658	445,868	0	1.05	135,305	54,658	445,868	0	1.03
Associate Professor	99,111	3	81,362	113,232	90,163	41,095	160,000	0	1.10	91,384	49,929	132,287	0	1.08	94,123	49,929	132,287	0	1.05
Assistant Professor	82,430	9	76,025	88,206	78,661	33,300	112,536	0	1.05	79,128	44,182	110,995	0	1.04	83,973	44,182	112,536	13,887	0.98
All Ranks	119,434	32			111,973			0	1.07	115,554			0	1.03	119,391			13,887	1.00

2015-16
Instructional Faculty Salary Survey by Discipline

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg	THEC Peer			Cost to increase to THEC P Avg	Ratio UTK Avg to THEC P Avg	Top 25			Cost to increase to Top 25 Avg	Ratio UTK Avg to Top25 Avg
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Nursing																			
Total																			
Professor	106,496	6	78,676	120,992	124,481	59,752	265,000	107,910	0.86	133,477	80,000	265,000	161,886	0.80	130,820	67,911	265,000	145,944	0.81
Associate Professor	93,616	6	85,792	117,026	95,068	53,391	188,940	8,712	0.98	97,944	69,465	165,000	25,968	0.96	101,594	60,591	188,940	47,868	0.92
Assistant Professor	78,243	27	62,562	137,727	76,992	50,500	140,000	0	1.02	77,676	52,234	116,953	0	1.01	79,073	52,234	121,172	22,410	0.99
All Ranks	84,955	39			91,609			116,622	0.93	95,392			187,854	0.89	96,341			216,222	0.88
Social Work																			
Total																			
Professor	166,570	11	90,081	354,102	133,307	45,000	354,102	0	1.25	122,387	82,729	206,718	0	1.36	143,526	45,000	207,546	0	1.16
Associate Professor	80,105	6	74,786	87,871	85,339	49,273	130,698	31,404	0.94	76,545	53,186	115,360	0	1.05	92,402	53,186	130,698	73,782	0.87
Assistant Professor	55,310	18	20,029	75,720	69,042	20,029	120,520	247,176	0.80	64,840	41,771	81,312	171,540	0.85	74,276	41,771	120,520	341,388	0.74
All Ranks	94,528	35			92,762			278,580	1.02	86,005			171,540	1.10	104,556			415,170	0.90
University																			
Total																			
Professor	137,736	473	70,700	364,230	137,923	16,000	569,201	4,111,117	1.00	138,403	20,565	469,100	4,220,369	1.00	145,660	31,400	508,727	6,663,812	0.95
Associate Professor	93,288	345	63,418	270,833	93,433	17,398	294,921	1,086,431	1.00	95,177	22,675	263,511	1,471,381	0.98	98,004	22,675	273,472	2,175,300	0.95
Assistant Professor	79,169	300	20,029	210,684	82,764	20,029	235,384	882,100	0.96	85,084	28,116	235,384	1,090,406	0.93	87,855	28,116	235,384	1,611,055	0.90
All Ranks	108,304	1,118			110,317			6,079,648	0.98	112,474			6,782,156	0.96	119,338			10,450,167	0.91