

Faculty Salary Analysis prepared for UTK Faculty Senate

PREPARED BY K. BAKER AND L. J. GROSS FOR THE FACULTY SENATE
BUDGET AND PLANNING COMMITTEE – MARCH 2018

Objectives:

- 1. Provide a comparison of average faculty salaries for units and ranks across UTK faculty, along with salary ranges.**
- 2. Provide a comparison of average faculty salaries at UTK to appropriate peer groups.**
- 3. Provide a historical comparison of average salaries to UTK peer groups**

Take-Homes from Last year:

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

Data at a Glance

College		UTK				R1: Doctoral-Highest Research				Cost to	Ratio
Department	Rank	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	increase to	UTK Avg to
										RU/VH Avg	RU/VH Avg
Agricultural Sciences & Natural Resources											
Total											
	Professor	108,814	59	78,940	177,451	125,579	3,962	57,400	298,560	801,854	0.87
	Associate Professor	82,623	23	67,774	96,601	91,985	1,867	47,338	168,129	179,379	0.90
	Assistant Professor	70,851	25	61,364	78,122	79,969	1,964	40,000	142,114	192,846	0.89
	All Ranks	94,315	107			106,036	7,793			1,174,079	0.89
Agricultural and Resource Economics											
	Professor	106,166	6	89,973	119,392	146,406	504	70,407	257,274	241,440	0.73
	Associate Professor	82,189	1	82,189	82,189	103,704	180	60,092	167,197	21,515	0.79
	Assistant Professor	72,075	3	69,599	75,483	89,505	211	51,113	142,114	52,290	0.81
	All Ranks	93,541	10			124,403	895			315,245	0.75

The data/columns received by the committee include:

1. College/Department/Rank (eg. Haslam College of Business/Economics/Full Professor)
2. UTK Average, Minimum and Maximum Salaries by rank, and all ranks; number of positions
3. Average, Minimum and Maximum Salaries by rank for Comparable Peer Institutions
4. Cost to increase Average UTK Salary to match Average Comparable Peer Salary, by rank
5. Ratio of UTK Average Salary to Average Comparable Peer Salary, by rank
6. Average, Minimum and Maximum Salaries, by rank, for Aspirational Peer Institutions
7. Cost to increase Average UTK Salary to match Average Aspirational Peer Salary, by rank
8. Ratio of UTK Average Salary to Average Aspirational Peer Salary, by rank

Data at a Glance

College	Department	Rank	Comparable Peer				Cost to	Ratio	Aspirational Peer				Cost to	Ratio
			Average	Number	Minimum	Maximum	increase to Comp Avg	UTK Avg to Comp Avg	Average	Number	Minimum	Maximum	increase to Aspr P Avg	UTK Avg to Aspr Avg
Agricultural Sciences & Natural Resources														
	Total													
	Professor		114,746	1,007	61,509	258,211	440,009	0.95	124,637	1,023	67,895	298,560	1,015,501	0.87
	Associate Professor		86,660	506	48,684	142,100	98,748	0.95	96,929	447	55,482	167,197	335,644	0.85
	Assistant Professor		78,587	421	50,319	120,000	177,139	0.90	83,398	511	43,860	123,944	324,376	0.85
	All Ranks		99,527	1,934			715,896	0.95	107,747	1,981			1,675,521	0.88
Agricultural and Resource Economics														
	Professor		130,502	65	79,558	257,274	146,016	0.81	131,890	61	70,407	241,577	154,344	0.80
	Associate Professor		96,837	25	63,235	135,000	14,648	0.85	113,186	27	73,646	167,197	30,997	0.73
	Assistant Professor		87,441	34	52,160	120,000	46,098	0.82	91,494	26	69,539	123,944	58,257	0.79
	All Ranks		111,908	124			206,762	0.84	118,247	114			243,598	0.79

Note: all data refers to 2016-2017 Academic Year

Note: full dataset provided in report in Appendix

Issues with Data

1. Change in Comparison Groups

- Old data: compared UTK against Three Peer Groups
 1. Research Universities – Very High (**63** total schools - 64,725 faculty)
 2. Top 25 Universities (actually **22** total schools – 29,169 faculty)
 3. THEC (**16** total schools – 14,259 faculty)
- New data: compares UTK against Three Peer Groups
 1. Research 1: Doctoral – Highest Research (presumably **63** schools – 63,835 faculty)
 2. Comparable Peers (**11** schools – 10,081 faculty)
 3. Aspirational Peers (**6** schools – 8,875 faculty)

Note: List of schools in each group provided as an Appendix to our report

Issues with Data

2. UTK Comparison Peer Groups Don't Perfectly Match-up Against UTIA Peer Groups

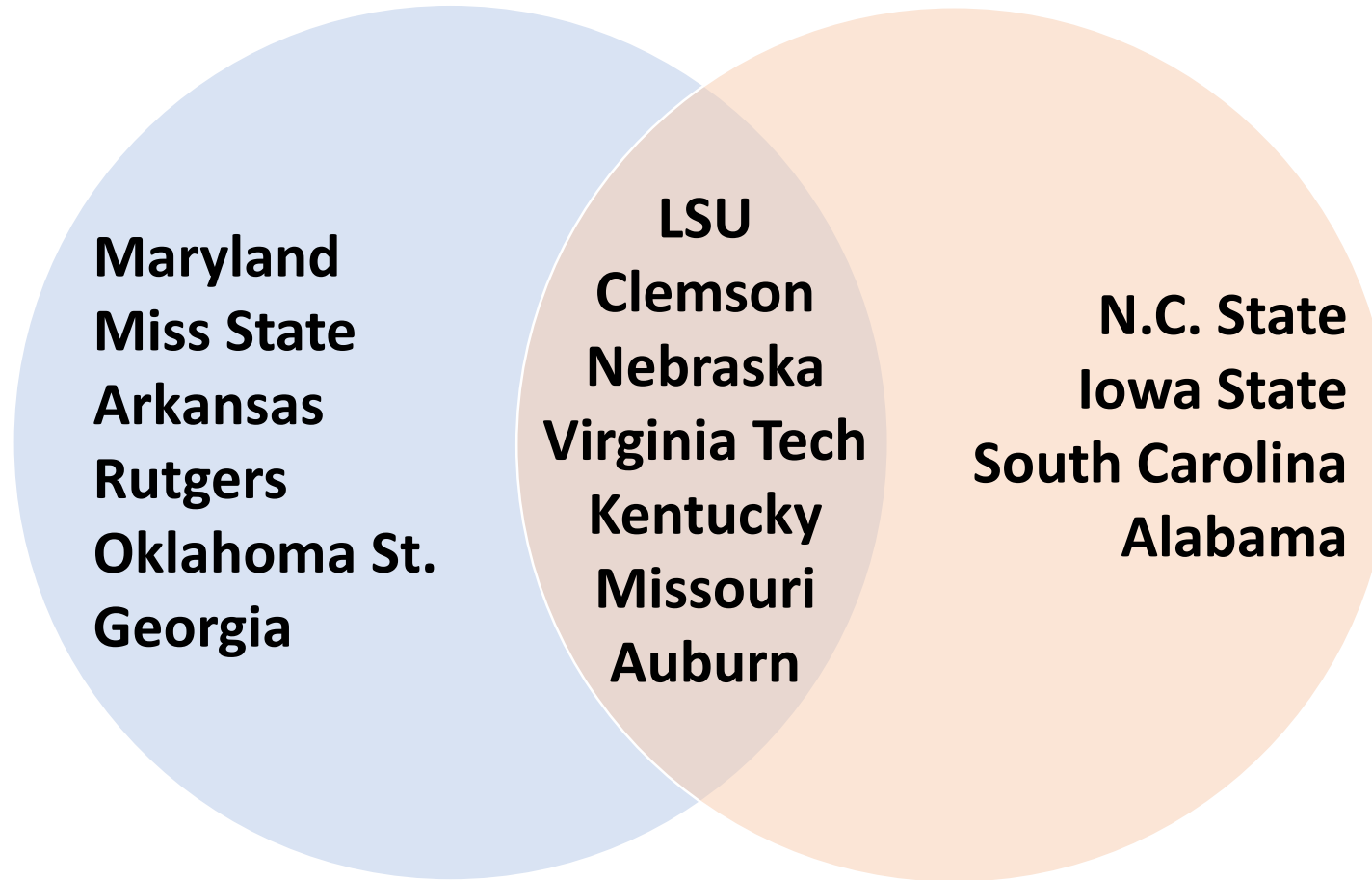
- UTK Peer Groups
 1. Research 1: Doctoral – Highest Research
 2. Comparable Peers (**10** schools)
 3. Aspirational Peers (**6** schools)
- UTIA Peer Groups
 1. Comparable Peers (13 schools)
 2. Aspirational Peers (6 schools)

Our analysis uses **UTK** Peer data, so take results regarding UT Ag departments with a grain of salt

UTIA Comparable Peers vs. UTK Comparable Peers

UTIA Comparable Peers

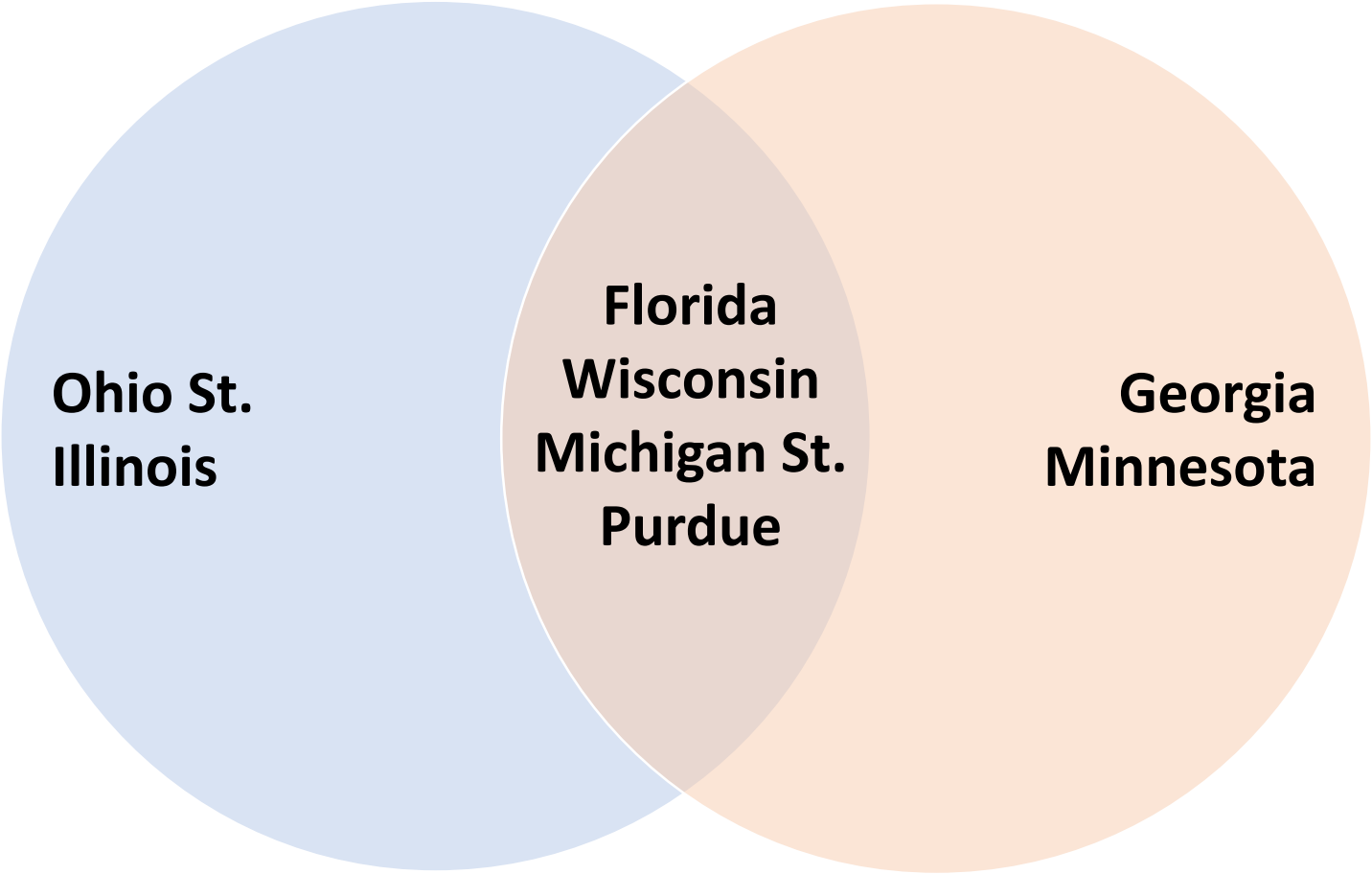
UTK Comparable Peers



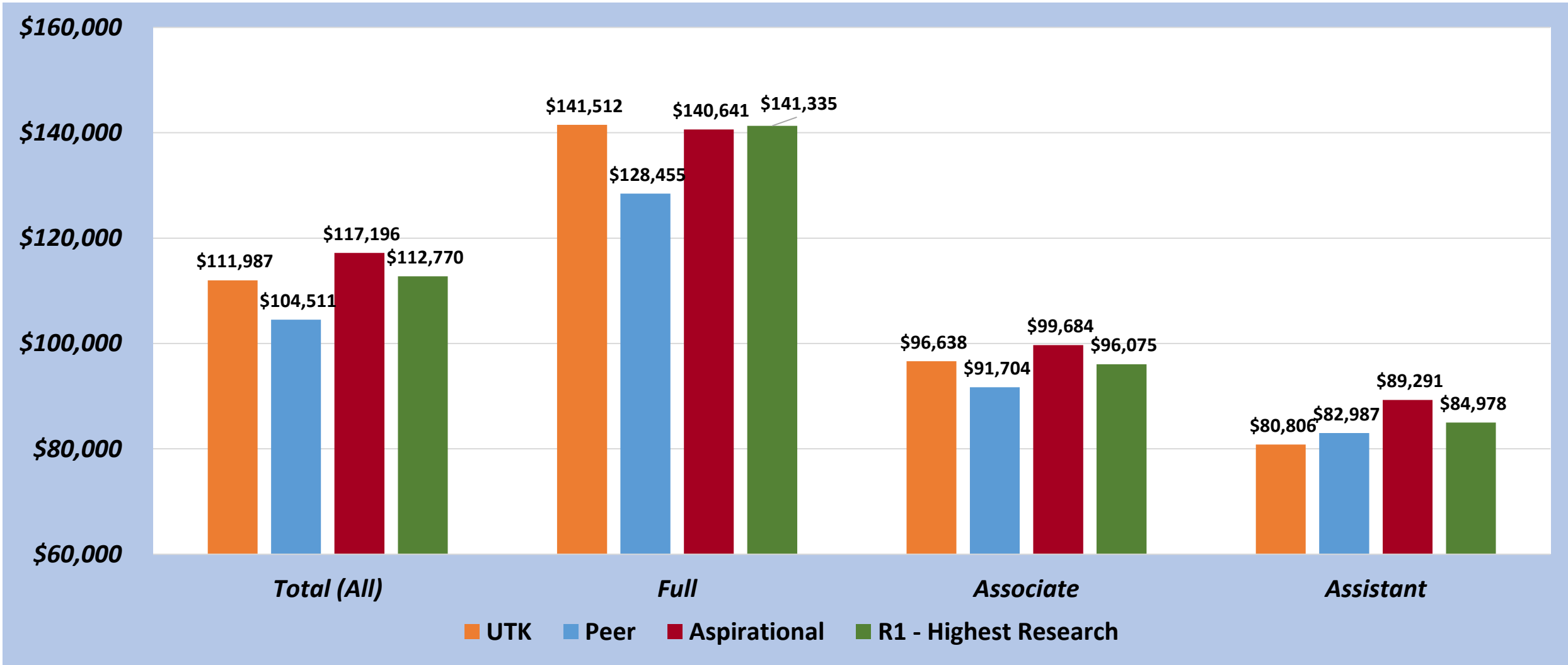
UTIA Aspirational Peers vs. UTK Aspirational Peers

UTIA Aspirational Peers

UTK Aspirational Peers



UTK Salaries Versus R1, Peer and Aspirational



One Year Salary Increases, by Rank, UTK vs. R1

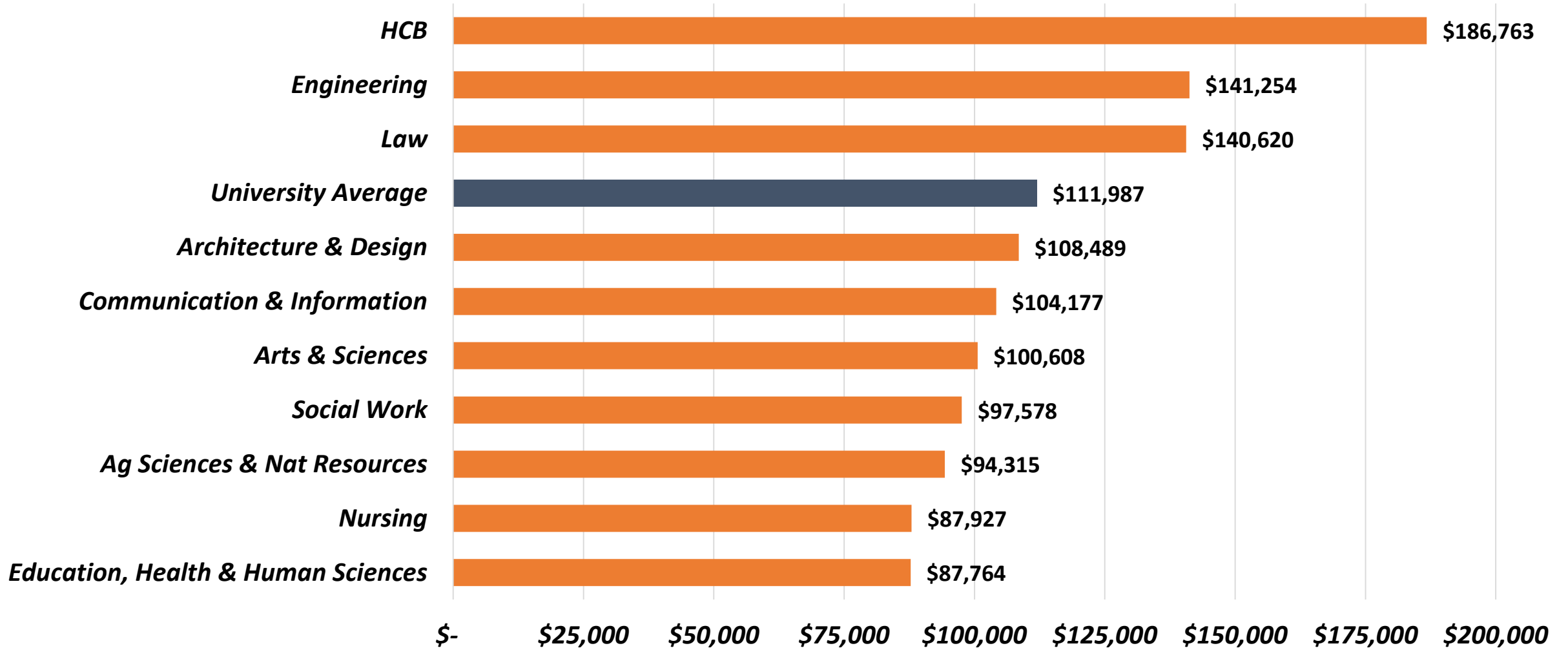
UTK Salary Increases from 2015-16 AY to 2016-17 AY

Overall	\$108,304 to \$111,987	3.4%
Full Professor	\$137,736 to \$141,512	2.74%
Associate Professor	\$93,288 to \$96,638	3.6%
Assistant Professor	\$79,169 to \$80,806	2.07%

R1 Salary Increases from 2015-16 AY to 2016-17 AY

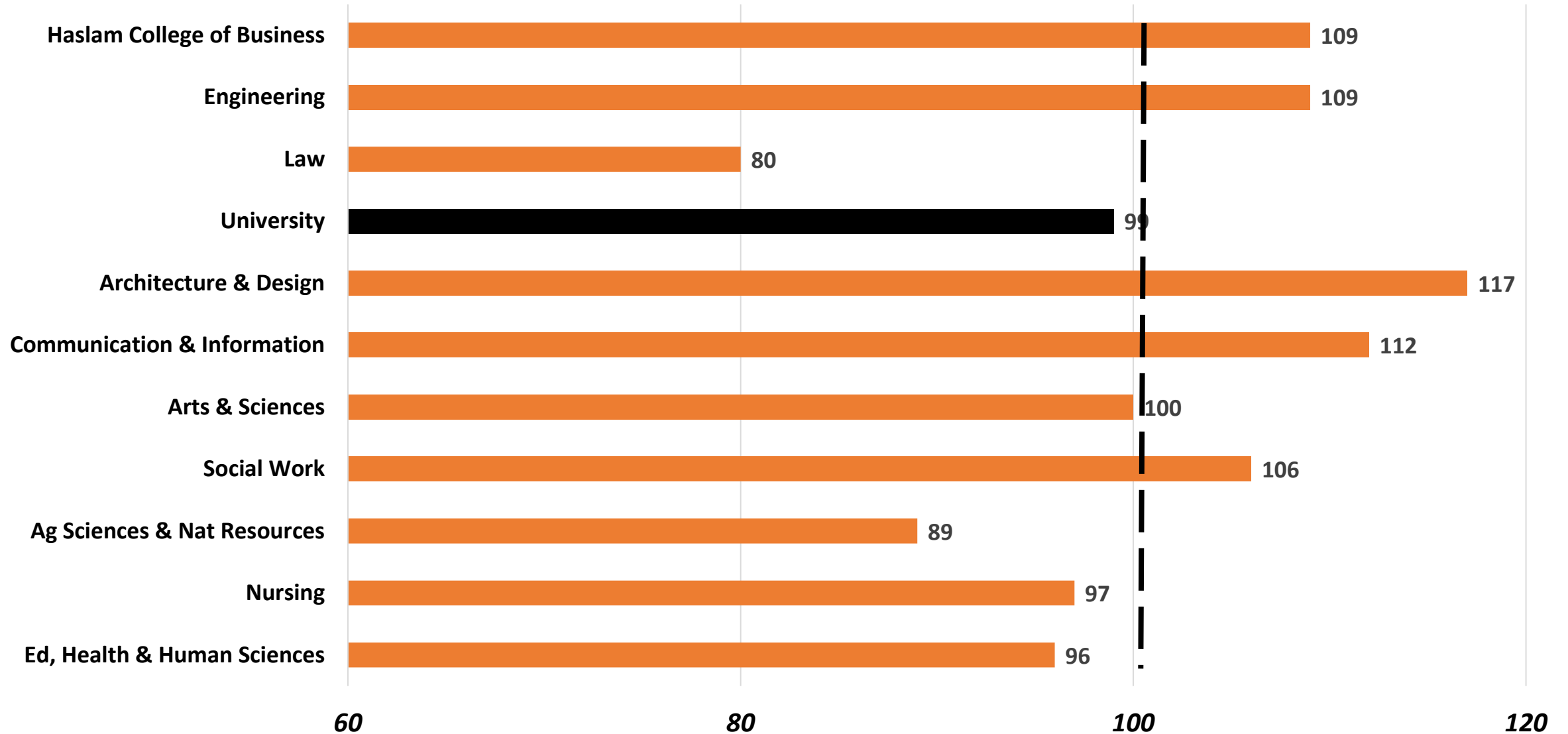
Overall	\$110,317 to \$112,770	2.2%
Full Professor	\$137,923 to \$141,335	2.47%
Associate Professor	\$93,433 to \$96,075	2.83%
Assistant Professor	\$82,764 to \$84,978	2.68%

UTK Average Salary Comparison, by College

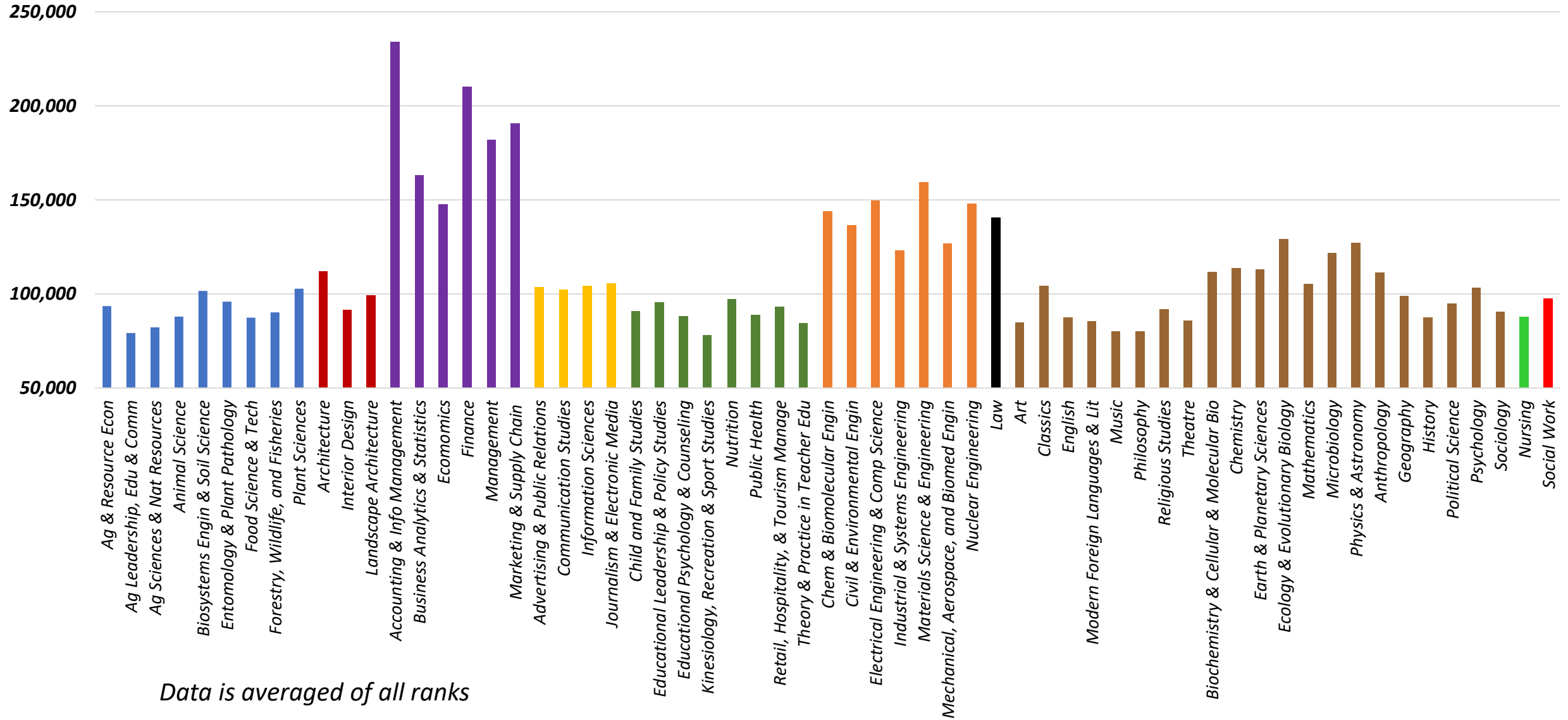


Data is average of all ranks (Full, Associate and Assistant)

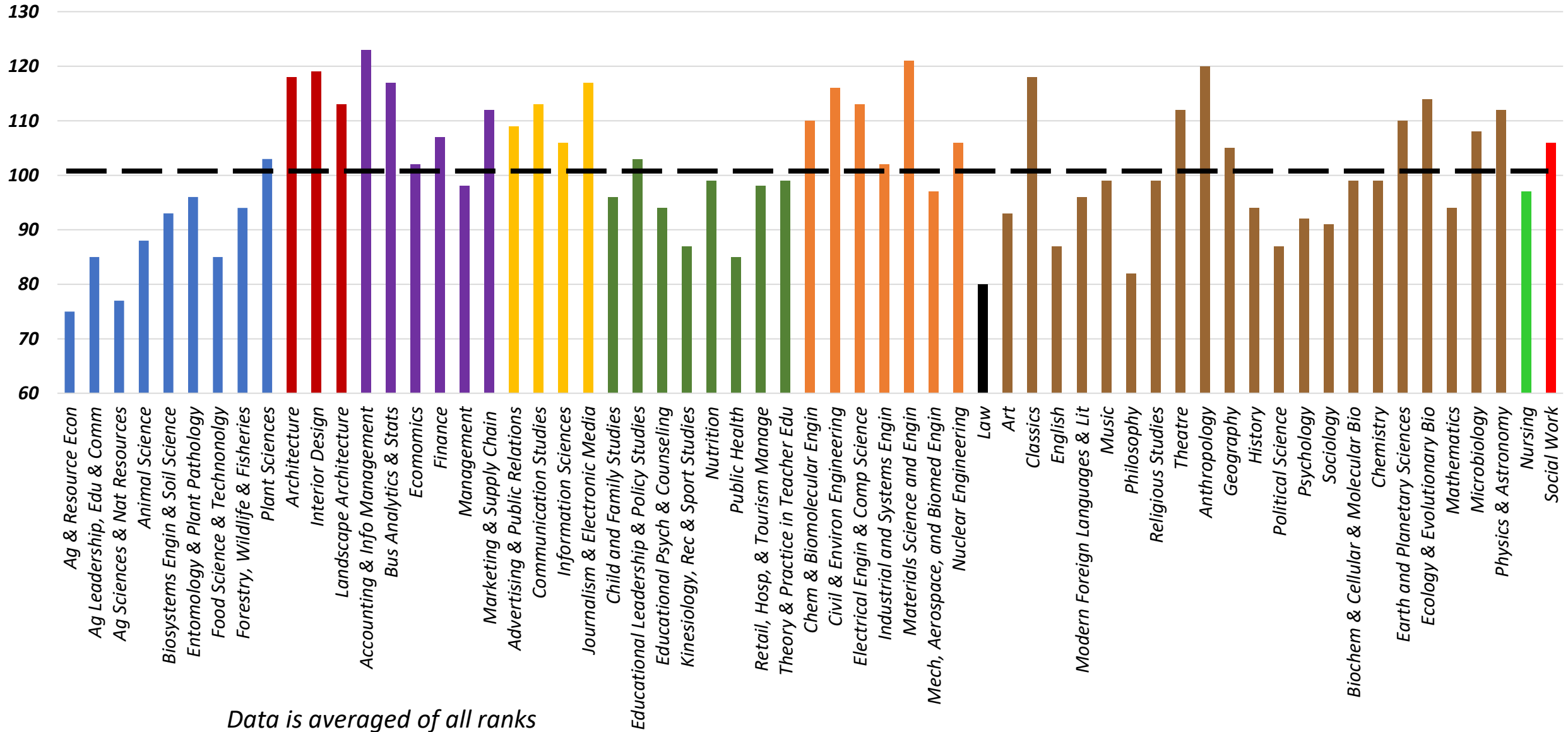
Ratio of UTK to R1 Salaries, by College



UTK Salaries by Department, Avg of All Ranks



Ratio of UTK to R1 Salaries, by Department



Take-Homes:

- The change in peer groups from those used in previous years is of concern due to the great reduction in number of comparison institutions, associated large reduction in number of faculty in the comparison groups, and the biases inherent in making unit/rank comparisons using such limited data. **We recommend that for the purposes of faculty salary comparisons, the UTK administration focus on comparisons to the larger group of R1 and not on the “officially designated” peer groups.**
- The overall average salary of UTK faculty has significantly improved over the past decade, relative to R1, and **this improvement continued over the past year** during which the average UTK salary increased by 3.4% and the overall R1 average salary increased by 2.2%.
- **There is tremendous variation across UTK in how different Colleges and Departments compare to R1 peers.** Whether the heterogeneity of progress over the past was planned or unintentional is not clear. While lifting average salaries for every unit relative to peer institutions may have been a goal, in the metrics analyzed here it has not been realized.