

Faculty Senate Budget and Planning Committee 2020 UTK Salary Analysis

Executive Summary

The Budget and Planning Committee traditionally completes a faculty salary analysis, but only examines tenure-track and tenured faculty (TTF) salaries. This year we decided to add an analysis of non-tenure track faculty (NTTF) salaries at UT. A summary of the results are below. The powerpoints of the analyses and pdfs of the raw data are included as part of the analysis. Both data sets are for the 2018-2019 academic years. These data were acquired from OIRA. We only analyzed full-time base pay for these analyses. Because of the size and diversity of Arts and Sciences faculty, we divided the College into its three divisions for the analyses: Natural Sciences, Social Sciences, and Humanities.

NB: These data provided only mean salaries versus median salaries, meaning that one very high or very low salary can significantly skew the mean. Mean salaries can also be influenced by the rank composition of a unit. For example, a unit with proportionally more full professors or senior lecturers may have a higher mean salary than units with more assistant professors or lecturers.

Non-tenure Track Faculty Salaries

For the non-tenure track faculty salary analyses, we excluded categories that were not teaching faculty (e.g. research assistant faculty, etc.) to better match the TTF data set. There were 468 NTTF members included in the analysis. Overall, minimum salaries varied by job title from \$32,000 to \$85,035. Maximum salaries by job title ranged from \$58,559 to \$173,777. The lowest salaries (\$32,000) were NTTF members in Arts and Sciences (Humanities) and Communication and Information. The three highest average salaries by unit were in Non-academic Centers (\$111,780), Haslam College of Business (\$98,390), and Veterinary Medicine (\$88,007). The three lowest average salaries by unit were Communication and Information (\$43,203), Arts and Sciences – Humanities (\$43,893), and Arts and Sciences – Social Sciences (\$50,674). We examined salary by gender overall, and by job title and unit and only found statistical differences in gender for the unit of Communication and Information.

Tenured and Tenure-Track Faculty Salaries

For the TTF analyses, we conducted similar analyses as for the NTTF (with the exception of gender), but also compared UT salaries to two standards: 1) faculty salaries at peer, aspirational and research university very high (RUVH) institutions, and 2) NTTF salaries at UT. When comparing UT salaries to peer, aspirations and RUVH, UT salaries are typically better than peer institutions, slightly worse than aspirational, and about even with RUVH institutions. By rank, Associate and Full Professors are better or equivalent compared with each institution type, while Assistant Professor salaries are lower than aspirational and RUVH institutions. Salary increases over five years are generally higher than RUVH institutions, although Assistant Professors are more similar to RUVH increases.

Looking at UT salaries by Colleges, there was a wide variety of average salaries by College. The highest mean salaries are in Haslam Business (\$199,830), Tickle Engineering (\$146, 523), and Law (\$145,732). The lowest mean salaries are in Education, Health, and Human Sciences

(\$90,837), Arts and Sciences – Humanities (\$87,691), and Social Work (\$85,514). It should be noted that Social Work has a lower proportion of Full Professors and higher proportion of Assistant Professors compared to other units, which may skew this mean. Comparing these UT salaries by unit to other equivalent RUVH units, Haslam Business, Tickle Engineering, Architecture and Design, and Communication and Information have higher salaries. Most other units earn at least 93% of the RUVH salaries, however, the College of Law at 84% lags behind RUVH institution salaries. This is despite having one of the highest proportion of Full Professors in any of the UT units.

Using TTF pay by unit as a standard, we compared the NTTF salaries in each unit (see NTTF salary analysis slides for more details about the means). For the university, NTTF salary is 55% of the salary earned by TTF. NTTF in three units earn at least 73% of the salary of their TTF counterparts: Education, Health, and Human Services (73%), Nursing (79%), and Agricultural Sciences and Natural Resources (82%). NTTF in three units earn less than 50% of their TTF counterparts in the same unit: Communication and Information (40%), Arts and Sciences-Natural Sciences (44%), and Haslam Business (49%).

Every unit except Social Work has seen their mean salaries increase over the last five years (Social Work did increase by 0.4%). Mean pay in Haslam College of Business has increased by 26.3% over the last five years, which is the highest average increase. The University average of pay increase over five years is 13.5%.

The total number of TTF at UT has slightly increased from 1,110 to 1,147 over the last five years. There has been a drop in TTF numbers in five units: Architecture and Design, Social Work, Law, Communication and Information, and Haslam Business. Five units have seen increases in TTF over the last five years: Nursing, Herbert Agriculture, Education, Health, and Human Services, Tickle Engineering, and Arts and Sciences.

Salaries by Department are highly variable, even within the same College unit. Four departments have mean salaries over \$200,000, while 27 Departments have mean salaries under \$100,000.