

2020 UTK Tenured/Tenured Track Faculty Salary Analysis

2018-2019 Academic Year

Faculty Senate: Budget and Planning Committee

Outline

- I. Data overview
- II. Comparing UTK TT Faculty Salaries against Peer, Aspirational and Research University Very High (RUVH)
- III. Analysis of UTK TT Faculty Salaries by College
- IV. Comparison of UTK TT and NTT Faculty Salaries by College
- V. Changes in UTK TT average faculty salary by college and number of TT faculty by college since 2013/2014 academic year
- VI. Analysis of UTK TT Faculty Salaries by Department
- VII. Broad Summaries

I. Data Overview

Data

College Name	Department	Rank Description	UTK Avg Salary	UTK Fac Num	UTK Min Salary	UTK Max Salary	RUVH Avg Salary	RUVH Min Salary	RUVH Max Salary	Cost to Inc RUVH	Ratio UTK RUVH
Agricultural Sciences & Natural Resources	Total	Professor	\$ 112,572	61	\$ 81,622	\$ 185,422	\$ 125,258	\$ 24,000	\$ 327,782	\$ 848,971	0.9
Agricultural Sciences & Natural Resources	Total	Associate Professor	\$ 87,420	25	\$ 73,080	\$ 101,536	\$ 92,842	\$ 48,684	\$ 320,000	\$ 177,786	0.94
Agricultural Sciences & Natural Resources	Total	Assistant Professor	\$ 73,629	22	\$ 66,093	\$ 88,143	\$ 79,418	\$ 24,000	\$ 180,200	\$ 143,936	0.93
Agricultural Sciences & Natural Resources	Total	All Ranks	\$ 98,817	108	\$ 66,093	\$ 185,422	\$ 104,506	\$ 24,000	\$ 327,782	\$ 1,170,693	0.95
Agricultural Sciences & Natural Resources	Agricultural and Resource Economics	Professor	\$ 118,923	6	\$ 95,316	\$ 150,716	\$ 141,153	\$ 45,788	\$ 259,846	\$ 133,380	0.84
Agricultural Sciences & Natural Resources	Agricultural and Resource Economics	Associate Professor	\$ 91,978	2	\$ 87,337	\$ 96,619	\$ 111,492	\$ 59,756	\$ 320,000	\$ 39,028	0.82
Agricultural Sciences & Natural Resources	Agricultural and Resource Economics	Assistant Professor	\$ 73,010	3	\$ 70,855	\$ 75,692	\$ 92,020	\$ 45,199	\$ 180,200	\$ 57,030	0.79
Agricultural Sciences & Natural Resources	Agricultural and Resource Economics	All Ranks	\$ 101,502	11	\$ 70,855	\$ 150,716	\$ 120,846	\$ 45,199	\$ 320,000	\$ 229,438	0.84

- Data received include:
 1. College/Department/Rank (e.g. Haslam College of Business/Economics/Associate Professor)
 2. UTK Average, Minimum and Maximum Salaries by rank, and all ranks; number of positions
 3. RUVH Average, Minimum and Maximum Salaries by rank and all ranks
 4. Cost to increase Average UTK Salary to match Average RUVH Salary by rank and all ranks
 5. Ratio of UTK Average UTK Salary to Average RUVH Salary by rank and all ranks
 6. Similar to points 3 – 5 above, but comparison to Peer Institutions
 7. Similar to points 3 – 5 above, but comparison to Aspirational Institutions

Data

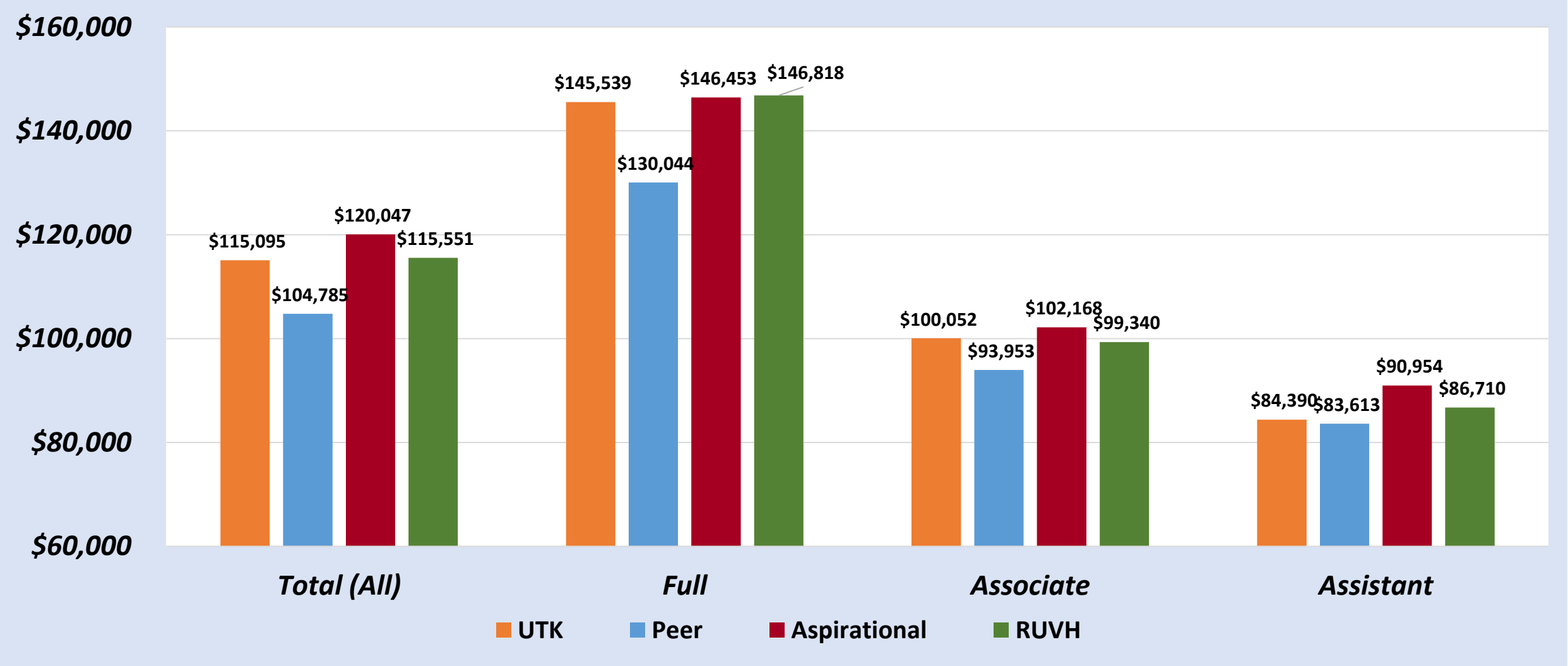
- Data provided by OIRA
- Data refers to 2018-2019 faculty salaries
- This data included only Tenured and Tenure-Track Faculty salaries
 - A separate data set of Non-Tenure Track Faculty salaries was also provided by OIRA
- Data provided only Mean Salaries rather than Median Salaries (preferred)
 - One very high or very low salary in a small department can significantly skew the mean
- Mean TTF Salary by College can be influenced by its rank composition
 - Colleges with high % of Full Professors may have a high average salary
 - Colleges with a high % of Assistant Professors may have a low average salary

II. UTK Salaries Compared Against Very High Research, Peer and Aspirational Schools

Comparison of 2018/2019 Salary by Rank

Comparison of 5-Year increase in salary by Rank, UTK vs. RUVH

UTK TTF Salaries Versus R1, Peer and Aspirational, 18/19 AY



UTK TTF Salaries Versus R1, Peer and Aspirational, 18/19 AY

Rank	UTK Average	Peer Average	Aspirational Average	RUVH Average
Total (all TTF)	\$115,095	\$104,785	\$120,047	\$115,551
Full Professor	\$145,539	\$130,044	\$146,453	\$146,818
Associate Professor	\$100,052	\$93,953	\$102,168	\$99,340
Assistant Professor	\$84,390	\$83,613	\$90,954	\$86,710

Summary

- UTK mean Assistant Professor salary is higher than Peer Institution, lower than Aspirational & RUVH
- UTK mean Associate Professor salary is higher than Peer Institution, roughly equal to Aspirational & RUVH
- UTK mean Full Professor salary is higher than Peer institution, roughly equal to Aspirational and RUVH
- UTK mean total Professor salary is higher than Peer, lower than Aspirational, equal to RUVH

Five-Year Salary Change, by Rank, UTK vs. RUVH

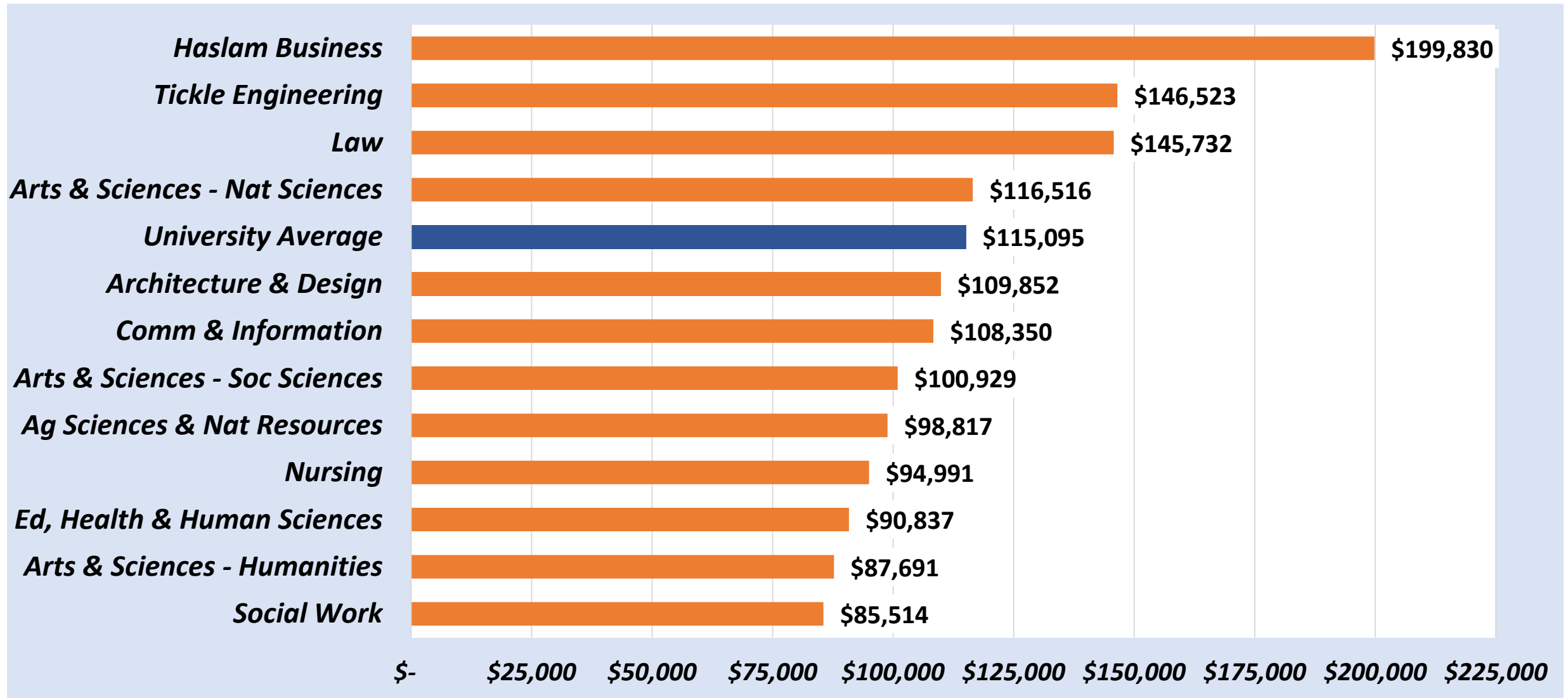
Rank	UTK 2013/14 AY mean Salary	UTK 2018/19 AY mean Salary	UTK % Change	RUVH 2013/14 AY mean Salary	RUVH 2018/19 AY mean Salary	RUVH % Change
All	\$101,380	\$115,095	13.5%	\$105,470	\$115,551	10.0%
Full	\$127,384	\$145,539	14.3%	\$131,317	\$146,818	11.8%
Associate	\$87,191	\$100,052	14.8%	\$88,912	\$99,340	11.7%
Assistant	\$75,478	\$84,390	11.8%	\$78,107	\$86,710	11.0%

Summary

- 5 year increase in UTK mean Assistant Professor salary was roughly equal to RUVH increase (11.8 vs 11.0)
- 5 year increase in UTK mean Associate Professor salary was higher than RUVH increase (14.8 vs. 11.7)
- 5 year increase in UTK mean Full Professor salary was higher than RUVH increase (14.3 vs 11.8)
- 5 year increase in UTK mean total Professor salary was higher than RUVH increase (13.5 vs 10.0)

III. Analysis of Mean UTK TTF Salaries by College

UTK Average Salary Comparison, by College, 18/19 AY



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

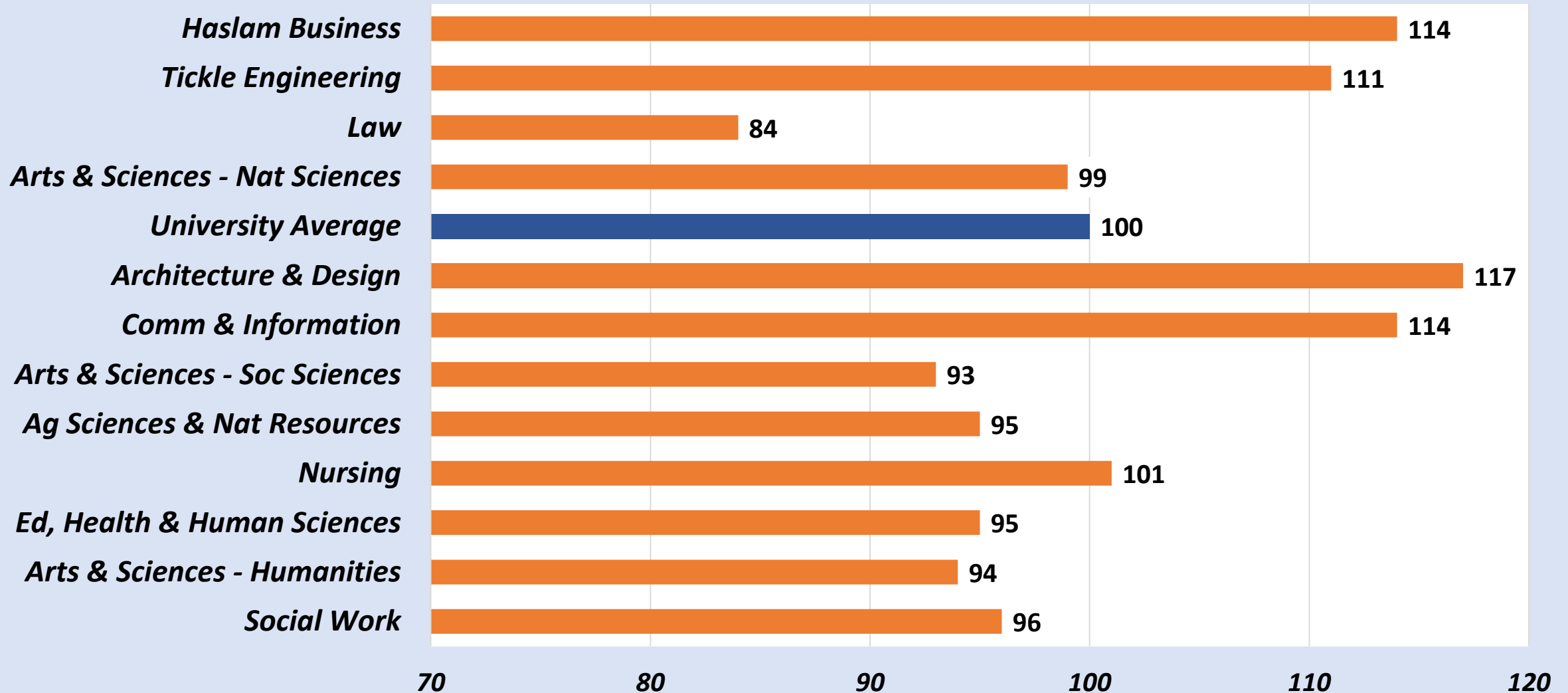
Avg Salary and Professor Rank Breakdown

College	Avg Salary	% Professor	% Associate	% Assistant	# Professors
Haslam Business	\$199,830	43%	31%	26%	84
Tickle Engineering	\$146,525	48%	26%	27%	172
Law	\$145,730	61%	35%	3%	31
Arch & Design	\$109,850	45%	32%	23%	22
Comm & Info	\$108,350	48%	35%	17%	48
Arts & Sciences	\$102,105	43%	34%	24%	468
Ag Sciences & Nat Res	\$98,820	56%	23%	20%	108
Nursing	\$94,990	24%	29%	46%	41
Ed, Health & HS	\$90,835	26%	39%	34%	140
Social Work	\$85,515	21%	15%	64%	33
University	\$115,095	42%	31%	27%	1,147

Highlights:

- College of Law has the highest % of Full Professors and lowest % of Assistant Professors
- College of Social Work has the lowest % of Full Professors and highest % of Full Professors

Ratio of UTK to RUVH Salaries, by College, 18/19 AY



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

Analysis of Mean UTK TTF Salary by College

Summary of Mean UTK Salaries by College

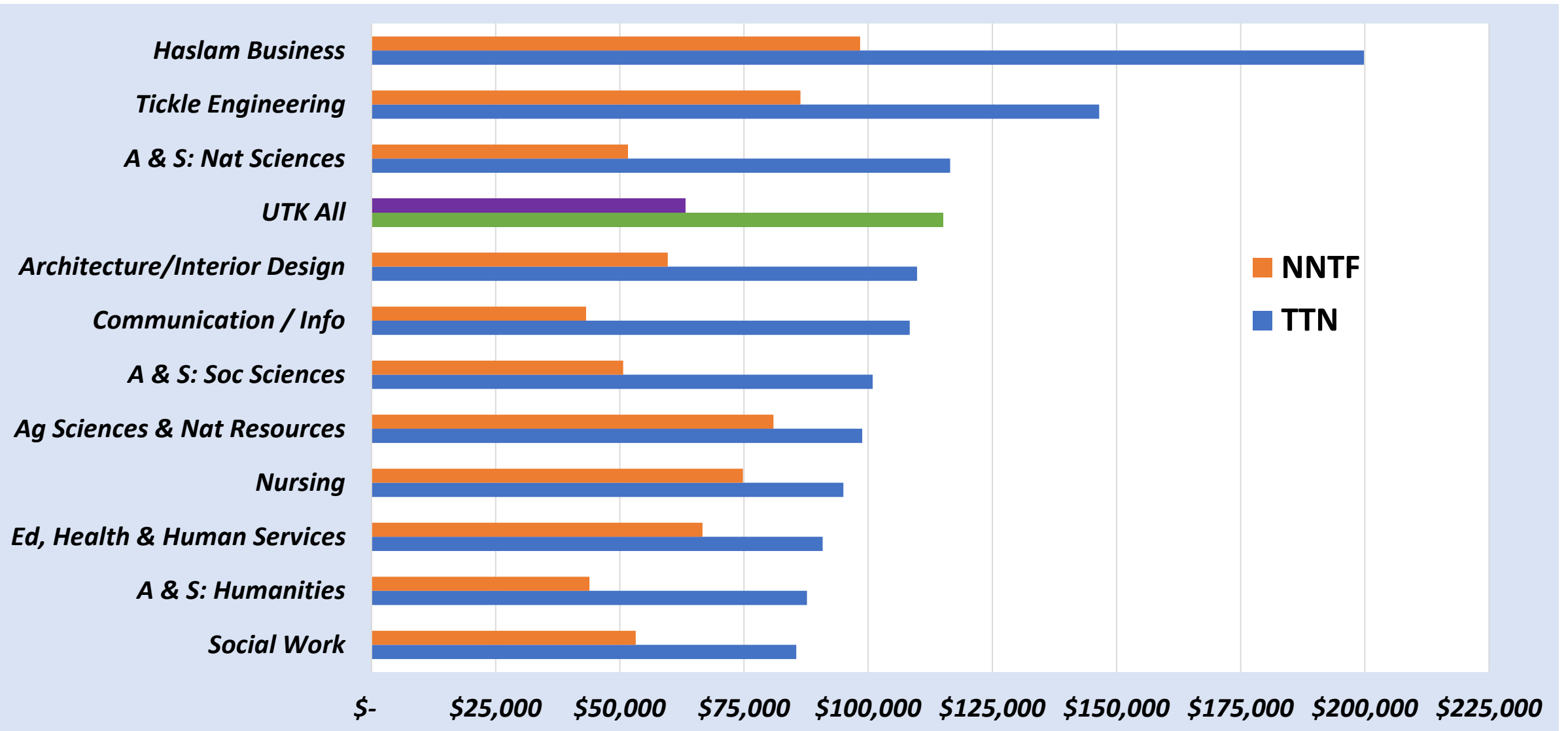
- Wide variety of mean salaries by college
- Highest college mean salary (Haslam Business) is \$114,000 higher than the lowest college mean salary (Social Work)
- 4 college mean salaries are above the UTK average – Haslam Business, Tickle Engineering, Law and A & S Natural Sciences (splitting A&S into 3 separate groups)

Summary of Mean Salaries by College, UTK vs. RUVH

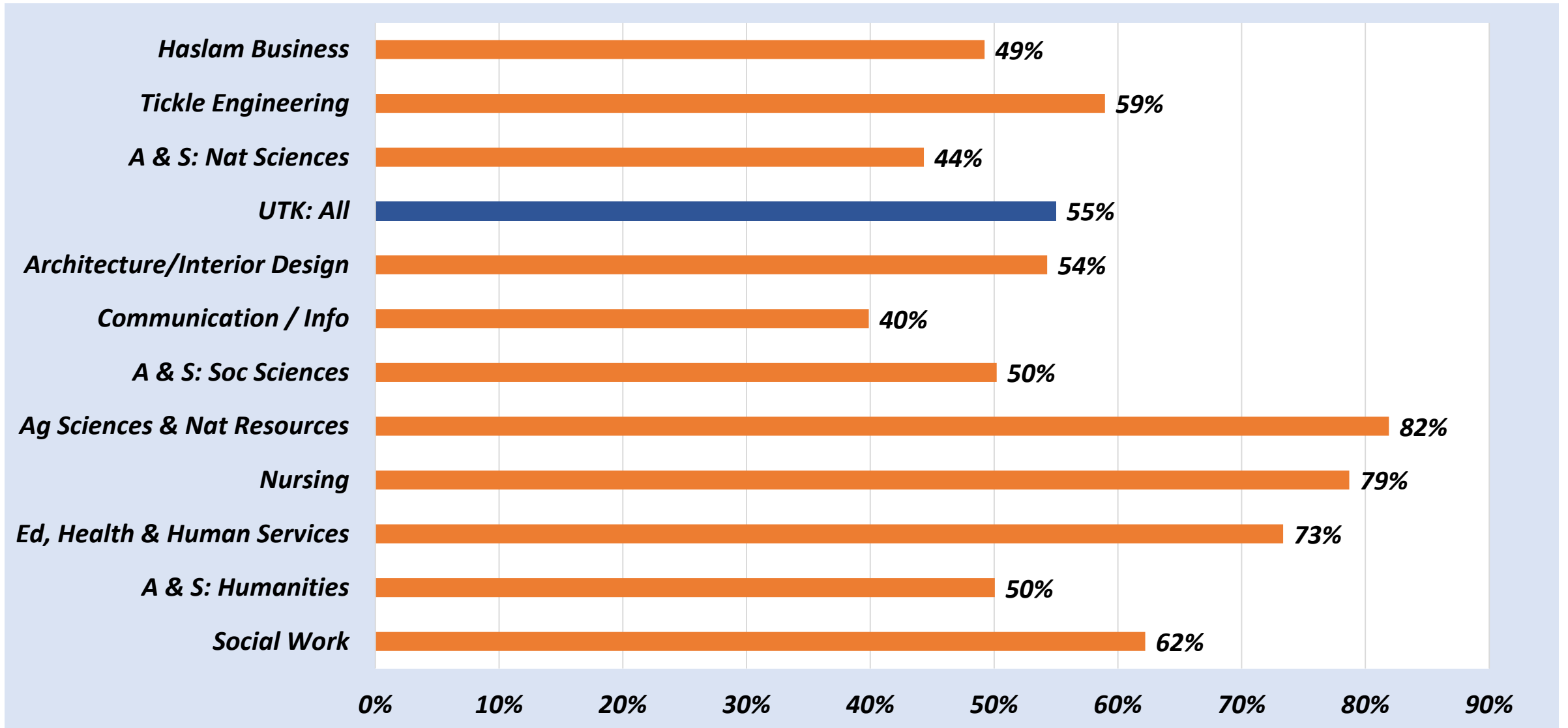
- **Much less variation in college mean salaries when compared against RUVH**
- All UTK colleges except 1 (Law) are between 93% and 117% of their RUVH counterparts
- Low rank of Law college (mean is 84% of the RUVH mean) is surprising given it has the highest % of full professors of any UTK college

IV. Comparison of UTK TT and NTT Faculty Salaries by College

Mean TTF and NNTF Salary, by College



Ratio of NNTF Salaries to TTF Salaries, by College



Comparison of TTF and NNTF Salaries, by College

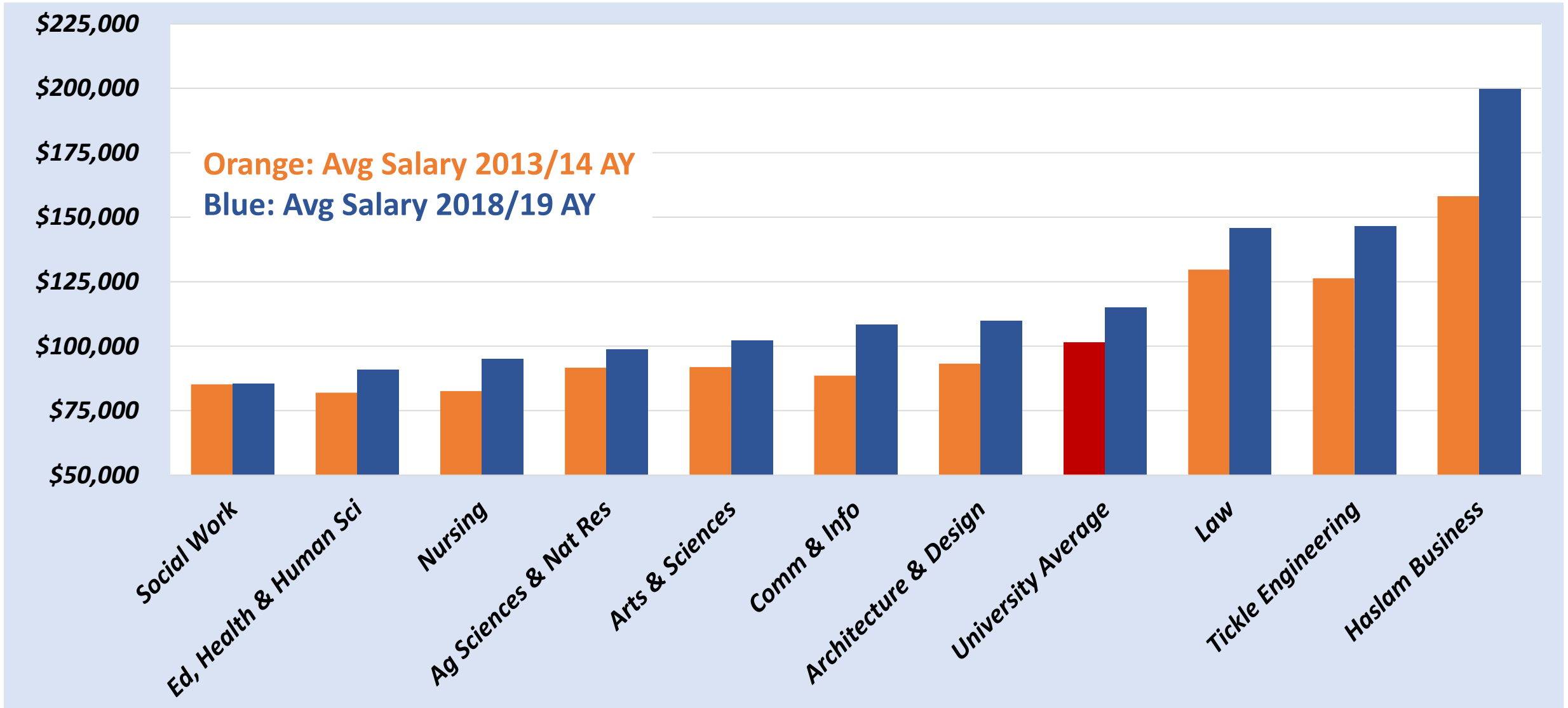
Summary

- TTF salaries exhibit wide variation (Haslam Business mean is more than double the mean of 5 other colleges)
- NNTF salaries also display variation, but less wide (Haslam Business mean is more than double the mean of 2 other colleges)
- Across UTK, mean NNTF salary is 55% of the mean TTF salary
- NNTF Salaries are closest to TTF Salaries (over 70%) in 3 colleges
 - Herbert Agriculture, Nursing and Education, Health/Human Sciences
- NNTF Salaries are furthest from TTF Salaries (less than 50%) in 2 colleges
 - Communication/Information and Arts & Sciences – Natural Sciences

V. 5-Year Changes in Salary and Size by College

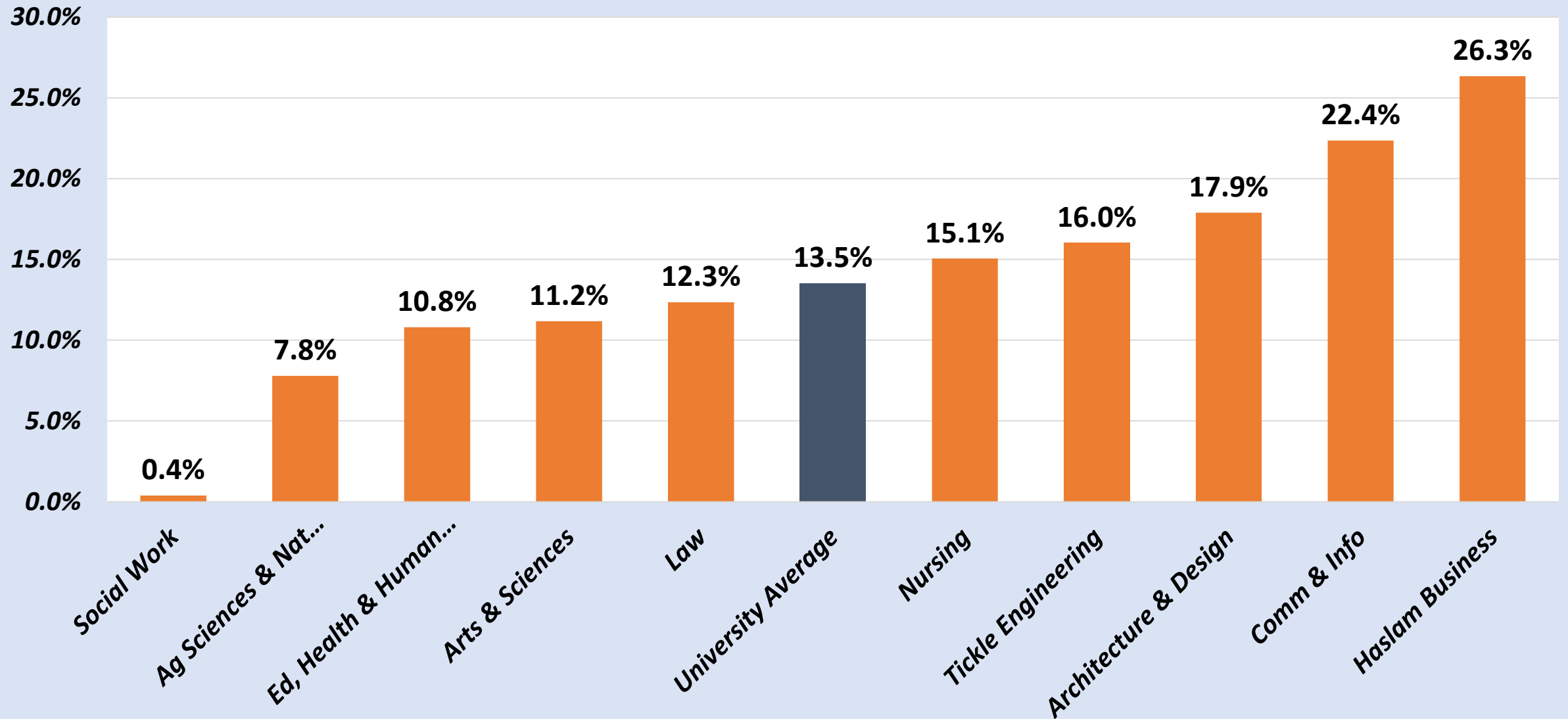
From AY 2013/14 to AY 2018/19

Avg. College Salary, 2013/14 AY versus 2018/19 AY



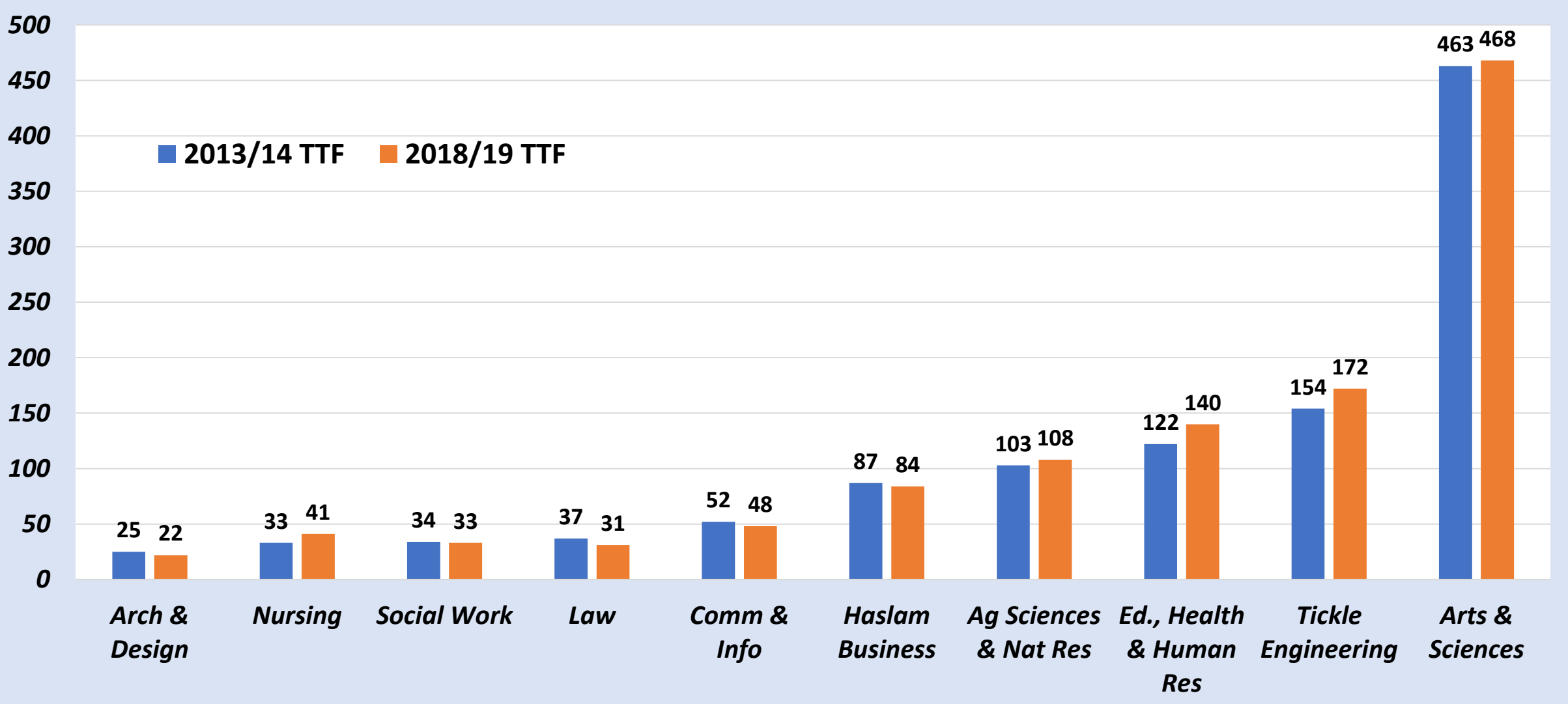
Data is average of all ranks (Full, Associate and Assistant)

Percent Increase in Average Salary, by College 13/14 AY to 18/19 AY



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

Change in Total # of TTF by College; 13/14AY vs. 18/19AY



5 Year Changes in Salary and Size, by College

Summary of 5 Year Change in Salary

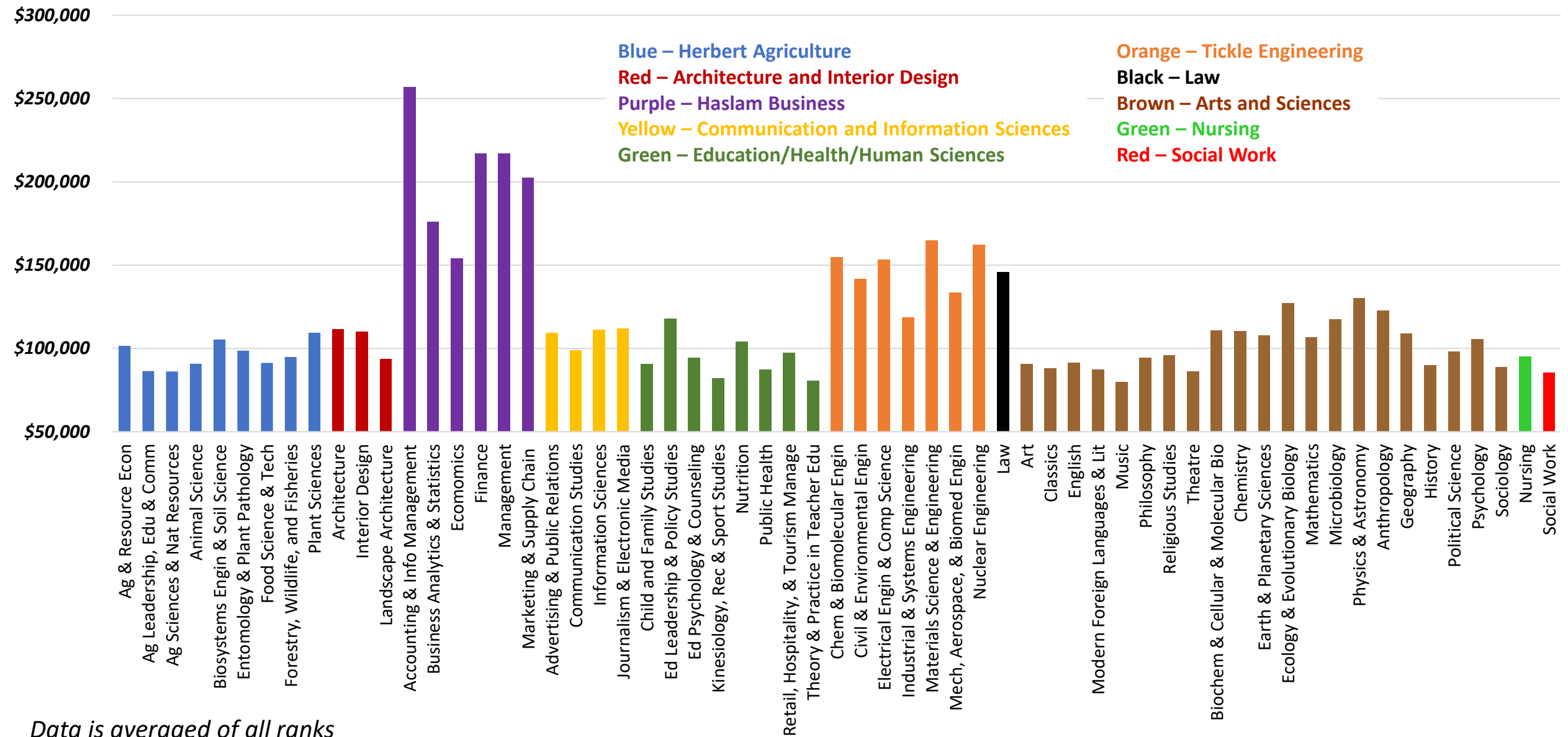
- Overall mean UTK TTF salary increased by 13.5%
- All Colleges experienced an increase in mean TTF Salaries over 5 years
 - Social Work experienced very small increase (likely due to change in TTF composition)
 - Haslam Business and Communication/Information experienced greatest increases in mean salary (over 20%)

• Summary of 5 Year Change in TTF College Size

- Total number of UTK TTF increased from 1,110 to 1,147
- 5 Colleges experienced a drop in total number of TTF
 - Arch/Design, Social Work, Law, Communication/Info, Haslam Business
- 5 Colleges experienced an increase in total number of TTF
 - Nursing, Herbert Agriculture, Education/Health/Human Services/Tickle Engineering, A&S

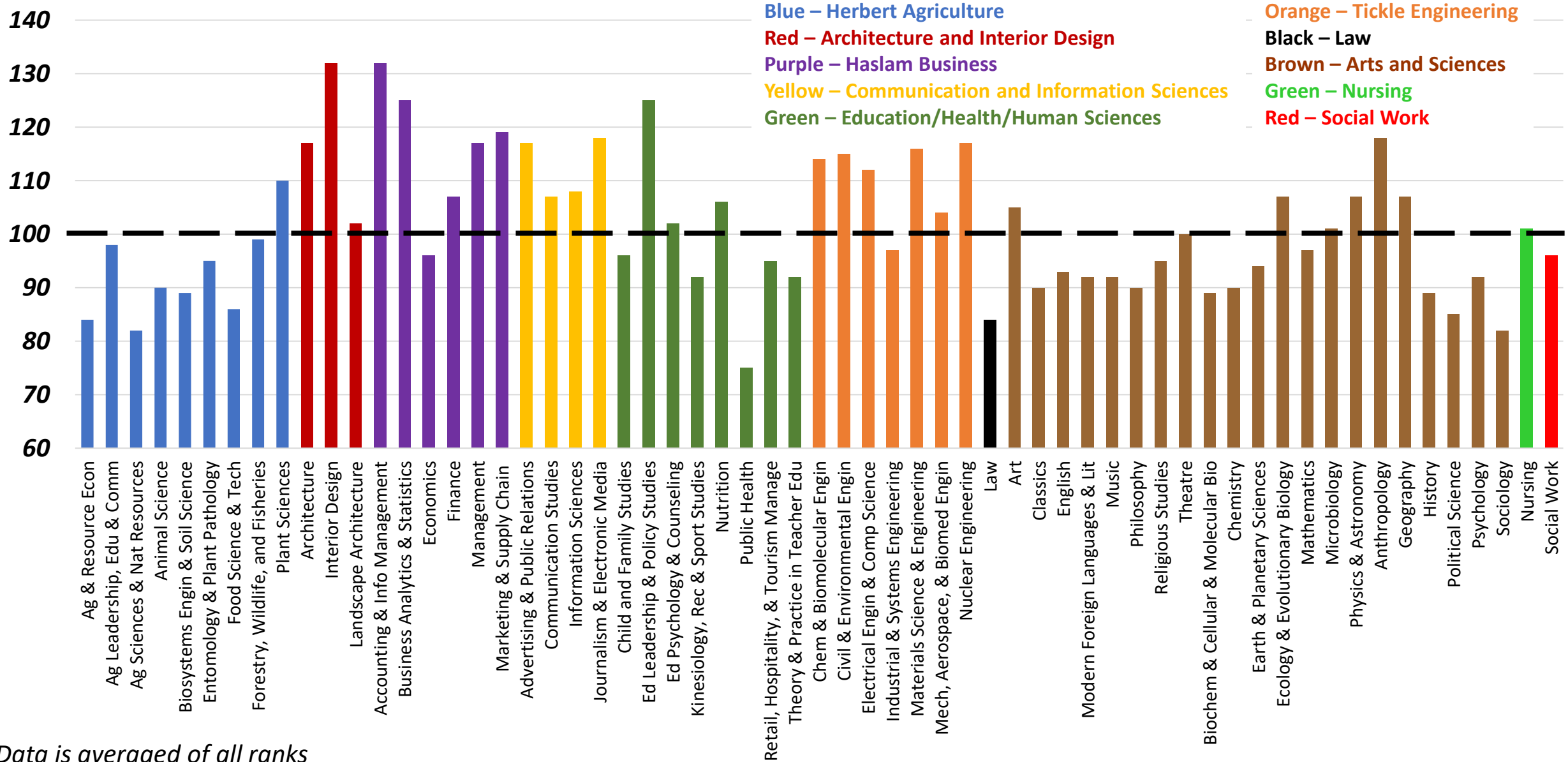
VI. Salary Analysis by Department

UTK Salaries by Department, Avg. of All Ranks, 2018/19 AY



Data is averaged of all ranks

Ratio of Very High Research to UTK Salaries, by Dept.



Data is averaged of all ranks

Analysis of Mean UTK TTF Salary, by Department

Summary of Mean UTK Salaries by Department

- Wide variety of mean salaries by department
- 4 department mean salaries over \$200,000, and 27 department mean salaries under \$100,000

Summary of Mean Salaries by College, UTK vs. RUVH

- When comparing against the RUVH average, there still exists wide variation
- 13 department mean salaries are 15% or higher than their RUVH counterparts
 - Interior Design and Accounting stand out at over 30% higher
- 6 department mean salaries are 15% or lower below their RUVH counterparts
 - Public Health stands out at 25% lower
- Education/Health and Human Sciences has greatest variation
 - 1 department is 25% higher than its RUVH counterpart, and another department 25% lower than its RUVH counterpart
- Arts & Sciences has 5 department mean salaries above their RUVH counterpart, 2 equal, and 15 below

VI. Broad Summary of Findings

2018-2019 AY UTK TTF Salary Analysis Summary of Findings

- **UTK mean total 2018/19 AY Professor salary is higher than its Peer institutions, lower than Aspirational institutions, and equal to RUVH**
 - Strong growth in mean Associate and Full Professor salaries over 5 years has resulting in currently pulling even with the RUVH mean at those ranks
 - Mean Assistant salary experienced less growth, and remains behind the RUVH mean
- **UTK experiences a wide variety of mean salaries by college**
 - However, once UTK college means are compared against their RUVH means, the disparity diminishes
 - UTK College of Law is significantly lower than its RUVH counterpart
 - Architecture/Interior Design, Communication/Information, and Haslam Business are 14% or more higher than their RUVH counterparts
- **Variety in mean NNTF college salaries mirrors the variety in mean TTF college salaries**
- **All colleges experienced some growth in mean TTF salaries**
 - Social Work experiences minimal growth, Haslam and Comm/Information experienced the greatest
- **Large variety in mean TTF salaries by department AND large variety in UTK department mean salaries compared against their RUVH counterparts**