

2020-21
Instructional Faculty Salary Survey by Discipline

College	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg	THEC Peer University			Cost to increase to THEC Peer Avg	Ratio UTK Avg to THEC Peer Avg	Aspirant University			Cost to increase to Aspirant Avg	Ratio UTK Avg to Aspirant Avg	
Department	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			THEC Peer University					Aspirant Avg					
Rank										Average	Minimum	Maximum								
Architecture & Design																				
	All Ranks	108,755	27	80,000	167,891	94,568	40,313	281,250	69,416	1.15	90,513	43,918	196,033	49,498	1.20	100,363	61,800	205,464	81,425	1.08
	Assistant Professor	86,593	5	80,000	97,267	72,491	43,918	113,952	-	1.19	69,268	43,918	111,741	-	1.25	80,658	61,800	98,837	2,989	1.07
	Associate Professor	99,097	10	80,278	121,651	89,845	40,313	160,000	6,106	1.10	88,515	50,000	140,714	9,208	1.12	91,287	77,626	118,547	18,782	1.09
	Professor	126,038	12	80,149	167,891	127,103	61,500	281,250	63,310	0.99	119,309	74,080	196,033	40,290	1.06	128,235	88,686	205,464	59,654	0.98
Architecture																				
	All Ranks	114,772	18	81,900	167,891	97,029	40,313	261,900	-	1.18	94,494	45,000	194,461	-	1.21	102,000	73,000	205,464	8,082	1.13
	Assistant Professor	84,350	2	81,900	86,800	73,280	45,000	113,952	-	1.15	70,829	45,000	86,030	-	1.19	80,405	73,000	98,837	-	1.05
	Associate Professor	102,380	7	88,764	121,651	91,130	40,313	160,000	-	1.12	90,450	50,000	140,714	-	1.13	91,098	77,626	118,547	-	1.12
	Professor	131,170	9	107,160	167,891	130,109	61,500	261,900	-	1.01	125,091	74,080	194,461	-	1.05	132,068	88,686	205,464	8,082	0.99
Interior Architecture																				
	All Ranks	98,450	4	80,278	140,321	81,612	48,197	140,321	6,106	1.21	81,158	48,197	133,810	9,208	1.21	97,192	80,881	130,909	18,782	1.01
	Assistant Professor	87,000	1	87,000	87,000	69,143	48,197	95,000	-	1.26	67,706	48,197	95,000	-	1.28	86,322	80,881	92,465	-	1.01
	Associate Professor	83,239	2	80,278	86,200	86,292	50,000	133,810	6,106	0.96	87,843	50,000	133,810	9,208	0.95	92,630	91,069	94,190	18,782	0.90
	Professor	140,321	1	140,321	140,321	106,224	61,500	140,321	-	1.32	98,786	74,080	113,613	-	1.42	114,727	92,271	130,909	-	1.22
Landscape Architecture																				
	All Ranks	102,549	2	97,267	107,831	91,131	48,000	180,250	-	1.13	89,426	48,000	160,000	-	1.15	92,879	61,800	180,250	-	1.10
	Assistant Professor	97,267	1	97,267	97,267	71,848	48,000	111,741	-	1.35	70,574	48,000	111,741	-	1.38	74,967	61,800	85,460	-	1.30
	Associate Professor	107,831	1	107,831	107,831	85,791	55,846	116,940	-	1.26	83,762	55,846	114,872	-	1.29	95,873	87,442	111,834	-	1.12
	Professor	-	-	-	-	116,577	67,000	180,250	-	-	111,706	92,457	160,000	-	-	130,683	98,505	180,250	-	-
School of Design																				
	All Ranks	90,534	3	80,000	111,453	92,763	43,918	281,250	63,310	0.98	86,449	43,918	196,033	40,290	1.05	100,255	72,000	203,654	54,561	0.90
	Assistant Professor	80,000	1	80,000	80,000	72,152	43,918	99,300	-	1.11	67,232	43,918	95,000	-	1.19	82,989	72,000	96,621	2,989	0.96
	Associate Professor	-	-	-	-	88,465	57,733	150,000	-	-	86,762	57,733	113,019	-	-	88,672	78,241	98,650	-	-
	Professor	95,801	2	80,149	111,453	127,456	80,149	281,250	63,310	0.75	115,946	87,430	196,033	40,290	0.83	121,587	92,271	203,654	51,572	0.79
Arts & Sciences - Humanities																				
	All Ranks	88,904	186	56,500	175,000	97,300	25,930	510,100	1,425,666	0.91	81,906	30,999	311,957	89,695	1.09	99,406	36,267	296,506	1,422,555	0.89
	Assistant Professor	65,564	37	56,500	75,300	68,731	25,930	118,300	126,067	0.95	64,205	30,999	100,251	16,289	1.02	72,891	37,000	103,795	261,932	0.90
	Associate Professor	81,982	84	65,258	131,543	84,945	28,466	218,960	328,215	0.97	74,197	35,207	113,988	-	1.10	87,157	36,267	152,743	497,854	0.94
	Professor	111,136	65	77,857	175,000	126,369	35,591	510,100	971,384	0.88	104,811	47,917	311,957	73,406	1.06	121,596	70,229	296,506	662,769	0.91
Art																				
	All Ranks	94,168	22	68,000	175,000	89,911	25,930	309,500	4,302	1.05	76,718	40,000	219,839	-	1.23	91,632	58,000	211,255	16,090	1.03
	Assistant Professor	70,394	5	68,000	75,300	67,807	25,930	110,000	-	1.04	65,452	40,000	100,251	-	1.08	72,620	58,000	91,000	11,130	0.97
	Associate Professor	84,960	8	74,877	104,364	82,270	45,762	174,100	-	1.03	72,163	45,762	110,000	-	1.18	85,580	60,554	135,985	4,960	0.99
	Professor	115,560	9	87,923	175,000	116,038	40,417	309,500	4,302	1.00	94,744	70,340	219,839	-	1.22	108,426	74,986	211,255	-	1.07
Classics																				
	All Ranks	87,500	6	65,523	126,649	100,760	44,113	289,700	68,477	0.87	75,250	50,750	151,057	-	1.16	99,517	67,951	164,232	48,219	0.88
	Assistant Professor	65,523	1	65,523	65,523	71,009	45,000	101,700	5,486	0.92	60,206	50,750	69,000	-	1.09	73,226	67,951	80,000	7,703	0.89
	Associate Professor	79,253	3	77,316	82,737	86,096	44,113	125,800	20,529	0.92	68,119	54,415	86,637	-	1.16	87,775	77,174	106,696	25,566	0.90
	Professor	110,859	2	95,069	126,649	132,090	76,379	289,700	42,462	0.84	98,612	77,727	151,057	-	1.12	118,334	92,527	164,232	14,950	0.94

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
English																			
All Ranks	92,354	37	65,000	133,391	101,867	34,600	510,100	483,533	0.91	87,541	36,456	311,957	73,406	1.05	104,008	56,893	217,000	399,005	0.89
Assistant Professor	69,050	4	65,000	74,050	70,402	34,600	114,800	5,408	0.98	66,022	36,456	80,992	-	1.05	75,485	56,893	85,690	25,740	0.91
Associate Professor	82,236	16	73,907	98,290	87,795	37,765	210,200	88,944	0.94	77,584	37,765	104,623	-	1.06	89,261	69,344	115,461	112,400	0.92
Professor	107,360	17	86,737	133,391	130,253	35,591	510,100	389,181	0.82	111,678	47,917	311,957	73,406	0.96	122,705	78,180	217,000	260,865	0.87
History																			
All Ranks	88,874	28	65,024	170,846	104,079	28,466	357,300	253,826	0.85	89,156	35,207	291,631	-	1.00	109,815	36,267	296,506	366,017	0.81
Assistant Professor	69,001	5	65,024	72,000	71,462	37,000	113,000	12,305	0.97	67,193	52,850	83,500	-	1.03	77,173	37,000	102,000	40,860	0.89
Associate Professor	82,141	16	75,424	88,497	89,869	28,466	180,000	123,648	0.91	77,458	35,207	106,358	-	1.06	92,564	36,267	152,743	166,768	0.89
Professor	118,458	7	90,728	170,846	135,297	54,950	357,300	117,873	0.88	116,269	54,950	291,631	-	1.02	141,085	70,229	296,506	158,389	0.84
Modern Foreign Languages and Literature																			
All Ranks	85,925	31	64,550	151,950	97,335	30,999	395,400	360,666	0.88	76,779	30,999	190,053	-	1.12	93,999	40,490	208,408	203,908	0.91
Assistant Professor	65,924	8	64,550	69,879	70,300	30,999	114,800	35,008	0.94	61,990	30,999	77,548	-	1.06	71,994	40,490	91,800	48,560	0.92
Associate Professor	79,080	12	67,160	100,326	85,056	37,087	218,960	71,712	0.93	71,957	44,659	101,996	-	1.10	84,014	66,054	119,068	59,208	0.94
Professor	107,938	11	91,103	151,950	131,024	48,618	395,400	253,946	0.82	102,819	53,142	190,053	-	1.05	116,678	85,865	208,408	96,140	0.93
Music																			
All Ranks	81,658	33	56,500	163,448	89,113	33,050	410,895	125,820	0.92	77,440	41,523	182,481	-	1.05	94,632	44,125	234,079	233,639	0.86
Assistant Professor	59,729	8	56,500	62,850	64,211	33,050	105,333	35,856	0.93	59,511	41,523	79,071	-	1.00	68,565	56,000	81,600	70,688	0.87
Associate Professor	81,157	16	65,258	131,543	78,021	44,125	159,000	-	1.04	71,547	51,097	113,988	-	1.13	85,312	44,125	121,227	66,480	0.95
Professor	102,042	9	77,857	163,448	112,038	55,205	410,895	89,964	0.91	94,218	55,205	182,481	-	1.08	112,761	81,156	234,079	96,471	0.90
Philosophy																			
All Ranks	94,116	10	65,000	163,773	106,583	35,118	386,000	56,021	0.88	85,870	36,896	175,902	1,361	1.10	109,769	55,000	230,000	83,383	0.86
Assistant Professor	65,000	1	65,000	65,000	71,401	42,000	118,300	6,401	0.91	66,361	58,075	71,841	1,361	0.98	71,937	55,000	86,700	6,937	0.90
Associate Professor	81,529	6	77,387	87,434	85,426	35,118	188,800	23,382	0.95	73,348	36,896	91,380	-	1.11	90,551	59,705	117,310	54,132	0.90
Professor	128,994	3	95,553	163,773	137,740	58,895	386,000	26,238	0.94	108,547	58,895	175,902	-	1.19	136,432	89,110	230,000	22,314	0.95
Religious Studies																			
All Ranks	95,680	8	65,255	137,339	106,079	48,000	313,300	19,668	0.90	78,862	50,000	150,936	-	1.21	113,379	69,664	192,897	20,014	0.84
Assistant Professor	67,628	2	65,255	70,000	74,218	48,000	93,800	13,180	0.91	65,345	50,000	75,479	-	1.03	75,703	69,664	81,600	16,150	0.89
Associate Professor	90,006	4	81,680	106,435	89,062	56,215	138,000	-	1.01	72,832	65,895	87,624	-	1.24	90,972	78,997	110,507	3,864	0.99
Professor	135,081	2	132,823	137,339	138,325	81,877	313,300	6,488	0.98	109,186	81,877	150,936	-	1.24	129,970	87,160	192,897	-	1.04
Theatre																			
All Ranks	88,080	11	58,026	163,993	87,976	38,050	247,800	53,353	1.00	77,729	56,650	130,860	14,928	1.13	89,886	63,356	154,500	52,280	0.98
Assistant Professor	60,558	3	58,026	62,000	64,699	40,800	103,900	12,423	0.94	65,534	56,650	85,000	14,928	0.92	71,946	63,356	103,795	34,164	0.84
Associate Professor	80,772	3	71,065	97,828	80,056	38,050	131,400	-	1.01	73,806	60,914	101,214	-	1.09	82,264	73,650	108,839	4,476	0.98
Professor	108,977	5	89,264	163,993	117,163	45,000	247,800	40,930	0.93	96,731	68,172	130,860	-	1.13	111,705	88,918	154,500	13,640	0.98
Arts & Sciences - Natural Sciences																			
All Ranks	120,191	174	69,170	422,700	121,165	17,038	526,200	1,148,745	0.99	106,238	34,216	293,748	55,126	1.13	125,973	45,000	315,477	1,223,244	0.95
Assistant Professor	84,752	36	69,170	92,636	82,530	17,038	177,100	37,205	1.03	78,843	34,216	135,907	-	1.07	86,993	45,000	113,055	162,289	0.97
Associate Professor	100,874	45	84,150	113,344	98,681	35,992	248,571	74,240	1.02	90,557	45,800	161,782	-	1.11	103,741	45,362	164,524	202,891	0.97
Professor	143,256	93	84,500	422,700	150,182	43,060	526,200	1,037,300	0.95	129,185	51,686	293,748	55,126	1.11	149,919	58,307	315,477	858,064	0.96

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Biochemistry and Cellular and Molecular Biology																			
All Ranks	114,356	24	79,205	292,120	128,175	29,455	436,400	273,493	0.89	112,825	45,818	291,770	26,686	1.01	134,037	79,385	297,857	337,729	0.85
Assistant Professor	81,484	5	79,205	85,600	85,389	29,455	154,400	19,525	0.95	79,080	45,818	98,900	-	1.03	93,965	79,385	110,455	62,405	0.87
Associate Professor	97,718	8	93,181	105,982	101,755	48,513	163,800	32,296	0.96	95,550	55,657	161,782	-	1.02	104,881	79,897	130,710	57,304	0.93
Professor	141,398	11	107,494	292,120	161,550	48,563	436,400	221,672	0.88	143,824	88,595	291,770	26,686	0.98	161,218	100,883	297,857	218,020	0.88
Chemistry																			
All Ranks	114,642	23	81,449	185,000	125,255	20,422	383,439	242,808	0.92	110,026	34,216	293,748	12,912	1.04	137,656	52,727	315,477	307,623	0.83
Assistant Professor	84,525	9	81,449	86,659	82,241	20,422	177,100	-	1.03	77,020	34,216	97,331	-	1.10	88,286	52,727	107,100	33,849	0.96
Associate Professor	103,295	2	100,586	106,004	96,033	35,992	159,100	-	1.08	90,976	45,800	153,000	-	1.14	106,562	72,846	150,000	6,534	0.97
Professor	139,121	12	113,282	185,000	159,355	45,450	383,439	242,808	0.87	140,197	80,465	293,748	12,912	0.99	161,391	58,307	315,477	267,240	0.86
Earth and Planetary Sciences																			
All Ranks	108,024	13	90,000	146,159	117,863	44,990	334,800	161,490	0.92	100,825	54,356	291,924	15,528	1.07	112,282	60,000	195,840	88,932	0.96
Assistant Professor	91,318	2	90,000	92,636	81,342	44,990	125,900	-	1.12	77,545	54,356	119,959	-	1.18	84,811	60,000	111,690	-	1.08
Associate Professor	99,662	5	95,596	101,799	96,991	58,314	173,100	-	1.03	85,884	58,314	113,210	-	1.16	98,196	67,985	114,285	-	1.01
Professor	120,560	6	112,609	146,159	147,475	49,582	334,800	161,490	0.82	123,148	70,001	291,924	15,528	0.98	135,382	82,781	195,840	88,932	0.89
Ecology and Evolutionary Biology																			
All Ranks	128,488	27	85,700	257,180	123,222	17,038	435,380	190,434	1.04	102,167	58,219	182,195	-	1.26	117,976	73,382	255,366	4,712	1.09
Assistant Professor	88,154	5	85,700	90,000	86,393	17,038	169,409	-	1.02	82,705	58,219	98,890	-	1.07	85,104	73,382	98,555	-	1.04
Associate Professor	102,127	4	98,920	106,619	106,765	60,763	248,571	18,552	0.96	93,459	72,593	125,640	-	1.09	103,305	86,681	140,651	4,712	0.99
Professor	145,550	18	110,383	257,180	155,099	61,671	435,380	171,882	0.94	129,346	87,941	182,195	-	1.13	144,321	99,602	255,366	-	1.01
Mathematics																			
All Ranks	117,995	38	84,150	422,700	114,092	39,360	526,200	239,448	1.03	103,488	50,000	275,399	-	1.14	119,139	45,000	247,800	336,117	0.99
Assistant Professor	87,620	5	86,000	89,800	78,984	39,360	125,200	-	1.11	79,922	50,000	107,040	-	1.10	84,235	45,000	113,055	-	1.04
Associate Professor	100,145	9	84,150	109,534	95,445	41,585	216,383	-	1.05	89,791	61,780	117,042	-	1.12	105,950	70,806	153,000	52,245	0.95
Professor	131,017	24	84,500	422,700	140,994	54,131	526,200	239,448	0.93	121,834	74,978	275,399	-	1.08	142,845	83,480	247,800	283,872	0.92
Microbiology																			
All Ranks	115,325	17	69,170	228,915	122,663	35,700	380,958	41,072	0.94	113,770	45,144	213,446	-	1.01	132,505	50,564	250,976	136,436	0.87
Assistant Professor	78,582	5	69,170	88,016	82,118	35,700	130,880	17,680	0.96	71,629	45,144	130,880	-	1.10	89,450	50,564	101,997	54,340	0.88
Associate Professor	100,395	8	92,669	113,172	103,319	55,068	164,524	23,392	0.97	90,357	63,000	112,355	-	1.11	110,657	74,720	164,524	82,096	0.91
Professor	191,115	4	143,866	228,915	156,673	89,834	380,958	-	1.22	151,932	103,154	213,446	-	1.26	153,737	91,882	250,976	-	1.24
Physics and Astronomy																			
All Ranks	131,691	32	83,823	265,039	123,755	32,727	525,585	-	1.06	105,850	38,291	246,870	-	1.24	127,921	45,362	293,914	11,695	1.03
Assistant Professor	85,702	5	83,823	88,933	85,403	32,727	163,900	-	1.00	79,078	38,291	135,907	-	1.08	88,041	46,636	105,060	11,695	0.97
Associate Professor	104,413	9	84,267	113,344	99,297	44,000	181,812	-	1.05	89,527	53,843	138,341	-	1.17	98,000	45,362	127,500	-	1.07
Professor	158,105	18	117,614	265,039	147,371	43,060	525,585	-	1.07	123,916	51,686	246,870	-	1.28	147,763	92,513	293,914	-	1.07
Arts & Sciences - Social Sciences																			
All Ranks	106,565	95	56,218	351,272	114,818	22,503	488,782	1,337,855	0.93	96,353	45,000	291,827	182,442	1.11	122,369	45,918	336,802	1,877,308	0.87
Assistant Professor	76,810	26	56,218	87,300	80,706	22,503	163,800	93,686	0.95	73,082	45,000	139,000	4,921	1.05	85,920	45,918	132,600	217,784	0.89
Associate Professor	89,993	24	79,628	110,000	96,727	39,891	261,400	155,010	0.93	86,566	50,880	156,956	4,410	1.04	102,924	68,193	185,106	327,052	0.87
Professor	132,594	45	94,047	351,272	149,542	51,500	488,782	1,089,159	0.89	125,236	71,332	291,827	173,111	1.06	153,522	56,891	336,802	1,332,472	0.86

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College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg	THEC Peer University			Cost to increase to THEC Peer Avg	Ratio UTK Avg to THEC Peer Avg	Aspirant University			Cost to increase to Aspirant Avg	Ratio UTK Avg to Aspirant Avg
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Anthropology																			
All Ranks	131,037	11	71,437	351,272	106,860	40,909	352,700	13,296	1.23	85,734	55,775	147,971	-	1.53	101,135	71,369	194,063	23,319	1.30
Assistant Professor	73,907	3	71,437	76,000	77,151	40,909	129,100	9,732	0.96	69,780	55,775	95,595	-	1.06	81,680	71,369	95,840	23,319	0.90
Associate Professor	91,121	3	88,647	93,106	92,309	50,137	203,000	3,564	0.99	80,737	61,265	100,000	-	1.13	89,880	74,824	110,425	-	1.01
Professor	189,265	5	131,925	351,272	135,769	61,000	352,700	-	1.39	110,620	75,481	147,971	-	1.71	127,511	96,089	194,063	-	1.48
Geography																			
All Ranks	108,182	14	76,773	207,888	106,039	45,918	449,200	-	1.02	90,808	49,092	206,883	-	1.19	113,357	45,918	253,046	24,853	0.95
Assistant Professor	80,355	5	76,773	84,000	77,736	45,918	125,900	-	1.03	69,849	49,092	84,671	-	1.15	82,288	45,918	96,888	9,665	0.98
Associate Professor	92,966	4	89,545	96,517	90,901	54,940	143,200	-	1.02	83,466	64,170	105,222	-	1.11	96,763	68,193	140,080	15,188	0.96
Professor	148,182	5	100,169	207,888	137,637	68,650	449,200	-	1.08	115,157	81,683	206,883	-	1.29	135,018	91,977	253,046	-	1.10
Political Science																			
All Ranks	103,815	23	74,351	149,946	119,550	41,000	414,105	554,204	0.87	96,768	47,918	291,827	120,456	1.07	127,847	56,891	255,751	724,638	0.81
Assistant Professor	81,432	5	74,351	87,300	85,174	41,000	163,800	18,710	0.96	75,740	47,918	139,000	-	1.08	91,188	68,000	132,600	48,780	0.89
Associate Professor	93,672	6	84,062	110,000	103,913	47,334	261,400	61,446	0.90	90,296	71,374	156,956	-	1.04	113,033	74,382	166,104	116,166	0.83
Professor	118,212	12	99,316	149,946	157,716	53,424	414,105	474,048	0.75	128,250	71,332	291,827	120,456	0.92	164,853	56,891	255,751	559,692	0.72
Psychology																			
All Ranks	106,547	31	56,218	222,889	118,322	38,864	398,700	455,736	0.90	103,035	45,000	257,894	17,081	1.03	127,954	53,182	336,802	676,350	0.83
Assistant Professor	72,974	7	56,218	77,887	80,318	38,864	138,200	51,408	0.91	73,677	45,000	95,061	4,921	0.99	83,384	53,182	101,920	72,870	0.88
Associate Professor	87,866	8	79,628	95,838	95,819	39,891	203,600	63,624	0.92	87,237	53,894	154,000	-	1.01	104,073	68,497	147,842	129,656	0.84
Professor	130,575	16	94,479	222,889	151,869	51,500	398,700	340,704	0.86	131,335	85,017	257,894	12,160	0.99	160,189	89,103	336,802	473,824	0.82
Sociology																			
All Ranks	92,314	16	75,000	139,984	111,796	22,503	488,782	314,619	0.83	90,158	48,000	181,756	44,905	1.02	126,061	71,338	225,020	428,148	0.73
Assistant Professor	75,933	6	75,000	80,000	78,239	22,503	148,900	13,836	0.97	70,556	48,000	86,000	-	1.08	86,458	71,338	125,000	63,150	0.88
Associate Professor	83,218	3	82,800	83,640	92,010	46,429	257,500	26,376	0.90	84,688	50,880	140,690	4,410	0.98	105,232	82,445	185,106	66,042	0.79
Professor	110,253	7	94,047	139,984	149,454	73,532	488,782	274,407	0.74	116,038	73,532	181,756	40,495	0.95	152,961	91,219	225,020	298,956	0.72
Arts and Sciences (All)																			
All Ranks	104,556	455	56,218	422,700	109,600	17,038	526,200	3,912,266	0.95	93,599	30,999	311,957	327,263	1.12	114,741	36,267	336,802	4,523,107	0.91
Assistant Professor	75,495	99	56,218	92,636	76,617	17,038	177,100	256,958	0.99	71,611	30,999	139,000	21,210	1.05	81,788	37,000	132,600	642,005	0.92
Associate Professor	88,795	153	65,258	131,543	91,133	28,466	261,400	557,465	0.97	80,965	35,207	161,782	4,410	1.10	95,226	36,267	185,106	1,027,797	0.93
Professor	130,608	203	77,857	422,700	141,131	35,591	526,200	3,097,843	0.93	119,513	47,917	311,957	301,643	1.09	140,833	56,891	336,802	2,853,305	0.93
Communication & Information																			
All Ranks	106,072	52	67,091	310,354	98,599	42,414	316,400	110,264	1.08	85,671	45,001	240,621	-	1.24	109,180	63,413	218,608	455,494	0.97
Assistant Professor	73,452	14	67,091	80,056	75,379	42,414	155,016	58,094	0.97	69,580	45,001	118,170	-	1.06	81,769	63,413	111,661	170,498	0.90
Associate Professor	92,212	19	76,932	152,565	90,042	44,330	174,944	52,170	1.02	80,459	49,649	116,981	-	1.15	97,818	77,068	132,483	170,012	0.94
Professor	143,967	19	100,025	310,354	130,989	44,898	316,400	-	1.10	114,766	59,679	240,621	-	1.25	137,948	82,683	218,608	114,984	1.04
Advertising and Public Relations																			
All Ranks	104,770	12	71,000	162,099	97,337	60,000	224,423	21,987	1.08	84,216	65,000	163,922	-	1.24	105,318	75,000	163,218	68,061	0.99
Assistant Professor	72,140	3	71,000	73,000	73,749	60,000	94,500	4,827	0.98	68,579	65,000	75,000	-	1.05	80,343	75,000	91,367	24,609	0.90
Associate Professor	90,371	4	84,864	97,857	94,661	69,000	141,978	17,160	0.95	81,094	73,213	92,550	-	1.11	101,234	84,591	126,982	43,452	0.89
Professor	135,867	5	112,301	162,099	132,249	89,417	224,423	-	1.03	118,040	89,417	163,922	-	1.15	129,383	106,330	163,218	-	1.05

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Communication Studies																			
All Ranks	103,116	10	71,000	167,574	96,927	42,414	316,400	-	1.06	86,125	50,536	239,117	-	1.20	107,857	73,980	218,608	25,593	0.96
Assistant Professor	73,586	3	71,000	75,959	72,934	42,414	127,200	-	1.01	68,860	50,536	81,500	-	1.07	82,117	73,980	111,661	25,593	0.90
Associate Professor	100,227	5	85,623	152,565	88,026	52,932	164,300	-	1.14	82,080	56,036	110,500	-	1.22	93,950	80,589	120,000	-	1.07
Professor	154,633	2	141,691	167,574	129,269	65,493	316,400	-	1.20	112,947	80,009	239,117	-	1.37	131,600	82,683	218,608	-	1.18
Information Sciences																			
All Ranks	107,020	15	67,091	310,354	102,183	44,330	310,354	79,439	1.05	82,086	45,001	161,683	-	1.30	118,859	90,000	207,525	183,257	0.90
Assistant Professor	74,429	5	67,091	80,056	84,306	45,001	155,016	49,385	0.88	70,121	45,001	81,572	-	1.06	93,750	90,000	105,000	96,605	0.79
Associate Professor	89,514	6	76,932	96,149	94,523	44,330	174,944	30,054	0.95	82,329	66,542	111,392	-	1.09	103,956	94,899	114,883	86,652	0.86
Professor	174,017	4	116,392	310,354	139,971	71,241	310,354	-	1.24	109,457	71,241	161,683	-	1.59	155,145	109,926	207,525	-	1.12
Journalism and Electronic Media																			
All Ranks	108,136	15	73,000	188,901	99,104	44,898	316,400	8,838	1.09	86,841	47,868	240,621	-	1.25	111,007	63,413	218,608	178,583	0.97
Assistant Professor	73,000	3	73,000	73,000	74,294	47,868	118,800	3,882	0.98	70,188	47,868	118,170	-	1.04	80,897	63,413	96,950	23,691	0.90
Associate Professor	88,083	4	84,389	94,754	89,322	49,649	148,300	4,956	0.99	79,124	49,649	116,981	-	1.11	98,060	77,068	132,483	39,908	0.90
Professor	131,338	8	100,025	188,901	129,991	44,898	316,400	-	1.01	116,288	59,679	240,621	-	1.13	145,711	97,976	218,608	114,984	0.90
Education, Health, & Human Sciences																			
All Ranks	90,121	140	49,153	367,676	96,986	18,000	447,000	1,025,485	0.93	90,368	41,208	264,610	586,099	1.00	108,034	52,763	369,164	1,920,465	0.83
Assistant Professor	69,506	42	52,000	139,491	75,162	18,000	175,100	264,869	0.92	71,485	41,208	147,278	162,401	0.97	82,001	52,763	171,044	544,012	0.85
Associate Professor	86,361	64	49,153	105,864	91,873	37,550	217,008	339,006	0.94	86,878	41,208	212,567	104,032	0.99	98,404	68,044	155,473	756,837	0.88
Professor	122,665	34	69,545	367,676	130,980	43,431	447,000	421,610	0.94	123,717	57,318	264,610	319,666	0.99	137,509	77,165	369,164	619,616	0.89
Child and Family Studies																			
All Ranks	89,405	13	49,153	149,960	97,802	27,900	281,860	68,128	0.91	92,762	43,097	264,610	16,223	0.96	106,657	60,000	200,455	148,384	0.84
Assistant Professor	69,400	3	58,913	75,000	76,222	27,900	130,910	20,466	0.91	73,777	43,097	96,329	13,131	0.94	83,426	60,000	109,181	42,078	0.83
Associate Professor	86,727	8	49,153	100,099	92,233	45,794	142,030	44,048	0.94	85,652	45,794	119,611	-	1.01	98,562	77,774	124,158	94,680	0.88
Professor	130,123	2	110,286	149,960	131,930	57,658	281,860	3,614	0.99	131,669	57,658	264,610	3,092	0.99	135,936	93,804	200,455	11,626	0.96
Educational Leadership and Policy Studies																			
All Ranks	121,916	11	68,269	367,676	95,361	47,526	367,676	4,325	1.28	92,227	49,909	219,340	-	1.32	116,729	77,119	220,819	56,880	1.04
Assistant Professor	92,025	3	68,269	139,491	72,821	47,526	152,377	-	1.26	69,282	49,909	93,017	-	1.33	83,380	77,119	102,000	-	1.10
Associate Professor	89,044	5	69,934	102,822	89,909	55,624	185,973	4,325	0.99	86,109	56,000	123,969	-	1.03	100,420	79,337	137,037	56,880	0.89
Professor	206,595	3	101,114	367,676	129,303	60,000	367,676	-	1.60	126,032	88,130	219,340	-	1.64	141,668	80,764	220,819	-	1.46
Educational Psychology and Counseling																			
All Ranks	95,450	25	66,209	151,874	94,704	25,500	342,979	159,405	1.01	88,437	50,000	174,544	79,804	1.08	102,484	53,182	220,744	315,406	0.93
Assistant Professor	72,196	4	69,112	74,230	71,900	25,500	134,970	-	1.00	71,476	50,000	134,970	-	1.01	74,563	53,182	90,000	9,468	0.97
Associate Professor	84,467	11	66,209	95,882	89,792	51,549	144,271	58,575	0.94	85,521	51,549	139,060	11,594	0.99	99,325	75,685	144,271	163,438	0.85
Professor	116,832	10	69,545	151,874	126,915	44,133	342,979	100,830	0.92	123,653	82,145	174,544	68,210	0.94	131,082	84,989	220,744	142,500	0.89
Kinesiology, Recreation, and Sport Studies																			
All Ranks	83,364	23	65,500	142,267	92,183	18,000	237,382	191,198	0.90	85,671	44,000	189,566	64,028	0.97	103,619	52,763	234,337	368,338	0.80
Assistant Professor	67,106	6	65,500	71,230	73,829	18,000	119,644	40,338	0.91	70,186	50,000	83,200	18,480	0.96	80,687	52,763	100,000	81,486	0.83
Associate Professor	81,416	12	76,214	89,146	87,376	44,000	136,329	71,520	0.93	82,270	44,000	129,184	10,248	0.99	93,817	68,044	128,450	148,812	0.87
Professor	107,550	5	88,473	142,267	123,418	67,436	237,382	79,340	0.87	114,610	77,565	189,566	35,300	0.94	135,158	77,165	234,337	138,040	0.80

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Nutrition																			
	All Ranks	12	53,182	166,363	103,494	43,150	326,011	64,394	0.88	91,792	48,035	184,124	30,404	1.00	116,977	65,610	216,347	172,810	0.78
	Assistant Professor	4	53,182	84,723	78,384	43,150	124,968	45,424	0.86	74,629	48,035	98,495	30,404	0.90	95,464	65,610	124,968	113,744	0.70
	Associate Professor	7	84,398	101,988	97,346	48,625	169,992	18,970	0.97	94,452	55,436	135,000	-	1.00	103,074	71,683	146,069	59,066	0.92
	Professor	1	166,363	166,363	138,460	57,499	326,011	-	1.20	126,271	75,961	184,124	-	1.32	137,034	89,516	216,347	-	1.21
Public Health																			
	All Ranks	9	65,455	148,000	117,583	19,565	447,000	154,187	0.82	102,419	43,878	195,142	83,181	0.94	122,742	70,000	239,455	172,565	0.78
	Assistant Professor	3	65,455	86,216	88,473	19,565	175,100	31,167	0.88	79,011	43,878	147,278	2,781	0.99	91,797	70,000	171,044	41,139	0.85
	Associate Professor	4	87,825	99,491	108,661	37,550	217,008	49,164	0.89	100,934	65,294	165,000	18,256	0.95	110,884	83,455	155,473	58,056	0.87
	Professor	2	98,785	148,000	160,321	88,010	447,000	73,856	0.77	154,465	106,513	195,142	62,144	0.80	160,078	114,546	239,455	73,370	0.77
Retail, Hospitality, and Tourism Management																			
	All Ranks	9	60,000	137,179	98,226	41,208	369,164	1,864	0.94	93,991	41,208	216,429	-	0.99	114,808	75,000	369,164	63,800	0.81
	Assistant Professor	4	60,000	82,213	75,876	41,208	128,750	1,864	0.99	72,196	41,208	128,750	-	1.04	86,068	75,000	98,980	42,632	0.88
	Associate Professor	4	90,699	105,864	95,452	44,853	167,603	-	1.04	90,420	44,853	158,554	-	1.09	103,804	77,721	135,028	19,788	0.95
	Professor	1	137,179	137,179	131,992	56,006	369,164	-	1.04	127,851	90,000	216,429	-	1.07	138,559	94,186	369,164	1,380	0.99
Theory and Practice in Teacher Education																			
	All Ranks	38	52,000	136,879	89,883	41,208	384,881	381,984	0.88	88,416	41,208	219,340	312,459	0.90	99,928	60,136	236,504	622,282	0.79
	Assistant Professor	15	52,000	82,994	71,010	44,000	134,107	125,610	0.88	69,143	52,000	94,500	97,605	0.91	76,867	60,136	94,000	213,465	0.81
	Associate Professor	13	57,855	91,833	86,999	41,208	212,567	92,404	0.92	84,809	41,208	212,567	63,934	0.94	91,900	72,914	128,450	156,117	0.87
	Professor	10	84,099	136,879	119,815	43,431	384,881	163,970	0.86	118,510	57,318	219,340	150,920	0.87	128,688	87,090	236,504	252,700	0.80
Haslam College of Business																			
	All Ranks	99	100,000	368,897	180,365	22,815	507,971	147,749	1.12	162,136	41,208	472,797	540	1.25	193,916	61,600	507,971	599,743	1.05
	Assistant Professor	32	100,000	225,000	152,531	41,980	271,900	147,749	1.03	144,141	42,125	253,169	540	1.09	162,363	82,293	245,000	475,537	0.97
	Associate Professor	28	107,608	270,272	166,680	41,208	404,000	-	1.10	154,134	41,208	286,720	-	1.19	178,339	84,402	275,400	55,962	1.03
	Professor	39	125,000	368,897	217,597	22,815	507,971	-	1.17	189,115	44,258	472,797	-	1.34	228,857	61,600	507,971	68,244	1.11
Accounting and Information Management																			
	All Ranks	13	154,136	368,897	201,348	64,530	394,258	21,085	1.23	191,820	65,280	371,681	540	1.29	242,021	102,515	365,000	184,995	1.02
	Assistant Professor	5	154,136	225,000	188,053	65,280	253,169	21,085	0.98	183,944	65,280	253,169	540	1.00	220,835	158,340	245,000	184,995	0.83
	Associate Professor	3	213,758	270,272	188,272	64,530	323,113	-	1.30	177,701	83,000	280,120	-	1.38	228,373	102,515	253,000	-	1.08
	Professor	5	215,801	368,897	233,008	70,430	394,258	-	1.34	215,187	70,430	371,681	-	1.45	274,501	175,099	365,000	-	1.14
Business Analytics and Statistics																			
	All Ranks	17	140,000	326,000	146,827	45,000	411,000	-	1.18	135,106	48,313	411,000	-	1.28	156,595	82,293	407,000	-	1.11
	Assistant Professor	7	140,000	168,000	120,380	45,000	198,282	-	1.26	115,671	50,957	185,000	-	1.31	131,228	82,293	198,282	-	1.16
	Associate Professor	6	150,980	178,248	135,717	48,313	256,250	-	1.20	124,835	48,313	256,250	-	1.30	143,229	89,136	229,600	-	1.13
	Professor	4	161,368	326,000	180,099	66,922	411,000	-	1.27	160,542	66,922	411,000	-	1.42	187,981	107,463	407,000	-	1.22
Economics																			
	All Ranks	18	107,608	256,054	167,377	52,250	507,971	-	1.00	149,204	78,324	352,013	-	1.12	191,668	84,402	507,971	144,392	0.87
	Assistant Professor	4	121,500	133,000	124,330	52,250	224,656	-	1.03	120,213	81,599	224,656	-	1.07	134,640	100,000	164,487	25,516	0.95
	Associate Professor	8	107,608	184,870	144,792	57,888	404,000	-	1.05	139,078	78,324	265,321	-	1.09	158,468	84,402	275,400	50,632	0.96
	Professor	6	166,424	256,054	211,590	67,925	507,971	-	1.01	179,322	82,780	352,013	-	1.20	225,757	98,840	507,971	68,244	0.95

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Finance																			
All Ranks	220,717	13	120,000	354,576	205,702	56,000	460,832	-	1.07	191,779	56,000	343,515	-	1.15	221,441	61,600	459,000	54,412	1.00
Assistant Professor	192,974	4	120,000	225,000	186,613	81,950	250,470	-	1.03	182,572	83,040	250,470	-	1.06	205,530	96,900	245,000	50,224	0.94
Associate Professor	204,615	4	140,000	255,790	194,160	72,868	376,251	-	1.05	190,033	72,868	286,720	-	1.08	205,662	116,059	258,750	4,188	0.99
Professor	255,793	5	140,000	354,576	234,680	56,000	460,832	-	1.09	206,863	56,000	343,515	-	1.24	248,405	61,600	459,000	-	1.03
Management																			
All Ranks	209,138	13	100,000	332,000	191,724	41,208	492,200	98,324	1.09	161,865	41,208	325,236	-	1.29	197,089	85,848	409,173	109,362	1.06
Assistant Professor	135,776	4	100,000	155,000	160,357	41,980	271,900	98,324	0.85	132,955	42,125	211,735	-	1.02	163,014	85,848	240,000	108,952	0.83
Associate Professor	187,629	2	186,706	188,552	178,426	41,208	317,200	-	1.05	156,185	41,208	221,667	-	1.20	187,834	115,000	265,000	410	1.00
Professor	257,204	7	197,493	332,000	234,868	44,258	492,200	-	1.10	202,882	44,258	325,236	-	1.27	242,247	124,931	409,173	-	1.06
Marketing																			
All Ranks	227,997	10	155,000	326,004	174,800	22,815	472,797	-	1.30	168,821	43,860	472,797	-	1.35	220,539	122,224	416,161	37,950	1.03
Assistant Professor	166,545	3	155,000	185,000	148,346	43,860	205,030	-	1.12	144,605	43,860	200,000	-	1.15	179,195	157,860	205,030	37,950	0.93
Associate Professor	213,129	3	177,652	265,950	161,293	76,124	265,950	-	1.32	164,740	76,124	259,160	-	1.29	196,971	122,224	260,151	-	1.08
Professor	285,236	4	221,574	326,004	212,377	22,815	472,797	-	1.34	207,809	136,992	472,797	-	1.37	273,019	144,214	416,161	-	1.04
Supply Chain Management																			
All Ranks	202,337	15	125,000	330,781	178,760	63,666	330,781	28,340	1.13	161,264	63,666	287,399	-	1.25	199,145	151,822	240,678	68,632	1.02
Assistant Professor	142,870	5	125,000	152,500	148,538	63,666	181,290	28,340	0.96	140,106	63,666	162,121	-	1.02	156,450	151,822	159,332	67,900	0.91
Associate Professor	191,311	2	179,233	203,388	168,553	110,000	208,240	-	1.14	156,110	112,100	183,182	-	1.23	191,677	187,999	195,354	732	1.00
Professor	242,260	8	125,000	330,781	211,819	75,164	330,781	-	1.14	197,727	75,164	287,399	-	1.23	224,524	199,253	240,678	-	1.08
Herbert College of Agriculture																			
All Ranks	99,830	109	69,545	203,636	110,039	33,541	394,755	1,154,003	0.91	103,928	36,679	330,228	665,947	0.96	113,396	40,909	394,755	1,637,493	0.88
Assistant Professor	75,577	28	69,545	116,414	84,078	33,541	166,173	182,510	0.90	81,176	36,679	148,512	117,123	0.93	85,387	40,909	155,455	227,909	0.89
Associate Professor	90,492	27	75,051	106,480	99,553	47,635	336,000	204,603	0.91	97,467	47,635	178,091	154,175	0.93	102,059	61,427	170,498	275,043	0.89
Professor	117,074	54	84,217	203,636	132,933	39,042	394,755	766,890	0.88	124,057	41,688	330,228	394,649	0.94	139,832	82,348	394,755	1,134,541	0.84
Agricultural and Resource Economics																			
All Ranks	99,608	13	71,673	132,809	123,873	45,001	336,000	283,677	0.80	113,932	45,001	275,000	164,764	0.87	129,351	58,107	250,205	348,219	0.77
Assistant Professor	78,652	5	71,673	94,091	92,257	45,001	143,966	68,025	0.85	84,416	45,001	143,966	28,820	0.93	95,727	58,107	120,000	85,375	0.82
Associate Professor	98,741	2	92,795	104,686	116,087	67,043	336,000	34,692	0.85	107,694	67,043	178,091	17,906	0.92	121,179	90,804	170,498	44,876	0.81
Professor	117,361	6	97,604	132,809	147,521	46,819	275,000	180,960	0.80	137,034	46,819	275,000	118,038	0.86	153,689	97,685	250,205	217,968	0.76
Agricultural Leadership, Education, and Communications																			
All Ranks	90,876	4	69,545	106,480	91,363	43,000	236,504	14,621	0.99	85,469	43,000	159,765	1,118	1.06	97,464	52,763	236,504	31,258	0.93
Assistant Professor	76,221	2	69,545	82,896	70,536	43,000	99,605	-	1.08	66,177	43,000	79,369	-	1.15	76,913	52,763	99,605	1,384	0.99
Associate Professor	106,480	1	106,480	106,480	86,949	54,907	144,000	-	1.22	79,063	54,907	115,175	-	1.35	89,538	68,044	117,709	-	1.19
Professor	104,581	1	104,581	104,581	119,202	69,041	236,504	14,621	0.88	105,699	69,041	159,765	1,118	0.99	134,455	88,918	236,504	29,874	0.78
Agricultural Sciences and Natural Resources																			
All Ranks	100,326	1	100,326	100,326	113,041	38,919	394,755	2,904	0.89	108,149	38,919	330,228	1,516	0.93	115,262	40,909	394,755	4,660	0.87
Assistant Professor	-	-	-	-	88,081	38,919	166,173	-	-	85,905	38,919	148,512	-	-	88,353	40,909	155,455	-	-
Associate Professor	100,326	1	100,326	100,326	103,230	48,000	336,000	2,904	0.97	101,842	60,286	178,091	1,516	0.99	104,986	61,427	170,498	4,660	0.96
Professor	-	-	-	-	136,046	39,042	394,755	-	-	129,048	41,688	330,228	-	-	141,760	82,348	394,755	-	-

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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 University			Cost to increase to THEC Peer Avg	Ratio UTK Avg to THEC Peer Avg	Aspirant University			Cost to increase to Aspirant Avg	Ratio UTK Avg to Aspirant Avg
		Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Animal Science	All Ranks	91,569	16	70,364	182,876	104,815	40,909	330,228	71,196	0.87	102,851	41,688	330,228	73,824	0.89	110,279	40,909	214,998	108,049	0.83
	Assistant Professor	74,094	9	70,364	79,062	80,274	40,909	125,343	55,620	0.92	80,193	50,727	125,343	54,891	0.92	81,505	40,909	121,113	66,699	0.91
	Associate Professor	86,518	3	82,371	90,002	91,710	48,000	168,611	15,576	0.94	92,829	63,779	168,611	18,933	0.93	98,460	61,427	133,374	35,826	0.88
	Professor	134,676	4	108,324	182,876	126,443	41,688	330,228	-	1.07	123,264	41,688	330,228	-	1.09	136,057	82,962	214,998	5,524	0.99
	Biosystems Engineering and Soil Science																			
	All Ranks	103,351	16	71,182	140,971	119,952	33,541	335,500	388,660	0.86	108,698	43,279	273,947	251,905	0.95	120,609	56,959	317,621	388,545	0.86
	Assistant Professor	71,182	1	71,182	71,182	86,939	33,541	159,900	15,757	0.82	82,805	43,279	109,091	11,623	0.86	87,403	56,959	110,160	16,221	0.81
	Associate Professor	93,154	6	86,898	103,507	104,747	53,607	235,900	69,558	0.89	103,840	60,744	149,697	64,116	0.90	105,234	86,879	140,080	72,480	0.89
	Professor	113,724	9	86,761	140,971	147,429	63,320	335,500	303,345	0.77	133,298	85,680	273,947	176,166	0.85	147,040	90,382	317,621	299,844	0.77
	Entomology and Plant Pathology																			
	All Ranks	102,198	14	73,096	142,190	106,559	36,679	321,463	82,021	0.96	98,523	36,679	315,000	30,339	1.04	108,547	42,107	321,463	182,891	0.94
	Assistant Professor	73,703	2	73,096	74,309	79,046	36,679	133,284	10,686	0.93	74,720	36,679	109,075	2,034	0.99	82,062	42,107	112,200	16,718	0.90
	Associate Professor	85,340	5	81,746	91,231	93,923	47,635	129,151	42,915	0.91	91,001	47,635	120,000	28,305	0.94	98,367	65,830	129,151	65,135	0.87
	Professor	122,381	7	101,921	142,190	126,441	68,186	321,463	28,420	0.97	116,317	71,435	315,000	-	1.05	136,815	91,573	321,463	101,038	0.89
	Food Science and Technonlogy																			
	All Ranks	97,692	9	70,052	127,916	108,239	50,528	255,987	95,210	0.90	99,575	58,275	197,665	35,775	0.98	120,754	58,397	255,987	161,754	0.81
Assistant Professor	83,728	4	70,052	116,414	83,221	51,000	130,400	-	1.01	80,390	58,275	101,736	-	1.04	83,311	58,397	107,500	-	1.01	
Associate Professor	75,051	1	75,051	75,051	96,545	50,528	139,800	21,494	0.78	94,374	63,659	117,044	19,323	0.80	100,893	83,106	122,930	25,842	0.74	
Professor	117,316	4	97,609	127,916	135,745	53,194	255,987	73,716	0.86	121,429	78,221	197,665	16,452	0.97	151,294	91,316	255,987	135,912	0.78	
Forestry, Wildlife, and Fisheries																				
All Ranks	96,214	20	69,545	138,736	98,504	41,014	267,763	201,962	0.98	93,287	41,014	230,850	99,650	1.03	105,736	41,932	267,763	340,363	0.91	
Assistant Professor	69,645	3	69,545	69,845	76,343	41,014	113,990	20,094	0.91	73,878	41,014	100,000	12,699	0.94	77,681	41,932	94,860	24,108	0.90	
Associate Professor	86,322	4	80,729	90,700	90,332	50,000	165,000	16,040	0.96	87,341	50,000	123,900	4,076	0.99	91,718	62,530	118,157	21,584	0.94	
Professor	105,389	13	84,217	138,736	118,145	50,999	267,763	165,828	0.89	111,764	65,752	230,850	82,875	0.94	128,056	87,177	267,763	294,671	0.82	
Plant Sciences																				
All Ranks	110,607	16	70,000	203,636	104,266	38,919	320,870	13,752	1.06	99,465	38,919	231,778	7,056	1.11	104,846	42,987	320,870	71,754	1.05	
Assistant Professor	70,591	2	70,000	71,182	76,755	38,919	114,326	12,328	0.92	74,119	38,919	102,038	7,056	0.95	79,293	42,987	99,781	17,404	0.89	
Associate Professor	93,373	4	87,176	99,605	93,729	59,114	180,000	1,424	1.00	91,861	61,810	152,000	-	1.02	94,533	66,051	126,616	4,640	0.99	
Professor	125,504	10	88,583	203,636	125,078	39,042	320,870	-	1.00	117,307	74,526	231,778	-	1.07	130,475	82,348	320,870	49,710	0.96	
Law	All Ranks	155,095	31	107,000	234,315	174,303	36,160	477,100	522,534	0.89	152,326	62,428	353,003	103,597	1.02	175,526	57,273	344,365	728,242	0.88
	Assistant Professor	107,000	1	107,000	107,000	104,553	36,160	184,286	-	1.02	108,474	77,000	142,094	1,474	0.99	114,222	59,670	148,198	7,222	0.94
	Associate Professor	127,149	9	120,682	140,713	129,717	59,498	234,403	23,112	0.98	125,984	88,550	160,553	-	1.01	140,788	73,189	234,403	122,751	0.90
	Professor	169,362	21	138,140	234,315	193,144	47,864	477,100	499,422	0.88	174,225	62,428	353,003	102,123	0.97	197,851	57,273	344,365	598,269	0.86
Nursing	All Ranks	93,779	50	70,000	160,943	96,734	52,864	250,441	244,561	0.97	92,389	60,391	183,679	84,000	1.02	96,900	75,401	230,142	292,083	0.97
	Assistant Professor	80,303	27	70,000	130,909	83,186	52,864	169,367	77,841	0.97	79,689	60,391	112,884	-	1.01	85,572	75,401	100,841	142,263	0.94
	Associate Professor	104,756	13	82,440	160,943	100,493	59,553	180,000	-	1.04	94,600	73,000	130,880	-	1.11	101,399	83,599	151,364	-	1.03
	Professor	115,893	10	92,598	144,355	132,565	72,288	250,441	166,720	0.87	124,293	79,515	183,679	84,000	0.93	130,875	95,000	230,142	149,820	0.89

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College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg	THEC Peer University			Cost to increase to THEC Peer Avg	Ratio UTK Avg to THEC Peer Avg	Aspirant University			Cost to increase to Aspirant Avg	Ratio UTK Avg to Aspirant Avg
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Social Work																			
All Ranks	86,496	41	40,909	196,247	91,412	32,000	288,700	277,157	0.95	81,838	46,177	164,210	208,904	1.06	107,706	75,000	233,466	759,086	0.80
Assistant Professor	60,303	19	40,909	88,778	71,006	32,000	115,000	203,357	0.85	68,723	46,177	100,275	159,980	0.88	86,921	75,000	115,000	505,742	0.69
Associate Professor	83,396	12	55,167	114,545	89,546	55,167	159,800	73,800	0.93	87,473	61,961	123,656	48,924	0.95	96,628	75,422	143,139	158,784	0.86
Professor	139,984	10	102,653	196,247	131,668	69,895	288,700	-	1.06	109,061	76,804	164,210	-	1.28	149,440	95,021	233,466	94,560	0.94
Tickle College of Engineering																			
All Ranks	151,138	170	68,508	323,183	136,057	21,735	468,000	18,615	1.11	125,563	41,727	390,874	30,764	1.20	139,876	42,729	362,698	107,653	1.08
Assistant Professor	104,042	40	68,508	130,000	99,453	21,735	189,700	14,035	1.05	94,786	41,727	175,909	10,375	1.10	101,163	42,729	131,605	40,225	1.03
Associate Professor	123,187	42	94,407	150,000	116,074	25,515	236,198	-	1.06	111,339	51,753	236,198	2,114	1.11	117,765	50,906	183,101	36,383	1.05
Professor	185,885	88	86,930	323,183	170,266	51,762	468,000	4,580	1.09	156,745	63,818	390,874	18,275	1.19	169,771	78,879	362,698	31,045	1.09
Chemical and Biomolecular Engineering																			
All Ranks	158,358	16	86,930	287,753	140,654	44,990	393,600	-	1.13	128,151	53,182	273,082	-	1.24	145,751	82,603	362,698	-	1.09
Assistant Professor	-	-	-	-	98,235	44,990	148,000	-	-	95,206	53,182	143,023	-	-	98,862	87,120	114,791	-	-
Associate Professor	127,356	8	120,529	147,973	116,231	66,173	214,017	-	1.10	113,030	71,000	165,248	-	1.13	113,190	82,603	153,566	-	1.13
Professor	189,360	8	86,930	287,753	176,290	74,676	393,600	-	1.07	159,897	74,676	273,082	-	1.18	173,578	92,636	362,698	-	1.09
Civil and Environmental Engineering																			
All Ranks	145,213	20	94,848	251,946	128,260	44,594	394,949	-	1.13	120,945	44,594	390,874	-	1.20	129,117	83,569	245,052	975	1.12
Assistant Professor	99,452	5	94,848	105,124	94,303	44,594	144,770	-	1.05	91,202	44,594	123,850	-	1.09	98,191	88,500	124,498	-	1.01
Associate Professor	110,162	3	108,008	112,546	109,933	65,440	184,240	-	1.00	107,027	85,500	140,232	-	1.03	110,487	83,569	138,124	975	1.00
Professor	173,042	12	129,142	251,946	156,308	51,762	394,949	-	1.11	150,565	95,729	390,874	-	1.15	151,419	102,900	245,052	-	1.14
Electrical Engineering and Computer Science																			
All Ranks	154,787	45	93,379	323,183	141,611	42,729	400,000	-	1.09	128,186	57,273	373,498	-	1.21	148,041	42,729	342,122	25,902	1.05
Assistant Professor	108,953	12	107,100	117,300	106,208	42,729	189,700	-	1.03	98,894	57,273	175,909	-	1.10	107,574	42,729	131,605	-	1.01
Associate Professor	122,252	9	116,722	126,671	121,567	43,407	217,732	-	1.01	115,359	69,545	217,732	-	1.06	125,130	78,687	183,101	25,902	0.98
Professor	189,905	24	93,379	323,183	172,617	67,794	400,000	-	1.10	154,738	68,555	373,498	-	1.23	180,841	98,072	342,122	-	1.05
Engineering, Interdepartmental																			
All Ranks	-	-	-	-	114,199	22,091	268,443	-	-	108,507	70,103	189,550	-	-	116,406	73,000	200,216	-	-
Assistant Professor	-	-	-	-	87,901	22,091	109,651	-	-	90,685	70,103	108,393	-	-	85,855	73,000	93,686	-	-
Associate Professor	-	-	-	-	105,442	68,800	143,883	-	-	105,385	75,000	143,883	-	-	108,871	76,262	136,237	-	-
Professor	-	-	-	-	156,724	73,000	268,443	-	-	139,353	73,000	189,550	-	-	134,953	80,059	200,216	-	-
Industrial and Systems Engineering																			
All Ranks	125,650	12	68,508	220,853	125,586	57,273	288,625	18,615	1.00	126,534	69,545	223,980	30,764	0.99	135,509	95,000	242,981	80,776	0.93
Assistant Professor	93,332	5	68,508	105,060	96,139	57,273	118,769	14,035	0.97	95,407	69,545	118,769	10,375	0.98	101,377	95,000	115,301	40,225	0.92
Associate Professor	114,280	2	112,158	116,401	111,573	62,573	184,801	-	1.02	115,337	91,254	155,009	2,114	0.99	119,033	103,136	142,973	9,506	0.96
Professor	162,516	5	125,471	220,853	163,432	57,748	288,625	4,580	0.99	166,171	91,894	223,980	18,275	0.98	168,725	119,088	242,981	31,045	0.96
Materials Science and Engineering																			
All Ranks	161,087	22	98,940	285,950	149,503	39,845	468,000	-	1.08	142,647	63,285	293,999	-	1.13	146,081	46,618	309,454	-	1.10
Assistant Professor	105,457	6	98,940	110,000	95,735	39,845	136,900	-	1.10	94,319	63,285	108,682	-	1.12	93,029	46,618	115,466	-	1.13
Associate Professor	125,357	3	116,986	134,385	116,276	66,109	179,530	-	1.08	111,982	83,293	154,655	-	1.12	117,083	94,091	147,884	-	1.07
Professor	195,007	13	133,169	285,950	186,622	87,550	468,000	-	1.04	174,481	87,939	293,999	-	1.12	176,611	87,550	309,454	-	1.10

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College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg	THEC Peer University			Cost to increase to THEC Peer Avg	Ratio UTK Avg to THEC Peer Avg	Aspirant University			Cost to increase to Aspirant Avg	Ratio UTK Avg to Aspirant Avg
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum		
Mechanical, Aerospace, and Biomedical Engineering																			
All Ranks	141,970	42	94,407	264,836	132,122	22,091	424,100	-	1.07	122,174	41,727	314,147	-	1.16	133,021	42,791	275,715	-	1.07
Assistant Professor	104,800	12	99,960	130,000	95,844	22,091	160,664	-	1.09	91,774	41,727	118,582	-	1.14	95,853	42,791	118,978	-	1.09
Associate Professor	124,902	12	94,407	150,000	114,064	50,906	236,198	-	1.10	108,314	51,753	236,198	-	1.15	115,121	50,906	158,597	-	1.08
Professor	178,129	18	127,520	264,836	170,375	63,818	424,100	-	1.05	157,277	63,818	314,147	-	1.13	162,462	78,879	275,715	-	1.10
Nuclear Engineering																			
All Ranks	175,043	13	119,842	277,246	146,776	21,735	289,170	-	1.19	135,479	86,600	217,032	-	1.29	146,468	100,000	275,376	-	1.20
Assistant Professor	-	-	-	-	96,971	21,735	139,000	-	-	96,357	86,600	102,000	-	-	106,364	100,000	112,750	-	-
Associate Professor	124,162	5	119,842	132,191	115,795	25,515	133,583	-	1.07	117,831	109,166	133,583	-	1.05	124,132	116,247	129,132	-	1.00
Professor	206,844	8	148,349	277,246	187,388	120,406	289,170	-	1.10	169,924	120,406	217,032	-	1.22	184,373	142,559	275,376	-	1.12
Veterinary Medicine																			
All Ranks	107,099	94	69,545	173,236	120,371	40,777	394,755	1,076,478	0.89	115,255	40,777	246,635	747,962	0.93	118,995	61,364	394,755	1,085,760	0.90
Assistant Professor	90,453	36	69,545	102,994	98,973	40,777	166,173	306,720	0.91	98,081	40,777	136,225	274,608	0.92	100,563	61,364	155,455	363,960	0.90
Associate Professor	105,373	27	91,950	130,208	112,744	64,125	191,045	199,017	0.93	111,081	64,125	161,804	154,116	0.95	112,845	82,278	142,445	201,744	0.93
Professor	127,933	31	101,829	173,236	146,344	71,092	394,755	570,741	0.87	138,231	71,092	246,635	319,238	0.93	144,709	86,116	394,755	520,056	0.88
University																			
All Ranks	117,044	1,268	40,909	422,700	119,227	17,038	526,200	8,558,528	0.98	107,753	30,999	472,797	2,804,574	1.09	124,312	36,267	507,971	12,190,551	0.94
Assistant Professor	86,975	343	40,909	225,000	90,096	17,038	271,900	1,512,133	0.97	86,266	30,999	253,169	747,711	1.01	94,563	37,000	245,000	3,122,362	0.92
Associate Professor	101,407	404	49,153	270,272	102,829	25,515	404,000	1,455,279	0.99	97,226	35,207	286,720	476,979	1.04	106,981	36,267	275,400	2,824,095	0.95
Professor	148,966	521	69,545	422,700	151,493	22,815	526,200	5,591,116	0.98	134,260	41,688	472,797	1,579,884	1.11	152,959	56,891	507,971	6,244,094	0.97

UT Salaries as of 11/2022

College	Rank	Number	Minimum	Average	Maximum
Architecture and Design		42	50,000	96,907	183,849
University Distinguished Professor		1	174,603	174,603	174,603
Professor and Director		1	115,935	115,935	115,935
Professor		10	83,236	133,542	183,849
Associate Professor and Director		2	112,217	113,381	114,545
Associate Professor		7	90,575	104,118	127,145
Assistant Professor		6	80,000	87,691	101,643
Distinguished Lecturer		1	95,533	95,533	95,533
Senior Lecturer		2	77,140	85,815	94,490
Lecturer		11	50,000	58,657	76,500
Assistant Professor of Practice		1	50,000	50,000	50,000
Arts and Sciences-Humanities		341	40,000	73,592	181,336
Professor		69	80,607	113,922	181,336
Associate Professor		77	68,940	85,644	131,643
Research Associate Professor		2	68,995	69,284	69,572
Assistant Professor		42	56,500	68,904	78,438
Research Assistant Professor		2	40,700	43,525	46,350
Distinguished Lecturer		26	52,265	62,700	87,500
Senior Lecturer		43	45,400	52,568	62,009
Lecturer		77	40,000	45,132	51,322
Artist in Residence		3	43,740	51,388	62,400
Arts and Sciences-Natural Sciences		235	36,632	104,489	302,541
Governor's Chair Professor		2	236,989	269,765	302,541
Distinguished Professor		3	206,125	237,396	270,183
Professor		86	92,500	139,537	262,280
Associate Professor		40	84,250	104,479	115,751
Research Associate Professor		3	85,499	114,638	158,563
Assistant Professor		36	81,277	89,242	97,980
Research Assistant Professor		3	47,499	54,016	65,059
Distinguished Lecturer		9	60,775	72,894	82,141
Senior Lecturer		19	47,911	59,799	85,112
Lecturer		34	36,632	47,438	57,145

UT Salaries as of 11/2022

College	Rank	Number	Minimum	Average	Maximum
Arts and Sciences-Social Sciences		133	40,450	96,243	361,181
Distinguished Professor		1	361,181	361,181	361,181
Professor and Head		1	142,481	142,481	142,481
Professor		44	97,509	131,335	233,694
Associate Professor		27	85,822	95,329	122,668
Research Associate Professor		1	65,792	65,792	65,792
Assistant Professor		24	74,771	81,312	89,425
Research Assistant Professor		2	54,318	59,887	65,455
Clinical Associate Professor		1	82,347	82,347	82,347
Clinical Assistant Professor		1	61,427	61,427	61,427
Distinguished Lecturer		7	63,137	69,095	79,379
Senior Lecturer		3	51,560	61,585	78,900
Lecturer		21	40,450	47,374	57,000
Communication and Information		73	41,400	89,262	192,669
Professor and Director		3	143,182	149,524	161,963
Professor		16	96,625	136,984	192,669
Associate Professor		17	86,139	96,095	157,347
Assistant Professor		12	71,000	75,958	78,438
Clinical Associate Professor		2	72,900	76,746	80,591
Clinical Assistant Professor		1	70,671	70,671	70,671
Distinguished Lecturer		4	58,111	64,666	71,803
Senior Lecturer		5	44,900	48,014	49,566
Lecturer		10	41,400	43,256	47,700
Assistant Professor of Practice		3	54,245	58,415	61,000

UT Salaries as of 11/2022

College	Rank	Number	Minimum	Average	Maximum
Education, Health and Human Sciences		156	40,000	90,194	382,435
Distinguished Professor	1	382,435	382,435	382,435	
Professor and Director	1	155,935	155,935	155,935	
Professor	31	91,703	121,560	171,200	
Research Professor and Research Director	1	87,951	87,951	87,951	
Associate Professor	44	76,977	92,446	110,423	
Assistant Professor	26	69,259	79,017	96,000	
Research Assistant Professor	2	58,000	61,500	65,000	
Clinical Professor	2	91,812	91,922	92,032	
Clinical Associate Professor	10	50,956	77,899	107,483	
Clinical Assistant Professor	13	52,000	58,080	72,154	
Clinical Instructor	3	49,091	56,499	67,223	
Distinguished Lecturer	1	66,982	66,982	66,982	
Senior Lecturer	5	57,891	64,822	74,384	
Lecturer	6	40,000	51,447	68,812	
Professor of Practice	2	79,464	92,109	104,754	
Associate Professor of Practice	2	76,597	89,787	102,976	
Assistant Professor of Practice	6	58,909	79,929	154,741	
Haslam College of Business		160	69,130	173,168	382,731
Professor	34	164,228	275,652	382,731	
Research Professor and Research Director	1	267,684	267,684	267,684	
Research Professor	2	215,622	219,105	222,588	
Associate Professor	25	109,818	190,226	275,457	
Research Associate Professor	3	121,195	157,929	192,742	
Assistant Professor	28	130,381	170,478	236,550	
Research Assistant Professor	1	129,549	129,549	129,549	
Clinical Professor	1	144,368	144,368	144,368	
Clinical Associate Professor	1	144,368	144,368	144,368	
Clinical Assistant Professor	4	125,000	127,513	131,550	
Distinguished Lecturer	13	92,884	129,570	185,735	
Senior Lecturer	7	88,256	130,599	183,679	
Lecturer	38	69,130	98,907	160,000	
Professor of Practice	1	237,450	237,450	237,450	
Assistant Professor of Practice	1	103,120	103,120	103,120	

UT Salaries as of 11/2022

College	Rank	Number	Minimum	Average	Maximum
Herbert College of Agriculture		192	42,120	97,932	211,586
	Distinguished Professor	4	125,185	146,064	170,905
	Professor and Head	9	135,000	144,892	169,287
	Professor and Director	3	128,598	159,073	211,586
	Professor	71	86,324	112,505	157,385
	Research Professor	1	86,534	86,534	86,534
	Associate Professor and Chair	1	104,418	104,418	104,418
	Associate Professor and Director	1	126,536	126,536	126,536
	Associate Professor	36	79,078	91,306	109,254
	Research Associate Professor	1	88,899	88,899	88,899
	Assistant Professor	45	69,545	77,187	97,852
	Research Assistant Professor	4	45,000	53,292	63,091
	Extension Associate Professor	1	72,779	72,779	72,779
	Extension Assistant Professor	4	74,741	77,661	82,753
	Distinguished Lecturer	1	75,595	75,595	75,595
	Senior Lecturer	5	51,409	68,797	94,910
	Lecturer	5	42,120	53,294	69,103
Law		36	57,573	143,531	240,600
	Professor and Director	3	165,325	169,173	171,406
	Professor	16	146,629	174,976	240,600
	Associate Professor and Head	1	79,728	79,728	79,728
	Associate Professor and Director	1	139,680	139,680	139,680
	Associate Professor & Associate Director	1	103,091	103,091	103,091
	Associate Professor	10	66,929	121,788	145,646
	Assistant Professor	3	57,573	78,038	117,050
	Lecturer	1	85,500	85,500	85,500
Library		42	43,773	63,965	91,518
	Professor	4	75,298	84,192	91,518
	Associate Professor	22	54,873	70,286	90,902
	Assistant Professor	15	43,773	50,566	75,566
	Lecturer	1	44,999	44,999	44,999
Nursing		74	55,868	82,653	166,115
	Professor	3	112,599	122,038	134,873
	Associate Professor	6	95,745	98,335	100,849
	Assistant Professor	10	84,000	85,412	87,300
	Clinical Professor	5	96,841	101,856	109,735
	Clinical Associate Professor	8	84,400	98,112	166,115
	Clinical Assistant Professor	14	64,000	80,835	135,791
	Clinical Instructor	28	55,868	67,150	75,654

UT Salaries as of 11/2022

College	Rank	Number	Minimum	Average	Maximum
Social Work		35	40,909	85,624	202,674
Professor and Director		2	123,064	131,600	140,135
Professor		4	111,767	156,627	202,674
Associate Professor and Director		2	104,190	111,168	118,145
Associate Professor		3	90,100	105,066	114,297
Assistant Professor		6	76,970	80,678	83,665
Clinical Associate Professor		2	83,172	91,576	99,980
Clinical Assistant Professor		1	46,097	46,097	46,097
Professor of Practice		1	88,265	88,265	88,265
Associate Professor of Practice		6	40,909	65,961	89,632
Assistant Professor of Practice		8	42,545	46,532	57,303
College of Engineering		222	52,336	141,293	335,990
Governor's Chair Professor		8	255,476	277,527	331,605
Distinguished Professor		3	295,991	309,736	335,990
Professor and Head		5	229,279	237,893	249,003
Professor and Chair		1	224,300	224,300	224,300
Professor and Director		1	137,042	137,042	137,042
Professor and Associate Head		3	171,629	180,143	195,097
Professor		60	107,973	177,131	282,620
Research Professor and Project Director		2	128,654	163,601	198,547
Research Professor		1	159,184	159,184	159,184
Associate Professor and Director		1	121,786	121,786	121,786
Associate Professor		44	108,108	129,857	172,800
Research Associate Professor		2	99,935	107,404	114,873
Assistant Professor		40	98,660	109,255	121,119
Research Assistant Professor		26	52,336	89,067	136,147
Distinguished Lecturer		2	108,426	109,451	110,475
Senior Lecturer		8	90,209	100,008	121,212
Lecturer		11	72,500	81,837	87,972
Professor of Practice		2	90,830	94,814	98,798
Associate Professor of Practice		1	98,260	98,260	98,260
Assistant Professor of Practice		1	68,808	68,808	68,808

UT Salaries as of 11/2022

College	Rank	Number	Minimum	Average	Maximum
Veterinary Medicine		96	49,091	109,636	177,385
Distinguished Professor		1	177,385	177,385	177,385
Professor and Head		2	156,978	159,788	162,598
Professor		22	121,460	132,737	157,192
Research Professor		1	81,568	81,568	81,568
Associate Professor and Director		1	122,583	122,583	122,583
Associate Professor		14	95,135	109,017	134,660
Assistant Professor		11	81,818	96,922	107,131
Clinical Professor		5	117,026	131,986	145,582
Clinical Associate Professor		11	97,514	102,221	113,146
Clinical Assistant Professor		25	73,668	93,649	105,475
Clinical Instructor		2	49,091	59,318	69,545
Instructor		1	67,093	67,093	67,093
University		1837	36,632	104,777	382,731

UT Salaries as of 11/2022

College Department		Number	Minimum	Average	Maximum
Rank					
Architecture and Design		42	50,000	96,907	183,849
Interior Architecture		7	76,500	97,312	133,919
Professor		1	133,919	133,919	133,919
Associate Professor and Director		1	114,545	114,545	114,545
Associate Professor		1	90,575	90,575	90,575
Assistant Professor		3	80,000	88,548	101,643
Lecturer		1	76,500	76,500	76,500
Landscape Architecture		5	50,000	67,923	112,217
Associate Professor and Director		1	112,217	112,217	112,217
Lecturer		3	57,000	59,133	63,400
Assistant Professor of Practice		1	50,000	50,000	50,000
School Of Architecture		26	50,000	104,343	183,849
University Distinguished Professor		1	174,603	174,603	174,603
Professor		8	118,117	139,784	183,849
Associate Professor		6	92,299	106,376	127,145
Assistant Professor		2	86,080	88,653	91,225
Distinguished Lecturer		1	95,533	95,533	95,533
Senior Lecturer		2	77,140	85,815	94,490
Lecturer		6	50,000	56,221	68,325
School of Design		4	54,000	84,093	115,935
Professor and Director		1	115,935	115,935	115,935
Professor		1	83,236	83,236	83,236
Assistant Professor		1	83,200	83,200	83,200
Lecturer		1	54,000	54,000	54,000
Arts and Sciences-Humanities		341	40,000	73,592	181,336
Africana American Studies		4	45,367	48,689	56,251
Senior Lecturer		1	56,251	56,251	56,251
Lecturer		3	45,367	46,169	47,222
Classics		11	45,675	73,238	131,030
Professor		2	97,869	114,450	131,030
Associate Professor		3	78,916	81,453	83,737
Assistant Professor		1	71,623	71,623	71,623
Distinguished Lecturer		2	58,609	60,550	62,491
Lecturer		3	45,675	46,546	47,312
English		84	45,000	72,476	160,000
Professor		18	91,837	112,915	160,000
Associate Professor		15	78,008	87,476	98,024
Assistant Professor		5	70,225	72,115	73,500
Distinguished Lecturer		8	60,518	60,855	61,317
Senior Lecturer		17	50,600	53,750	56,725
Lecturer		21	45,000	46,773	51,322

College	Department	Rank	Number	Minimum	Average	Maximum
	History		41	40,700	82,077	176,234
	Professor		8	94,418	121,982	176,234
	Associate Professor		15	81,791	86,000	93,634
	Research Associate Professor		2	68,995	69,284	69,572
	Assistant Professor		6	72,000	73,268	75,000
	Research Assistant Professor		2	40,700	43,525	46,350
	Distinguished Lecturer		3	64,768	66,510	69,165
	Senior Lecturer		1	54,535	54,535	54,535
	Lecturer		4	45,000	45,000	45,000
	Modern Foreign Languages & Literature		73	40,000	65,902	155,727
	Professor		11	93,554	112,462	155,727
	Associate Professor		12	69,711	81,376	97,888
	Assistant Professor		8	67,451	68,585	71,248
	Distinguished Lecturer		10	52,265	59,525	68,469
	Senior Lecturer		13	46,200	49,610	53,846
	Lecturer		19	40,000	42,545	46,500
	Philosophy		24	45,000	69,929	175,796
	Professor		4	98,194	126,306	175,796
	Associate Professor		5	78,263	82,689	86,471
	Assistant Professor		1	70,666	70,666	70,666
	Distinguished Lecturer		1	62,851	62,851	62,851
	Senior Lecturer		4	45,400	50,924	54,046
	Lecturer		9	45,000	46,936	50,000
	Religious Studies		11	40,000	79,628	137,225
	Professor		1	137,225	137,225	137,225
	Associate Professor		4	86,809	103,208	120,980
	Assistant Professor		2	72,490	74,023	75,555
	Lecturer		4	40,000	44,451	47,305
	School Of Art		29	45,000	85,964	181,336
	Professor		11	87,923	116,628	181,336
	Associate Professor		6	79,285	86,547	101,575
	Assistant Professor		5	72,241	74,418	78,438
	Lecturer		7	45,000	45,527	46,245
	School Of Music		47	40,000	74,645	169,142
	Professor		10	80,607	103,771	169,142
	Associate Professor		14	68,940	84,108	131,643
	Assistant Professor		9	56,500	61,720	65,440
	Distinguished Lecturer		1	87,500	87,500	87,500
	Senior Lecturer		6	51,964	54,205	56,619
	Lecturer		6	40,000	43,750	46,000
	Artist in Residence		1	62,400	62,400	62,400
	Theatre		17	43,740	74,993	110,615
	Professor		4	96,218	105,817	110,615
	Associate Professor		3	71,165	82,840	101,296
	Assistant Professor		5	62,000	65,438	70,345
	Distinguished Lecturer		1	77,136	77,136	77,136
	Senior Lecturer		1	62,009	62,009	62,009
	Lecturer		1	45,000	45,000	45,000
	Artist in Residence		2	43,740	45,882	48,023

College Department Rank	Number	Minimum	Average	Maximum
Arts and Sciences-Natural Sciences	235	36,632	104,489	302,541
Biochem/Cell & Molec Biology	28	44,994	107,569	302,541
Governor's Chair Professor	1	302,541	302,541	302,541
Professor	10	109,690	130,494	158,357
Associate Professor	7	95,582	100,532	106,686
Assistant Professor	6	84,174	86,031	89,105
Research Assistant Professor	1	47,499	47,499	47,499
Lecturer	3	44,994	45,680	46,423
Chemistry	31	47,990	105,354	202,900
Professor	12	115,320	148,693	202,900
Associate Professor	3	99,242	105,344	111,109
Assistant Professor	8	83,297	87,174	89,675
Senior Lecturer	4	58,345	64,904	70,073
Lecturer	4	47,990	52,156	57,145
Division Of Biology	8	45,811	59,921	72,337
Distinguished Lecturer	2	70,906	71,587	72,267
Senior Lecturer	4	53,746	59,082	72,337
Lecturer	2	45,811	49,933	54,054
Earth & Planetary Sciences	17	45,665	90,556	123,098
Professor	5	116,982	119,125	123,098
Associate Professor	4	99,482	103,660	106,209
Research Associate Professor	1	99,852	99,852	99,852
Assistant Professor	2	93,591	94,354	95,116
Senior Lecturer	1	52,817	52,817	52,817
Lecturer	4	45,665	46,956	48,648
Ecology & Evolutionary Biology	28	62,492	131,768	262,280
Distinguished Professor	2	206,125	221,002	235,879
Professor	16	113,983	142,586	262,280
Associate Professor	4	104,480	108,092	110,719
Assistant Professor	5	90,300	94,251	97,980
Senior Lecturer	1	62,492	62,492	62,492
Mathematics	70	36,632	85,603	201,763
Professor	23	92,500	128,046	201,763
Associate Professor	7	84,250	103,750	114,634
Assistant Professor	5	90,000	94,160	96,900
Distinguished Lecturer	6	60,775	71,788	80,795
Senior Lecturer	8	47,911	54,978	61,109
Lecturer	21	36,632	46,644	56,200
Microbiology	19	65,059	115,096	236,989
Governor's Chair Professor	1	236,989	236,989	236,989
Professor	4	120,659	163,556	193,876
Associate Professor	7	95,913	103,534	115,751
Research Associate Professor	1	85,499	85,499	85,499
Assistant Professor	4	81,277	84,543	91,803
Research Assistant Professor	1	65,059	65,059	65,059
Distinguished Lecturer	1	82,141	82,141	82,141

College				
Department				
Rank	Number	Minimum	Average	Maximum
Physics	34	49,491	129,105	270,183
Distinguished Professor	1	270,183	270,183	270,183
Professor	16	120,797	152,163	225,766
Associate Professor	8	87,518	107,678	113,761
Research Associate Professor	1	158,563	158,563	158,563
Assistant Professor	6	86,000	88,365	90,257
Research Assistant Professor	1	49,491	49,491	49,491
Senior Lecturer	1	85,112	85,112	85,112
Arts and Sciences-Social Sciences	133	40,450	96,243	361,181
Anthropology	19	50,000	107,406	361,181
Distinguished Professor	1	361,181	361,181	361,181
Professor and Head	1	142,481	142,481	142,481
Professor	3	137,224	160,494	191,926
Associate Professor	4	89,361	95,268	99,309
Research Associate Professor	1	65,792	65,792	65,792
Assistant Professor	3	78,619	79,220	80,000
Distinguished Lecturer	3	63,137	71,348	79,379
Lecturer	3	50,000	52,333	57,000
Geography	20	40,450	93,173	214,023
Professor	6	103,989	147,397	214,023
Associate Professor	3	89,674	92,037	93,832
Assistant Professor	5	83,889	85,947	89,425
Senior Lecturer	1	51,560	51,560	51,560
Lecturer	5	40,450	44,333	45,650
Political Science	30	45,750	95,070	155,420
Professor	12	103,001	122,616	155,420
Associate Professor	7	86,142	97,530	115,189
Assistant Professor	4	77,151	83,369	87,628
Distinguished Lecturer	1	68,339	68,339	68,339
Lecturer	6	45,750	49,361	51,750
Psychology	42	45,000	99,159	233,694
Professor	15	102,248	134,687	233,694
Associate Professor	10	85,822	97,352	122,668
Assistant Professor	6	77,424	80,174	82,871
Research Assistant Professor	2	54,318	59,887	65,455
Clinical Associate Professor	1	82,347	82,347	82,347
Clinical Assistant Professor	1	61,427	61,427	61,427
Distinguished Lecturer	3	64,314	67,094	70,146
Senior Lecturer	2	54,295	66,598	78,900
Lecturer	2	45,000	45,900	46,800
Sociology	22	45,000	85,430	144,457
Professor	8	97,509	115,146	144,457
Associate Professor	3	86,111	86,825	87,544
Assistant Professor	6	74,771	78,264	82,625
Lecturer	5	45,000	45,645	46,798

College					
Department					
Rank	Number	Minimum	Average	Maximum	
Communication and Information	73	41,400	89,262	192,669	
Advertising/Public Relations	12	60,000	98,369	148,592	
Professor and Director	1	143,426	143,426	143,426	
Professor	4	96,625	123,173	148,592	
Associate Professor	2	88,124	92,967	97,810	
Assistant Professor	4	71,000	74,594	77,300	
Assistant Professor of Practice	1	60,000	60,000	60,000	
Communication Studies	25	41,400	68,238	174,294	
Professor	1	174,294	174,294	174,294	
Associate Professor	6	86,774	101,145	157,347	
Assistant Professor	2	75,000	76,031	77,061	
Distinguished Lecturer	3	58,111	64,701	71,803	
Senior Lecturer	4	44,900	47,767	49,566	
Lecturer	9	41,400	43,063	47,700	
Journalism/Electronic Media	20	45,000	104,498	192,669	
Professor and Director	1	161,963	161,963	161,963	
Professor	8	104,237	140,005	192,669	
Associate Professor	4	86,139	90,160	93,676	
Assistant Professor	3	75,372	75,915	77,000	
Distinguished Lecturer	1	64,560	64,560	64,560	
Senior Lecturer	1	49,002	49,002	49,002	
Lecturer	1	45,000	45,000	45,000	
Assistant Professor of Practice	1	61,000	61,000	61,000	
School Of Information Sciences	16	54,245	96,236	157,471	
Professor and Director	1	143,182	143,182	143,182	
Professor	3	121,047	134,902	157,471	
Associate Professor	5	91,313	96,034	100,716	
Assistant Professor	3	77,438	77,771	78,438	
Clinical Associate Professor	2	72,900	76,746	80,591	
Clinical Assistant Professor	1	70,671	70,671	70,671	
Assistant Professor of Practice	1	54,245	54,245	54,245	
Education, Health and Human Sciences	156	40,000	90,194	382,435	
Admin - Ed Health Hum Sci	1	93,000	93,000	93,000	
Clinical Associate Professor	1	93,000	93,000	93,000	
Child & Family Studies	15	40,000	85,523	154,470	
Professor	4	107,249	122,003	154,470	
Associate Professor	3	90,674	96,323	103,668	
Assistant Professor	3	76,978	77,498	78,375	
Clinical Associate Professor	1	50,956	50,956	50,956	
Clinical Assistant Professor	2	60,000	60,218	60,436	
Senior Lecturer	1	61,975	61,975	61,975	
Lecturer	1	40,000	40,000	40,000	

College

Department

Rank	Number	Minimum	Average	Maximum
Educational Leadership & Pol Stds	12	71,367	125,248	382,435
Distinguished Professor	1	382,435	382,435	382,435
Professor	3	105,836	123,391	140,000
Associate Professor	3	84,018	98,672	106,561
Assistant Professor	3	71,367	73,384	77,000
Professor of Practice	1	79,464	79,464	79,464
Assistant Professor of Practice	1	154,741	154,741	154,741
Educational Psych & Counsel	21	72,154	100,095	158,355
Professor	7	110,490	130,671	158,355
Associate Professor	7	84,814	92,556	99,365
Assistant Professor	4	73,803	75,490	77,095
Clinical Professor	1	91,812	91,812	91,812
Clinical Associate Professor	1	73,480	73,480	73,480
Clinical Assistant Professor	1	72,154	72,154	72,154
Kinesiology Recreation & Sport Stds	26	50,000	85,898	149,700
Professor	5	91,703	112,589	149,700
Associate Professor	13	79,022	84,117	91,556
Assistant Professor	2	69,259	69,914	70,568
Clinical Associate Professor	1	107,483	107,483	107,483
Clinical Instructor	1	67,223	67,223	67,223
Lecturer	1	50,000	50,000	50,000
Associate Professor of Practice	1	76,597	76,597	76,597
Assistant Professor of Practice	2	67,223	67,875	68,526
Nutrition	14	49,091	91,549	171,200
Professor	2	108,862	140,031	171,200
Associate Professor	4	97,150	103,644	110,423
Assistant Professor	2	79,639	83,693	87,747
Clinical Associate Professor	1	87,767	87,767	87,767
Clinical Assistant Professor	1	57,891	57,891	57,891
Clinical Instructor	2	49,091	51,137	53,182
Distinguished Lecturer	1	66,982	66,982	66,982
Professor of Practice	1	104,754	104,754	104,754
Public Health	13	52,509	89,822	155,935
Professor and Director	1	155,935	155,935	155,935
Professor	1	103,461	103,461	103,461
Associate Professor	2	102,379	102,603	102,827
Assistant Professor	4	86,378	89,630	96,000
Lecturer	1	52,509	52,509	52,509
Associate Professor of Practice	1	102,976	102,976	102,976
Assistant Professor of Practice	3	58,909	63,027	68,809
Retail Hospitality & Tour Mgmt	9	61,950	94,868	131,922
Professor	2	112,947	122,435	131,922
Associate Professor	4	93,304	98,820	105,458
Assistant Professor	1	82,901	82,901	82,901
Clinical Assistant Professor	1	61,950	61,950	61,950
Lecturer	1	68,812	68,812	68,812

College					
Department					
Rank	Number	Minimum	Average	Maximum	
Theory And Prac In Teacher Ed	45	41,780	78,953	143,500	
Professor	7	95,570	114,878	143,500	
Research Professor and Research Director	1	87,951	87,951	87,951	
Associate Professor	8	76,977	90,770	99,779	
Assistant Professor	7	72,415	78,742	89,330	
Research Assistant Professor	2	58,000	61,500	65,000	
Clinical Professor	1	92,032	92,032	92,032	
Clinical Associate Professor	5	63,366	73,261	81,164	
Clinical Assistant Professor	8	52,000	55,325	59,403	
Senior Lecturer	4	57,891	65,534	74,384	
Lecturer	2	41,780	48,681	55,581	
Haslam College of Business	160	69,130	173,168	382,731	
Accounting	24	84,150	185,948	382,731	
Professor	4	313,604	356,990	382,731	
Research Professor	1	222,588	222,588	222,588	
Associate Professor	3	220,016	253,659	275,457	
Assistant Professor	5	154,236	191,847	236,550	
Distinguished Lecturer	1	185,735	185,735	185,735	
Lecturer	10	84,150	90,626	115,800	
Aerospace EMBA Program	2	113,432	136,310	159,187	
Lecturer	2	113,432	136,310	159,187	
Business Analytics & Statistics	24	71,700	155,875	340,350	
Professor	4	164,228	236,736	340,350	
Associate Professor	7	154,071	168,488	187,215	
Assistant Professor	5	144,368	169,056	213,153	
Distinguished Lecturer	1	93,097	93,097	93,097	
Senior Lecturer	2	88,256	109,106	129,956	
Lecturer	5	71,700	91,612	116,359	
Economics	22	78,313	158,918	267,684	
Professor	4	171,683	217,916	248,550	
Research Professor and Research Director	1	267,684	267,684	267,684	
Research Professor	1	215,622	215,622	215,622	
Associate Professor	5	109,818	144,511	175,000	
Research Associate Professor	3	121,195	157,929	192,742	
Assistant Professor	3	130,381	132,127	133,000	
Research Assistant Professor	1	129,549	129,549	129,549	
Distinguished Lecturer	1	133,091	133,091	133,091	
Senior Lecturer	1	127,785	127,785	127,785	
Lecturer	2	78,313	79,043	79,773	
Executive Degree Programs	2	94,377	127,189	160,000	
Lecturer	2	94,377	127,189	160,000	
EXECUTIVE DEVELOPMENT PROGRAMS	5	105,328	124,936	139,338	
Distinguished Lecturer	1	136,112	136,112	136,112	
Lecturer	4	105,328	122,142	139,338	

College	Department	Rank	Number	Minimum	Average	Maximum
Finance			15	92,884	215,461	374,620
	Professor		4	173,688	296,667	374,620
	Associate Professor		3	181,733	238,911	273,655
	Assistant Professor		3	211,591	221,023	226,478
	Clinical Professor		1	144,368	144,368	144,368
	Clinical Associate Professor		1	144,368	144,368	144,368
	Clinical Assistant Professor		1	126,000	126,000	126,000
	Distinguished Lecturer		1	92,884	92,884	92,884
	Senior Lecturer		1	157,831	157,831	157,831
Management			25	69,130	160,536	348,900
	Professor		6	201,123	261,206	348,900
	Associate Professor		2	192,606	195,318	198,030
	Assistant Professor		4	155,000	160,832	165,492
	Distinguished Lecturer		4	101,052	123,928	162,961
	Senior Lecturer		1	183,679	183,679	183,679
	Lecturer		7	69,130	89,955	141,300
	Assistant Professor of Practice		1	103,120	103,120	103,120
Marketing			18	91,101	178,887	323,565
	Professor		5	204,295	265,830	323,565
	Associate Professor		3	194,250	205,681	221,196
	Assistant Professor		3	160,000	162,484	164,703
	Distinguished Lecturer		2	125,802	140,094	154,386
	Senior Lecturer		1	107,443	107,443	107,443
	Lecturer		4	91,101	99,673	118,590
Senior EMBA Program			1	171,596	171,596	171,596
	Distinguished Lecturer		1	171,596	171,596	171,596
Supply Chain Management			22	82,684	191,743	347,335
	Professor		7	258,946	291,794	347,335
	Associate Professor		2	182,889	184,145	185,400
	Assistant Professor		5	147,395	155,727	176,000
	Clinical Assistant Professor		3	125,000	128,017	131,550
	Distinguished Lecturer		1	96,000	96,000	96,000
	Senior Lecturer		1	119,244	119,244	119,244
	Lecturer		2	82,684	96,062	109,440
	Professor of Practice		1	237,450	237,450	237,450
Herbert College of Agriculture			192	42,120	97,932	211,586
Ag Leadership, Educ & Comm			7	42,120	81,712	135,900
	Professor and Head		1	135,900	135,900	135,900
	Professor		1	109,519	109,519	109,519
	Assistant Professor		3	71,182	76,789	86,563
	Lecturer		2	42,120	48,100	54,080
Agricultural Economics			22	65,300	101,080	157,385
	Professor and Head		1	141,190	141,190	141,190
	Professor		8	99,577	123,460	157,385
	Associate Professor		4	88,187	96,756	109,254
	Assistant Professor		8	74,864	80,322	97,852
	Senior Lecturer		1	65,300	65,300	65,300

College					
Department					
Rank	Number	Minimum	Average	Maximum	
Agriculture Sci & Nat Res	2	63,091	83,755	104,418	
Associate Professor and Chair	1	104,418	104,418	104,418	
Research Assistant Professor	1	63,091	63,091	63,091	
Animal Science	23	45,000	91,094	169,287	
Professor and Head	1	169,287	169,287	169,287	
Professor and Director	1	137,035	137,035	137,035	
Professor	4	98,211	122,412	139,091	
Associate Professor	5	84,212	88,590	94,905	
Assistant Professor	8	74,923	79,329	94,000	
Research Assistant Professor	1	45,000	45,000	45,000	
Extension Assistant Professor	1	76,917	76,917	76,917	
Senior Lecturer	1	51,409	51,409	51,409	
Lecturer	1	48,273	48,273	48,273	
Biosystems Eng & Soil Sci	29	69,103	100,455	170,905	
Distinguished Professor	1	170,905	170,905	170,905	
Professor and Head	1	145,799	145,799	145,799	
Professor	11	92,350	114,337	139,177	
Associate Professor	7	86,998	92,723	96,968	
Assistant Professor	5	72,164	75,993	81,120	
Extension Assistant Professor	1	74,741	74,741	74,741	
Senior Lecturer	2	71,001	82,956	94,910	
Lecturer	1	69,103	69,103	69,103	
Entomology & Plant Path	23	47,305	99,750	149,650	
Distinguished Professor	1	125,185	125,185	125,185	
Professor and Head	2	145,121	147,386	149,650	
Professor	8	100,475	112,341	124,802	
Associate Professor	6	85,367	90,995	102,355	
Assistant Professor	4	76,043	77,380	79,587	
Research Assistant Professor	1	47,305	47,305	47,305	
Extension Associate Professor	1	72,779	72,779	72,779	
FAMILY&CONSUMER SCIENCE-STATE	9	71,123	86,733	102,546	
Professor	3	99,753	100,915	102,546	
Associate Professor	2	85,062	85,779	86,495	
Assistant Professor	3	71,123	76,688	85,093	
Extension Assistant Professor	1	76,231	76,231	76,231	
Food Science & Tech	15	52,892	97,390	135,000	
Professor and Head	1	135,000	135,000	135,000	
Professor	5	102,277	123,619	133,983	
Associate Professor and Director	1	126,536	126,536	126,536	
Associate Professor	2	79,078	80,987	82,896	
Assistant Professor	4	73,146	77,146	85,048	
Research Assistant Professor	1	57,773	57,773	57,773	
Lecturer	1	52,892	52,892	52,892	

College	Department	Rank	Number	Minimum	Average	Maximum
Forestry, Wildlife & Fisheries						
			31	61,366	97,093	146,387
	Professor and Head		1	146,387	146,387	146,387
	Professor		18	86,324	106,240	138,378
	Research Professor		1	86,534	86,534	86,534
	Associate Professor		3	84,268	90,706	94,583
	Research Associate Professor		1	88,899	88,899	88,899
	Assistant Professor		5	69,545	71,903	72,727
	Extension Assistant Professor		1	82,753	82,753	82,753
	Senior Lecturer		1	61,366	61,366	61,366
Plant Sciences						
			31	73,200	105,988	211,586
	Distinguished Professor		2	142,476	144,084	145,691
	Professor and Head		1	135,690	135,690	135,690
	Professor and Director		2	128,598	170,092	211,586
	Professor		13	90,588	108,572	130,985
	Associate Professor		7	87,428	93,767	103,406
	Assistant Professor		5	73,200	75,640	78,089
	Distinguished Lecturer		1	75,595	75,595	75,595
Law						
			36	57,573	143,531	240,600
Law						
			30	85,500	156,871	240,600
	Professor and Director		3	165,325	169,173	171,406
	Professor		16	146,629	174,976	240,600
	Associate Professor and Director		1	139,680	139,680	139,680
	Associate Professor		8	127,596	132,093	145,646
	Assistant Professor		1	117,050	117,050	117,050
	Lecturer		1	85,500	85,500	85,500
Law Library						
			6	57,573	76,835	103,091
	Associate Professor and Head		1	79,728	79,728	79,728
	Associate Professor & Associate Director		1	103,091	103,091	103,091
	Associate Professor		2	66,929	80,564	94,199
	Assistant Professor		2	57,573	58,532	59,491
Library						
			42	43,773	63,965	91,518
Library						
			42	43,773	63,965	91,518
	Professor		4	75,298	84,192	91,518
	Associate Professor		22	54,873	70,286	90,902
	Assistant Professor		15	43,773	50,566	75,566
	Lecturer		1	44,999	44,999	44,999
Nursing						
			74	55,868	82,653	166,115
College Of Nursing						
			74	55,868	82,653	166,115
	Professor		3	112,599	122,038	134,873
	Associate Professor		6	95,745	98,335	100,849
	Assistant Professor		10	84,000	85,412	87,300
	Clinical Professor		5	96,841	101,856	109,735
	Clinical Associate Professor		8	84,400	98,112	166,115
	Clinical Assistant Professor		14	64,000	80,835	135,791
	Clinical Instructor		28	55,868	67,150	75,654

College Department Rank	Number	Minimum	Average	Maximum
Social Work	35	40,909	85,624	202,674
Social Work	35	40,909	85,624	202,674
Professor and Director	2	123,064	131,600	140,135
Professor	4	111,767	156,627	202,674
Associate Professor and Director	2	104,190	111,168	118,145
Associate Professor	3	90,100	105,066	114,297
Assistant Professor	6	76,970	80,678	83,665
Clinical Associate Professor	2	83,172	91,576	99,980
Clinical Assistant Professor	1	46,097	46,097	46,097
Professor of Practice	1	88,265	88,265	88,265
Associate Professor of Practice	6	40,909	65,961	89,632
Assistant Professor of Practice	8	42,545	46,532	57,303
Tickle College of Engineering	222	52,336	141,293	335,990
Chemical & Biomolecular Engr	17	77,727	162,054	297,227
Governor's Chair Professor	2	268,636	270,336	272,036
Distinguished Professor	1	297,227	297,227	297,227
Professor	4	107,973	163,608	207,602
Associate Professor	8	120,629	136,754	172,800
Research Assistant Professor	1	77,727	77,727	77,727
Professor of Practice	1	90,830	90,830	90,830
Civil & Environmental Engr	24	78,338	142,428	261,962
Governor's Chair Professor	1	261,962	261,962	261,962
Professor and Head	1	244,089	244,089	244,089
Professor and Director	1	137,042	137,042	137,042
Professor	10	134,013	165,144	223,212
Associate Professor	3	108,108	112,763	115,858
Assistant Professor	5	98,660	103,219	109,425
Distinguished Lecturer	1	110,475	110,475	110,475
Lecturer	2	78,338	79,442	80,546
Electrical Engr & Computer Sci	60	54,245	144,923	335,990
Governor's Chair Professor	1	331,605	331,605	331,605
Distinguished Professor	1	335,990	335,990	335,990
Professor and Head	1	230,180	230,180	230,180
Professor	19	140,471	187,690	282,620
Associate Professor	10	121,770	127,796	133,047
Assistant Professor	12	110,970	112,869	121,119
Research Assistant Professor	11	54,245	106,650	131,791
Senior Lecturer	1	94,168	94,168	94,168
Lecturer	3	72,500	77,667	85,000
Professor of Practice	1	98,798	98,798	98,798
Engineering, Interdepartmental	2	84,553	86,263	87,972
Lecturer	2	84,553	86,263	87,972

College		Number	Minimum	Average	Maximum
Department					
Rank					
Industrial & Systems Engr		14	68,808	140,509	260,000
	Professor and Head	1	229,279	229,279	229,279
	Professor and Associate Head	1	173,702	173,702	173,702
	Professor	4	139,678	183,515	260,000
	Research Professor and Project Director	1	128,654	128,654	128,654
	Associate Professor	2	115,940	122,454	128,967
	Assistant Professor	3	101,503	105,223	108,827
	Research Assistant Professor	1	72,045	72,045	72,045
	Assistant Professor of Practice	1	68,808	68,808	68,808
INST SECURE & SUSTAINABLE ENVIRONMENT		3	53,878	58,000	63,374
	Research Assistant Professor	3	53,878	58,000	63,374
Materials Science & Engr		23	52,336	150,609	295,991
	Distinguished Professor	1	295,991	295,991	295,991
	Professor and Head	1	236,914	236,914	236,914
	Professor and Associate Head	2	171,629	183,363	195,097
	Professor	7	144,090	171,530	226,138
	Research Professor and Project Director	1	198,547	198,547	198,547
	Associate Professor and Director	1	121,786	121,786	121,786
	Associate Professor	2	124,153	126,647	129,140
	Research Associate Professor	1	99,935	99,935	99,935
	Assistant Professor	5	103,693	108,832	113,850
	Research Assistant Professor	1	52,336	52,336	52,336
	Senior Lecturer	1	93,600	93,600	93,600
Mechanical,Aerospace&Biomed En		59	73,323	129,766	274,879
	Governor's Chair Professor	2	255,476	265,178	274,879
	Professor and Chair	1	224,300	224,300	224,300
	Professor	11	135,193	173,278	246,469
	Research Professor	1	159,184	159,184	159,184
	Associate Professor	14	117,321	131,976	156,000
	Assistant Professor	12	105,000	109,195	117,500
	Research Assistant Professor	6	73,323	87,251	136,147
	Distinguished Lecturer	1	108,426	108,426	108,426
	Senior Lecturer	6	90,209	102,050	121,212
	Lecturer	4	83,000	83,950	84,838
	Associate Professor of Practice	1	98,260	98,260	98,260
Nuclear Engineering		20	67,491	153,229	289,552
	Governor's Chair Professor	2	266,071	277,812	289,552
	Professor and Head	1	249,003	249,003	249,003
	Professor	5	153,525	183,011	248,858
	Associate Professor	5	127,269	131,510	137,680
	Research Associate Professor	1	114,873	114,873	114,873
	Assistant Professor	3	104,900	109,836	116,250
	Research Assistant Professor	3	67,491	80,991	104,159

College					
Department					
Rank	Number	Minimum	Average	Maximum	
Veterinary Medicine	96	49,091	109,636	177,385	
Veterinary Medicine	96	49,091	109,636	177,385	
Distinguished Professor	1	177,385	177,385	177,385	
Professor and Head	2	156,978	159,788	162,598	
Professor	22	121,460	132,737	157,192	
Research Professor	1	81,568	81,568	81,568	
Associate Professor and Director	1	122,583	122,583	122,583	
Associate Professor	14	95,135	109,017	134,660	
Assistant Professor	11	81,818	96,922	107,131	
Clinical Professor	5	117,026	131,986	145,582	
Clinical Associate Professor	11	97,514	102,221	113,146	
Clinical Assistant Professor	25	73,668	93,649	105,475	
Clinical Instructor	2	49,091	59,318	69,545	
Instructor	1	67,093	67,093	67,093	
University	1837	36,632	104,777	382,731	