

**Faculty Senate**

**Budget & Planning  
Committee**

**2022 Salary Analysis**



THE UNIVERSITY OF  
**TENNESSEE**  
KNOXVILLE



# 2022 UTK Tenured/Tenured Track Faculty Salary Analysis

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Thanks to Tamah Fridman and Alex Rodrigues for data analysis and charts!

# 2022 UTK Tenured/Tenured Track Faculty Salary Analysis

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## 2020-2021 Data received include:

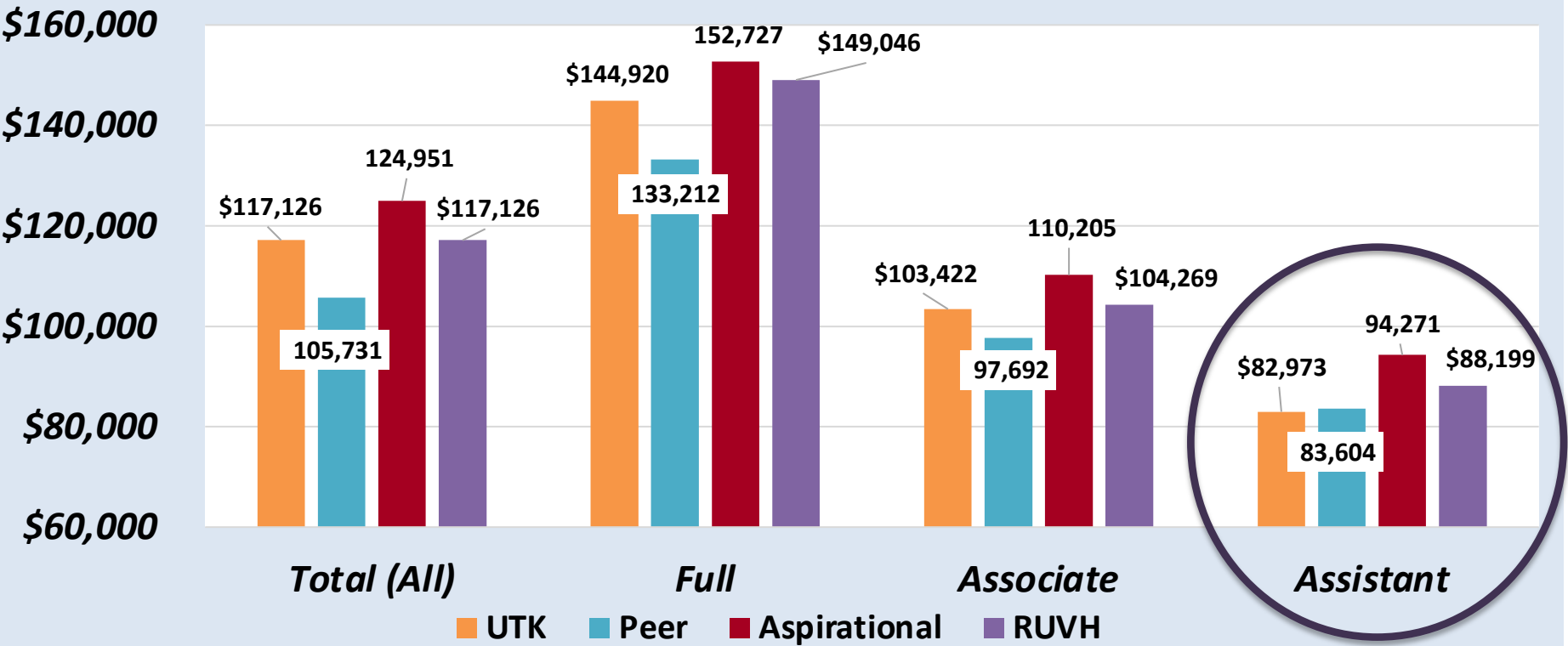
1. Broken down by College/Department/Rank
2. UTK Average, Minimum and Maximum Salaries by rank
3. RUVH Average, Minimum and Maximum Salaries by rank
4. Cost to increase Average UTK Salary to match Average RUVH Salary by rank
5. Ratio of UTK Average Salary to Average RUVH Salary by rank
6. Comparison to Peer Institutions
7. Comparison to Aspirational Institutions

# Qualifications

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1. Data provided **Mean Salaries** rather than preferred **Median Salaries**
  - One high or low salary can skew the mean
2. Rank composition of a college can influence its Mean Salary
  - College with high % of Full Professors leads to higher mean
  - College with high % of Assistant Professors leads to a lower mean

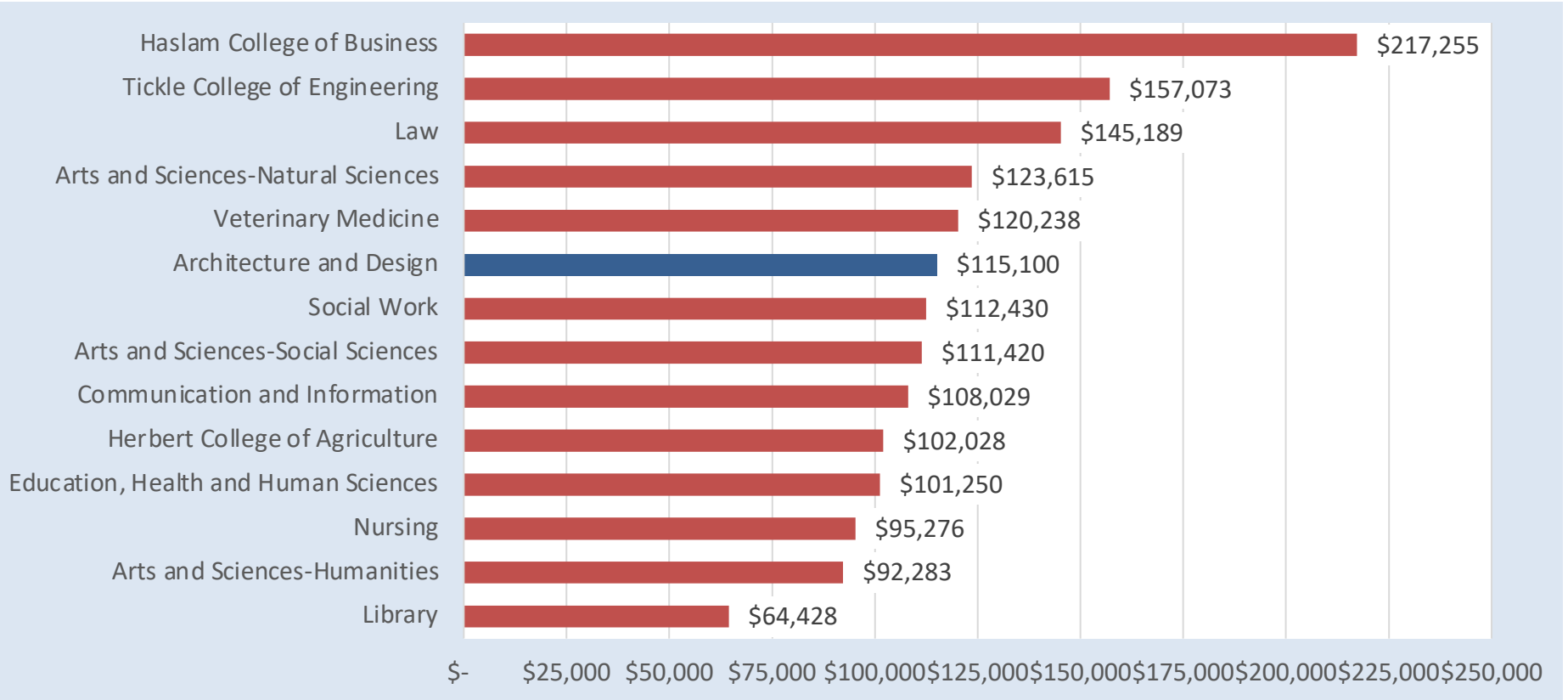
# Compared with Peer, Aspirational, and RUVH Institutions, UTK salaries were higher than peers and generally equivalent or slightly less than others. Asst Prof salaries were less.



# Seven-Year Salary Changes at UTK were higher than RUVH institutions for Associate and Full Professors, but were smaller for Assistant Professors

	UTK A/Y 2013/14 mean salary	UTK A/Y 2020/21 mean salary	% change UTK	RUVH A/Y 2013/14 mean salary	RUVH A/Y 2020/21 mean salary	% change RUVH
<b>ALL</b>	\$101,380	\$117,126	15.5%	\$105,470	\$117,448	11.4%
<b>Assistant</b>	\$75,478	\$82,973	9.9%	\$78,107	\$88,199	12.9%
<b>Associate</b>	\$87,191	\$103,422	18.6%	\$88,912	\$104,269	17.3%
<b>Professor</b>	\$127,384	\$144,920	13.8%	\$131,317	\$149,046	13.5%

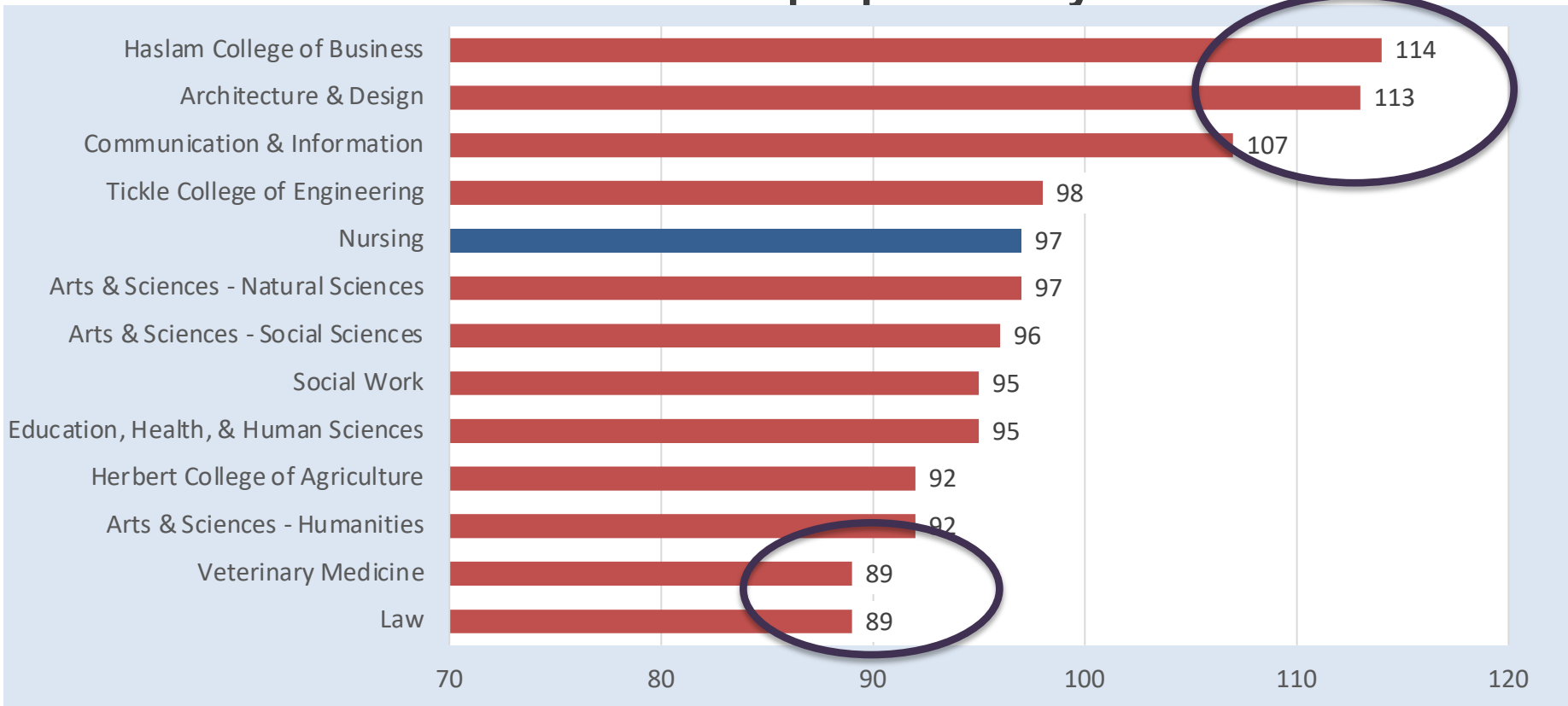
# UTK Mean TTF Salaries by College Vary Widely



Data is average of all ranks (Full, Associate and Assistant) as of 11/2021

**\*A&S broken into 3 divisions**

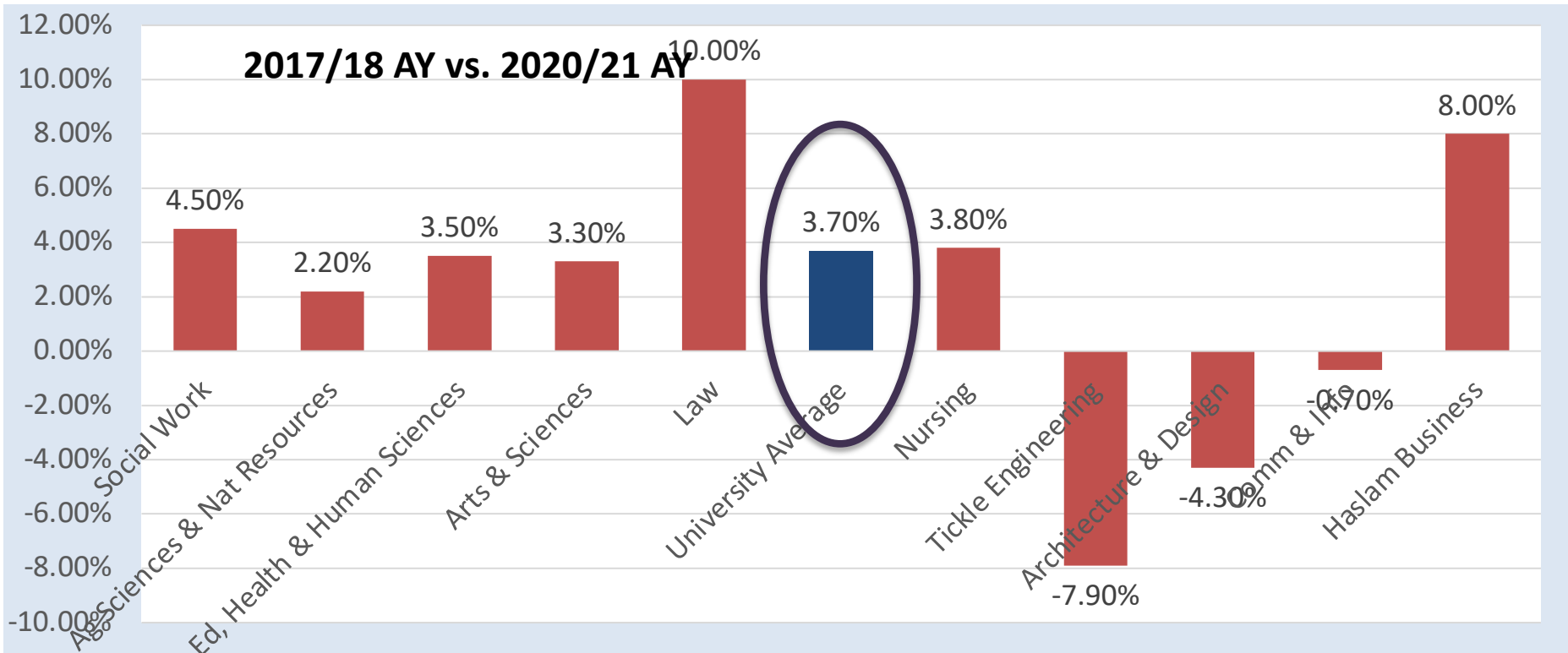
# Business, Architecture and Design, and Communication and Information Faculty make proportionally more than RUVH Faculty; Law and Vet Med make proportionally less



Data is mean of all ranks (Full, Associate and Assistant) for AY 2020/21



# 3-year Average Salary Changes



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

# 2020 Non-Tenure Track Faculty Salary Analysis



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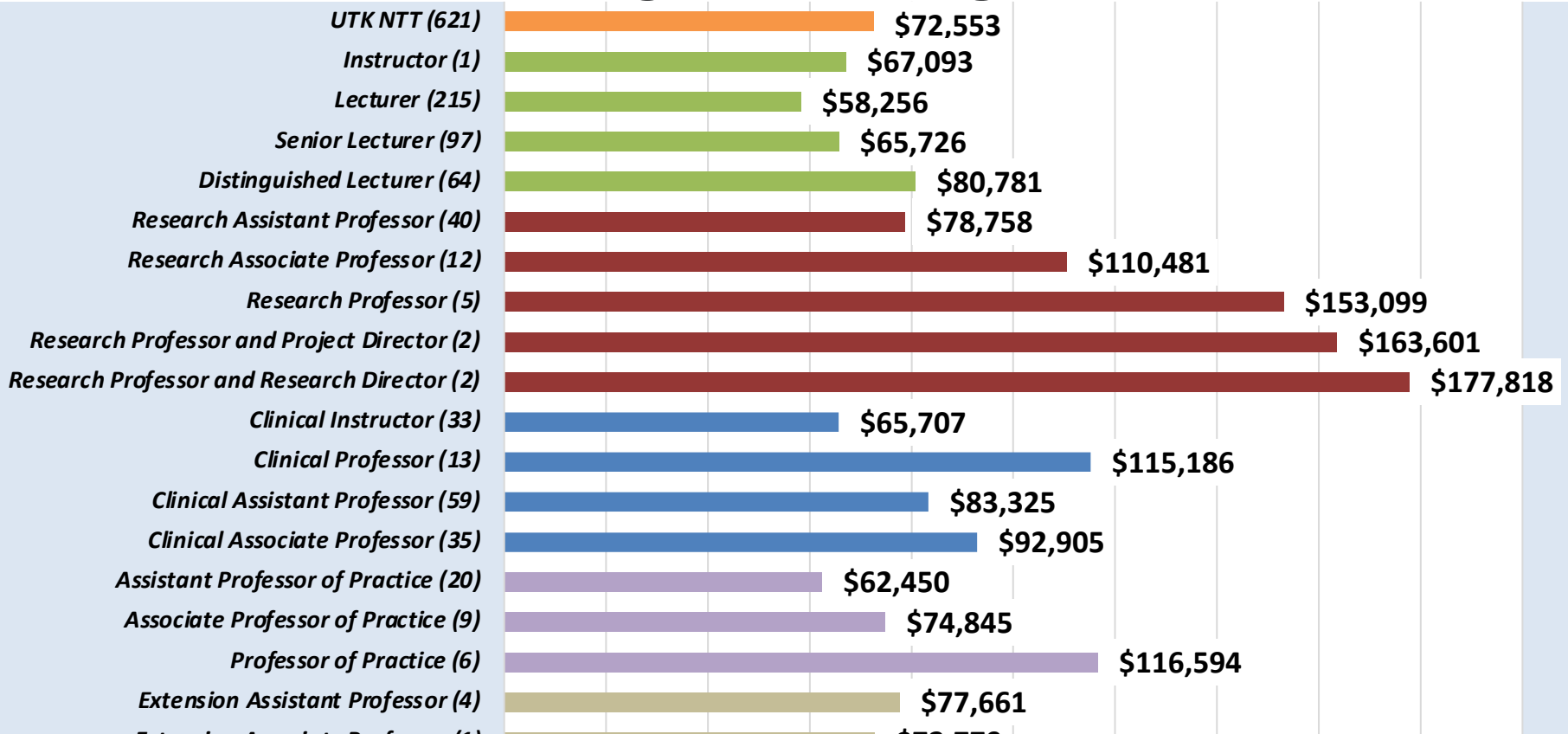
# NTTF Salary Analysis Data

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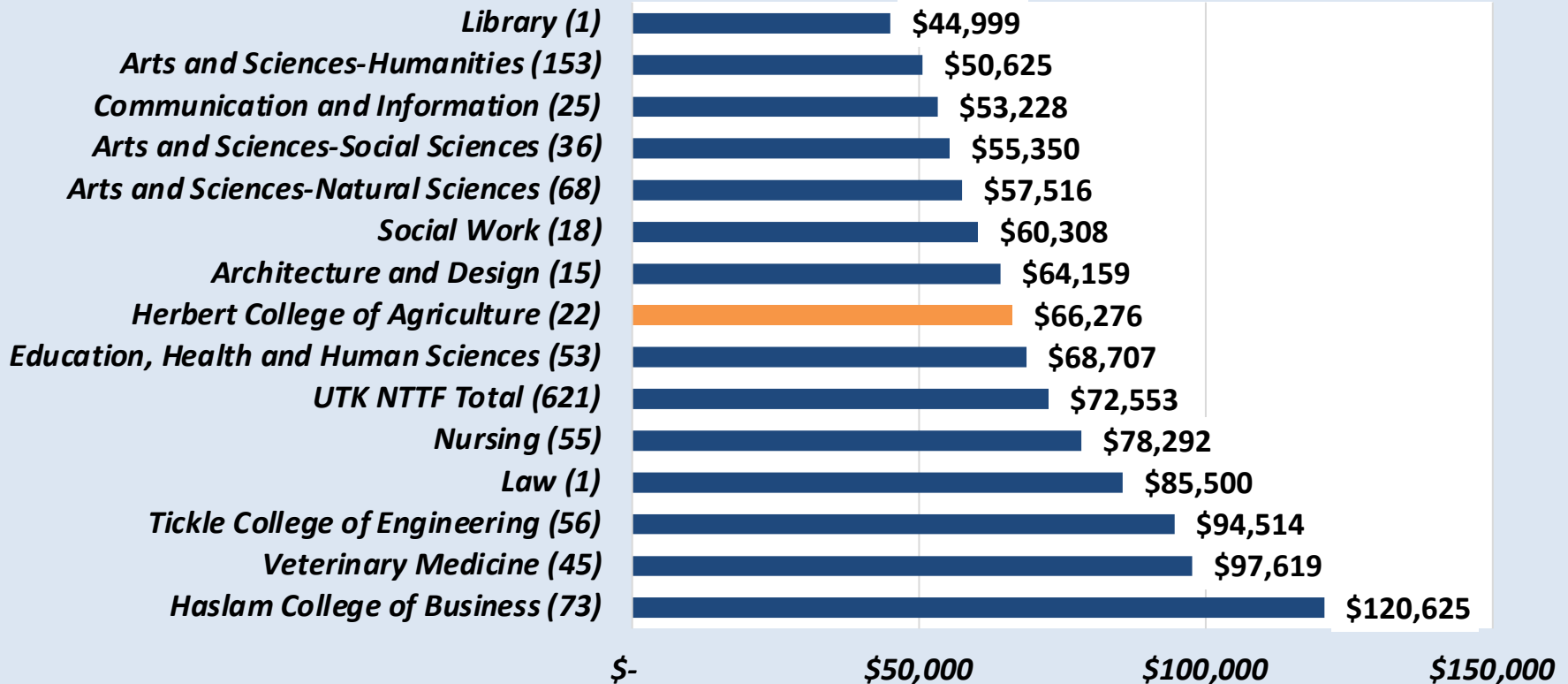
- Reflects 11/2022 data
  - 9-month & including longevity pay
- Data included:
  - College, Full/Part time, Job Description, Job Title, Gender, Salary

Descriptive Statistics	
<b>Number</b>	<b>621</b>
<b>Mean</b>	<b>\$72,553</b>
<b>Median</b>	<b>\$63,944</b>
<b>Minimum (3)</b>	<b>\$36,632</b>
<b>Maximum</b>	<b>\$267,684</b>

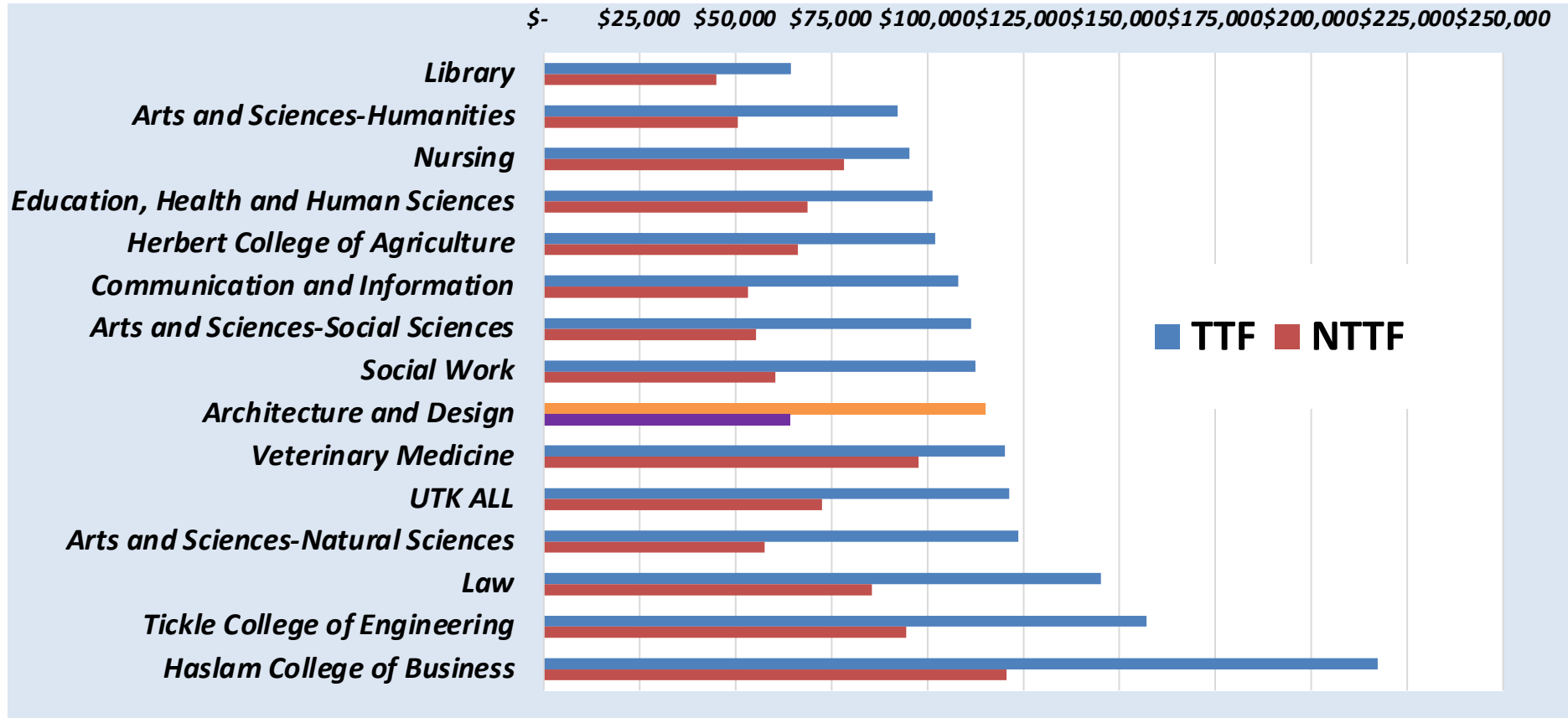
# Lecturer Group makes up 60% of NTTF, Clinical (22%) and Professors of Practice (5%) means salaries are generally higher than Avg.



# UTK NTTF Mean Salaries Vary Widely



# Mean TTF and NTTF Salary, by College



# Ratio of Mean Female Salary to Mean Male Salary

