

## UTK Faculty Salary Report covering AY 2020-2021

Prepared for the UTK Faculty Senate, Budget and Planning Committee by Tamah Fridman, Alex Rodriguez, and Phillip Daves, April 2022.

This report analyzes data from two datasets provided by the Office of Institutional Research and Assessment (OIRA). The first dataset is a comprehensive listing of UT 9-month full-time base salaries for both tenure-track and non-tenure track (NTTF) faculty as of November 2021.

The second dataset includes average 9-month salaries for tenure track faculty (TTF) by college, department, and tenure-track rank for UTK and a selection of peer, aspirational, and highly ranked research universities (RUVH) for academic year 2020-2021. See the Appendix for more detail on this dataset.

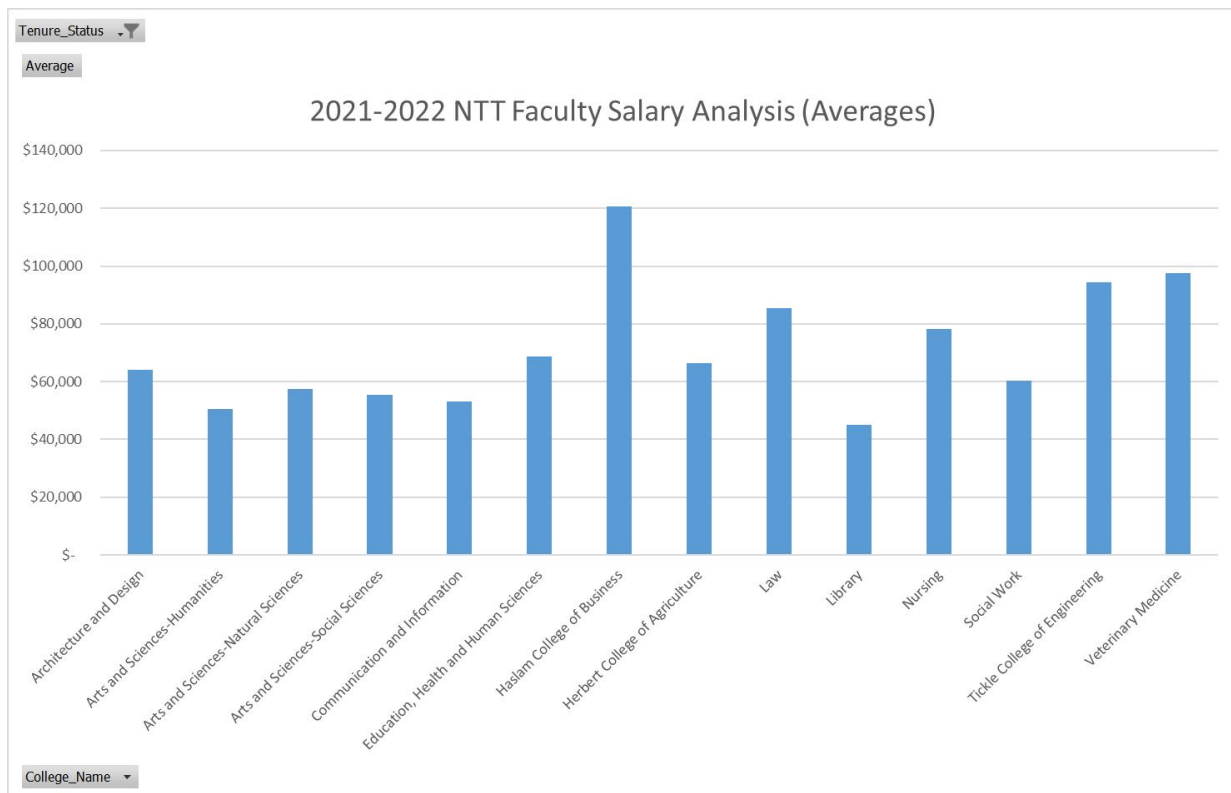
Both datasets are included in the separate Data Appendix pdf file.

### Analysis of UTK Faculty Salaries

In November 2021, faculty salaries by rank vary widely across the University. For example, at the Lecturer position, salaries ranged from \$36,632 to \$160,000 while Associate Professor salaries ranged from \$54,873 to \$275,457.

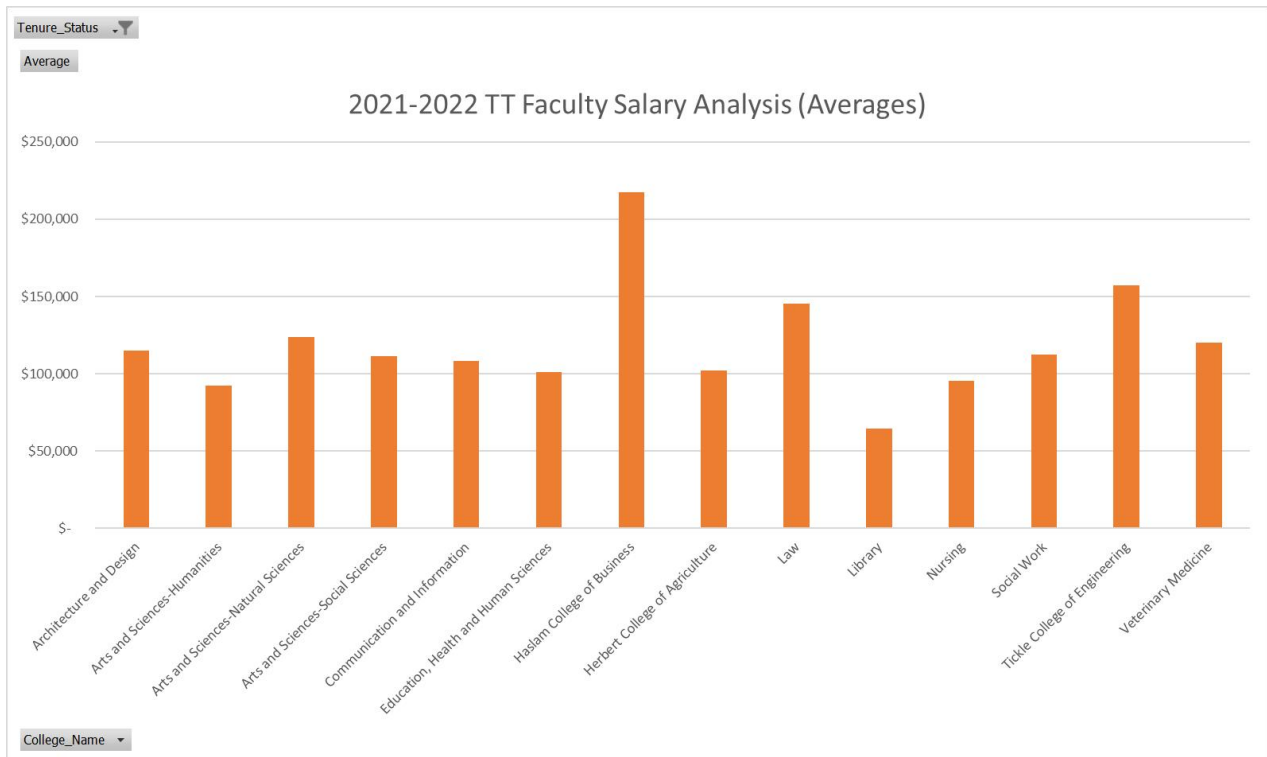
	Minimum	Average	Maximum	Std. Dev.	Number
<b>NTT</b>	<b>\$36,632</b>	<b>\$72,553</b>	<b>\$267,684</b>	<b>\$31,238</b>	<b>621</b>
Instructor	\$67,093	\$67,093	\$67,093	N/A	1
Lecturer	\$36,632	\$58,256	\$160,000	\$23,148	215
Senior Lecturer	\$44,900	\$65,726	\$183,679	\$24,979	97
Distinguished Lecturer	\$52,265	\$80,781	\$185,735	\$30,297	64
Research Assistant Professor	\$40,700	\$78,758	\$136,147	\$28,555	40
Research Associate Professor	\$65,792	\$110,481	\$192,742	\$40,850	12
Research Professor	\$81,568	\$153,099	\$222,588	\$67,680	5
Research Professor and Project Director	\$128,654	\$163,601	\$198,547	\$49,422	2
Research Professor and Research Director	\$87,951	\$177,818	\$267,684	\$127,090	2
Clinical Instructor	\$49,091	\$65,707	\$75,654	\$5,909	33
Clinical Professor	\$91,812	\$115,186	\$145,582	\$19,974	13
Clinical Assistant Professor	\$46,097	\$83,325	\$135,791	\$21,218	59
Clinical Associate Professor	\$50,956	\$92,905	\$166,115	\$20,853	35
Assistant Professor of Practice	\$42,545	\$62,450	\$154,741	\$25,924	20
Associate Professor of Practice	\$40,909	\$74,845	\$102,976	\$20,345	9
Professor of Practice	\$79,464	\$116,594	\$237,450	\$59,846	6
Extension Assistant Professor	\$74,741	\$77,661	\$82,753	\$3,514	4
Extension Associate Professor	\$72,779	\$72,779	\$72,779	N/A	1
Artist in Residence	\$43,740	\$51,388	\$62,400	\$9,774	3

Average NTT salaries also varied substantially by college, with Haslam College of Business average NTT salaries highest.



NTT Average salaries	Minimum	Average	Maximum	Number
<b>Architecture and Design</b>	<b>\$50,000</b>	<b>\$64,159</b>	<b>\$95,533</b>	<b>15</b>
<b>Arts and Sciences-Humanities</b>	<b>\$40,000</b>	<b>\$50,625</b>	<b>\$87,500</b>	<b>153</b>
<b>Arts and Sciences-Natural Sciences</b>	<b>\$36,632</b>	<b>\$57,516</b>	<b>\$158,563</b>	<b>68</b>
<b>Arts and Sciences-Social Sciences</b>	<b>\$40,450</b>	<b>\$55,350</b>	<b>\$82,347</b>	<b>36</b>
<b>Communication and Information</b>	<b>\$41,400</b>	<b>\$53,228</b>	<b>\$80,591</b>	<b>25</b>
<b>Education, Health and Human Sciences</b>	<b>\$40,000</b>	<b>\$68,707</b>	<b>\$154,741</b>	<b>53</b>
<b>Haslam College of Business</b>	<b>\$69,130</b>	<b>\$120,625</b>	<b>\$267,684</b>	<b>73</b>
<b>Herbert College of Agriculture</b>	<b>\$42,120</b>	<b>\$66,276</b>	<b>\$94,910</b>	<b>22</b>
<b>Law</b>	<b>\$85,500</b>	<b>\$85,500</b>	<b>\$85,500</b>	<b>1</b>
<b>Library</b>	<b>\$44,999</b>	<b>\$44,999</b>	<b>\$44,999</b>	<b>1</b>
<b>Nursing</b>	<b>\$55,868</b>	<b>\$78,292</b>	<b>\$166,115</b>	<b>55</b>
<b>Social Work</b>	<b>\$40,909</b>	<b>\$60,308</b>	<b>\$99,980</b>	<b>18</b>
<b>Tickle College of Engineering</b>	<b>\$52,336</b>	<b>\$94,514</b>	<b>\$198,547</b>	<b>56</b>
<b>Veterinary Medicine</b>	<b>\$49,091</b>	<b>\$97,619</b>	<b>\$145,582</b>	<b>45</b>
<b>Grand Total</b>	<b>\$36,632</b>	<b>\$72,553</b>	<b>\$267,684</b>	<b>621</b>

Average TT salaries also varied widely between colleges.



TT/T Average Salaries	Minimum	Average	Maximum	Number
<b>Architecture and Design</b>	<b>\$80,000</b>	<b>\$115,100</b>	<b>\$183,849</b>	<b>27</b>
<b>Arts and Sciences-Humanities</b>	<b>\$56,500</b>	<b>\$92,283</b>	<b>\$181,336</b>	<b>188</b>
<b>Arts and Sciences-Natural Sciences</b>	<b>\$81,277</b>	<b>\$123,615</b>	<b>\$302,541</b>	<b>167</b>
<b>Arts and Sciences-Social Sciences</b>	<b>\$74,771</b>	<b>\$111,420</b>	<b>\$361,181</b>	<b>97</b>
<b>Communication and Information</b>	<b>\$71,000</b>	<b>\$108,029</b>	<b>\$192,669</b>	<b>48</b>
<b>Education, Health and Human Sciences</b>	<b>\$69,259</b>	<b>\$101,250</b>	<b>\$382,435</b>	<b>103</b>
<b>Haslam College of Business</b>	<b>\$109,818</b>	<b>\$217,255</b>	<b>\$382,731</b>	<b>87</b>
<b>Herbert College of Agriculture</b>	<b>\$69,545</b>	<b>\$102,028</b>	<b>\$211,586</b>	<b>170</b>
<b>Law</b>	<b>\$57,573</b>	<b>\$145,189</b>	<b>\$240,600</b>	<b>35</b>
<b>Library</b>	<b>\$43,773</b>	<b>\$64,428</b>	<b>\$91,518</b>	<b>41</b>
<b>Nursing</b>	<b>\$84,000</b>	<b>\$95,276</b>	<b>\$134,873</b>	<b>19</b>
<b>Social Work</b>	<b>\$76,970</b>	<b>\$112,430</b>	<b>\$202,674</b>	<b>17</b>
<b>Tickle College of Engineering</b>	<b>\$98,660</b>	<b>\$157,073</b>	<b>\$335,990</b>	<b>166</b>
<b>Veterinary Medicine</b>	<b>\$81,818</b>	<b>\$120,238</b>	<b>\$177,385</b>	<b>51</b>
<b>Grand Total</b>	<b>\$43,773</b>	<b>\$121,233</b>	<b>\$382,731</b>	<b>1,216</b>

Salaries also varied substantially both across and within rank.

	Minimum	Average	Maximum	Std. Dev.	Number
<b>T/TT</b>	<b>\$43,773</b>	<b>\$121,233</b>	<b>\$382,731</b>	<b>\$51,743</b>	<b>1,216</b>
Assistant Professor	\$43,773	\$90,672	\$236,550	\$30,924	304
Associate Professor	\$54,873	\$104,112	\$275,457	\$31,438	372
Professor	\$75,298	\$144,622	\$382,731	\$52,508	470
Professor and Associate Head	\$171,629	\$180,143	\$195,097	\$12,992	3
Professor and Chair	\$224,300	\$224,300	\$224,300	N/A	1
Professor and Director	\$115,935	\$150,387	\$211,586	\$24,747	14
Associate Professor & Associate Director	\$103,091	\$103,091	\$103,091	N/A	1
Associate Professor and Chair	\$104,418	\$104,418	\$104,418	N/A	1
Associate Professor and Director	\$104,190	\$119,960	\$139,680	\$10,580	8
Associate Professor and Head	\$79,728	\$79,728	\$79,728	N/A	1
Distinguished Professor	\$125,185	\$242,050	\$382,435	\$87,987	13
Governor's Chair Professor	\$236,989	\$275,975	\$331,605	\$26,436	10
Professor and Head	\$135,000	\$173,856	\$249,003	\$43,764	17
University Distinguished Professor	\$174,603	\$174,603	\$174,603	N/A	1

NTTF salaries were lower than TTF salaries across the University, and both were highly variable.

	Minimum	Average	Maximum	Std. Dev.	Number
<b>NTT</b>	<b>\$36,632</b>	<b>\$72,553</b>	<b>\$267,684</b>	<b>\$31,238</b>	<b>621</b>
<b>T/TT</b>	<b>\$43,773</b>	<b>\$121,233</b>	<b>\$382,731</b>	<b>\$51,743</b>	<b>1,216</b>
<b>Total</b>	<b>\$36,632</b>	<b>\$104,777</b>	<b>\$382,731</b>	<b>\$51,302</b>	<b>1,837</b>

The table below shows the breakdown of salaries for the University by tenure status and gender. The breakdown by college appears in the Appendix. For the University as a whole, females on average were paid less than males regardless of tenure status.

	Minimum	Average	Maximum	Std. Dev.	Number
<b>NTT</b>	<b>\$36,632</b>	<b>\$72,553</b>	<b>\$267,684</b>	<b>\$31,238</b>	<b>621</b>
Female	\$40,000	\$69,268	\$222,588	\$26,442	366
Male	\$36,632	\$77,267	\$267,684	\$36,596	255
<b>T/TT</b>	<b>\$43,773</b>	<b>\$121,233</b>	<b>\$382,731</b>	<b>\$51,743</b>	<b>1,216</b>
Female	\$43,773	\$107,361	\$374,620	\$42,424	467
Male	\$54,873	\$129,883	\$382,731	\$55,068	749

**Insert Tamah Fridman's report here.**

## Peer/Aspirational/RUVH comparisons of average salaries

OIRA also provided information on average tenure track salaries by college and rank for academic year 2020-2021 for UTK, a selection of peer institutions, aspirational institutions, and research 1 institutions (RUVH). The Appendix has a listing of the institutions in each category and a description of the data provided.

At the UTK aggregate level, UTK average salaries exceed peer average salaries and are less than the salaries of aspirational and RUVH institutions.

All colleges				
Rank	UTK	Peer	Aspirational	RUVH
All Ranks	117,126	105,731	124,951	117,448
Assistant Professor	82,973	83,604	94,271	88,199
Associate Professor	103,422	97,692	110,205	104,269
Professor	144,920	133,212	152,727	149,046

### Peer comparisons

College	UTK	Peer	Ratio UTK/Peer	Cost to increase to peer
Architecture & Design	126,038	119,309	1.06	40,290
Arts & Sciences - Humanities	111,136	104,811	1.06	73,406
Arts & Sciences - Natural Sciences	143,256	129,185	1.11	55,126
Arts & Sciences - Social Sciences	132,594	125,236	1.06	173,111
Arts and Sciences (All)	130,608	119,513	1.09	301,643
Communication & Information	143,967	114,766	1.25	-
Education, Health, & Human Sciences	122,665	123,717	0.99	319,666
Haslam College of Business	254,312	189,115	1.34	-
Herbert College of Agriculture	117,074	124,057	0.94	394,649
Tickle College of Engineering	185,885	156,745	1.19	18,275
University	148,966	134,260	1.11	1,579,884

Average UTK salaries for almost all colleges are comparable to or exceed peer university salaries at all ranks with a few exceptions. At the low end, Herbert College of Agriculture salaries average 94% of peer salaries for each rank. At the high end, Haslam College of Business salaries average 122% of peer salaries. Nonetheless, the cost to increase average salaries in each college at each rank to the corresponding salaries of comparable institutions is \$2.8 million with the vast majority, \$1.6 million, required at the Professor rank.

### Aspirational comparisons

College	UTK	Aspirational	Ratio UTK/Aspr	Cost to increase to aspirational
Architecture & Design	126,038	128,235	0.98	59,654
Arts & Sciences - Humanities	111,136	121,596	0.91	662,769
Arts & Sciences - Natural Sciences	143,256	149,919	0.96	858,064
Arts & Sciences - Social Sciences	132,594	153,522	0.86	1,332,472
Arts and Sciences (All)	130,608	140,833	0.93	2,853,305
Communication & Information	143,967	137,948	1.04	114,984
Education, Health, & Human Sciences	122,665	137,509	0.89	619,616
Haslam College of Business	254,312	228,857	1.11	68,244
Herbert College of Agriculture	117,074	139,832	0.84	1,134,541
Tickle College of Engineering	185,885	169,771	1.09	31,045
University	148,966	152,959	0.97	6,244,094

The situation is different for aspirational universities. UTK salaries, virtually across the board, are less than those of aspirational universities. Only the College of Architecture & Design, the Tickle College of Engineering, and the Haslam College of Business have salaries on par with those of the aspirational universities. The College of Education, Health and Human Sciences salaries as well as the Arts and Sciences Social Sciences departments average 87% of those of aspirational schools. In total, UTK salaries average 95% of the of aspirational universities, and the estimated cost to increase average salaries in each college at each rank to the corresponding salaries of aspirational universities is estimated to be \$12.1 million. Of this required increase, more than half, \$6.2 million, comes from the deficit in Professor salaries.

#### RUVH comparisons

College	UTK	RUVH	Ratio UTK/RUVH	Cost to increase to RUVH
Architecture & Design	126,038	127,103	0.99	63,310
Arts & Sciences - Humanities	111,136	126,369	0.88	971,384
Arts & Sciences - Natural Sciences	143,256	150,182	0.95	1,037,300
Arts & Sciences - Social Sciences	132,594	149,542	0.89	1,089,159
Arts and Sciences (All)	130,608	141,131	0.93	3,097,843
Communication & Information	143,967	130,989	1.10	-
Education, Health, & Human Sciences	122,665	130,980	0.94	421,610
Haslam College of Business	254,312	217,597	1.17	-
Herbert College of Agriculture	117,074	132,933	0.88	766,890
Tickle College of Engineering	185,885	170,266	1.09	4,580
University	148,966	151,493	0.98	5,591,116

The salary gap between UTK salaries and RUVH universities is a bit less than the gap for aspirational universities. Salaries in the colleges of Architecture, Communication, Business, and Engineering all exceed those of their comparable RUVH salaries while, UTK salaries on average are 98% of the RUVH salaries. Despite the overall comparability, the estimated cost of bringing all average salaries for all colleges at all ranks to their RUVH levels is \$8.6 million, with \$5.6 million from eliminating the deficit in Professor salaries.

Seven-year salary growth for all ranks compared to RUVH universities is shown below.

	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%

Associate professor and Professor salary growth at UTK was comparable to growth at RUVH universities, but Assistant Professor salary growth at UTK substantially lagged the growth at other ranks at UTK as well as Assistant Professor growth at RUVH universities.



## Appendix:

Some material in this Appendix is quoted from prior years' Budget and Planning Committee Reports. The report source is indicated.

### Tenure Track and Non-Tenure Track Categories

Non-Tenure Track Category	Level 1	Level 2	Level 3	Level 4	
Teaching Faculty	Instructor	Lecturer	Senior Lecturer	Distinguished Lecturer	Faculty Handbook (2021), Section 4.1.1.1, Section 4.2.1
Research Faculty	Research Assistant Professor	Research Associate Professor	Research Professor		Faculty Handbook (2021), Section 4.1.1.2, Section 4.2.2
Clinical Faculty	Clinical Instructor	Clinical Assistant Professor	Clinical Associate Professor	Clinical Professor	Faculty Handbook (2021), Section 4.1.1.3, Section 4.2.3
Faculty of Practice	Instructor of Practice	Assistant Professor of Practice	Associate Professor of Practice	Professor of Practice	Faculty Handbook (2021), Section 4.1.1.4, Section 4.2.4
Extension Faculty	Extension Assistant Professor	Extension Associate Professor	Extension Professor		Faculty Handbook (2021), Section 4.1.1.5, Section 4.2.5
	Adjunct Faculty	Visiting Faculty	Joint Faculty		
Teaching Faculty	Yes	Yes	Yes		Faculty Handbook (2021), Section 4.1.1.1, Section 4.2.1
Research Faculty	Yes	Yes	Yes		Faculty Handbook (2021), Section 4.1.1.2, Section 4.2.2
Clinical Faculty	Yes	Yes	Yes		Faculty Handbook (2021), Section 4.1.1.3, Section 4.2.3
Faculty of Practice	No	No	No		Faculty Handbook (2021), Section 4.1.1.4, Section 4.2.4
Extension Faculty	Yes	Yes	No		Faculty Handbook (2021), Section 4.1.1.5, Section 4.2.5
Tenure Track Category	Level 1	Level 2	Level 3	Level 4	
	Assistant Professor	Associate Professor	Professor	Emeritus/Emerita	Faculty Handbook (2021), Section 3.2

## Tenure-track and Non-Tenure Track Faculty Descriptives

<b>NTT</b>	<b>621</b>
Artist in Residence	3
Assistant Professor of Practice	20
Associate Professor of Practice	9
Clinical Instructor	33
Clinical Professor	13
Distinguished Lecturer	64
Extension Assistant Professor	4
Extension Associate Professor	1
Instructor	1
Lecturer	215
Professor of Practice	6
Research Assistant Professor	40
Research Associate Professor	12
Research Professor	5
Research Professor and Project Director	2
Research Professor and Research Director	2
Senior Lecturer	97
Clinical Assistant Professor	59
Clinical Associate Professor	35
<b>T/TT</b>	<b>1,216</b>
Assistant Professor	304
Associate Professor	372
Associate Professor & Associate Director	1
Associate Professor and Chair	1
Associate Professor and Director	8
Associate Professor and Head	1
Distinguished Professor	13
Governor's Chair Professor	10
Professor	470
Professor and Associate Head	3
Professor and Chair	1
Professor and Director	14
Professor and Head	17
University Distinguished Professor	1
<b>Grand Total</b>	<b>1,837</b>

### OIRA Data description

(This description is from the 2020 UTK Salary Analysis Executive Summary)

This report uses data compiled and provided by the UTK Office of Institutional Research and Assessment (OIRA).

**The data/columns received by the committee include:**

1. College/Department/Rank (eg. Haslam College of Business/Economics/Full Professor)
2. UTK Average, Minimum and Maximum Salaries by rank, and all ranks; number of positions
3. Average, Minimum and Maximum Salaries by rank for 'Research 1: Doctoral-Highest Research' Peer Institutions
4. Cost to increase Average UTK Salaries to match Average R1 Salary, by rank
5. Ratio of UTK Average Salary to Average R1 Salary, by rank
6. Average, Minimum and Maximum Salaries by rank for Comparable Peer Institutions
7. Cost to increase Average UTK Salary to match Average Comparable Peer Salary, by rank
8. Ratio of UTK Average Salary to Average Comparable Peer Salary, by rank
9. Average, Minimum and Maximum Salaries, by rank, for Aspirational Peer Institutions
10. Cost to increase Average UTK Salary to match Average Aspirational Peer Salary, by rank
11. Ratio of UTK Average Salary to Average Aspirational Peer Salary, by rank

The data provided also includes the numbers of faculty in each rank/department at UT and the total faculty in the data from the institutions included in the comparison groups.

Those **included** in the dataset are:

- All full-time tenure track faculty with an instructional appointment from UTK, UTSI and UTIA
- Department heads and those with job titles such as Professor and Associate Dean
- Job titles starting with faculty titles are considered to be primarily instructional (and are included)
- Clinical faculty

Those **not included** in the dataset are:

- Non-tenure-track faculty
- Library faculty
- Veterinary Medicine faculty
- Administrative Positions
- Research faculty without instructional appointments

All salaries are calculated on a nine-month basis, and include longevity pay and administrative supplements for those individuals who have them. Salaries do not include summer pay from externally-funded projects (e.g. summer funding from grants).

Note that the calculations include the funding needed to raise every unit/rank to average or above. When aggregated at the College of University level, this can lead to anomalies in that some College's *average* salaries may be well above the average of a comparison group at all ranks, but the report still shows that funds are needed to increase that College to the average of the comparison group. This is because funds are still needed to raise *every* unit/rank within the College to the respective averages of the comparison group. This approach does not account for any variance in average salaries across units/ranks relative to the peer group average that may exist at institutions in the comparison groups.

## **Appendix: List of Schools Used for Comparison to UTK**

### **2020-21 Participating R1 Institutions:**

Arizona State University  
Auburn University  
Binghamton University (SUNY)  
Clemson University  
Colorado State University  
Florida State University  
Georgia Institute of Technology  
Georgia State University  
Indiana University at Bloomington  
Iowa State University  
Kansas State University  
Louisiana State University  
Michigan State University  
Mississippi State University  
Montana State University  
North Carolina State University  
Oklahoma State University  
Purdue University (IN)  
Temple University (PA)  
Texas A&M University  
Texas Tech University  
University at Buffalo (SUNY)  
University of Alabama  
University of Alabama at Birmingham  
University of Arizona  
University of Arkansas  
University of California at Berkeley  
University of California at Davis  
University of California at Irvine  
University of California at Los Angeles  
University of California at Riverside  
University of California at San Diego  
University of California at Santa Barbara  
University of California at Santa Cruz  
University of Central Florida  
University of Colorado at Denver  
University of Delaware  
University of Florida  
University of Georgia  
University of Hawaii at Manoa  
University of Houston (TX)  
University of Illinois at Chicago  
University of Illinois at Urbana/Champaign  
University of Iowa  
University of Kansas

University of Kentucky  
University of Louisville (KY)  
University of Maryland at College Park  
University of Massachusetts  
University of Minnesota-Twin Cities  
University of Mississippi  
University of Missouri at Columbia  
University of Nebraska at Lincoln  
University of Nevada at Las Vegas  
University of Nevada at Reno  
University of New Hampshire  
University of New Mexico  
University of North Carolina at Chapel Hill  
University of Oklahoma  
University of Oregon  
University of South Carolina  
University of South Florida  
University of Southern Mississippi  
University of Tennessee at Knoxville  
University of Texas at Arlington  
University of Texas at Austin  
University of Texas at El Paso  
University of Utah  
University of Virginia  
University of Wisconsin at Madison  
University of Wisconsin at Milwaukee  
Virginia Polytechnic Inst. & State University  
Washington State University  
Wayne State University (MI)  
West Virginia University

**2020-21 Participating Peers:**

*Comparable Peers – UTK*

Auburn University  
Clemson University  
Iowa State University  
Louisiana State University  
North Carolina State University  
University of Alabama  
University of Kentucky  
University of Missouri  
University of Nebraska  
University of South Carolina  
Virginia Tech University

*Aspirational Peers – UTK*

Purdue University  
University of Florida

University of Georgia  
University of Minnesota  
University of Wisconsin

*Comparable Peers – UTIA*

Auburn University  
Clemson University  
Louisiana State University  
Mississippi State University  
Oklahoma State University  
University of Arkansas  
University of Kentucky  
University of Georgia  
University of Maryland  
University of Missouri  
University of Nebraska  
Virginia Tech University

*Aspirational Peers – UTIA*

Purdue University  
University of Florida  
University of Illinois  
University of Wisconsin

**Appendix: Average salaries by gender and tenure status by college**

	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>	<b>Std. Dev.</b>	<b>Number</b>
<b>Architecture and Design</b>	<b>\$50,000</b>	<b>\$96,907</b>	<b>\$183,849</b>	<b>\$34,132</b>	<b>42</b>
<b>NTT</b>	<b>\$50,000</b>	<b>\$64,159</b>	<b>\$95,533</b>	<b>\$15,144</b>	<b>15</b>
Female	\$50,000	\$53,500	\$57,000	\$4,041	4
Male	\$54,000	\$68,035	\$95,533	\$15,943	11
<b>T/TT</b>	<b>\$80,000</b>	<b>\$115,100</b>	<b>\$183,849</b>	<b>\$27,408</b>	<b>27</b>
Female	\$80,000	\$104,091	\$174,603	\$25,562	13
Male	\$86,080	\$125,323	\$183,849	\$25,797	14
<b>Arts and Sciences-Humanities</b>	<b>\$40,000</b>	<b>\$73,592</b>	<b>\$181,336</b>	<b>\$27,554</b>	<b>341</b>
<b>NTT</b>	<b>\$40,000</b>	<b>\$50,625</b>	<b>\$87,500</b>	<b>\$7,944</b>	<b>153</b>
Female	\$40,000	\$50,365	\$68,995	\$7,468	91
Male	\$40,000	\$51,005	\$87,500	\$8,643	62
<b>T/TT</b>	<b>\$56,500</b>	<b>\$92,283</b>	<b>\$181,336</b>	<b>\$23,372</b>	<b>188</b>
Female	\$58,195	\$90,848	\$175,796	\$20,951	85
Male	\$56,500	\$93,467	\$181,336	\$25,236	103
<b>Arts and Sciences-Natural Sciences</b>	<b>\$36,632</b>	<b>\$104,489</b>	<b>\$302,541</b>	<b>\$45,623</b>	<b>235</b>
<b>NTT</b>	<b>\$36,632</b>	<b>\$57,516</b>	<b>\$158,563</b>	<b>\$17,843</b>	<b>68</b>
Female	\$40,000	\$56,844	\$99,852	\$13,501	33
Male	\$36,632	\$58,149	\$158,563	\$21,330	35
<b>T/TT</b>	<b>\$81,277</b>	<b>\$123,615</b>	<b>\$302,541</b>	<b>\$39,162</b>	<b>167</b>
Female	\$83,297	\$117,452	\$235,883	\$31,371	43
Male	\$81,277	\$125,753	\$302,541	\$41,424	124
<b>Arts and Sciences-Social Sciences</b>	<b>\$40,450</b>	<b>\$96,243</b>	<b>\$361,181</b>	<b>\$43,013</b>	<b>133</b>
<b>NTT</b>	<b>\$40,450</b>	<b>\$55,350</b>	<b>\$82,347</b>	<b>\$11,492</b>	<b>36</b>
Female	\$45,000	\$57,784	\$82,347	\$12,549	19
Male	\$40,450	\$52,630	\$78,900	\$9,841	17
<b>T/TT</b>	<b>\$74,771</b>	<b>\$111,420</b>	<b>\$361,181</b>	<b>\$40,447</b>	<b>97</b>
Female	\$77,151	\$104,306	\$199,682	\$29,769	43
Male	\$74,771	\$117,085	\$361,181	\$46,768	54
<b>Communication and Information</b>	<b>\$41,400</b>	<b>\$89,262</b>	<b>\$192,669</b>	<b>\$38,206</b>	<b>73</b>
<b>NTT</b>	<b>\$41,400</b>	<b>\$53,228</b>	<b>\$80,591</b>	<b>\$11,799</b>	<b>25</b>
Female	\$41,400	\$54,733	\$80,591	\$12,305	19

Male	\$41,500	\$48,463	\$61,000	\$9,343	6
<b>T/TT</b>	<b>\$71,000</b>	<b>\$108,029</b>	<b>\$192,669</b>	<b>\$33,386</b>	<b>48</b>
Female	\$71,000	\$107,853	\$174,294	\$27,560	25
Male	\$74,337	\$108,221	\$192,669	\$39,403	23
<b>Education, Health and Human Sciences</b>	<b>\$40,000</b>	<b>\$90,194</b>	<b>\$382,435</b>	<b>\$34,646</b>	<b>156</b>
<b>NTT</b>	<b>\$40,000</b>	<b>\$68,707</b>	<b>\$154,741</b>	<b>\$19,628</b>	<b>53</b>
Female	\$40,000	\$66,582	\$107,483	\$15,585	46
Male	\$52,000	\$82,669	\$154,741	\$35,428	7
<b>T/TT</b>	<b>\$69,259</b>	<b>\$101,250</b>	<b>\$382,435</b>	<b>\$35,557</b>	<b>103</b>
Female	\$69,259	\$95,793	\$154,470	\$18,978	56
Male	\$70,568	\$107,752	\$382,435	\$47,889	47
<b>Haslam College of Business</b>	<b>\$69,130</b>	<b>\$173,168</b>	<b>\$382,731</b>	<b>\$74,617</b>	<b>160</b>
<b>NTT</b>	<b>\$69,130</b>	<b>\$120,625</b>	<b>\$267,684</b>	<b>\$40,772</b>	<b>73</b>
Female	\$69,130	\$112,188	\$222,588	\$36,242	34
Male	\$71,700	\$127,981	\$267,684	\$43,472	39
<b>T/TT</b>	<b>\$109,818</b>	<b>\$217,255</b>	<b>\$382,731</b>	<b>\$67,767</b>	<b>87</b>
Female	\$130,381	\$212,592	\$374,620	\$69,325	22
Male	\$109,818	\$218,834	\$382,731	\$67,706	65
<b>Herbert College of Agriculture</b>	<b>\$42,120</b>	<b>\$97,932</b>	<b>\$211,586</b>	<b>\$26,007</b>	<b>192</b>
<b>NTT</b>	<b>\$42,120</b>	<b>\$66,276</b>	<b>\$94,910</b>	<b>\$15,171</b>	<b>22</b>
Female	\$42,120	\$54,889	\$76,231	\$11,825	8
Male	\$47,305	\$72,783	\$94,910	\$13,081	14
<b>T/TT</b>	<b>\$69,545</b>	<b>\$102,028</b>	<b>\$211,586</b>	<b>\$24,259</b>	<b>170</b>
Female	\$69,545	\$93,339	\$145,799	\$18,044	53
Male	\$72,164	\$105,964	\$211,586	\$25,716	117
<b>Law</b>	<b>\$57,573</b>	<b>\$143,531</b>	<b>\$240,600</b>	<b>\$41,611</b>	<b>36</b>
<b>NTT</b>	<b>\$85,500</b>	<b>\$85,500</b>	<b>\$85,500</b>	<b>#DIV/0!</b>	<b>1</b>
Female	\$85,500	\$85,500	\$85,500	#DIV/0!	1
<b>T/TT</b>	<b>\$57,573</b>	<b>\$145,189</b>	<b>\$240,600</b>	<b>\$40,994</b>	<b>35</b>
Female	\$57,573	\$137,608	\$240,600	\$45,810	19
Male	\$66,929	\$154,192	\$197,259	\$33,641	16
<b>Library</b>	<b>\$43,773</b>	<b>\$63,965</b>	<b>\$91,518</b>	<b>\$15,497</b>	<b>42</b>
<b>NTT</b>	<b>\$44,999</b>	<b>\$44,999</b>	<b>\$44,999</b>	<b>#DIV/0!</b>	<b>1</b>



Male	\$44,999	\$44,999	\$44,999	#DIV/0!	1
<b>T/TT</b>	<b>\$43,773</b>	<b>\$64,428</b>	<b>\$91,518</b>	<b>\$15,393</b>	<b>41</b>
Female	\$43,773	\$62,487	\$91,518	\$15,227	32
Male	\$54,873	\$71,329	\$87,758	\$14,750	9
<b>Nursing</b>	<b>\$55,868</b>	<b>\$82,653</b>	<b>\$166,115</b>	<b>\$19,007</b>	<b>74</b>
<b>NTT</b>	<b>\$55,868</b>	<b>\$78,292</b>	<b>\$166,115</b>	<b>\$18,671</b>	<b>55</b>
Female	\$55,868	\$77,274	\$166,115	\$17,689	48
Male	\$63,994	\$85,275	\$135,791	\$24,922	7
<b>T/TT</b>	<b>\$84,000</b>	<b>\$95,276</b>	<b>\$134,873</b>	<b>\$13,897</b>	<b>19</b>
Female	\$84,000	\$96,305	\$134,873	\$14,762	16
Male	\$85,500	\$89,790	\$97,969	\$7,086	3
<b>Social Work</b>	<b>\$40,909</b>	<b>\$85,624</b>	<b>\$202,674</b>	<b>\$39,229</b>	<b>35</b>
<b>NTT</b>	<b>\$40,909</b>	<b>\$60,308</b>	<b>\$99,980</b>	<b>\$19,510</b>	<b>18</b>
Female	\$40,909	\$56,865	\$88,265	\$15,943	15
Male	\$42,955	\$77,522	\$99,980	\$30,380	3
<b>T/TT</b>	<b>\$76,970</b>	<b>\$112,430</b>	<b>\$202,674</b>	<b>\$37,166</b>	<b>17</b>
Female	\$76,970	\$96,733	\$123,064	\$17,538	11
Male	\$80,595	\$141,206	\$202,674	\$47,637	6
<b>Tickle College of Engineering</b>	<b>\$52,336</b>	<b>\$141,293</b>	<b>\$335,990</b>	<b>\$55,092</b>	<b>222</b>
<b>NTT</b>	<b>\$52,336</b>	<b>\$94,514</b>	<b>\$198,547</b>	<b>\$26,680</b>	<b>56</b>
Female	\$52,336	\$86,203	\$121,212	\$19,510	16
Male	\$54,245	\$97,839	\$198,547	\$28,596	40
<b>T/TT</b>	<b>\$98,660</b>	<b>\$157,073</b>	<b>\$335,990</b>	<b>\$53,243</b>	<b>166</b>
Female	\$104,092	\$149,931	\$331,605	\$55,768	26
Male	\$98,660	\$158,400	\$335,990	\$52,862	140
<b>Veterinary Medicine</b>	<b>\$49,091</b>	<b>\$109,636</b>	<b>\$177,385</b>	<b>\$22,001</b>	<b>96</b>
<b>NTT</b>	<b>\$49,091</b>	<b>\$97,619</b>	<b>\$145,582</b>	<b>\$17,077</b>	<b>45</b>
Female	\$67,093	\$99,943	\$145,582	\$17,432	32
Male	\$49,091	\$91,901	\$104,575	\$15,312	13
<b>T/TT</b>	<b>\$81,818</b>	<b>\$120,238</b>	<b>\$177,385</b>	<b>\$20,457</b>	<b>51</b>
Female	\$96,545	\$118,464	\$157,192	\$16,350	23
Male	\$81,818	\$121,696	\$177,385	\$23,500	28