

2011-12 Instructional Faculty Survey by Department

Each year the Office of Institutional Research and Assessment (OIRA) at the University of Tennessee, Knoxville (UTK) prepares a faculty salary report comparing the mean salaries of full-time instructional faculty at UTK, by department, to their counterparts in various peer groups.

The peer faculty salary data are obtained from two sources: 1) the Oklahoma State University's *2011-2012 Faculty Salary Survey of Institutions Belonging to the Association of Public and Land-Grant Universities* and 2) the 2011-2012 Southern University Group faculty salary survey conducted by the University of Alabama.

The peer and UTK faculty salary data are for instructional faculty as of November 2011. Instructional faculty members at UTK are those members of the instruction/research staff who are employed full-time and whose major assignment is instruction, including faculty with released time for research. Instructional faculty also includes full-time faculty for whom it is not possible to differentiate between teaching, research and public service because each of these functions is an integral component of his/her regular assignment.

The mean faculty salaries are reported by department. Departments are made up of disciplines as defined by Classification of Instructional Programs (CIP) codes. Peer discipline data, as defined by CIP codes, are combined to correspond to the various disciplines within UTK departments.

The following universities make up the THEC Peer Institutions and the UTK Top 25 institutions used in the faculty salary comparisons:

THEC Peer Institutions

Auburn University	North Carolina State University at Raleigh
Texas A & M University	University of Virginia
University of Kentucky	Virginia Polytechnic Institute & State Univ
University of North Carolina at Chapel Hill	University of Georgia
Louisiana State University	University of Maryland at College Park
University of Texas at Austin	University of Florida

UTK Top 25

University of California at Santa Barbara	Michigan State University
University of California at Berkeley	University of Minnesota-Twin Cities
University of California at Davis	Rutgers, the State Univ of NJ - New Brunswick
University of California at Los Angeles	Ohio State University
University of Washington	Pennsylvania State University
Iowa State University	University of Wisconsin at Madison
University of Texas at Austin	Auburn University (AL)
Texas A & M University	University of Florida
University of Illinois at Urbana/Champaign	University of Georgia
Indiana University at Bloomington	University of North Carolina at Chapel Hill
Purdue University (IN)	North Carolina State University at Raleigh
University of Maryland at College Park	Clemson University (SC)
University of Michigan	University of Virginia

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio to Research Very High
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agri. Sci. & Nat. Res.									
Total									
Professor	96,460	56	71,249	160,607	107,342	55,314	298,037	639,979	0.90
Assoc. Prof.	74,742	35	59,220	106,481	78,732	41,954	165,000	163,414	0.95
Asst. Prof.	60,557	9	51,923	65,361	69,674	36,819	125,000	58,861	0.87
All Ranks	85,627	100			92,032			862,254	0.93
 Agricultural & Extension Educ									
Professor	0	0	0	0	98,720	64,540	173,455	0	-
Assoc. Prof.	74,353	1	74,353	74,353	74,838	51,707	103,713	485	0.99
Asst. Prof.	63,270	1	63,270	63,270	66,587	54,854	96,823	3,317	0.95
All Ranks	68,812	2			82,875			3,802	0.83
 Agricultural Economics									
Professor	96,358	9	75,576	122,009	123,499	67,547	220,734	244,263	0.78
Assoc. Prof.	74,115	3	70,446	76,523	89,604	57,191	165,000	46,469	0.83
Asst. Prof.	0	0	0	0	79,976	36,819	125,000	0	-
All Ranks	90,797	12			109,059			290,732	0.83
 Agriculture Sci & Nat Res									
Professor	160,607	1	160,607	160,607	109,042	58,083	284,617	0	1.47
Assoc. Prof.	73,297	1	73,297	73,297	79,578	41,954	165,000	6,281	0.92
Asst. Prof.	0	0	0	0	70,286	36,819	125,000	0	-
All Ranks	116,952	2			93,678			6,281	1.25
 Animal Science									
Professor	90,177	7	72,725	110,799	103,413	63,928	284,617	92,654	0.87
Assoc. Prof.	76,997	6	66,369	97,789	78,039	41,954	127,783	6,257	0.99
Asst. Prof.	0	0	0	0	68,684	42,545	100,000	0	-
All Ranks	84,094	13			88,786			98,911	0.95
 Biosystems Eng & Soil Sci									
Professor	95,505	9	71,249	122,899	111,092	58,855	217,430	140,288	0.86
Assoc. Prof.	75,751	7	67,357	82,042	83,009	54,039	121,068	50,801	0.91
Asst. Prof.	58,944	1	58,944	58,944	74,180	50,820	91,800	15,236	0.79
All Ranks	85,220	17			94,234			206,325	0.90
 Entomology & Plant Path									
Professor	96,654	7	81,364	118,072	100,396	59,838	298,037	26,191	0.96
Assoc. Prof.	74,138	4	69,079	85,167	74,075	50,485	116,390	0	1.00
Asst. Prof.	0	0	0	0	67,952	52,025	91,402	0	-
All Ranks	88,466	11			88,383			26,191	1.00
 Food Science & Tech									
Professor	97,182	3	78,969	122,276	109,547	61,712	219,348	37,095	0.89
Assoc. Prof.	68,929	4	59,220	74,605	78,593	56,166	105,317	38,656	0.88
Asst. Prof.	65,361	1	65,361	65,361	69,219	50,810	90,000	3,858	0.94
All Ranks	79,078	8			92,460			79,609	0.86
 Forestry, Wildlife & Fisheries									
Professor	92,871	11	71,577	127,654	100,317	59,765	245,455	81,907	0.93
Assoc. Prof.	69,071	3	64,905	74,514	73,893	47,729	104,410	14,466	0.93
Asst. Prof.	59,317	2	58,939	59,694	65,458	36,819	86,211	12,283	0.91
All Ranks	84,214	16			85,237			108,656	0.99
 Plant Sciences									
Professor	99,273	9	73,104	154,085	101,227	55,314	282,918	17,581	0.98
Assoc. Prof.	79,040	6	68,519	106,481	76,109	47,044	123,900	0	1.04
Asst. Prof.	59,701	4	51,923	65,147	65,742	44,000	108,935	24,167	0.91
All Ranks	84,553	19			86,453			41,748	0.98

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College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio to Research Very High
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Architecture & Design									
Professor	105,572	11	89,306	176,002	109,855	61,288	237,334	47,108	0.96
Assoc. Prof.	82,638	10	70,042	94,780	77,811	47,200	119,127	0	1.06
Asst. Prof.	65,910	5	63,540	69,743	64,677	42,745	100,000	0	1.02
All Ranks	89,124	26			83,641			47,108	1.07
Arts & Sciences									
Total									
Professor	106,362	199	65,006	308,700	115,739	20,689	408,821	2,771,162	0.92
Assoc. Prof.	70,649	126	51,770	90,967	76,571	21,911	163,156	757,620	0.92
Asst. Prof.	61,662	106	49,824	81,603	65,284	23,500	143,237	413,551	0.94
All Ranks	84,928	431			92,015			3,942,333	0.92
Arts & Sciences - Humanities									
Total									
Professor	87,748	63	65,006	128,690	106,613	22,213	398,455	1,152,659	0.82
Assoc. Prof.	65,676	60	51,770	90,967	72,813	21,911	163,156	334,037	0.90
Asst. Prof.	54,994	39	49,824	63,750	60,086	23,500	100,000	175,449	0.92
All Ranks	71,688	162			83,386			1,662,145	0.86
Classics									
Professor	100,411	1	100,411	100,411	104,032	55,075	197,100	3,621	0.97
Assoc. Prof.	67,608	4	61,334	74,815	73,328	52,655	125,552	22,879	0.92
Asst. Prof.	55,000	1	55,000	55,000	59,517	40,000	75,274	4,517	0.92
All Ranks	70,974	6			82,733			31,017	0.86
English									
Professor	89,176	19	65,513	111,816	113,988	34,295	398,455	471,413	0.78
Assoc. Prof.	64,345	12	59,680	75,122	75,062	28,826	144,631	128,606	0.86
Asst. Prof.	57,727	9	53,040	61,780	62,870	33,373	85,000	46,287	0.92
All Ranks	74,651	40			90,348			646,306	0.83
Modern Foreign Languages & Lit									
Professor	82,670	13	69,468	110,192	104,316	33,404	220,000	281,397	0.79
Assoc. Prof.	61,620	10	59,373	64,282	72,220	38,015	142,020	106,000	0.85
Asst. Prof.	54,948	6	53,950	55,964	59,637	29,355	87,445	28,132	0.92
All Ranks	69,676	29			79,752			415,529	0.87
Philosophy									
Professor	93,375	3	78,129	120,320	115,552	41,475	283,800	66,532	0.81
Assoc. Prof.	0	0	0	0	73,223	21,911	150,657	0	-
Asst. Prof.	56,260	5	51,400	62,900	60,727	45,730	87,800	22,335	0.93
All Ranks	70,178	8			92,021			88,867	0.76
Religious Studies									
Professor	102,773	3	82,420	121,296	111,001	66,853	194,616	24,683	0.93
Assoc. Prof.	67,602	2	63,936	71,268	73,534	55,571	120,310	11,865	0.92
Asst. Prof.	0	0	0	0	58,967	23,500	85,000	0	-
All Ranks	88,705	5			83,713			36,548	1.06
School Of Art									
Professor	87,466	10	66,091	122,265	103,882	54,179	376,252	164,158	0.84
Assoc. Prof.	69,956	8	60,327	86,029	71,939	41,134	163,156	15,864	0.97
Asst. Prof.	54,496	7	50,000	63,750	58,520	23,981	96,316	28,166	0.93
All Ranks	72,631	25			81,748			208,188	0.89
School Of Music									
Professor	80,424	11	65,006	118,233	93,229	22,213	364,363	140,855	0.86
Assoc. Prof.	66,240	17	51,770	90,967	67,430	42,700	157,437	20,239	0.98
Asst. Prof.	51,619	8	49,824	55,080	57,148	40,000	100,000	44,233	0.90
All Ranks	67,325	36			76,466			205,327	0.88

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College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio to Research Very High
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Theatre									
Professor	103,639	3	86,615	128,690	94,689	61,585	180,512	0	1.09
Assoc. Prof.	65,835	7	59,440	77,037	69,919	48,769	118,520	28,585	0.94
Asst. Prof.	54,933	3	52,619	58,180	55,526	36,000	71,220	1,779	0.99
All Ranks	72,043	13			73,292			30,364	0.98
Arts & Sciences - Soc Sci									
Total									
Professor	101,389	45	66,984	308,700	120,151	23,667	408,821	984,485	0.84
Assoc. Prof.	70,609	29	62,312	84,379	78,805	24,192	162,812	247,057	0.90
Asst. Prof.	60,324	33	53,000	75,240	66,977	30,000	123,800	150,800	0.90
All Ranks	80,382	107			93,615			1,382,342	0.86
Anthropology									
Professor	128,823	7	66,984	308,700	105,899	39,021	308,700	0	1.22
Assoc. Prof.	71,884	1	71,884	71,884	73,437	24,192	118,000	1,553	0.98
Asst. Prof.	60,725	7	59,280	63,732	62,951	34,000	105,831	15,581	0.96
All Ranks	93,248	15			83,619			17,134	1.12
Geography									
Professor	105,995	5	81,142	129,606	111,880	23,667	199,474	29,425	0.95
Assoc. Prof.	72,294	2	70,808	73,780	77,534	52,590	125,329	10,480	0.93
Asst. Prof.	65,181	6	59,160	75,240	65,256	33,347	86,000	449	1.00
All Ranks	81,973	13			88,254			40,354	0.93
History									
Professor	101,581	7	80,580	125,381	111,254	55,295	248,529	67,712	0.91
Assoc. Prof.	70,198	6	63,216	73,500	74,540	44,279	128,230	26,055	0.94
Asst. Prof.	56,485	9	53,000	59,693	60,608	30,385	100,000	37,109	0.93
All Ranks	74,574	22			87,131			130,876	0.86
Political Science									
Professor	87,168	9	77,352	106,232	129,256	36,875	288,900	378,791	0.67
Assoc. Prof.	72,185	4	64,305	81,000	86,391	39,842	162,812	56,824	0.84
Asst. Prof.	55,452	2	54,090	56,813	71,390	30,000	123,800	31,877	0.78
All Ranks	78,944	15			98,796			467,492	0.80
Psychology									
Professor	96,138	13	72,290	155,200	127,528	52,097	408,821	408,070	0.75
Assoc. Prof.	71,667	9	64,878	84,379	80,356	44,978	131,220	78,202	0.89
Asst. Prof.	62,795	6	58,650	68,112	70,337	37,081	112,664	45,253	0.89
All Ranks	81,128	28			102,239			531,525	0.79
Sociology									
Professor	96,347	4	82,553	116,168	121,469	62,554	268,290	100,487	0.79
Assoc. Prof.	68,037	7	62,312	74,011	78,600	43,667	161,289	73,943	0.87
Asst. Prof.	59,493	3	58,440	60,040	66,337	45,000	104,430	20,531	0.90
All Ranks	74,295	14			92,579			194,961	0.80
Arts & Sciences - Nat Sci									
Total									
Professor	121,707	91	67,512	220,110	122,114	20,689	401,978	634,018	1.00
Assoc. Prof.	78,746	37	68,296	90,550	82,714	29,245	157,788	176,526	0.95
Asst. Prof.	70,608	34	65,695	81,603	72,362	30,273	143,237	87,302	0.98
All Ranks	101,170	162			103,373			897,846	0.98

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College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio to Research Very High
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Biochem/Cell & Molec Biology									
Professor	124,329	12	82,456	207,924	127,342	58,091	282,918	36,157	0.98
Assoc. Prof.	77,481	8	69,754	83,854	83,972	45,528	143,784	51,933	0.92
Asst. Prof.	70,713	5	69,674	71,950	70,145	30,273	98,182	0	1.01
All Ranks	98,615	25			102,769			88,090	0.96
Chemistry									
Professor	127,791	17	79,650	213,876	131,667	55,000	370,396	65,895	0.97
Assoc. Prof.	75,177	3	71,765	80,286	83,729	48,477	141,818	25,657	0.90
Asst. Prof.	66,406	5	65,695	68,179	72,995	35,521	108,685	32,946	0.91
All Ranks	109,200	25			109,343			124,498	1.00
Earth & Planetary Sciences									
Professor	117,983	6	80,276	176,312	114,493	35,541	230,508	0	1.03
Assoc. Prof.	79,703	5	78,584	80,624	79,999	29,245	142,314	1,482	1.00
Asst. Prof.	70,440	3	68,720	72,300	70,308	39,758	102,086	0	1.00
All Ranks	94,124	14			96,859			1,482	0.97
Ecology & Evolutionary Biology									
Professor	131,141	9	67,512	192,660	121,963	20,689	325,217	0	1.08
Assoc. Prof.	80,521	8	74,105	88,399	85,065	30,171	157,788	36,357	0.95
Asst. Prof.	71,082	7	67,720	81,603	76,276	44,903	143,237	36,355	0.93
All Ranks	96,750	24			102,280			72,711	0.95
Mathematics									
Professor	97,132	24	71,145	140,720	119,297	41,169	328,200	531,967	0.81
Assoc. Prof.	74,176	5	68,296	79,306	81,765	37,000	150,000	37,946	0.91
Asst. Prof.	69,767	7	67,188	71,920	71,923	33,408	127,000	15,096	0.97
All Ranks	88,622	36			102,464			585,009	0.86
Microbiology									
Professor	176,755	4	115,540	207,570	132,116	37,668	321,336	0	1.34
Assoc. Prof.	78,400	5	74,656	86,935	83,030	30,171	135,825	23,150	0.94
Asst. Prof.	70,927	3	70,000	71,400	71,895	35,521	95,603	2,905	0.99
All Ranks	109,317	12			105,256			26,055	1.04
Physics									
Professor	130,766	19	74,696	220,110	118,259	26,241	401,978	0	1.11
Assoc. Prof.	87,558	3	84,757	90,550	83,149	36,000	126,409	0	1.05
Asst. Prof.	76,263	4	71,780	78,761	73,674	40,910	100,000	0	1.04
All Ranks	117,396	26			103,066			0	1.14
Business Administration									
Total									
Professor	166,613	38	91,551	283,968	173,469	43,533	479,160	317,872	0.96
Assoc. Prof.	126,061	28	80,807	212,046	133,342	45,500	370,763	223,412	0.95
Asst. Prof.	125,142	23	60,435	176,550	129,254	38,394	217,799	114,519	0.97
All Ranks	143,138	89			148,948			655,803	0.96
Accounting									
Professor	193,218	7	123,027	283,968	183,773	80,000	341,500	0	1.05
Assoc. Prof.	156,935	2	154,418	159,451	145,451	64,538	256,666	0	1.08
Asst. Prof.	156,583	4	139,730	170,000	156,552	76,911	200,000	0	1.00
All Ranks	176,364	13			163,234			0	1.08
Economics									
Professor	147,684	6	126,233	181,070	157,931	43,533	358,884	61,481	0.94
Assoc. Prof.	100,616	6	86,022	117,300	110,257	45,500	215,000	57,845	0.91
Asst. Prof.	101,372	6	91,350	109,475	98,884	45,000	150,000	0	1.03
All Ranks	116,557	18			130,288			119,326	0.89

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	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Finance									
Professor	154,226	5	117,187	231,599	188,285	50,000	450,913	170,295	0.82
Assoc. Prof.	170,092	4	136,625	212,046	155,385	75,245	235,000	0	1.09
Asst. Prof.	169,983	3	158,400	176,550	154,330	68,004	217,799	0	1.10
All Ranks	163,454	12			168,204			170,295	0.97
Management									
Professor	176,574	4	129,157	218,646	192,632	81,317	370,763	64,231	0.92
Assoc. Prof.	127,779	4	103,186	151,525	145,616	48,064	370,763	71,346	0.88
Asst. Prof.	93,968	2	60,435	127,500	138,434	45,911	208,000	88,932	0.68
All Ranks	140,535	10			161,909			224,509	0.87
Marketing Logistics & Trans									
Professor	190,197	7	128,011	258,153	171,803	69,983	479,160	0	1.11
Assoc. Prof.	130,547	8	103,544	151,311	134,292	70,491	192,000	29,967	0.97
Asst. Prof.	123,077	5	112,320	137,700	128,194	51,829	185,000	25,587	0.96
All Ranks	149,557	20			147,701			55,554	1.01
Statistics									
Professor	142,651	9	91,551	213,000	145,081	67,950	341,109	21,866	0.98
Assoc. Prof.	94,070	4	80,807	106,070	110,134	54,557	243,600	64,253	0.85
Asst. Prof.	110,145	3	97,300	125,000	97,972	38,394	185,000	0	1.12
All Ranks	124,411	16			122,627			86,119	1.01
Communication & Information									
Total									
Professor	102,055	19	73,913	195,905	114,012	36,262	268,783	199,217	0.90
Assoc. Prof.	73,280	11	64,432	99,302	79,837	46,001	305,595	76,105	0.92
Asst. Prof.	61,213	20	55,000	68,300	67,612	43,171	126,000	153,113	0.91
All Ranks	79,388	50			87,827			428,435	0.90
Advertising/Public Relations									
Professor	95,810	4	84,043	101,901	106,913	79,209	139,932	44,413	0.90
Assoc. Prof.	67,633	4	64,432	69,700	78,446	64,432	111,944	43,252	0.86
Asst. Prof.	61,059	4	59,160	62,377	67,748	56,851	81,639	26,756	0.90
All Ranks	74,834	12			83,119			114,421	0.90
Communication Studies									
Professor	0	0	0	0	113,171	54,518	246,913	0	-
Assoc. Prof.	78,377	4	68,345	99,302	77,957	51,121	133,704	0	1.01
Asst. Prof.	57,880	4	55,000	59,287	64,439	48,050	92,700	26,235	0.90
All Ranks	68,128	8			86,686			26,235	0.79
Journalism/Electronic Media									
Professor	98,421	11	73,913	124,989	109,052	36,262	165,500	116,942	0.90
Assoc. Prof.	65,533	1	65,533	65,533	76,792	46,163	125,000	11,259	0.85
Asst. Prof.	58,060	5	57,000	60,300	64,646	47,000	94,300	32,930	0.90
All Ranks	84,616	17			85,044			161,131	0.99
School Of Information Sciences									
Professor	118,291	4	79,249	195,905	127,757	55,973	268,783	37,862	0.93
Assoc. Prof.	78,253	2	72,214	84,292	89,050	46,001	305,595	21,594	0.88
Asst. Prof.	65,458	7	57,019	68,300	75,057	43,171	126,000	67,192	0.87
All Ranks	83,683	13			95,478			126,648	0.88

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio to Research Very High
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Education, Health & Human Sciences									
Total									
Professor	99,373	41	73,852	133,355	108,475	40,900	295,622	409,518	0.92
Assoc. Prof.	73,225	40	59,300	114,360	76,516	41,180	158,208	188,819	0.96
Asst. Prof.	61,772	46	42,211	80,509	64,507	36,818	118,996	156,608	0.96
All Ranks	77,518	127			84,058			754,945	0.92
Child & Family Studies									
Professor	112,040	4	94,347	133,355	115,236	71,001	190,092	12,783	0.97
Assoc. Prof.	85,919	3	76,771	94,315	76,538	54,574	120,444	0	1.12
Asst. Prof.	65,340	6	42,211	77,680	63,872	36,988	100,000	0	1.02
All Ranks	84,458	13			84,468			12,783	1.00
Educational Leadership & P Stds									
Professor	98,839	5	90,673	109,491	113,742	61,745	295,622	74,513	0.87
Assoc. Prof.	70,097	2	70,000	70,194	78,439	47,500	153,502	16,684	0.89
Asst. Prof.	65,620	2	63,240	68,000	63,707	44,508	118,996	0	1.03
All Ranks	85,070	9			87,204			91,197	0.98
Educational Psych & Counsel									
Professor	96,216	13	73,852	120,124	102,135	68,943	206,182	76,939	0.94
Assoc. Prof.	68,959	9	61,823	74,175	73,004	50,400	124,967	36,411	0.94
Asst. Prof.	59,694	4	57,520	63,640	61,813	44,514	86,000	8,476	0.97
All Ranks	81,162	26			82,008			121,826	0.99
Exercise, Sport & Leisure Study									
Professor	90,821	3	87,167	96,165	105,107	43,500	195,039	42,858	0.86
Assoc. Prof.	69,261	7	65,106	77,517	75,261	41,180	132,035	42,004	0.92
Asst. Prof.	60,871	8	55,000	80,509	64,802	40,909	94,091	31,452	0.94
All Ranks	69,125	18			82,879			116,314	0.83
Nutrition									
Professor	119,824	2	117,508	122,139	115,279	40,900	265,733	0	1.04
Assoc. Prof.	114,360	1	114,360	114,360	79,334	56,296	122,727	0	1.44
Asst. Prof.	66,992	7	58,760	70,540	67,704	45,000	90,786	4,983	0.99
All Ranks	82,295	10			90,111			4,983	0.91
Public Health									
Professor	98,846	4	89,449	116,029	129,671	89,449	228,346	123,301	0.76
Assoc. Prof.	88,900	1	88,900	88,900	94,833	66,444	158,208	5,933	0.94
Asst. Prof.	70,703	4	64,800	79,000	72,401	61,538	90,941	6,792	0.98
All Ranks	85,233	9			97,966			136,026	0.87
Retail Hospitality & Tour Mgmt									
Professor	97,742	3	93,110	106,259	109,436	64,810	185,219	35,082	0.89
Assoc. Prof.	83,575	5	70,617	91,687	81,181	54,335	140,406	0	1.03
Asst. Prof.	58,242	1	58,242	58,242	69,371	52,273	96,933	11,129	0.84
All Ranks	85,483	9			88,376			46,211	0.97
Theory And Practice In Teacher Ed									
Professor	97,203	7	75,808	114,868	103,494	52,458	208,000	44,042	0.94
Assoc. Prof.	67,038	12	59,300	82,920	74,354	51,651	139,190	87,787	0.90
Asst. Prof.	55,893	14	45,869	68,447	62,592	36,818	103,497	93,776	0.89
All Ranks	68,709	33			79,973			225,605	0.86

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio to Research Very High
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Engineering									
Total									
Professor	137,206	68	73,000	243,700	139,424	22,097	365,250	605,354	0.98
Assoc. Prof.	96,544	47	70,274	134,763	98,426	40,993	221,517	119,293	0.98
Asst. Prof.	85,803	27	75,570	102,726	84,671	24,855	125,000	0	1.01
All Ranks	113,974	142			116,590			724,647	0.98
Chemical Engineering									
Professor	149,596	5	96,941	208,453	144,869	55,702	278,476	0	1.03
Assoc. Prof.	104,602	4	99,200	116,700	96,039	72,624	144,000	0	1.09
Asst. Prof.	91,365	2	91,200	91,530	82,941	31,414	110,373	0	1.10
All Ranks	122,647	11			119,782			0	1.02
Civil & Environmental Engr									
Professor	124,892	5	109,461	162,076	129,406	58,953	285,000	22,570	0.97
Assoc. Prof.	93,913	7	87,186	102,083	94,104	52,950	221,517	1,337	1.00
Asst. Prof.	82,957	6	75,570	86,520	80,959	49,342	100,316	0	1.02
All Ranks	98,866	18			108,418			23,907	0.91
Electrical Engr & Computer Sci									
Professor	149,150	19	91,104	243,700	139,897	37,473	321,124	0	1.07
Assoc. Prof.	101,013	13	85,043	110,955	100,969	44,840	183,595	0	1.00
Asst. Prof.	86,181	5	85,316	88,590	88,262	42,300	125,000	10,403	0.98
All Ranks	123,728	37			118,303			10,403	1.05
Industrial & Information Engr									
Professor	138,514	2	138,228	138,800	141,337	90,310	311,565	5,646	0.98
Assoc. Prof.	0	0	0	0	96,486	40,993	135,000	0	-
Asst. Prof.	79,590	3	77,630	83,020	79,835	62,430	110,000	735	1.00
All Ranks	103,160	5			113,538			6,381	0.91
Materials Science & Engr									
Professor	155,389	11	76,901	220,519	146,481	22,097	267,800	0	1.06
Assoc. Prof.	96,477	8	82,050	110,426	98,430	66,340	130,000	15,627	0.98
Asst. Prof.	82,920	2	82,920	82,920	83,939	37,933	102,686	2,038	0.99
All Ranks	126,045	21			123,084			17,665	1.02
Mechanical, Aerospace & Biomed Engr									
Professor	119,178	12	89,521	173,999	139,526	27,135	365,250	244,173	0.85
Assoc. Prof.	96,478	8	77,388	134,763	97,463	45,000	188,000	7,885	0.99
Asst. Prof.	88,292	5	85,000	90,600	84,123	24,855	121,009	0	1.05
All Ranks	105,737	25			116,024			252,058	0.91
Nuclear Engineering									
Professor	139,444	7	99,078	197,175	152,525	97,530	253,149	91,570	0.91
Assoc. Prof.	92,044	2	86,568	97,520	103,069	80,837	118,000	22,050	0.89
Asst. Prof.	89,475	3	79,800	102,726	88,053	79,800	102,726	0	1.02
All Ranks	119,052	12			132,368			113,620	0.90
Space Institute Instruction									
Professor	104,454	7	73,000	168,039	138,939	73,000	284,949	241,395	0.75
Assoc. Prof.	84,177	5	70,274	105,400	98,656	70,274	126,280	72,394	0.85
Asst. Prof.	90,800	1	90,800	90,800	83,811	57,260	106,900	0	1.08
All Ranks	95,605	13			117,759			313,789	0.81
Law									
Professor	144,402	17	114,923	192,829	179,338	65,185	346,600	593,911	0.81
Assoc. Prof.	100,091	16	85,000	128,500	121,688	12,846	187,500	345,554	0.82
Asst. Prof.	0	0	0	0	106,197	45,808	178,500	0	-
All Ranks	122,918	33			161,895			939,465	0.76

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio to Research Very High
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Nursing									
Professor	90,180	6	66,876	105,131	112,310	66,876	227,573	132,782	0.80
Assoc. Prof.	81,477	9	72,233	133,766	84,532	58,138	141,717	27,498	0.96
Asst. Prof.	67,525	12	59,667	77,235	70,075	32,250	122,727	30,600	0.96
All Ranks	77,210	27			84,833			190,880	0.91
Social Work									
Professor	122,489	10	77,211	286,641	121,494	46,909	286,641	0	1.01
Assoc. Prof.	73,069	9	67,539	82,819	80,383	50,000	142,233	65,830	0.91
Asst. Prof.	59,100	4	57,420	60,000	66,313	42,034	140,380	28,852	0.89
All Ranks	92,126	23			87,725			94,682	1.05
University Total									
Professor	115,321	465	65,006	308,700	124,882	20,689	479,160	5,716,902	0.92
Assoc. Prof.	81,991	331	51,770	212,046	84,976	12,846	370,763	1,967,545	0.96
Asst. Prof.	70,310	252	42,211	176,550	76,175	23,500	217,799	969,280	0.92
All Ranks	93,971	1,048			101,259			8,653,727	0.93

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio to THEC Peer
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agri. Sci. & Nat. Res.									
Total									
Professor	96,460	56	71,249	160,607	99,129	58,855	217,430	306,607	0.97
Assoc. Prof.	74,742	35	59,220	106,481	74,534	41,954	165,000	0	1.00
Asst. Prof.	60,557	9	51,923	65,361	64,623	36,819	125,000	24,221	0.94
All Ranks	85,627	100			84,559			330,828	1.01
Agricultural & Extension Educ									
Professor	0	0	0	0	107,771	88,328	173,458	0	-
Assoc. Prof.	74,353	1	74,353	74,353	75,875	63,296	85,132	1,522	0.98
Asst. Prof.	63,270	1	63,270	63,270	63,806	49,116	72,737	536	0.99
All Ranks	68,812	2			80,937			2,058	0.85
Agricultural Economics									
Professor	96,358	9	75,576	122,009	109,072	67,547	212,671	114,422	0.88
Assoc. Prof.	74,115	3	70,446	76,523	85,137	57,191	165,000	33,067	0.87
Asst. Prof.	0	0	0	0	73,433	36,819	125,000	0	-
All Ranks	90,797	12			97,220			147,489	0.93
Agriculture Sci & Nat Res									
Professor	160,607	1	160,607	160,607	146,215	146,215	146,215	0	1.10
Assoc. Prof.	73,297	1	73,297	73,297	78,348	78,348	78,348	5,051	0.94
Asst. Prof.	0	0	0	0	61,194	57,274	65,114	0	-
All Ranks	116,952	2			86,738			5,051	1.35
Animal Science									
Professor	90,177	7	72,725	110,799	98,530	64,679	200,907	58,475	0.92
Assoc. Prof.	76,997	6	66,369	97,789	77,235	41,954	127,783	1,427	1.00
Asst. Prof.	0	0	0	0	65,393	38,291	89,155	0	-
All Ranks	84,094	13			83,989			59,902	1.00
Biosystems Eng & Soil Sci									
Professor	95,505	9	71,249	122,899	109,146	58,855	217,430	122,768	0.88
Assoc. Prof.	75,751	7	67,357	82,042	78,934	59,405	107,740	22,282	0.96
Asst. Prof.	58,944	1	58,944	58,944	71,534	51,545	91,035	12,590	0.82
All Ranks	85,220	17			91,814			157,640	0.93
Entomology & Plant Path									
Professor	96,654	7	81,364	118,072	94,872	59,838	189,367	0	1.02
Assoc. Prof.	74,138	4	69,079	85,167	70,930	52,439	97,648	0	1.05
Asst. Prof.	0	0	0	0	63,108	40,910	78,080	0	-
All Ranks	88,466	11			82,993			0	1.07
Food Science & Tech									
Professor	97,182	3	78,969	122,276	96,393	62,738	211,705	0	1.01
Assoc. Prof.	68,929	4	59,220	74,605	76,402	61,020	105,319	29,894	0.90
Asst. Prof.	65,361	1	65,361	65,361	62,191	38,766	80,000	0	1.05
All Ranks	79,078	8			83,062			29,894	0.95
Forestry, Wildlife & Fisheries									
Professor	92,871	11	71,577	127,654	93,865	61,912	174,995	10,942	0.99
Assoc. Prof.	69,071	3	64,905	74,514	70,386	50,236	102,000	3,946	0.98
Asst. Prof.	59,317	2	58,939	59,694	61,545	36,819	78,030	4,458	0.96
All Ranks	84,214	16			79,388			19,346	1.06
Plant Sciences									
Professor	99,273	9	73,104	154,085	95,658	65,948	198,994	0	1.04
Assoc. Prof.	79,040	6	68,519	106,481	71,611	47,725	102,275	0	1.10
Asst. Prof.	59,701	4	51,923	65,147	61,360	43,822	81,600	6,637	0.97
All Ranks	84,553	19			80,830			6,637	1.05

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio to THEC Peer
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Architecture & Design									
Professor	105,572	11	89,306	176,002	110,819	71,549	199,043	57,721	0.95
Assoc. Prof.	82,638	10	70,042	94,780	77,670	54,214	119,127	0	1.06
Asst. Prof.	65,910	5	63,540	69,743	63,855	43,701	94,634	0	1.03
All Ranks	89,124	26			82,860			57,721	1.08
Arts & Sciences									
Total									
Professor	106,362	199	65,006	308,700	116,227	24,546	401,978	2,505,244	0.92
Assoc. Prof.	70,649	126	51,770	90,967	75,510	26,308	151,952	628,805	0.94
Asst. Prof.	61,662	106	49,824	81,603	65,361	34,364	143,237	419,471	0.94
All Ranks	84,928	431			92,532			3,553,520	0.92
Arts & Sciences - Humanities									
Total									
Professor	87,748	63	65,006	128,690	102,320	39,337	398,455	900,571	0.86
Assoc. Prof.	65,676	60	51,770	90,967	71,055	38,015	124,020	293,185	0.92
Asst. Prof.	54,994	39	49,824	63,750	58,936	37,867	84,052	126,813	0.93
All Ranks	71,688	162			80,883			1,320,569	0.89
Classics									
Professor	100,411	1	100,411	100,411	99,701	39,337	153,500	0	1.01
Assoc. Prof.	67,608	4	61,334	74,815	74,072	59,703	84,988	25,855	0.91
Asst. Prof.	55,000	1	55,000	55,000	60,784	40,000	74,000	5,784	0.90
All Ranks	70,974	6			85,083			31,639	0.83
English									
Professor	89,176	19	65,513	111,816	106,095	63,369	398,455	321,451	0.84
Assoc. Prof.	64,345	12	59,680	75,122	73,311	42,815	108,513	107,590	0.88
Asst. Prof.	57,727	9	53,040	61,780	61,735	37,867	80,000	36,074	0.94
All Ranks	74,651	40			87,172			465,115	0.86
Modern Foreign Languages & Lit									
Professor	82,670	13	69,468	110,192	103,004	51,000	196,940	264,345	0.80
Assoc. Prof.	61,620	10	59,373	64,282	70,168	38,015	122,690	85,479	0.88
Asst. Prof.	54,948	6	53,950	55,964	57,370	38,110	81,600	14,527	0.96
All Ranks	69,676	29			76,564			364,351	0.91
Philosophy									
Professor	93,375	3	78,129	120,320	106,320	65,349	220,000	38,835	0.88
Assoc. Prof.	0	0	0	0	66,551	51,991	94,241	0	-
Asst. Prof.	56,260	5	51,400	62,900	58,269	48,998	80,096	10,047	0.97
All Ranks	70,178	8			85,833			48,882	0.82
Religious Studies									
Professor	102,773	3	82,420	121,296	116,354	72,185	174,000	40,744	0.88
Assoc. Prof.	67,602	2	63,936	71,268	74,914	64,300	102,587	14,624	0.90
Asst. Prof.	0	0	0	0	62,400	56,003	72,000	0	-
All Ranks	88,705	5			89,651			55,368	0.99
School Of Art									
Professor	87,466	10	66,091	122,265	95,691	64,164	187,500	82,246	0.91
Assoc. Prof.	69,956	8	60,327	86,029	68,592	41,134	108,500	0	1.02
Asst. Prof.	54,496	7	50,000	63,750	58,283	40,000	84,052	26,509	0.94
All Ranks	72,631	25			75,573			108,755	0.96
School Of Music									
Professor	80,424	11	65,006	118,233	94,328	60,013	234,501	152,950	0.85
Assoc. Prof.	66,240	17	51,770	90,967	69,049	50,589	113,211	47,751	0.96
Asst. Prof.	51,619	8	49,824	55,080	55,417	40,000	74,289	30,390	0.93
All Ranks	67,325	36			78,258			231,091	0.86

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio to THEC Peer
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Theatre									
Professor	103,639	3	86,615	128,690	95,809	64,486	161,344	0	1.08
Assoc. Prof.	65,835	7	59,440	77,037	67,533	50,000	95,400	11,885	0.97
Asst. Prof.	54,933	3	52,619	58,180	56,093	46,000	65,920	3,481	0.98
All Ranks	72,043	13			70,876			15,366	1.02
Arts & Sciences - Soc Sci									
Total									
Professor	101,389	45	66,984	308,700	121,708	24,546	292,091	1,003,532	0.83
Assoc. Prof.	70,609	29	62,312	84,379	77,101	26,308	151,952	183,417	0.92
Asst. Prof.	60,324	33	53,000	75,240	67,088	36,000	123,800	124,569	0.90
All Ranks	80,382	107			93,375			1,311,518	0.86
Anthropology									
Professor	128,823	7	66,984	308,700	107,679	61,144	252,000	0	1.20
Assoc. Prof.	71,884	1	71,884	71,884	75,281	60,030	118,000	3,397	0.95
Asst. Prof.	60,725	7	59,280	63,732	61,696	40,000	72,000	6,799	0.98
All Ranks	93,248	15			84,014			10,196	1.11
Geography									
Professor	105,995	5	81,142	129,606	110,022	65,727	199,474	20,135	0.96
Assoc. Prof.	72,294	2	70,808	73,780	74,354	57,039	95,865	4,120	0.97
Asst. Prof.	65,181	6	59,160	75,240	64,520	43,674	86,000	0	1.01
All Ranks	81,973	13			84,385			24,255	0.97
History									
Professor	101,581	7	80,580	125,381	112,460	68,473	248,529	76,156	0.90
Assoc. Prof.	70,198	6	63,216	73,500	73,437	54,360	126,788	19,439	0.96
Asst. Prof.	56,485	9	53,000	59,693	58,857	36,000	82,040	21,343	0.96
All Ranks	74,574	22			86,887			116,938	0.86
Political Science									
Professor	87,168	9	77,352	106,232	136,995	24,546	279,245	448,437	0.64
Assoc. Prof.	72,185	4	64,305	81,000	84,106	26,308	151,952	47,684	0.86
Asst. Prof.	55,452	2	54,090	56,813	73,777	36,092	123,800	36,651	0.75
All Ranks	78,944	15			102,739			532,772	0.77
Psychology									
Professor	96,138	13	72,290	155,200	122,738	63,078	292,091	345,796	0.78
Assoc. Prof.	71,667	9	64,878	84,379	77,478	53,015	120,000	52,298	0.92
Asst. Prof.	62,795	6	58,650	68,112	70,026	42,696	112,664	43,384	0.90
All Ranks	81,128	28			99,129			441,478	0.82
Sociology									
Professor	96,347	4	82,553	116,168	124,600	74,003	266,000	113,009	0.77
Assoc. Prof.	68,037	7	62,312	74,011	76,105	43,667	118,636	56,479	0.89
Asst. Prof.	59,493	3	58,440	60,040	64,957	53,350	80,000	16,392	0.92
All Ranks	74,295	14			95,185			185,880	0.78
Arts & Sciences - Nat Sci									
Total									
Professor	121,707	91	67,512	220,110	123,203	47,489	401,978	601,141	0.99
Assoc. Prof.	78,746	37	68,296	90,550	81,536	37,000	150,000	152,202	0.97
Asst. Prof.	70,608	34	65,695	81,603	72,484	34,364	143,237	168,089	0.97
All Ranks	101,170	162			104,880			921,432	0.96

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio to THEC Peer
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Biochem/Cell & Molec Biology									
Professor	124,329	12	82,456	207,924	125,257	58,091	282,272	11,136	0.99
Assoc. Prof.	77,481	8	69,754	83,854	83,808	53,182	130,295	50,622	0.92
Asst. Prof.	70,713	5	69,674	71,950	68,871	34,364	99,002	0	1.03
All Ranks	98,615	25			101,323			61,758	0.97
Chemistry									
Professor	127,791	17	79,650	213,876	134,143	60,553	281,009	107,986	0.95
Assoc. Prof.	75,177	3	71,765	80,286	78,955	45,003	141,787	11,333	0.95
Asst. Prof.	66,406	5	65,695	68,179	70,425	38,209	90,000	20,098	0.94
All Ranks	109,200	25			110,750			139,417	0.99
Earth & Planetary Sciences									
Professor	117,983	6	80,276	176,312	119,089	70,147	204,704	6,638	0.99
Assoc. Prof.	79,703	5	78,584	80,624	85,985	52,608	142,314	31,411	0.93
Asst. Prof.	70,440	3	68,720	72,300	75,072	60,000	101,500	13,895	0.94
All Ranks	94,124	14			102,224			51,944	0.92
Ecology & Evolutionary Biology									
Professor	131,141	9	67,512	192,660	128,334	69,388	325,217	0	1.02
Assoc. Prof.	80,521	8	74,105	88,399	82,936	58,907	126,880	19,328	0.97
Asst. Prof.	71,082	7	67,720	81,603	85,258	56,296	143,237	99,233	0.83
All Ranks	96,750	24			110,085			118,561	0.88
Mathematics									
Professor	97,132	24	71,145	140,720	116,939	69,983	328,200	475,382	0.83
Assoc. Prof.	74,176	5	68,296	79,306	82,078	37,000	150,000	39,509	0.90
Asst. Prof.	69,767	7	67,188	71,920	74,747	59,053	127,000	34,863	0.93
All Ranks	88,622	36			103,943			549,754	0.85
Microbiology									
Professor	176,755	4	115,540	207,570	129,074	75,841	296,100	0	1.37
Assoc. Prof.	78,400	5	74,656	86,935	77,635	59,923	109,380	0	1.01
Asst. Prof.	70,927	3	70,000	71,400	70,906	55,067	90,000	0	1.00
All Ranks	109,317	12			98,005			0	1.12
Physics									
Professor	130,766	19	74,696	220,110	119,515	47,489	401,978	0	1.09
Assoc. Prof.	87,558	3	84,757	90,550	80,349	37,219	123,783	0	1.09
Asst. Prof.	76,263	4	71,780	78,761	71,313	40,091	96,166	0	1.07
All Ranks	117,396	26			103,475			0	1.13
Business Administration									
Total									
Professor	166,613	38	91,551	283,968	179,553	67,950	429,979	453,276	0.93
Assoc. Prof.	126,061	28	80,807	212,046	135,433	48,064	235,000	373,284	0.93
Asst. Prof.	125,142	23	60,435	176,550	131,564	57,274	202,700	178,596	0.95
All Ranks	143,138	89			153,044			1,005,156	0.94
Accounting									
Professor	193,218	7	123,027	283,968	190,492	111,000	287,300	0	1.01
Assoc. Prof.	156,935	2	154,418	159,451	144,893	64,538	235,000	0	1.08
Asst. Prof.	156,583	4	139,730	170,000	161,179	110,000	200,000	18,385	0.97
All Ranks	176,364	13			167,444			18,385	1.05
Economics									
Professor	147,684	6	126,233	181,070	160,021	80,500	346,125	74,018	0.92
Assoc. Prof.	100,616	6	86,022	117,300	108,077	70,000	175,000	44,769	0.93
Asst. Prof.	101,372	6	91,350	109,475	102,574	77,497	150,000	7,213	0.99
All Ranks	116,557	18			131,435			126,000	0.89

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio to THEC Peer
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Finance									
Professor	154,226	5	117,187	231,599	202,350	88,897	429,979	240,620	0.76
Assoc. Prof.	170,092	4	136,625	212,046	156,351	84,566	225,000	0	1.09
Asst. Prof.	169,983	3	158,400	176,550	162,424	68,850	200,000	0	1.05
All Ranks	163,454	12			179,014			240,620	0.91
Management									
Professor	176,574	4	129,157	218,646	199,659	89,162	351,460	92,339	0.88
Assoc. Prof.	127,779	4	103,186	151,525	149,385	48,064	210,000	86,422	0.86
Asst. Prof.	93,968	2	60,435	127,500	142,526	65,000	202,700	97,117	0.66
All Ranks	140,535	10			167,407			275,878	0.84
Marketing Logistics & Trans									
Professor	190,197	7	128,011	258,153	195,407	117,861	354,691	36,467	0.97
Assoc. Prof.	130,547	8	103,544	151,311	151,419	86,123	187,586	166,980	0.86
Asst. Prof.	123,077	5	112,320	137,700	134,253	103,833	185,000	55,882	0.92
All Ranks	149,557	20			163,447			259,329	0.92
Statistics									
Professor	142,651	9	91,551	213,000	143,744	67,950	341,109	9,832	0.99
Assoc. Prof.	94,070	4	80,807	106,070	112,848	54,557	177,705	75,112	0.83
Asst. Prof.	110,145	3	97,300	125,000	97,870	57,274	185,000	0	1.13
All Ranks	124,411	16			122,356			84,944	1.02
Communication & Information									
Total									
Professor	102,055	19	73,913	195,905	111,178	73,106	180,142	192,895	0.92
Assoc. Prof.	73,280	11	64,432	99,302	76,697	53,560	125,000	56,715	0.96
Asst. Prof.	61,213	20	55,000	68,300	66,296	48,050	109,200	120,348	0.92
All Ranks	79,388	50			84,741			369,958	0.94
Advertising/Public Relations									
Professor	95,810	4	84,043	101,901	104,934	79,208	134,629	36,496	0.91
Assoc. Prof.	67,633	4	64,432	69,700	78,013	58,243	95,523	41,523	0.87
Asst. Prof.	61,059	4	59,160	62,377	68,774	51,250	81,639	30,858	0.89
All Ranks	74,834	12			82,389			108,877	0.91
Communication Studies									
Professor	0	0	0	0	109,588	73,396	180,142	0	-
Assoc. Prof.	78,377	4	68,345	99,302	73,837	55,341	87,881	0	1.06
Asst. Prof.	57,880	4	55,000	59,287	63,383	48,050	81,000	22,010	0.91
All Ranks	68,128	8			82,320			22,010	0.83
Journalism/Electronic Media									
Professor	98,421	11	73,913	124,989	112,639	84,864	165,500	156,398	0.87
Assoc. Prof.	65,533	1	65,533	65,533	76,896	53,560	125,000	11,363	0.85
Asst. Prof.	58,060	5	57,000	60,300	64,597	51,250	85,000	32,685	0.90
All Ranks	84,616	17			85,834			200,446	0.99
School Of Information Sciences									
Professor	118,291	4	79,249	195,905	111,063	73,106	160,253	0	1.07
Assoc. Prof.	78,253	2	72,214	84,292	80,167	60,092	90,757	3,829	0.98
Asst. Prof.	65,458	7	57,019	68,300	70,429	49,500	109,200	34,794	0.93
All Ranks	83,683	13			85,214			38,622	0.98

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio to THEC Peer
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Education, Health & Human Sciences									
Total									
Professor	99,373	41	73,852	133,355	109,242	66,653	265,733	689,382	0.91
Assoc. Prof.	73,225	40	59,300	114,360	75,289	50,400	131,000	158,377	0.97
Asst. Prof.	61,772	46	42,211	80,509	63,814	36,988	90,000	167,587	0.97
All Ranks	77,518	127			84,187			1,015,346	0.92
Child & Family Studies									
Professor	112,040	4	94,347	133,355	112,842	78,594	170,074	3,208	0.99
Assoc. Prof.	85,919	3	76,771	94,315	74,767	62,927	99,000	0	1.15
Asst. Prof.	65,340	6	42,211	77,680	65,166	36,988	90,000	0	1.00
All Ranks	84,458	13			83,219			3,208	1.01
Educational Leadership & P Stds									
Professor	98,839	5	90,673	109,491	128,326	73,782	202,676	147,433	0.77
Assoc. Prof.	70,097	2	70,000	70,194	78,158	56,634	96,848	16,123	0.90
Asst. Prof.	65,620	2	63,240	68,000	67,223	47,840	89,436	3,205	0.98
All Ranks	85,070	9			96,161			166,761	0.88
Educational Psych & Counsel									
Professor	96,216	13	73,852	120,124	102,443	70,970	206,182	80,941	0.94
Assoc. Prof.	68,959	9	61,823	74,175	70,740	50,400	90,650	16,034	0.97
Asst. Prof.	59,694	4	57,520	63,640	63,380	50,000	86,000	14,742	0.94
All Ranks	81,162	26			82,565			111,717	0.98
Exercise, Sport & Leisure Study									
Professor	90,821	3	87,167	96,165	99,404	66,653	171,733	25,749	0.91
Assoc. Prof.	69,261	7	65,106	77,517	74,265	58,222	104,666	35,029	0.93
Asst. Prof.	60,871	8	55,000	80,509	62,550	47,800	80,000	13,437	0.97
All Ranks	69,125	18			79,710			74,215	0.87
Nutrition									
Professor	119,824	2	117,508	122,139	132,744	81,550	265,733	25,842	0.90
Assoc. Prof.	114,360	1	114,360	114,360	84,514	63,890	122,727	0	1.35
Asst. Prof.	66,992	7	58,760	70,540	73,859	60,710	83,470	48,066	0.91
All Ranks	82,295	10			101,049			73,908	0.81
Public Health									
Professor	98,846	4	89,449	116,029	188,749	125,305	228,346	359,613	0.52
Assoc. Prof.	88,900	1	88,900	88,900	95,246	75,393	118,375	6,346	0.93
Asst. Prof.	70,703	4	64,800	79,000					
All Ranks	85,233	9			141,997			365,959	0.60
Retail Hospitality & Tour Mgmt									
Professor	97,742	3	93,110	106,259	97,489	67,276	160,788	0	1.00
Assoc. Prof.	83,575	5	70,617	91,687	76,269	59,845	131,000	0	1.10
Asst. Prof.	58,242	1	58,242	58,242	62,783	54,020	78,011	4,541	0.93
All Ranks	85,483	9			81,437			4,541	1.05
Theory And Practice In Teacher Ed									
Professor	97,203	7	75,808	114,868	103,859	71,569	208,000	46,596	0.94
Assoc. Prof.	67,038	12	59,300	82,920	74,108	52,530	122,461	84,846	0.90
Asst. Prof.	55,893	14	45,869	68,447	61,865	47,068	89,345	83,596	0.90
All Ranks	68,709	33			79,876			215,038	0.86

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio to THEC Peer
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Engineering									
Total									
Professor	137,206	68	73,000	243,700	137,622	43,486	387,167	502,014	1.00
Assoc. Prof.	96,544	47	70,274	134,763	97,795	50,085	221,468	102,730	0.99
Asst. Prof.	85,803	27	75,570	102,726	83,160	33,546	121,009	0	1.03
All Ranks	113,974	142			114,550			604,744	0.99
Chemical Engineering									
Professor	149,596	5	96,941	208,453	140,481	70,916	232,308	0	1.06
Assoc. Prof.	104,602	4	99,200	116,700	94,245	80,564	139,395	0	1.11
Asst. Prof.	91,365	2	91,200	91,530	81,647	50,727	99,840	0	1.12
All Ranks	122,647	11			118,223			0	1.04
Civil & Environmental Engr									
Professor	124,892	5	109,461	162,076	125,626	80,978	205,500	3,669	0.99
Assoc. Prof.	93,913	7	87,186	102,083	94,949	68,254	221,468	7,250	0.99
Asst. Prof.	82,957	6	75,570	86,520	80,622	73,500	100,915	0	1.03
All Ranks	98,866	18			107,994			10,919	0.92
Electrical Engr & Computer Sci									
Professor	149,150	19	91,104	243,700	139,812	88,390	321,123	0	1.07
Assoc. Prof.	101,013	13	85,043	110,955	100,145	71,623	155,140	0	1.01
Asst. Prof.	86,181	5	85,316	88,590	88,011	42,300	120,655	9,149	0.98
All Ranks	123,728	37			117,877			9,149	1.05
Industrial & Information Engr									
Professor	138,514	2	138,228	138,800	141,161	98,567	208,134	5,293	0.98
Assoc. Prof.	0	0	0	0	98,240	78,744	119,254	0	-
Asst. Prof.	79,590	3	77,630	83,020	77,132	70,726	85,680	0	1.03
All Ranks	103,160	5			110,587			5,293	0.93
Materials Science & Engr									
Professor	155,389	11	76,901	220,519	144,478	43,486	235,953	0	1.08
Assoc. Prof.	96,477	8	82,050	110,426	97,129	85,632	114,520	5,221	0.99
Asst. Prof.	82,920	2	82,920	82,920	78,535	37,933	103,000	0	1.06
All Ranks	126,045	21			118,356			5,221	1.06
Mechanical, Aerospace & Biomed Engr									
Professor	119,178	12	89,521	173,999	135,371	64,278	387,167	194,320	0.88
Assoc. Prof.	96,478	8	77,388	134,763	95,946	50,085	188,000	0	1.01
Asst. Prof.	88,292	5	85,000	90,600	81,720	33,546	121,009	0	1.08
All Ranks	105,737	25			110,099			194,320	0.96
Nuclear Engineering									
Professor	139,444	7	99,078	197,175	143,967	104,965	202,500	31,662	0.97
Assoc. Prof.	92,044	2	86,568	97,520	104,742	85,538	145,168	25,395	0.88
Asst. Prof.	89,475	3	79,800	102,726	84,359	80,340	90,437	0	1.06
All Ranks	119,052	12			118,865			57,057	1.00
Space Institute Instruction									
Professor	104,454	7	73,000	168,039	142,607	63,205	284,949	267,069	0.73
Assoc. Prof.	84,177	5	70,274	105,400	97,150	76,445	125,734	64,864	0.87
Asst. Prof.	90,800	1	90,800	90,800	80,324	46,854	94,500	0	1.13
All Ranks	95,605	13			117,650			331,933	0.81
Law									
Professor	144,402	17	114,923	192,829	189,958	108,003	346,600	774,453	0.76
Assoc. Prof.	100,091	16	85,000	128,500	139,973	81,260	187,500	638,117	0.72
Asst. Prof.	0	0	0	0	104,500	60,000	162,000	0	-
All Ranks	122,918	33			170,900			1,412,570	0.72

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				THEC Peer			Cost to increase to THEC P Avg	Ratio to THEC Peer
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Nursing									
Professor	90,180	6	66,876	105,131	117,438	82,605	150,336	163,549	0.77
Assoc. Prof.	81,477	9	72,233	133,766	85,548	68,870	101,000	36,644	0.95
Asst. Prof.	67,525	12	59,667	77,235	70,087	48,463	122,727	30,739	0.96
All Ranks	77,210	27			85,483			230,932	0.90
Social Work									
Professor	122,489	10	77,211	286,641	118,358	64,361	168,297	0	1.03
Assoc. Prof.	73,069	9	67,539	82,819	73,729	52,164	99,873	5,943	0.99
Asst. Prof.	59,100	4	57,420	60,000	61,579	35,408	75,123	9,915	0.96
All Ranks	92,126	23			86,847			15,858	1.06
University Total									
Professor	115,321	465	65,006	308,700	124,576	24,546	429,979	5,645,140	0.93
Assoc. Prof.	81,991	331	51,770	212,046	84,585	26,308	235,000	2,097,804	0.97
Asst. Prof.	70,310	252	42,211	176,550	75,579	33,546	202,700	960,025	0.93
All Ranks	93,971	1,048			100,811			8,702,969	0.93

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				UTK Top 25			Cost to increase to Top 25 Avg	Ratio to UTK Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Agri. Sci. & Nat. Res.									
Total									
Professor	96,460	56	71,249	160,607	109,649	55,314	298,037	751,394	0.88
Assoc. Prof.	74,742	35	59,220	106,481	80,376	44,761	165,000	209,315	0.93
Asst. Prof.	60,557	9	51,923	65,361	70,838	39,485	125,000	67,842	0.85
All Ranks	85,627	100			94,302			1,028,551	0.91
Agricultural & Extension Educ									
Professor	0	0	0	0	107,142	82,129	173,455	0	-
Assoc. Prof.	74,353	1	74,353	74,353	78,641	63,296	103,713	4,288	0.95
Asst. Prof.	63,270	1	63,270	63,270	68,489	58,500	96,823	5,219	0.92
All Ranks	68,812	2			84,618			9,507	0.81
Agricultural Economics									
Professor	96,358	9	75,576	122,009	123,377	67,547	220,734	243,167	0.78
Assoc. Prof.	74,115	3	70,446	76,523	89,497	63,126	165,000	46,146	0.83
Asst. Prof.	0	0	0	0	78,598	55,269	125,000	0	-
All Ranks	90,797	12			108,740			289,313	0.83
Agriculture Sci & Nat Res									
Professor	160,607	1	160,607	160,607	110,551	62,737	284,617	0	1.45
Assoc. Prof.	73,297	1	73,297	73,297	81,111	44,761	165,000	7,814	0.90
Asst. Prof.	0	0	0	0	71,580	42,545	125,000	0	-
All Ranks	116,952	2			95,722			7,814	1.22
Animal Science									
Professor	90,177	7	72,725	110,799	103,719	64,679	284,617	94,796	0.87
Assoc. Prof.	76,997	6	66,369	97,789	79,160	44,761	127,783	12,982	0.97
Asst. Prof.	0	0	0	0	69,663	42,545	91,275	0	-
All Ranks	84,094	13			89,769			107,778	0.94
Biosystems Eng & Soil Sci									
Professor	95,505	9	71,249	122,899	113,721	58,855	217,430	163,951	0.84
Assoc. Prof.	75,751	7	67,357	82,042	84,462	59,405	121,068	60,975	0.90
Asst. Prof.	58,944	1	58,944	58,944	75,045	51,545	91,800	16,101	0.79
All Ranks	85,220	17			96,758			241,027	0.88
Entomology & Plant Path									
Professor	96,654	7	81,364	118,072	106,341	67,163	298,037	67,811	0.91
Assoc. Prof.	74,138	4	69,079	85,167	76,619	50,485	116,390	9,924	0.97
Asst. Prof.	0	0	0	0	68,982	56,250	91,402	0	-
All Ranks	88,466	11			93,084			77,735	0.95
Food Science & Tech									
Professor	97,182	3	78,969	122,276	110,225	62,737	219,348	39,129	0.88
Assoc. Prof.	68,929	4	59,220	74,605	80,924	61,020	105,317	47,980	0.85
Asst. Prof.	65,361	1	65,361	65,361	71,373	59,115	90,000	6,012	0.92
All Ranks	79,078	8			94,568			93,121	0.84
Forestry, Wildlife & Fisheries									
Professor	92,871	11	71,577	127,654	102,964	61,542	245,455	111,026	0.90
Assoc. Prof.	69,071	3	64,905	74,514	75,473	50,236	104,410	19,206	0.92
Asst. Prof.	59,317	2	58,939	59,694	66,103	39,485	86,211	13,573	0.90
All Ranks	84,214	16			86,611			143,805	0.97
Plant Sciences									
Professor	99,273	9	73,104	154,085	102,775	55,314	282,918	31,515	0.97
Assoc. Prof.	79,040	6	68,519	106,481	77,579	47,725	123,900	0	1.02
Asst. Prof.	59,701	4	51,923	65,147	66,435	44,000	91,350	26,937	0.90
All Ranks	84,553	19			88,292			58,452	0.96

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				UTK Top 25			Cost to increase to Top 25 Avg	Ratio to UTK Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Architecture & Design									
Professor	105,572	11	89,306	176,002	116,237	71,549	199,043	117,314	0.91
Assoc. Prof.	82,638	10	70,042	94,780	81,380	54,000	119,127	0	1.02
Asst. Prof.	65,910	5	63,540	69,743	66,571	52,853	94,634	3,304	0.99
All Ranks	89,124	26			88,248			120,618	1.01
Arts & Sciences									
Total									
Professor	106,362	199	65,006	308,700	120,260	37,071	408,821	3,530,675	0.88
Assoc. Prof.	70,649	126	51,770	90,967	78,908	35,551	161,289	1,041,993	0.90
Asst. Prof.	61,662	106	49,824	81,603	67,598	33,408	143,237	616,303	0.91
All Ranks	84,928	431			97,219			5,188,971	0.87
Arts & Sciences - Humanities									
Total									
Professor	87,748	63	65,006	128,690	110,787	37,071	398,455	1,403,515	0.79
Assoc. Prof.	65,676	60	51,770	90,967	74,990	41,134	157,437	477,828	0.88
Asst. Prof.	54,994	39	49,824	63,750	61,978	35,000	100,000	260,752	0.89
All Ranks	71,688	162			87,759			2,142,095	0.82
Classics									
Professor	100,411	1	100,411	100,411	106,653	70,000	197,100	6,242	0.94
Assoc. Prof.	67,608	4	61,334	74,815	75,391	58,757	125,552	31,130	0.90
Asst. Prof.	55,000	1	55,000	55,000	59,754	40,000	74,000	4,754	0.92
All Ranks	70,974	6			85,992			42,126	0.83
English									
Professor	89,176	19	65,513	111,816	118,612	63,369	398,455	559,280	0.75
Assoc. Prof.	64,345	12	59,680	75,122	76,648	42,815	144,631	147,630	0.84
Asst. Prof.	57,727	9	53,040	61,780	64,671	37,867	85,000	62,493	0.89
All Ranks	74,651	40			95,307			769,403	0.78
Modern Foreign Languages & Lit									
Professor	82,670	13	69,468	110,192	107,027	37,071	220,000	316,647	0.77
Assoc. Prof.	61,620	10	59,373	64,282	74,051	42,230	142,020	124,303	0.83
Asst. Prof.	54,948	6	53,950	55,964	60,836	38,110	82,000	35,329	0.90
All Ranks	69,676	29			83,432			476,279	0.84
Philosophy									
Professor	93,375	3	78,129	120,320	120,814	41,475	283,800	82,318	0.77
Assoc. Prof.	0	0	0	0	75,363	51,991	150,657	0	-
Asst. Prof.	56,260	5	51,400	62,900	63,423	48,998	87,800	35,815	0.89
All Ranks	70,178	8			98,976			118,133	0.71
Religious Studies									
Professor	102,773	3	82,420	121,296	114,464	72,185	194,616	35,073	0.90
Assoc. Prof.	67,602	2	63,936	71,268	76,278	60,855	120,310	17,353	0.89
Asst. Prof.	0	0	0	0	60,356	40,000	85,000	0	-
All Ranks	88,705	5			87,787			52,426	1.01
School Of Art									
Professor	87,466	10	66,091	122,265	109,215	54,564	376,252	217,488	0.80
Assoc. Prof.	69,956	8	60,327	86,029	73,567	41,134	115,200	28,886	0.95
Asst. Prof.	54,496	7	50,000	63,750	60,562	35,000	96,316	42,465	0.90
All Ranks	72,631	25			86,014			288,839	0.84
School Of Music									
Professor	80,424	11	65,006	118,233	97,375	53,282	364,363	186,466	0.83
Assoc. Prof.	66,240	17	51,770	90,967	71,805	44,125	157,437	94,606	0.92
Asst. Prof.	51,619	8	49,824	55,080	60,487	40,000	100,000	70,947	0.85
All Ranks	67,325	36			82,281			352,019	0.82

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				UTK Top 25			Cost to increase to Top 25 Avg	Ratio to UTK Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Theatre									
Professor	103,639	3	86,615	128,690	94,470	67,134	180,512	0	1.10
Assoc. Prof.	65,835	7	59,440	77,037	70,681	50,850	98,853	33,919	0.93
Asst. Prof.	54,933	3	52,619	58,180	57,916	42,000	71,220	8,949	0.95
All Ranks	72,043	13			74,627			42,868	0.97
Arts & Sciences - Soc Sci									
Total									
Professor	101,389	45	66,984	308,700	126,369	41,888	408,821	1,237,462	0.80
Assoc. Prof.	70,609	29	62,312	84,379	82,027	43,667	161,289	336,751	0.86
Asst. Prof.	60,324	33	53,000	75,240	70,029	36,000	123,800	206,241	0.86
All Ranks	80,382	107			100,503			1,780,454	0.80
Anthropology									
Professor	128,823	7	66,984	308,700	108,526	61,144	252,000	0	1.19
Assoc. Prof.	71,884	1	71,884	71,884	76,655	51,624	118,000	4,771	0.94
Asst. Prof.	60,725	7	59,280	63,732	63,694	40,000	87,957	20,782	0.95
All Ranks	93,248	15			87,210			25,553	1.07
Geography									
Professor	105,995	5	81,142	129,606	118,135	69,468	199,474	60,700	0.90
Assoc. Prof.	72,294	2	70,808	73,780	77,455	56,616	114,000	10,322	0.93
Asst. Prof.	65,181	6	59,160	75,240	66,674	53,939	86,000	8,957	0.98
All Ranks	81,973	13			93,529			79,979	0.88
History									
Professor	101,581	7	80,580	125,381	115,104	55,295	248,529	94,664	0.88
Assoc. Prof.	70,198	6	63,216	73,500	77,012	46,245	126,788	40,886	0.91
Asst. Prof.	56,485	9	53,000	59,693	61,748	36,000	100,000	47,363	0.91
All Ranks	74,574	22			91,726			182,913	0.81
Political Science									
Professor	87,168	9	77,352	106,232	141,116	62,500	288,900	485,526	0.62
Assoc. Prof.	72,185	4	64,305	81,000	91,749	57,145	159,500	78,257	0.79
Asst. Prof.	55,452	2	54,090	56,813	77,916	36,092	123,800	44,928	0.71
All Ranks	78,944	15			109,434			608,711	0.72
Psychology									
Professor	96,138	13	72,290	155,200	132,749	41,888	408,821	475,937	0.72
Assoc. Prof.	71,667	9	64,878	84,379	83,407	49,176	131,220	105,661	0.86
Asst. Prof.	62,795	6	58,650	68,112	72,372	40,000	91,200	57,463	0.87
All Ranks	81,128	28			109,103			639,061	0.74
Sociology									
Professor	96,347	4	82,553	116,168	126,506	68,334	268,290	120,635	0.76
Assoc. Prof.	68,037	7	62,312	74,011	81,873	43,667	161,289	96,854	0.83
Asst. Prof.	59,493	3	58,440	60,040	68,409	45,320	86,450	26,747	0.87
All Ranks	74,295	14			99,850			244,236	0.74
Arts & Sciences - Nat Sci									
Total									
Professor	121,707	91	67,512	220,110	125,921	47,952	401,978	889,698	0.97
Assoc. Prof.	78,746	37	68,296	90,550	84,964	35,551	157,788	227,415	0.93
Asst. Prof.	70,608	34	65,695	81,603	74,577	33,408	143,237	149,311	0.95
All Ranks	101,170	162			108,305			1,266,424	0.93

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				UTK Top 25			Cost to increase to Top 25 Avg	Ratio to UTK Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Biochem/Cell & Molec Biology									
Professor	124,329	12	82,456	207,924	127,276	58,091	282,918	35,363	0.98
Assoc. Prof.	77,481	8	69,754	83,854	84,088	53,182	143,784	52,860	0.92
Asst. Prof.	70,713	5	69,674	71,950	73,113	38,344	98,182	12,000	0.97
All Ranks	98,615	25			105,041			100,223	0.94
Chemistry									
Professor	127,791	17	79,650	213,876	138,519	70,095	281,009	182,375	0.92
Assoc. Prof.	75,177	3	71,765	80,286	86,335	64,142	141,818	33,474	0.87
Asst. Prof.	66,406	5	65,695	68,179	74,048	38,209	90,000	38,211	0.90
All Ranks	109,200	25			116,123			254,060	0.94
Earth & Planetary Sciences									
Professor	117,983	6	80,276	176,312	116,632	66,678	230,508	0	1.01
Assoc. Prof.	79,703	5	78,584	80,624	83,509	58,342	125,164	19,031	0.95
Asst. Prof.	70,440	3	68,720	72,300	72,428	39,758	101,500	5,964	0.97
All Ranks	94,124	14			102,052			24,995	0.92
Ecology & Evolutionary Biology									
Professor	131,141	9	67,512	192,660	123,100	73,178	325,217	0	1.07
Assoc. Prof.	80,521	8	74,105	88,399	85,798	58,907	157,788	42,219	0.94
Asst. Prof.	71,082	7	67,720	81,603	79,015	45,007	143,237	55,528	0.90
All Ranks	96,750	24			103,844			97,747	0.93
Mathematics									
Professor	97,132	24	71,145	140,720	125,130	47,952	328,200	671,960	0.78
Assoc. Prof.	74,176	5	68,296	79,306	84,223	37,000	150,000	50,236	0.88
Asst. Prof.	69,767	7	67,188	71,920	74,281	33,408	127,000	31,601	0.94
All Ranks	88,622	36			109,773			753,797	0.81
Microbiology									
Professor	176,755	4	115,540	207,570	132,611	75,746	320,589	0	1.33
Assoc. Prof.	78,400	5	74,656	86,935	84,319	59,923	135,825	29,595	0.93
Asst. Prof.	70,927	3	70,000	71,400	72,929	55,067	90,000	6,007	0.97
All Ranks	109,317	12			106,259			35,602	1.03
Physics									
Professor	130,766	19	74,696	220,110	121,101	61,714	401,978	0	1.08
Assoc. Prof.	87,558	3	84,757	90,550	85,976	35,551	123,783	0	1.02
Asst. Prof.	76,263	4	71,780	78,761	75,697	41,870	98,000	0	1.01
All Ranks	117,396	26			107,090			0	1.10
Business Administration									
Total									
Professor	166,613	38	91,551	283,968	186,542	50,000	450,913	598,818	0.89
Assoc. Prof.	126,061	28	80,807	212,046	140,891	58,356	370,763	412,944	0.89
Asst. Prof.	125,142	23	60,435	176,550	136,424	59,265	217,799	236,273	0.92
All Ranks	143,138	89			159,519			1,248,035	0.90
Accounting									
Professor	193,218	7	123,027	283,968	193,369	105,018	294,716	1,055	1.00
Assoc. Prof.	156,935	2	154,418	159,451	149,879	64,538	235,000	0	1.05
Asst. Prof.	156,583	4	139,730	170,000	165,005	93,000	200,000	33,690	0.95
All Ranks	176,364	13			171,624			34,745	1.03
Economics									
Professor	147,684	6	126,233	181,070	176,786	80,500	358,884	174,612	0.84
Assoc. Prof.	100,616	6	86,022	117,300	121,305	58,356	215,000	124,133	0.83
Asst. Prof.	101,372	6	91,350	109,475	107,687	72,144	150,000	37,891	0.94
All Ranks	116,557	18			146,678			336,636	0.79

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				UTK Top 25			Cost to increase to Top 25 Avg	Ratio to UTK Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Finance									
Professor	154,226	5	117,187	231,599	212,594	50,000	450,913	291,843	0.73
Assoc. Prof.	170,092	4	136,625	212,046	169,045	78,754	232,029	0	1.01
Asst. Prof.	169,983	3	158,400	176,550	167,846	68,004	217,799	0	1.01
All Ranks	163,454	12			186,200			291,843	0.88
Management									
Professor	176,574	4	129,157	218,646	208,152	89,162	370,763	126,309	0.85
Assoc. Prof.	127,779	4	103,186	151,525	157,960	78,302	370,763	120,725	0.81
Asst. Prof.	93,968	2	60,435	127,500	144,171	59,265	208,000	100,406	0.65
All Ranks	140,535	10			174,748			347,440	0.80
Marketing Logistics & Trans									
Professor	190,197	7	128,011	258,153	190,911	108,104	354,692	5,000	1.00
Assoc. Prof.	130,547	8	103,544	151,311	143,414	78,583	192,000	102,943	0.91
Asst. Prof.	123,077	5	112,320	137,700	135,934	103,833	185,000	64,285	0.91
All Ranks	149,557	20			158,528			172,228	0.94
Statistics									
Professor	142,651	9	91,551	213,000	142,380	67,950	341,109	0	1.00
Assoc. Prof.	94,070	4	80,807	106,070	110,356	60,856	190,000	65,143	0.85
Asst. Prof.	110,145	3	97,300	125,000	100,750	62,869	185,000	0	1.09
All Ranks	124,411	16			122,929			65,143	1.01
Communication & Information									
Total									
Professor	102,055	19	73,913	195,905	120,727	36,262	268,783	284,445	0.85
Assoc. Prof.	73,280	11	64,432	99,302	83,112	46,001	305,595	104,234	0.88
Asst. Prof.	61,213	20	55,000	68,300	72,170	43,171	126,000	223,923	0.85
All Ranks	79,388	50			93,726			612,602	0.85
Advertising/Public Relations									
Professor	95,810	4	84,043	101,901	108,810	79,209	139,932	52,000	0.88
Assoc. Prof.	67,633	4	64,432	69,700	81,229	58,243	111,944	54,386	0.83
Asst. Prof.	61,059	4	59,160	62,377	67,967	51,250	81,639	27,632	0.90
All Ranks	74,834	12			84,150			134,018	0.89
Communication Studies									
Professor	0	0	0	0	121,186	69,228	246,913	0	-
Assoc. Prof.	78,377	4	68,345	99,302	81,045	51,121	133,704	10,674	0.97
Asst. Prof.	57,880	4	55,000	59,287	67,601	48,050	92,700	38,883	0.86
All Ranks	68,128	8			91,808			49,557	0.74
Journalism/Electronic Media									
Professor	98,421	11	73,913	124,989	114,169	36,262	165,500	173,230	0.86
Assoc. Prof.	65,533	1	65,533	65,533	79,104	46,163	125,000	13,571	0.83
Asst. Prof.	58,060	5	57,000	60,300	67,021	51,250	89,345	44,805	0.87
All Ranks	84,616	17			90,667			231,606	0.93
School Of Information Sciences									
Professor	118,291	4	79,249	195,905	133,095	55,973	268,783	59,215	0.89
Assoc. Prof.	78,253	2	72,214	84,292	91,055	46,001	305,595	25,604	0.86
Asst. Prof.	65,458	7	57,019	68,300	81,544	43,171	126,000	112,603	0.80
All Ranks	83,683	13			101,764			197,422	0.82

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				UTK Top 25			Cost to increase to Top 25 Avg	Ratio to UTK Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Education, Health & Human Sciences									
Total									
Professor	99,373	41	73,852	133,355	111,994	50,065	265,733	482,926	0.89
Assoc. Prof.	73,225	40	59,300	114,360	78,099	34,802	158,208	231,425	0.94
Asst. Prof.	61,772	46	42,211	80,509	65,897	36,818	90,941	237,684	0.94
All Ranks	77,518	127			87,764			952,035	0.88
Child & Family Studies									
Professor	112,040	4	94,347	133,355	121,176	68,340	190,092	36,546	0.92
Assoc. Prof.	85,919	3	76,771	94,315	79,022	62,568	120,444	0	1.09
Asst. Prof.	65,340	6	42,211	77,680	66,854	36,988	87,000	9,085	0.98
All Ranks	84,458	13			89,823			45,631	0.94
Educational Leadership & P Stds									
Professor	98,839	5	90,673	109,491	118,393	72,500	202,676	97,767	0.83
Assoc. Prof.	70,097	2	70,000	70,194	80,605	56,634	135,004	21,016	0.87
Asst. Prof.	65,620	2	63,240	68,000	64,494	44,508	89,436	0	1.02
All Ranks	85,070	9			92,037			118,783	0.92
Educational Psych & Counsel									
Professor	96,216	13	73,852	120,124	101,562	70,970	206,182	69,499	0.95
Assoc. Prof.	68,959	9	61,823	74,175	73,758	50,400	109,188	43,191	0.93
Asst. Prof.	59,694	4	57,520	63,640	64,852	44,514	86,000	20,632	0.92
All Ranks	81,162	26			84,322			133,322	0.96
Exercise, Sport & Leisure Study									
Professor	90,821	3	87,167	96,165	108,483	66,365	191,889	52,987	0.84
Assoc. Prof.	69,261	7	65,106	77,517	77,406	34,802	132,035	57,015	0.89
Asst. Prof.	60,871	8	55,000	80,509	65,880	48,481	88,445	40,069	0.92
All Ranks	69,125	18			86,157			150,071	0.80
Nutrition									
Professor	119,824	2	117,508	122,139	121,588	50,065	265,733	3,529	0.99
Assoc. Prof.	114,360	1	114,360	114,360	81,878	60,588	122,727	0	1.40
Asst. Prof.	66,992	7	58,760	70,540	72,883	53,160	90,786	41,233	0.92
All Ranks	82,295	10			99,358			44,762	0.83
Public Health									
Professor	98,846	4	89,449	116,029	125,924	75,609	224,477	108,313	0.78
Assoc. Prof.	88,900	1	88,900	88,900	96,424	65,899	158,208	7,524	0.92
Asst. Prof.	70,703	4	64,800	79,000	74,349	58,576	90,941	14,584	0.95
All Ranks	85,233	9			98,871			130,421	0.86
Retail Hospitality & Tour Mgmt									
Professor	97,742	3	93,110	106,259	114,456	76,535	152,645	50,142	0.85
Assoc. Prof.	83,575	5	70,617	91,687	79,607	61,440	127,636	0	1.05
Asst. Prof.	58,242	1	58,242	58,242	66,386	52,273	80,732	8,144	0.88
All Ranks	85,483	9			88,847			58,286	0.96
Theory And Practice In Teacher Ed									
Professor	97,203	7	75,808	114,868	106,366	52,458	208,000	64,143	0.91
Assoc. Prof.	67,038	12	59,300	82,920	75,595	51,651	111,778	102,679	0.89
Asst. Prof.	55,893	14	45,869	68,447	63,317	36,818	89,345	103,936	0.88
All Ranks	68,709	33			82,602			270,758	0.83

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				UTK Top 25			Cost to increase to Top 25 Avg	Ratio to UTK Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Engineering									
Total									
Professor	137,206	68	73,000	243,700	141,804	37,473	321,124	690,139	0.97
Assoc. Prof.	96,544	47	70,274	134,763	99,805	40,993	221,517	160,654	0.97
Asst. Prof.	85,803	27	75,570	102,726	86,149	32,727	120,682	27,308	1.00
All Ranks	113,974	142			120,174			878,101	0.95
Chemical Engineering									
Professor	149,596	5	96,941	208,453	147,840	70,916	263,776	0	1.01
Assoc. Prof.	104,602	4	99,200	116,700	98,104	79,668	144,000	0	1.07
Asst. Prof.	91,365	2	91,200	91,530	83,875	32,727	99,840	0	1.09
All Ranks	122,647	11			124,729			0	0.98
Civil & Environmental Engr									
Professor	124,892	5	109,461	162,076	130,920	85,158	239,689	30,140	0.95
Assoc. Prof.	93,913	7	87,186	102,083	96,278	70,949	221,517	16,558	0.98
Asst. Prof.	82,957	6	75,570	86,520	81,850	58,000	98,182	0	1.01
All Ranks	98,866	18			110,301			46,698	0.90
Electrical Engr & Computer Sci									
Professor	149,150	19	91,104	243,700	141,610	37,473	321,124	0	1.05
Assoc. Prof.	101,013	13	85,043	110,955	101,496	59,166	140,000	6,271	1.00
Asst. Prof.	86,181	5	85,316	88,590	89,717	42,300	120,682	17,681	0.96
All Ranks	123,728	37			120,709			23,952	1.03
Industrial & Information Engr									
Professor	138,514	2	138,228	138,800	141,538	94,727	223,380	6,048	0.98
Assoc. Prof.	0	0	0	0	99,903	40,993	135,000	0	-
Asst. Prof.	79,590	3	77,630	83,020	82,799	68,727	92,180	9,627	0.96
All Ranks	103,160	5			117,424			15,675	0.88
Materials Science & Engr									
Professor	155,389	11	76,901	220,519	145,811	98,861	232,605	0	1.07
Assoc. Prof.	96,477	8	82,050	110,426	98,648	73,871	129,504	17,371	0.98
Asst. Prof.	82,920	2	82,920	82,920	82,498	37,933	92,918	0	1.01
All Ranks	126,045	21			123,175			17,371	1.02
Mechanical, Aerospace & Biomed Engr									
Professor	119,178	12	89,521	173,999	142,475	46,946	246,152	279,567	0.84
Assoc. Prof.	96,478	8	77,388	134,763	99,692	50,085	188,000	25,711	0.97
Asst. Prof.	88,292	5	85,000	90,600	86,213	41,929	105,209	0	1.02
All Ranks	105,737	25			120,994			305,278	0.87
Nuclear Engineering									
Professor	139,444	7	99,078	197,175	156,726	104,965	253,149	120,977	0.89
Assoc. Prof.	92,044	2	86,568	97,520	104,366	80,837	118,000	24,644	0.88
Asst. Prof.	89,475	3	79,800	102,726	87,579	80,340	97,153	0	1.02
All Ranks	119,052	12			134,807			145,621	0.88
Space Institute Instruction									
Professor	104,454	7	73,000	168,039	140,655	94,317	284,949	253,407	0.74
Assoc. Prof.	84,177	5	70,274	105,400	98,197	76,445	126,280	70,099	0.86
Asst. Prof.	90,800	1	90,800	90,800	85,937	70,460	106,900	0	1.06
All Ranks	95,605	13			120,399			323,506	0.79
Law									
Professor	144,402	17	114,923	192,829	198,037	90,151	346,600	911,794	0.73
Assoc. Prof.	100,091	16	85,000	128,500	135,776	79,702	187,500	570,962	0.74
Asst. Prof.	0	0	0	0	114,548	57,500	178,500	0	-
All Ranks	122,918	33			182,772			1,482,756	0.67

**2011-12
Instructional Faculty Salary Survey by Department**

College Department Rank	UTK				UTK Top 25			Cost to increase to Top 25 Avg	Ratio to UTK Top 25
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum		
Nursing									
Professor	90,180	6	66,876	105,131	117,708	82,224	227,573	165,170	0.77
Assoc. Prof.	81,477	9	72,233	133,766	86,986	58,766	125,000	49,584	0.94
Asst. Prof.	67,525	12	59,667	77,235	72,707	48,463	122,727	62,184	0.93
All Ranks	77,210	27			90,445			276,938	0.85
Social Work									
Professor	122,489	10	77,211	286,641	131,952	64,361	214,343	94,632	0.93
Assoc. Prof.	73,069	9	67,539	82,819	84,501	52,164	142,233	102,892	0.86
Asst. Prof.	59,100	4	57,420	60,000	66,414	35,408	91,433	29,256	0.89
All Ranks	92,126	23			96,711			226,780	0.95
University Total									
Professor	115,321	465	65,006	308,700	129,348	36,262	450,913	7,627,308	0.89
Assoc. Prof.	81,991	331	51,770	212,046	87,483	34,802	370,763	2,884,004	0.94
Asst. Prof.	70,310	252	42,211	176,550	79,209	32,727	217,799	1,504,077	0.89
All Ranks	93,971	1,048			106,400			12,015,389	0.88