

UTK Faculty Salary Comparison, Academic Year 2017 - 2018

Prepared for the UTK Faculty Senate by the Budget and Planning Committee

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

The data/columns provided to the committee include:

- College/Department/Rank (eg. Haslam College of Business/Economics/Full Professor)
- UTK Average, Minimum and Maximum Salaries by rank, and all ranks; number of positions
- Average, Minimum and Maximum Salaries by rank for our 11 identified Comparable Peers
- Cost to increase Average UTK Salaries to match Average Comparable Peer Salaries, by rank
- Ratio of UTK Average Salary to Average Peer Salary, by rank
- Average, Minimum and Maximum Salaries by rank for our identifies six Aspirational Peers
- Cost to increase Average UTK Salaries to match Average Aspirational Peer Salaries, by rank
- Ratio of UTK Average Salary to Average Aspirational Salary, by rank
- Average, Minimum and Maximum Salaries by rank for 'Research 1: Doctoral-Highest Research' Peer Institutions
- Cost of increase Average UTK Salaries to match Average R1 Salary, by rank
- Ratio of UTK Average Salary to Average Aspirational Salary, by rank

The data also includes the number of faculty in each rank and department at UTK, and the total faculty in the data from the three sets of compared institutions.

Those faculty 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-tenured 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).

The University of Tennessee has identified 11 schools as ‘Comparative’, and six schools as ‘Aspirational’. They are provided in the table below.

Comparative	Aspirational
Auburn University	Michigan State University
Clemson University	Purdue University
Iowa State University	University of Georgia
Louisiana State University	University of Florida
North Carolina State University	University of Minnesota
University of Alabama	University of Wisconsin
University of Kentucky	
University of Missouri	
University of Nebraska – Lincoln	
University of South Carolina	
Virginia Tech	

In addition, the University of Tennessee, Institute of Agriculture maintains its own separate list of 13 ‘Peers’ and six ‘Aspirant Peers’. These are provided in the table below.

Peers	Aspirational
Arkansas University	Michigan State University
Auburn University	Ohio State University
Clemson University	Purdue University
Louisiana State University	University of Florida
Mississippi State University	University of Illinois
North Carolina State University	University of Wisconsin
Oklahoma State University	
Rutgers University	
University of Georgia	
University of Kentucky	
University of Maryland	
University of Missouri	
University of Nebraska – Lincoln	
Virginia Tech	