

2014-2015  
Instructional Faculty Salary Survey by Department

College Department Rank	UTK				Research University - Very High			Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg	THEC Peer			Cost to increase to THEC P Avg	Ratio UTK Avg to THEC P Avg	Top 25			Cost to increase to Top 25 Avg	Ratio UTK Avg to Top25 Avg	
	Average	Number	Minimum	Maximum	Average	Minimum	Maximum			Average	Minimum	Maximum			Average	Minimum	Maximum			
<b>Agricultural Sciences &amp; Natural Resources</b>																				
Total																				
Professor	102,756	56	76,554	166,925	119,296	19,686	300,000	799,655	0.86	114,525	19,686	295,546	768,315	0.90	124,059	65,591	300,000	1,062,736	0.83	
Associate Professor	79,922	26	63,103	114,627	87,283	38,504	188,210	203,685	0.92	86,533	47,941	188,210	254,962	0.92	90,419	47,941	188,210	278,639	0.88	
Assistant Professor	66,502	18	58,896	72,500	77,015	34,364	140,148	155,099	0.86	77,618	42,985	131,982	181,581	0.86	80,985	36,769	140,148	215,819	0.82	
All Ranks	90,293	100			102,043			1,158,439	0.88	98,389			1,204,858	0.92	107,034			1,557,194	0.84	
Agricultural and Resource Economics																				
Professor	104,806	5	83,976	131,583	133,936	19,686	241,810	145,650	0.78	118,798	19,686	295,546	69,960	0.88	138,045	72,160	241,810	166,195	0.76	
Associate Professor	81,682	3	79,283	83,699	97,194	60,214	188,210	46,536	0.84	97,001	63,235	188,210	45,957	0.84	102,736	69,776	188,210	63,162	0.80	
Assistant Professor	69,018	2	67,894	70,141	85,423	37,500	131,982	32,810	0.81	91,985	57,000	131,982	45,934	0.75	90,888	57,000	131,982	43,740	0.76	
All Ranks	90,711	10			117,081			224,996	0.77	108,033			161,851	0.84	123,207			273,097	0.74	
Agricultural Leadership, Education, and Communications																				
Professor	90,301	1	90,301	90,301	112,373	74,066	237,707	22,072	0.80	134,664	93,003	237,707	44,363	0.67	126,924	89,787	237,707	36,623	0.71	
Associate Professor	0	0	0	0	81,821	50,389	114,930	0	0.00	82,748	71,182	102,347	0	0.00	84,808	70,008	114,930	0	0.00	
Assistant Professor	71,084	1	71,084	71,084	71,025	58,211	95,654	0	1.00	75,509	60,750	92,392	4,425	0.94	75,739	60,750	95,654	4,655	0.94	
All Ranks	80,693	2			88,202			22,072	0.91	92,409			48,788	0.87	92,594			41,278	0.87	
Agricultural Sciences and Natural Resources																				
Professor	0	0	0	0	120,692	19,686	300,000	0	0.00	141,363	102,268	198,211	0	0.00	124,863	67,399	300,000	0	0.00	
Associate Professor	78,118	1	78,118	78,118	87,771	38,504	188,210	9,653	0.89	95,086	81,674	104,065	16,968	0.82	91,238	47,941	188,210	13,120	0.86	
Assistant Professor	0	0	0	0	77,762	36,769	131,982	0	0.00	72,561	50,564	86,940	0	0.00	82,105	36,769	131,982	0	0.00	
All Ranks	78,118	1			103,370			9,653	0.76	109,614			16,968	0.71	108,529			13,120	0.72	
Animal Science																				
Professor	101,880	7	85,408	132,939	113,924	65,520	248,793	84,308	0.89	111,498	67,399	219,573	67,326	0.91	115,812	67,399	219,573	97,524	0.88	
Associate Professor	79,676	3	74,969	87,558	84,425	38,504	140,402	14,247	0.94	87,950	66,019	140,402	24,822	0.91	87,263	55,321	140,402	22,761	0.91	
Assistant Professor	65,440	1	65,440	65,440	74,490	36,769	115,500	9,050	0.88	77,832	44,940	115,500	12,392	0.84	77,453	36,769	115,500	12,013	0.84	
All Ranks	92,512	11			96,761			107,605	0.96	95,454			104,540	0.97	99,265			132,298	0.93	
Biosystems Engineering and Soil Science																				
Professor	102,621	11	76,554	134,570	126,770	71,114	300,000	265,639	0.81	132,583	76,069	273,008	329,582	0.77	131,464	78,007	300,000	317,273	0.78	
Associate Professor	80,853	5	72,850	88,151	91,224	40,000	142,408	51,855	0.89	97,226	70,160	154,318	81,865	0.83	95,500	67,883	142,408	73,235	0.85	
Assistant Professor	68,328	1	68,328	68,328	77,213	34,364	140,148	8,885	0.88	81,187	42,985	126,054	12,859	0.84	82,267	51,325	140,148	13,939	0.83	
All Ranks	94,201	17			104,839			326,379	0.90	111,704			424,306	0.84	111,319			404,447	0.85	
Entomology and Plant Pathology																				
Professor	105,057	7	88,592	128,702	108,934	64,510	290,751	27,139	0.96	108,560	64,510	257,888	24,521	0.97	115,800	71,821	290,751	75,201	0.91	
Associate Professor	77,417	4	74,094	80,242	83,164	57,911	149,472	22,988	0.93	86,806	63,759	149,472	37,556	0.89	87,189	63,759	149,472	39,088	0.89	
Assistant Professor	65,131	2	63,804	66,457	75,452	52,500	112,882	20,642	0.86	76,953	52,500	112,882	23,644	0.85	77,746	52,500	112,882	25,230	0.84	
All Ranks	90,410	13			96,036			70,769	0.94	96,800			85,721	0.93	101,307			139,519	0.89	
Food Science and Technology																				
Professor	101,193	5	85,793	122,700	121,307	71,712	287,635	100,570	0.83	119,014	71,712	287,635	89,105	0.85	125,113	71,712	287,635	119,600	0.81	
Associate Professor	70,315	2	63,103	77,526	87,566	58,882	142,605	34,502	0.80	85,647	66,454	142,605	30,664	0.82	90,006	66,506	142,605	39,382	0.78	
Assistant Professor	66,871	2	65,440	68,301	75,814	57,274	92,933	17,886	0.88	75,414	57,274	92,933	17,086	0.89	78,288	59,668	92,933	22,834	0.85	
All Ranks	86,704	9			100,919			152,958	0.86	98,212			136,855	0.88	106,005			181,816	0.82	
Forestry, Wildlife, and Fisheries																				
Professor	99,760	9	78,365	139,813	110,352	60,362	245,499	95,328	0.90	108,485	65,591	218,753	78,525	0.92	115,675	65,591	245,499	143,235	0.86	
Associate Professor	74,790	3	69,780	77,754	82,758	48,684	164,085	23,904	0.90	80,500	50,323	164,085	17,130	0.93	84,087	50,323	164,085	27,891	0.89	
Assistant Professor	64,463	6	58,896	72,500	71,745	48,941	96,799	43,692	0.90	71,017	48,941	95,388	39,324	0.91	74,772	48,941	96,799	61,854	0.86	
All Ranks	83,833	18			93,546			162,924	0.90	92,623			134,979	0.91	96,885			232,980	0.87	
Plant Sciences																				
Professor	105,347	11	78,366	166,925	110,706	51,065	296,077	58,949	0.95	111,250	69,923	250,067	64,933	0.95	115,082	69,923	296,077	107,085	0.92	
Associate Professor	87,368	5	75,788	114,627	84,182	47,941	154,889	0	1.04	82,207	47,941	118,708	0	1.06	86,427	47,941	154,889	0	1.01	
Assistant Professor	67,790	3	65,553	69,605	75,168	40,295	116,569	22,134	0.90	76,429	45,540	94,077	25,917	0.89	78,308	45,540	103,526	31,554	0.87	
All Ranks	94,686	19			96,655			81,083	0.98	95,458			90,850	0.99	100,903			138,639	0.94	

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<b>Architecture &amp; Design</b>																			
Total																			
Professor	123,634	9	95,345	161,633	119,478	64,390	262,649	0	1.03	116,823	81,820	190,418	25,747	1.06	126,511	81,875	205,243	31,619	0.98
Associate Professor	89,918	12	76,348	119,284	83,722	29,845	148,524	0	1.07	83,145	56,989	130,057	8,096	1.08	86,902	50,000	144,905	0	1.03
Assistant Professor	70,027	3	62,000	74,753	68,400	32,000	110,800	8,952	1.02	67,502	45,528	99,912	9,073	1.04	70,274	45,528	99,912	1,919	1.00
All Ranks	100,075	24			89,798			8,952	1.11	87,764			42,916	1.14	94,805			33,538	1.06
<b>Architecture</b>																			
Professor	124,812	8	95,345	161,633	121,486	64,390	262,649	0	1.03	118,174	81,875	190,418	0	1.06	128,450	81,875	205,243	29,104	0.97
Associate Professor	91,944	9	81,220	119,284	84,188	29,845	144,905	0	1.09	83,549	56,989	130,057	0	1.10	88,155	50,000	144,905	0	1.04
Assistant Professor	74,040	2	73,326	74,753	68,878	40,000	104,395	0	1.07	68,290	50,000	99,912	0	1.08	71,503	53,852	99,912	0	1.04
All Ranks	103,899	19			91,335			0	1.14	89,156			0	1.17	97,144			29,104	1.07
<b>Interior Design</b>																			
Professor	114,211	1	114,211	114,211	100,572	81,980	139,958	0	1.14	139,958	139,958	139,958	25,747	0.82	116,726	93,493	139,958	2,515	0.98
Associate Professor	80,772	2	76,348	85,196	78,807	59,560	148,524	0	1.02	84,820	68,731	95,198	8,096	0.95	77,808	63,265	95,198	0	1.04
Assistant Professor	62,000	1	62,000	62,000	70,952	32,000	110,800	8,952	0.87	71,073	62,930	80,000	9,073	0.87	63,919	54,000	80,000	1,919	0.97
All Ranks	84,439	4			77,692			8,952	1.09	84,835			42,916	1.00	76,885			4,434	1.10
<b>Landscape Architecture</b>																			
Professor	0	0	0	0	107,562	78,085	128,952	0	0.00	95,627	81,820	113,213	0	0.00	110,574	93,638	128,952	0	0.00
Associate Professor	89,980	1	89,980	89,980	82,957	66,633	105,535	0	1.08	79,371	67,992	101,074	0	1.13	83,069	69,939	101,074	0	1.08
Assistant Professor	0	0	0	0	63,458	45,528	80,000	0	0.00	60,561	45,528	77,250	0	0.00	64,960	45,528	80,000	0	0.00
All Ranks	89,980	1			84,445			0	1.07	76,627			0	1.17	84,663			0	1.06
<b>Haslam College of Business</b>																			
Total																			
Professor	190,145	35	97,051	349,653	195,206	40,935	550,000	360,501	0.97	198,361	57,000	469,100	517,724	0.96	212,153	47,769	497,532	750,295	0.90
Associate Professor	153,248	25	91,253	227,612	146,966	23,186	290,563	82,367	1.04	148,903	57,598	258,344	146,072	1.03	158,013	60,000	259,403	251,245	0.97
Assistant Professor	138,007	23	63,774	191,995	140,878	45,104	230,768	103,611	0.98	143,457	61,000	230,768	149,017	0.96	148,407	60,000	230,768	243,500	0.93
All Ranks	164,583	83			163,879			546,479	1.00	167,197			812,813	0.98	177,312			1,245,040	0.93
<b>Accounting and Information Management</b>																			
Professor	218,378	7	132,646	349,653	202,402	105,006	401,745	0	1.08	198,536	106,000	288,000	0	1.10	214,324	106,000	362,545	0	1.02
Associate Professor	180,675	2	173,423	187,926	166,730	64,538	275,000	0	1.08	167,457	64,538	258,344	0	1.08	179,361	64,538	258,344	0	1.01
Assistant Professor	181,690	5	159,647	191,995	175,791	59,249	224,485	0	1.03	179,135	131,790	222,635	0	1.01	186,910	105,000	224,485	26,100	0.97
All Ranks	199,889	14			181,798			0	1.10	181,780			0	1.10	193,680			26,100	1.03
<b>Business Analytics and Statistics</b>																			
Professor	171,649	7	97,051	261,135	158,133	75,929	297,305	0	1.09	165,466	80,107	332,877	0	1.04	157,289	87,520	294,924	0	1.09
Associate Professor	136,264	3	127,003	146,251	116,399	56,850	205,036	0	1.17	117,303	57,598	190,001	0	1.16	118,570	60,000	205,036	0	1.15
Assistant Professor	130,856	3	130,000	132,568	107,604	45,104	191,095	0	1.22	109,943	61,642	186,000	0	1.19	107,927	60,000	186,000	0	1.21
All Ranks	154,069	13			130,152			0	1.18	135,838			0	1.13	131,250			0	1.17
<b>Economics</b>																			
Professor	191,720	4	149,970	242,493	177,107	40,935	389,196	0	1.08	179,333	94,610	375,000	0	1.07	204,049	47,769	389,196	49,316	0.94
Associate Professor	114,472	7	91,253	131,589	124,349	23,186	227,600	69,139	0.92	131,805	76,411	227,600	121,331	0.87	144,965	61,395	227,600	213,451	0.79
Assistant Professor	110,477	6	107,701	114,520	108,783	50,000	160,000	0	1.02	113,660	80,000	160,000	19,098	0.97	118,060	70,000	160,000	45,498	0.94
All Ranks	131,238	17			143,127			69,139	0.92	145,878			140,429	0.90	165,784			308,265	0.79
<b>Finance</b>																			
Professor	164,898	5	121,813	250,456	211,587	61,600	497,532	233,445	0.78	215,644	95,108	469,100	253,730	0.76	231,949	61,600	497,532	335,255	0.71
Associate Professor	196,651	6	147,129	227,612	173,624	69,857	290,563	0	1.13	165,561	88,042	246,046	0	1.19	186,756	86,384	259,403	0	1.05
Assistant Professor	175,058	1	175,058	175,058	170,418	66,008	230,768	0	1.03	182,240	105,000	230,768	7,182	0.96	185,951	87,216	230,768	10,893	0.94
All Ranks	181,621	12			187,152			233,445	0.97	191,659			260,912	0.95	203,257			346,148	0.89
<b>Management</b>																			
Professor	196,664	6	159,369	229,694	217,826	48,700	550,000	126,972	0.90	220,017	57,000	400,000	140,118	0.89	234,134	57,000	400,000	224,820	0.84
Associate Professor	146,550	1	146,550	146,550	159,778	67,113	256,092	13,228	0.92	164,145	80,000	254,500	17,595	0.89	171,222	71,919	256,092	24,672	0.86
Assistant Professor	113,769	3	63,774	139,562	148,306	55,000	220,000	103,611	0.77	145,023	61,000	205,000	93,762	0.78	154,587	61,000	220,000	122,454	0.74
All Ranks	166,784	10			178,545			243,811	0.93	180,330			251,475	0.92	193,036			371,946	0.86
<b>Marketing and Supply Chain Management</b>																			
Professor	192,253	6	132,453	275,919	192,267	91,548	529,368	84	1.00	212,899	125,176	385,462	123,876	0.90	215,737	112,052	385,462	140,904	0.89
Associate Professor	155,549	6	124,786	193,659	145,731	56,566	235,645	0	1.07	156,740	77,183	214,832	7,146	0.99	157,736	77,183	235,645	13,122	0.99
Assistant Professor	138,782	5	119,638	148,125	136,444	53,182	186,000	0	1.02	144,577	110,790	186,000	28,975	0.96	146,493	85,032	186,000	38,555	0.95
All Ranks	163,572	17			160,577			84	1.02	178,467			159,997	0.92	175,015			192,581	0.93

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<b>Communication &amp; Information</b>																			
Total																			
Professor	114,780	22	82,505	201,987	120,763	49,265	289,451	148,207	0.95	113,674	49,265	227,436	147,114	1.01	131,904	75,560	289,451	323,649	0.87
Associate Professor	81,093	13	70,035	137,242	83,401	41,110	177,970	97,180	0.97	79,635	41,110	140,575	117,330	1.02	90,483	52,075	177,970	152,261	0.90
Assistant Professor	68,319	16	62,100	74,278	70,597	37,500	138,456	106,104	0.97	72,020	44,723	150,000	73,129	0.95	77,044	44,990	137,398	195,995	0.89
All Ranks	91,617	51			91,326			351,491	1.00	88,946			337,573	1.03	101,513			671,905	0.90
<b>Advertising and Public Relations</b>																			
Professor	110,307	4	87,639	128,240	115,725	85,043	166,873	21,672	0.95	113,403	75,560	166,873	12,384	0.97	116,207	75,560	166,873	23,600	0.95
Associate Professor	75,924	6	70,035	79,838	88,280	70,035	120,000	74,136	0.86	94,274	73,416	120,000	110,100	0.81	91,193	73,416	120,000	91,614	0.83
Assistant Professor	66,228	3	64,670	68,000	73,380	64,670	82,441	21,456	0.90	72,663	57,570	81,000	19,305	0.91	74,398	57,570	82,441	24,510	0.89
All Ranks	84,266	13			92,549			117,264	0.91	94,570			141,789	0.89	94,420			139,724	0.89
<b>Communication and Information</b>																			
Professor	118,405	1	118,405	118,405	120,285	69,352	287,460	1,880	0.98	117,048	101,970	145,008	0	1.01	133,534	81,748	287,460	15,129	0.89
Associate Professor	0	0	0	0	81,651	50,880	160,000	0	0.00	85,687	80,361	93,600	0	0.00	84,938	52,075	137,268	0	0.00
Assistant Professor	0	0	0	0	67,504	37,500	122,727	0	0.00	73,115	69,417	82,013	0	0.00	72,150	51,000	122,727	0	0.00
All Ranks	118,405	1			88,884			1,880	1.33	88,319			0	1.34	98,770			15,129	1.20
<b>Communication Studies</b>																			
Professor	132,432	2	123,970	140,893	120,592	69,352	287,460	0	1.10	115,154	81,990	180,493	0	1.15	133,202	81,748	287,460	1,540	0.99
Associate Professor	90,408	4	73,957	137,242	81,380	52,075	137,268	0	1.11	80,374	63,980	116,441	0	1.12	85,387	52,075	137,268	0	1.06
Assistant Professor	65,609	2	64,218	67,000	68,016	39,780	122,727	4,814	0.96	70,485	57,860	150,000	9,752	0.93	72,845	55,416	122,727	14,472	0.90
All Ranks	94,714	8			90,953			4,814	1.04	88,614			9,752	1.07	99,930			16,012	0.95
<b>Information Sciences</b>																			
Professor	127,351	5	91,192	201,987	131,264	49,265	289,451	19,565	0.97	95,370	49,265	180,561	0	1.34	149,899	81,000	289,451	112,740	0.85
Associate Professor	81,363	2	80,908	81,818	89,216	41,110	177,970	15,706	0.91	70,181	41,110	125,000	0	1.16	105,420	75,955	177,970	48,114	0.77
Assistant Professor	70,918	7	62,100	74,278	81,368	38,455	138,456	73,150	0.87	75,410	44,723	105,506	31,444	0.94	89,569	44,990	137,398	130,557	0.79
All Ranks	92,565	14			98,746			108,421	0.94	78,873			31,444	1.17	114,234			291,411	0.81
<b>Journalism and Electronic Media</b>																			
Professor	106,391	10	82,505	135,507	116,900	65,790	227,436	105,090	0.91	119,864	74,928	227,436	134,730	0.89	123,455	77,625	205,036	170,640	0.86
Associate Professor	74,301	1	74,301	74,301	81,639	49,430	140,575	7,338	0.91	81,531	59,568	140,575	7,230	0.91	86,834	59,960	140,575	12,533	0.86
Assistant Professor	66,695	4	64,240	70,400	68,366	41,711	91,584	6,684	0.98	69,852	58,910	86,000	12,628	0.95	73,309	51,000	91,584	26,456	0.91
All Ranks	93,666	15			89,459			119,112	1.05	93,500			154,588	1.00	97,941			209,629	0.96
<b>Education, Health, &amp; Human Sciences</b>																			
Total																			
Professor	108,048	28	77,102	150,398	119,797	47,922	490,909	295,012	0.90	119,842	63,073	367,031	346,211	0.90	124,023	55,614	490,909	377,412	0.87
Associate Professor	79,978	46	64,323	132,899	83,192	40,057	212,249	246,945	0.96	80,830	57,065	150,955	161,414	0.99	85,353	48,121	212,249	335,805	0.94
Assistant Professor	67,408	43	48,000	86,841	69,570	32,731	133,643	125,061	0.97	70,071	39,900	117,250	187,405	0.96	71,353	32,731	103,721	194,023	0.94
All Ranks	82,076	117			90,548			667,018	0.91	91,331			695,030	0.90	95,592			907,240	0.86
<b>Child and Family Studies</b>																			
Professor	125,089	2	99,780	150,398	128,000	67,236	490,909	5,822	0.98	128,187	82,012	220,470	6,196	0.98	136,310	82,012	490,909	22,442	0.92
Associate Professor	94,344	4	85,767	106,484	83,977	55,167	116,150	0	1.12	85,994	64,230	112,340	0	1.10	88,877	69,048	116,150	0	1.06
Assistant Professor	71,913	6	49,038	86,841	71,742	37,636	103,538	0	1.00	76,791	53,376	91,787	29,268	0.94	74,404	39,079	100,000	14,946	0.97
All Ranks	88,253	12			94,248			5,822	0.94	97,798			35,464	0.90	100,337			37,388	0.88
<b>Educational Leadership and Policy Studies</b>																			
Professor	109,430	1	109,430	109,430	126,950	72,482	304,609	17,520	0.86	133,460	75,000	304,609	24,030	0.82	129,891	72,482	304,609	20,461	0.84
Associate Professor	79,116	3	75,000	81,638	84,870	51,371	183,390	17,262	0.93	84,806	59,970	120,578	17,070	0.93	85,843	58,439	135,781	20,181	0.92
Assistant Professor	72,082	3	65,000	76,494	68,435	42,145	121,376	0	1.05	71,095	52,040	93,191	0	1.01	70,009	51,660	93,191	0	1.03
All Ranks	80,432	7			92,781			34,782	0.87	96,207			41,100	0.84	98,052			40,642	0.82
<b>Educational Psychology and Counseling</b>																			
Professor	103,725	10	77,102	130,184	112,136	62,146	300,298	84,110	0.92	116,727	73,050	367,031	130,020	0.89	115,448	73,050	300,298	117,230	0.90
Associate Professor	76,215	10	68,527	95,000	81,203	56,935	146,000	49,880	0.94	81,809	62,960	107,158	55,940	0.93	85,610	56,935	146,000	93,950	0.89
Assistant Professor	60,833	3	48,000	69,500	68,335	40,500	90,000	22,506	0.89	68,869	49,500	88,652	24,108	0.88	70,352	40,500	89,164	28,557	0.86
All Ranks	86,170	23			89,878			156,496	0.96	93,536			210,068	0.92	94,480			239,737	0.91
<b>Kinesiology, Recreation, and Sport Studies</b>																			
Professor	91,449	2	80,851	102,046	114,230	47,922	255,625	45,562	0.80	110,377	70,892	255,625	37,856	0.83	119,931	64,144	255,625	56,964	0.76
Associate Professor	77,258	7	65,397	92,055	80,641	51,855	130,000	23,681	0.96	77,864	60,000	106,973	4,242	0.99	83,908	59,911	130,000	46,550	0.92
Assistant Professor	65,340	8	59,687	70,000	68,409	35,243	101,455	24,552	0.96	67,699	43,075	85,000	18,872	0.97	70,742	35,243	91,324	43,216	0.92
All Ranks	73,319	17			88,564			93,795	0.83	87,084			60,970	0.84	94,588			146,730	0.78

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<b>Nutrition</b>																			
Professor	135,015	1	135,015	135,015	126,130	71,675	272,418	0	1.07	148,866	73,625	272,418	13,851	0.91	136,083	74,378	272,418	1,068	0.99
Associate Professor	102,829	3	86,332	132,899	81,985	40,057	150,955	0	1.25	90,676	61,903	150,955	0	1.13	84,698	61,903	113,349	0	1.21
Assistant Professor	71,969	4	65,000	79,076	71,246	33,843	93,602	0	1.01	73,903	49,092	93,602	7,736	0.97	74,648	49,092	93,602	10,716	0.96
All Ranks	91,422	8			92,934			0	0.98	103,250			21,587	0.89	103,017			11,784	0.89
<b>Public Health</b>																			
Professor	111,124	2	94,633	127,614	149,436	92,700	449,346	76,624	0.74	156,134	96,068	216,527	90,020	0.71	151,323	96,068	449,346	80,398	0.73
Associate Professor	88,110	4	82,000	102,410	100,977	69,577	212,249	51,468	0.87	95,294	76,656	114,520	28,736	0.92	102,399	69,577	212,249	57,156	0.86
Assistant Professor	73,154	3	68,000	77,478	77,119	52,332	133,643	11,895	0.95	81,377	65,456	98,321	24,669	0.90	75,406	52,332	98,854	6,756	0.97
All Ranks	88,239	9			107,258			139,987	0.82	109,775			143,425	0.80	108,651			144,310	0.81
<b>Retail, Hospitality, and Tourism Management</b>																			
Professor	109,659	3	98,261	124,867	124,574	79,416	199,839	44,745	0.88	118,973	85,631	182,654	27,942	0.92	122,439	79,416	198,712	38,340	0.90
Associate Professor	81,955	1	81,955	81,955	89,561	64,113	142,420	7,606	0.92	80,701	71,000	122,264	0	1.02	85,991	66,970	134,693	4,036	0.95
Assistant Professor	75,375	4	70,000	80,000	74,873	55,504	117,250	0	1.01	79,329	60,750	117,250	15,816	0.95	72,307	55,504	96,200	0	1.04
All Ranks	89,054	8			96,884			52,351	0.92	93,595			43,758	0.95	95,996			42,376	0.93
<b>Theory and Practice in Teacher Education</b>																			
Professor	108,478	7	91,914	126,849	111,425	55,614	244,625	20,629	0.97	110,806	63,073	244,625	16,296	0.98	114,265	55,614	244,625	40,509	0.95
Associate Professor	72,744	14	64,323	81,659	79,676	48,121	148,328	97,048	0.91	76,703	57,065	127,000	55,426	0.95	80,882	48,121	127,000	113,932	0.90
Assistant Professor	61,396	12	53,746	73,596	66,905	32,731	110,799	66,108	0.92	66,974	39,900	103,721	66,936	0.92	68,882	32,731	103,721	89,832	0.89
All Ranks	76,197	33			84,198			183,785	0.90	84,824			138,658	0.90	88,400			244,273	0.86
<b>Engineering</b>																			
<b>Total</b>																			
Professor	162,738	80	70,000	274,040	153,383	42,749	405,600	83,160	1.06	150,681	59,400	340,028	13,118	1.08	156,235	42,749	349,488	143,220	1.04
Associate Professor	104,514	48	80,736	135,277	105,680	44,375	237,098	119,542	0.99	105,213	59,000	236,764	72,080	0.99	107,461	48,150	195,032	176,943	0.97
Assistant Professor	92,419	43	75,000	104,435	90,015	31,091	155,000	8,832	1.03	91,491	34,364	160,164	44,450	1.01	91,007	34,364	145,609	21,475	1.02
All Ranks	128,712	171			126,107			211,534	1.02	125,314			129,648	1.03	130,491			341,638	0.99
<b>Chemical and Biomolecular Engineering</b>																			
Professor	187,001	6	102,604	257,401	157,919	57,326	317,826	0	1.18	155,371	72,116	259,556	0	1.20	162,904	72,116	308,597	0	1.15
Associate Professor	119,116	2	109,304	128,928	103,732	48,460	173,333	0	1.15	104,440	62,182	146,079	0	1.14	103,104	48,460	133,506	0	1.16
Assistant Professor	97,853	5	93,500	101,312	89,745	34,364	140,000	0	1.09	89,041	34,364	108,999	0	1.10	89,515	34,364	108,999	0	1.09
All Ranks	142,269	13			129,513			0	1.10	130,409			0	1.09	134,972			0	1.05
<b>Civil and Environmental Engineering</b>																			
Professor	149,075	12	116,820	216,743	139,279	75,000	405,600	0	1.07	134,986	94,900	235,406	0	1.10	138,241	94,900	249,155	0	1.08
Associate Professor	102,840	5	101,648	105,466	100,381	50,618	148,537	0	1.02	98,948	82,500	160,388	0	1.04	102,197	52,745	132,822	0	1.01
Assistant Professor	87,165	5	84,996	92,831	86,639	44,990	137,669	0	1.01	88,165	64,116	150,619	5,000	0.99	88,305	56,127	123,234	5,700	0.99
All Ranks	124,497	22			114,997			0	1.08	116,552			5,000	1.07	116,097			5,700	1.07
<b>Electrical Engineering and Computer Science</b>																			
Professor	169,097	22	70,000	274,040	153,080	42,749	370,800	0	1.10	152,357	59,400	340,028	0	1.11	153,481	42,749	340,028	0	1.10
Associate Professor	109,193	11	105,000	113,191	108,257	64,341	237,098	0	1.01	108,731	64,341	236,764	0	1.00	109,844	64,341	195,032	7,161	0.99
Assistant Professor	94,823	10	89,000	98,869	93,271	33,545	155,000	0	1.02	98,768	60,095	160,164	39,450	0.96	94,760	41,932	145,609	0	1.00
All Ranks	136,500	43			128,174			0	1.06	129,556			39,450	1.05	130,926			7,161	1.04
<b>Industrial and Systems Engineering</b>																			
Professor	159,738	3	142,047	187,000	152,399	80,750	317,796	0	1.05	151,030	103,953	207,463	0	1.06	156,874	94,727	238,090	0	1.02
Associate Professor	97,033	4	96,000	99,546	104,825	79,834	144,760	31,168	0.93	102,394	87,183	134,070	21,444	0.95	108,160	80,100	138,941	44,508	0.90
Assistant Professor	86,160	4	83,639	90,000	87,493	53,560	117,040	5,332	0.98	83,056	66,000	91,000	0	1.04	88,915	53,560	117,040	11,020	0.97
All Ranks	110,181	11			120,468			36,500	0.91	119,589			21,444	0.92	124,761			55,528	0.88
<b>Materials Science and Engineering</b>																			
Professor	162,609	15	114,455	243,331	159,776	89,961	349,488	0	1.02	162,314	109,522	299,995	0	1.00	160,580	89,961	349,488	0	1.01
Associate Professor	100,935	6	85,961	115,685	105,576	72,586	197,000	27,846	0.96	106,553	82,400	143,941	33,708	0.95	105,228	77,383	137,291	25,758	0.96
Assistant Professor	93,000	1	93,000	93,000	85,905	36,720	106,950	0	1.08	90,099	60,469	120,325	0	1.03	88,192	47,494	106,950	0	1.05
All Ranks	142,625	22			132,832			27,846	1.07	133,429			33,708	1.07	133,355			25,758	1.07
<b>Mechanical, Aerospace, and Biomedical Engineering</b>																			
Professor	150,041	14	97,197	210,325	155,981	53,975	375,000	83,160	0.96	150,978	63,570	296,387	13,118	0.99	160,271	53,975	329,645	143,220	0.94
Associate Professor	101,247	16	80,736	122,014	104,961	44,375	200,983	59,424	0.96	102,305	59,000	174,294	16,928	0.99	107,385	48,150	171,260	98,208	0.94
Assistant Professor	92,620	13	75,000	104,435	89,334	31,091	132,142	0	1.04	87,437	44,000	132,142	0	1.06	90,349	39,273	114,579	0	1.03
All Ranks	114,525	43			126,609			142,584	0.90	120,184			30,046	0.95	133,130			241,428	0.86
<b>Nuclear Engineering</b>																			
Professor	171,133	8	118,029	237,220	169,392	118,029	248,505	0	1.01	156,297	131,903	203,513	0	1.09	169,060	127,196	248,505	0	1.01
Associate Professor	112,358	4	93,411	135,277	112,634	86,205	145,000	1,104	1.00	109,709	92,350	128,322	0	1.02	112,685	86,205	145,000	1,308	1.00
Assistant Professor	91,800	5	90,000	94,850	92,500	73,636	103,300	3,500	0.99	88,743	85,205	95,017	0	1.03	92,751	73,636	103,300	4,755	0.99
All Ranks	133,970	17			138,480			4,604	0.97	128,792			0	1.04	139,463			6,063	0.96

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<b>Law</b>																			
Total																			
Professor	153,579	18	125,000	206,800	188,902	50,000	487,147	635,814	0.81	189,943	86,564	347,200	654,552	0.81	205,800	55,227	487,147	939,978	0.75
Associate Professor	106,894	17	93,000	126,169	124,284	46,946	204,802	295,630	0.86	129,099	46,946	204,802	377,485	0.83	127,552	46,946	204,802	351,186	0.84
Assistant Professor	0	0	0	0	102,238	40,900	173,800	0	0.00	98,637	49,669	166,286	0	0.00	107,103	51,079	173,800	0	0.00
All Ranks	130,903	35			168,504			931,444	0.78	168,814			1,032,037	0.78	187,347			1,291,164	0.70
<b>Arts and Sciences (All)</b>																			
Total																			
Professor	118,512	202	47,000	328,400	124,617	24,000	435,324	2,516,288	0.95	125,658	31,400	430,478	2,261,528	0.94	130,740	24,000	435,324	3,438,751	0.91
Associate Professor	78,225	153	53,739	120,013	82,082	31,475	233,092	643,107	0.95	83,040	31,475	233,092	838,300	0.94	85,469	31,475	233,092	1,141,331	0.92
Assistant Professor	66,776	110	44,329	82,000	69,545	12,000	163,593	381,554	0.96	71,647	24,999	163,593	495,314	0.93	73,207	12,000	163,593	694,061	0.91
All Ranks	93,018	465			98,396			3,540,949	0.95	100,519			3,595,142	0.93	105,536			5,274,143	0.88
<b>Arts &amp; Sciences - Humanities</b>																			
Total																			
Professor	96,648	59	47,000	143,800	114,152	34,323	292,107	1,025,383	0.85	108,805	55,375	279,642	722,322	0.89	120,120	53,160	292,107	1,323,804	0.80
Associate Professor	73,149	71	53,739	120,013	77,198	36,657	165,353	238,459	0.95	76,587	41,182	156,186	247,992	0.96	80,318	40,000	165,353	468,414	0.91
Assistant Professor	58,964	38	44,329	69,827	63,614	26,793	152,311	174,188	0.93	62,761	32,500	90,022	148,686	0.94	66,387	26,793	107,000	287,850	0.89
All Ranks	78,193	168			88,691			1,438,030	0.88	86,576			1,119,000	0.90	95,077			2,080,068	0.82
<b>Art</b>																			
Professor	98,534	8	69,974	127,465	111,068	34,323	234,709	100,272	0.89	99,800	67,460	234,709	10,128	0.99	117,159	66,763	234,709	149,000	0.84
Associate Professor	78,633	11	64,514	97,251	77,751	40,000	157,695	0	1.01	75,395	52,876	148,800	0	1.04	80,278	40,000	148,800	18,095	0.98
Assistant Professor	57,730	5	54,780	61,553	64,164	36,000	152,311	32,170	0.90	61,258	40,000	80,650	17,640	0.94	64,074	40,000	100,935	31,720	0.90
All Ranks	80,912	24			87,610			132,442	0.92	80,250			27,768	1.01	93,090			198,815	0.87
<b>Classics</b>																			
Professor	105,635	1	105,635	105,635	112,319	71,132	203,592	6,684	0.94	111,908	71,132	171,300	6,273	0.94	115,344	71,132	203,592	9,709	0.92
Associate Professor	77,126	3	68,783	85,389	78,105	48,845	127,091	2,937	0.99	83,520	56,580	127,091	19,182	0.92	81,507	56,580	127,091	13,143	0.95
Assistant Professor	60,263	2	60,000	60,525	64,363	40,000	79,756	8,200	0.94	69,137	60,000	77,387	17,748	0.87	65,823	53,500	77,387	11,120	0.92
All Ranks	76,257	6			86,724			17,821	0.88	93,544			43,203	0.82	92,718			33,972	0.82
<b>English</b>																			
Professor	92,106	19	47,000	120,492	124,280	47,000	279,642	611,306	0.74	113,694	63,369	279,642	410,172	0.81	129,806	57,912	279,642	716,300	0.71
Associate Professor	70,787	14	66,403	82,879	80,357	36,657	136,990	133,980	0.88	80,367	55,942	133,062	134,120	0.88	83,035	46,016	131,270	171,472	0.85
Assistant Professor	62,231	6	58,493	69,827	66,949	33,854	106,802	28,308	0.93	65,299	33,854	82,195	18,408	0.95	70,014	40,800	90,000	46,698	0.89
All Ranks	79,857	39			97,363			773,594	0.82	93,521			562,700	0.85	103,407			934,470	0.77
<b>Modern Foreign Languages and Literature</b>																			
Professor	94,053	13	76,205	143,800	113,124	53,160	222,000	247,923	0.83	111,901	55,418	204,040	232,024	0.84	118,948	53,160	222,000	323,635	0.79
Associate Professor	69,837	12	62,025	82,000	76,693	41,182	152,328	82,272	0.91	75,457	41,182	117,223	67,440	0.93	79,446	43,737	125,940	115,308	0.88
Assistant Professor	58,931	7	55,963	63,000	63,370	28,923	88,000	31,073	0.93	62,749	40,000	90,022	26,726	0.94	66,033	40,000	88,000	49,714	0.89
All Ranks	77,289	32			85,780			361,268	0.90	82,524			326,190	0.94	92,005			488,657	0.84
<b>Music</b>																			
Professor	98,015	9	72,492	142,215	98,816	55,375	292,107	7,209	0.99	99,694	55,375	234,501	15,111	0.98	104,560	55,375	292,107	58,905	0.94
Associate Professor	72,432	20	53,739	120,013	72,401	44,125	165,353	0	1.00	73,471	51,967	125,182	20,780	0.99	77,995	44,125	165,353	111,260	0.93
Assistant Professor	53,857	7	44,329	59,912	59,605	30,000	104,006	40,236	0.90	59,409	47,000	79,000	38,864	0.91	64,687	43,127	104,006	75,810	0.83
All Ranks	75,216	36			80,531			47,445	0.93	83,428			74,755	0.90	88,713			245,975	0.85
<b>Philosophy</b>																			
Professor	107,641	2	84,504	130,777	122,549	56,691	280,353	29,816	0.88	114,335	70,645	232,000	13,388	0.94	128,653	63,272	280,353	42,024	0.84
Associate Professor	72,957	2	62,053	83,861	78,266	53,055	156,186	10,618	0.93	76,192	55,034	156,186	6,470	0.96	82,991	55,034	156,186	20,068	0.88
Assistant Professor	62,224	7	59,567	67,200	65,449	32,500	107,000	22,575	0.95	63,556	32,500	85,000	9,324	0.98	69,492	54,580	107,000	50,876	0.90
All Ranks	72,433	11			96,280			63,009	0.75	93,509			29,182	0.77	105,114			112,968	0.69
<b>Religious Studies</b>																			
Professor	110,946	3	88,041	133,334	118,337	64,000	194,600	22,173	0.94	122,688	77,889	194,600	35,226	0.90	119,023	64,000	194,600	24,231	0.93
Associate Professor	84,084	2	80,796	87,371	78,784	52,530	119,990	0	1.07	80,709	52,530	119,990	0	1.04	79,544	52,530	119,990	0	1.06
Assistant Professor	59,721	2	58,400	61,041	64,191	39,585	85,172	8,940	0.93	68,672	60,000	83,000	17,902	0.87	66,378	50,000	85,172	13,314	0.90
All Ranks	88,635	7			88,608			31,113	1.00	96,292			53,128	0.92	90,523			37,545	0.98
<b>Theatre</b>																			
Professor	101,349	4	74,833	140,795	98,559	45,926	185,734	0	1.03	100,778	69,190	153,600	0	1.01	100,980	69,190	153,600	0	1.00
Associate Professor	72,206	7	63,505	85,153	73,442	51,000	121,056	8,652	0.98	71,453	53,499	106,200	0	1.01	74,930	53,960	112,248	19,068	0.96
Assistant Professor	56,776	2	54,000	59,552	58,119	26,793	83,489	2,686	0.98	57,813	36,500	72,500	2,074	0.98	61,075	26,793	77,526	8,598	0.93
All Ranks	78,799	13			75,542			11,338	1.04	74,754			2,074	1.05	78,319			27,666	1.01

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<b>Arts &amp; Sciences - Social Sciences</b>																			
Total																			
Professor	118,335	47	75,087	328,400	130,202	24,000	435,324	838,955	0.91	131,274	31,400	318,964	848,006	0.90	138,141	24,000	435,324	1,175,361	0.86
Associate Professor	77,309	40	61,350	94,140	85,353	31,475	201,500	304,840	0.91	85,051	31,475	182,900	294,033	0.91	89,793	31,475	182,900	471,569	0.86
Assistant Professor	64,771	36	57,000	79,170	71,977	24,999	135,882	199,101	0.90	73,325	24,999	130,000	226,674	0.88	76,438	25,625	131,000	323,987	0.85
All Ranks	89,316	123			100,960			1,342,896	0.88	101,774			1,368,713	0.88	109,820			1,970,917	0.81
Anthropology																			
Professor	176,471	4	89,664	328,400	114,518	58,675	328,400	0	1.54	112,207	73,674	276,600	0	1.57	116,596	62,173	276,600	0	1.51
Associate Professor	78,469	3	76,169	79,988	78,898	54,400	182,900	1,287	0.99	80,899	63,000	182,900	7,290	0.97	82,337	63,000	182,900	11,604	0.95
Assistant Professor	67,700	3	65,933	68,613	67,784	36,000	91,692	252	1.00	70,139	57,190	79,755	7,317	0.97	70,017	45,000	91,692	6,951	0.97
All Ranks	114,439	10			90,746			1,539	1.26	90,771			14,607	1.26	94,515			18,555	1.21
Geography																			
Professor	127,479	6	89,746	197,861	123,601	64,346	277,450	0	1.03	124,421	65,727	275,000	0	1.02	132,356	64,346	233,696	29,262	0.96
Associate Professor	79,973	5	75,727	86,248	82,171	56,627	125,712	10,990	0.97	84,639	63,070	127,145	23,330	0.94	84,813	57,564	125,712	24,200	0.94
Assistant Professor	70,436	5	64,607	79,170	69,357	43,000	100,304	0	1.02	71,273	49,092	100,304	4,185	0.99	69,952	48,000	100,304	0	1.01
All Ranks	94,807	16			93,988			10,990	1.01	94,268			27,515	1.01	99,901			53,462	0.95
History																			
Professor	116,219	7	92,957	150,916	118,735	62,004	282,300	17,612	0.98	120,370	72,878	249,084	29,057	0.97	124,154	62,004	282,300	55,545	0.94
Associate Professor	74,374	9	68,145	78,285	79,150	31,475	141,934	42,984	0.94	78,182	31,475	131,352	34,272	0.95	81,223	31,475	141,934	61,641	0.92
Assistant Professor	60,506	11	57,000	63,266	64,060	24,999	103,020	39,094	0.94	63,001	24,999	80,000	27,445	0.96	67,274	32,727	103,020	74,448	0.90
All Ranks	79,573	27			91,836			99,690	0.87	92,490			90,774	0.86	98,300			191,634	0.81
Political Science																			
Professor	98,013	9	78,223	132,000	138,726	24,000	314,500	366,417	0.71	144,650	31,400	299,127	419,733	0.68	151,957	24,000	314,500	485,496	0.65
Associate Professor	81,100	5	69,654	94,140	93,441	41,633	201,500	61,705	0.87	91,811	65,834	170,000	53,555	0.88	100,105	66,020	175,109	95,025	0.81
Assistant Professor	62,626	5	60,000	65,000	77,425	25,625	131,000	73,995	0.81	79,049	40,000	130,000	82,115	0.79	84,730	25,625	131,000	110,520	0.74
All Ranks	84,250	19			106,139			502,117	0.79	109,992			555,403	0.77	117,984			691,041	0.71
Psychology																			
Professor	120,133	15	75,087	197,495	137,533	32,727	435,324	261,000	0.87	132,143	57,278	318,964	180,150	0.91	144,717	32,727	435,324	368,760	0.83
Associate Professor	77,742	13	61,350	85,507	87,650	46,880	182,149	128,804	0.89	86,969	46,880	182,149	119,951	0.89	92,815	46,880	182,149	195,949	0.84
Assistant Professor	68,332	8	67,000	70,002	74,602	33,115	135,882	50,160	0.92	77,619	43,696	120,099	74,296	0.88	78,538	38,455	105,200	81,648	0.87
All Ranks	93,314	36			110,018			439,964	0.85	107,844			374,397	0.87	119,685			646,357	0.78
Sociology																			
Professor	98,892	6	83,160	121,374	131,213	65,350	272,966	193,926	0.75	135,403	76,723	253,000	219,066	0.73	138,275	73,989	272,966	236,298	0.72
Associate Professor	74,314	5	69,481	77,523	86,128	41,010	170,327	59,070	0.86	85,441	68,000	165,500	55,635	0.87	90,944	60,039	170,327	83,150	0.82
Assistant Professor	62,783	4	61,000	67,000	71,683	45,000	120,901	35,600	0.88	70,612	54,000	90,000	31,316	0.89	75,388	50,793	100,000	50,420	0.83
All Ranks	81,070	15			99,549			288,596	0.81	102,990			306,017	0.79	110,035			369,868	0.74
<b>Arts &amp; Sciences - Natural Sciences</b>																			
Total																			
Professor	132,036	96	77,412	250,958	131,187	37,000	430,478	651,950	1.01	134,038	53,715	430,478	691,200	0.99	136,108	37,000	430,478	939,586	0.97
Associate Professor	87,679	42	74,597	113,755	88,771	40,695	233,092	99,808	0.99	91,454	42,978	233,092	296,275	0.96	91,900	42,978	233,092	201,348	0.95
Assistant Professor	77,027	36	71,500	82,000	75,935	12,000	163,593	8,265	1.01	79,868	36,000	163,593	119,954	0.96	79,199	12,000	163,593	82,224	0.97
All Ranks	109,948	174			109,566			760,023	1.00	113,742			1,107,429	0.97	115,774			1,223,158	0.95
Biochemistry and Cellular and Molecular Biology																			
Professor	129,555	14	90,987	250,958	135,043	51,936	317,468	76,832	0.96	134,347	62,168	317,468	67,088	0.96	138,018	62,168	317,468	118,482	0.94
Associate Professor	84,138	8	77,009	88,400	88,698	42,978	161,768	36,480	0.95	87,266	42,978	135,993	25,024	0.96	88,627	42,978	148,464	35,912	0.95
Assistant Professor	77,119	5	75,000	77,897	73,023	33,688	105,522	0	1.06	71,838	36,856	117,333	0	1.07	76,209	35,018	105,522	0	1.01
All Ranks	106,388	27			107,232			113,312	0.99	105,655			92,112	1.01	111,025			154,394	0.96
Chemistry																			
Professor	135,144	18	87,386	219,915	141,815	37,500	370,396	120,078	0.95	145,198	67,918	288,509	180,972	0.93	148,002	51,192	288,509	231,444	0.91
Associate Professor	92,761	4	90,896	96,464	89,120	44,133	137,801	0	1.04	86,680	59,955	131,410	0	1.07	91,951	53,945	135,457	0	1.01
Assistant Professor	75,645	4	75,000	77,578	75,597	29,455	117,334	0	1.00	74,314	36,000	88,000	0	1.02	78,141	36,000	88,424	9,984	0.97
All Ranks	119,470	26			114,405			120,078	1.04	115,855			180,972	1.03	122,389			241,428	0.98
Earth and Planetary Sciences																			
Professor	126,353	10	85,253	194,504	122,784	66,764	259,596	0	1.03	129,035	79,000	256,162	26,820	0.98	125,559	66,764	259,596	0	1.01
Associate Professor	89,131	4	84,967	92,244	88,066	53,453	126,700	0	1.01	102,083	64,379	141,644	51,808	0.87	92,336	59,186	126,700	12,820	0.97
Assistant Professor	76,247	4	72,300	78,962	76,024	45,000	116,202	0	1.00	85,218	59,000	133,241	35,884	0.89	78,169	55,000	109,015	7,688	0.98
All Ranks	106,947	18			104,025			0	1.03	111,209			114,512	0.96	108,104			20,508	0.99

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<b>Ecology and Evolutionary Biology</b>																			
Professor	160,642	8	104,170	236,976	126,515	56,975	356,841	0	1.27	140,957	75,165	356,841	0	1.14	127,522	75,165	356,841	0	1.26
Associate Professor	90,275	11	78,885	113,755	92,100	45,022	233,092	20,075	0.98	104,912	61,590	233,092	161,007	0.86	96,710	61,016	233,092	70,785	0.93
Assistant Professor	77,705	1	77,705	77,705	84,115	40,983	163,593	6,410	0.92	95,379	40,983	163,593	17,674	0.81	88,273	40,983	163,593	10,568	0.88
All Ranks	117,793	20			107,548			26,485	1.10	119,569			178,681	0.99	109,466			81,353	1.08
<b>Mathematics</b>																			
Professor	106,808	20	77,412	139,035	129,560	37,000	383,000	455,040	0.82	127,624	74,498	383,000	416,320	0.84	136,291	37,000	383,000	589,660	0.78
Associate Professor	81,340	7	74,597	87,613	87,519	40,695	136,053	43,253	0.93	87,564	59,454	149,012	43,568	0.93	91,798	54,203	135,522	73,206	0.89
Assistant Professor	78,034	9	74,990	82,000	74,646	12,000	108,410	0	1.05	82,868	45,818	132,501	43,506	0.94	77,287	12,000	108,410	0	1.01
All Ranks	94,662	36			108,697			498,293	0.87	113,428			503,394	0.83	117,238			662,866	0.81
<b>Microbiology</b>																			
Professor	194,607	4	132,303	227,398	134,538	76,501	300,000	0	1.45	133,695	81,585	207,531	0	1.46	132,393	81,133	246,744	0	1.47
Associate Professor	89,533	5	83,378	97,895	86,959	69,399	111,650	0	1.03	79,268	63,630	91,854	0	1.13	82,812	63,630	107,580	0	1.08
Assistant Professor	75,398	6	71,500	78,512	74,599	36,819	90,749	0	1.01	74,663	66,000	79,022	0	1.01	78,884	66,000	90,749	20,916	0.96
All Ranks	111,899	15			108,363			0	1.03	104,395			0	1.07	109,829			20,916	1.02
<b>Physics and Astronomy</b>																			
Professor	134,809	22	78,344	240,596	127,766	50,597	430,478	0	1.06	133,694	53,715	430,478	0	1.01	133,142	53,715	430,478	0	1.01
Associate Professor	90,589	3	78,505	97,909	89,573	42,545	164,782	0	1.01	95,545	49,929	201,400	14,868	0.95	93,464	44,804	164,782	8,625	0.97
Assistant Professor	78,202	7	75,000	81,800	78,467	32,727	117,736	1,855	1.00	81,472	45,840	133,000	22,890	0.96	82,926	40,920	108,818	33,068	0.94
All Ranks	118,281	32			111,042			1,855	1.07	117,853			37,758	1.00	117,463			41,693	1.01
<b>Nursing</b>																			
Total																			
Professor	99,158	5	75,373	115,309	121,751	65,313	242,138	112,965	0.81	126,217	83,800	200,000	135,295	0.79	122,667	67,911	200,000	117,545	0.81
Associate Professor	87,450	8	82,044	104,432	92,298	60,591	170,000	38,784	0.95	92,920	61,741	165,000	43,760	0.94	96,312	60,591	167,913	70,896	0.91
Assistant Professor	74,768	26	59,910	132,597	75,115	45,067	212,675	9,022	1.00	74,068	46,637	105,100	0	1.01	74,755	46,637	110,000	0	1.00
All Ranks	80,496	39			88,542			160,771	0.91	89,225			179,055	0.90	90,564			188,441	0.89
<b>Social Work</b>																			
Total																			
Professor	152,816	12	86,116	335,126	129,367	57,748	335,126	0	1.18	119,005	80,552	201,742	0	1.28	140,607	80,552	207,546	0	1.09
Associate Professor	77,972	8	73,620	86,917	85,701	45,167	142,577	61,832	0.91	76,868	52,368	115,000	0	1.01	91,414	52,368	142,577	107,536	0.85
Assistant Professor	55,245	19	20,025	75,000	67,643	20,025	108,000	235,562	0.82	63,510	38,322	80,684	157,035	0.87	71,166	38,322	108,000	302,499	0.78
All Ranks	89,929	39			91,458			297,394	0.98	84,111			157,035	1.07	100,867			410,035	0.89
<b>University</b>																			
Total																			
Professor	130,889	467	47,000	349,653	136,008	19,686	550,000	4,951,602	0.96	136,128	19,686	469,100	4,869,604	0.96	142,187	24,000	497,532	7,185,205	0.92
Associate Professor	89,458	356	53,739	227,612	91,985	23,186	290,563	1,789,072	0.97	93,078	31,475	258,344	2,019,499	0.96	95,881	31,475	259,403	2,865,842	0.93
Assistant Professor	76,033	301	20,025	191,995	81,742	12,000	230,768	1,133,797	0.93	83,211	24,999	230,768	1,297,004	0.91	86,073	12,000	230,768	1,869,291	0.88
All Ranks	103,077	1,124			108,981			7,874,471	0.95	110,053			8,186,107	0.94	116,153			11,920,338	0.89