

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			Average
Agricultural Sciences & Natural Resources																				
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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Architecture & Design																			
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
Architecture																			
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
Interior Design																			
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
Landscape Architecture																			
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
Haslam College of Business																			
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
Accounting and Information Management																			
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
Business Analytics and Statistics																			
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
Economics																			
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
Finance																			
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
Management																			
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
Marketing and Supply Chain Management																			
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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Ecology and Evolutionary Biology																			
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
Mathematics																			
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
Microbiology																			
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
Physics and Astronomy																			
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
Nursing																			
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
Social Work																			
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
University																			
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