

AAUP REPORT

1994-95

University of Kentucky

Office of Institutional Planning,
Budgeting and Effectiveness

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SECTION I

SALARY STATISTICS FOR LEXINGTON CAMPUS,
ALLIED HEALTH, DENTISTRY, NURSING,
AND PHARMACY

Table I
NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1994-95

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Agriculture	Agricultural Economics	01.0103	23
	Agricultural Engineering	14.0301	15
	Agronomy	02.0402	47
	Animal Sciences	02.0201	38
	Entomology	26.0702	15
	Forestry	03.0502	13
	Horticulture	02.0403	22
	Plant Pathology	26.0305	15
	Rural Sociology	45.1101	11
	Veterinary Science	51.2501	26
	Home Economics Extension	01.0401	7
	Public Information	01.9999	5
Agriculture Total			237
Architecture		04.0201	19
Arts and Sciences	Anthropology	45.0201	9
	Biological Sciences	26.0101	27
	Chemistry	40.0501	22
	Classics	16.1201	5
	English	23.0101	40
	French	16.0901	4
	Geography	45.0701	12
	Geological Science	40.0601	11
	German	16.0501	7
	History	45.0801	31
	Mathematics	27.0101	39
	Philosophy	38.0101	16
	Physics	40.0801	27
	Political Science	45.1001	15
	Psychology	42.0101	24
	Russian & Eastern Studies	05.0110	5
	Sociology	45.1101	17
	Spanish and Italian	16.0999	11
	Statistics	27.0501	12
Arts & Sciences Total			334

Table I
NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1994-95

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Business & Economics	Accountancy	52.0301	16
	Decision Science/Information Systems	52.1301	6
	Economics	52.0601	21
	Finance	52.0801	9
	Management	52.0101	13
	Marketing	52.1401	10
	Business & Econ. Total		75
Communications and Information Studies	Communication	09.0101	14
	Journalism & Telecommunications	09.0499	12
	Library & Information Science	25.0101	10
Communications Total			36
Education	Admin & Supervision	13.0405	8
	Curriculum & Instruction	13.0301	28
	Educational Psychology & Counseling	13.0802	17
	Kinesiology & Health Promotion	13.1399	14
	Policy Studies and Evaluation	13.0601	12
	Special Education	13.1001	12
	Vocational Education	13.1320	1
	Education Total		92
Engineering	Chemical Engineering	14.0701	9
	Civil Engineering	14.0801	20
	Computer Science	11.0101	15
	Electrical Engineering	14.1001	22
	Engineering Mechanics	14.1101	7
	Mechanical Engineering	14.1901	19
	Materials Science & Engineering	14.1801	6
	Mining Engineering	14.2101	8
	Engineering Total		106
Fine Arts	Art	50.0701	20
	Music	50.0902	38
	Theatre Arts	50.0501	9
Fine Arts			67
Graduate School Programs	Diplomacy & International Commerce	45.9999	3
	Public Administration	44.0401	4
Graduate School Programs			7

Table I
NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1994-95

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Human Environmental Sciences	Interior Design, Merchandising and Textiles	19.0601	9
	Family Studies	19.0701	14
	Nutrition & Food Sciences	19.0501	12
Human Environmental Sciences Total			35
Law		22.0101	24
Social Work		44.0701	17

Table I
NUMBER OF FACULTY BY DEPARTMENT
Medical Center
1994-95

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Allied Health		51.0999	42
Dentistry		51.0401	52
Graduate School Programs			6
Nursing		51.1601	37
Pharmacy		51.2001	42

Table II
AVERAGE SALARY AND COMPENSATION*
1994-95

RANK	N	AVERAGE SALARY	AVERAGE FRINGE BENEFITS**	AVERAGE TOTAL COMPENSATION
Professor	478	\$65,691	\$12,930	\$78,621
Associate	444	48,710	10,470	59,180
Assistant	294	42,186	8,802	50,988
Instructor	12	47,886	6,930	54,816
TOTAL	1,228	53,750	10,993	64,743

* Includes all colleges except Medicine. Salaries of 12-month faculty have been adjusted in this table to a 9-month basis (adjustment multiplier is 9/11, or .8182).

** Fringe benefits consist of FICA, Retirement, Life Insurance, Guaranteed Disability Income Protection, Worker's Compensation Tax, and Medical Plan. Benefits by rank are estimated based upon institutional IPEDS submission.

Table III
AVERAGE FACULTY SALARIES
1994-95

Average Salary - Faculty on 9-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	293	\$66,740
Associate Professor	291	47,952
Assistant Professor	218	41,915
Instructor	6	52,933
ALL	808	53,173

Average Salary - Faculty on 12-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	185	\$78,258
Associate Professor	153	61,295
Assistant Professor	76	52,509
Instructor	6	52,357
ALL	420	67,049

Table IV
AVERAGE SALARY BY GENDER
1994-95

Average Salary - Faculty on 9-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	261	\$67,365	32	\$61,644
Associate Professor	220	48,765	71	45,430
Assistant Professor	125	42,965	93	40,502
Instructor	3	65,454	3	40,411
ALL	609	55,628	199	45,659

Average Salary - Faculty on 12-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	170	\$78,778	15	\$72,361
Associate Professor	115	61,977	38	59,231
Assistant Professor	43	52,792	33	52,139
Instructor	2	54,386	4	51,342
ALL	330	69,389	90	58,468

Table V
BENCHMARK MEDIAN
1994-95
Nine-Month Basis

UK Average Salary	\$53,750
Benchmark Median*	\$54,899

* UK's Benchmark Institutions are: University of Illinois at Champaign-Urbana; Indiana University at Bloomington; University of Missouri at Columbia; University of North Carolina at Chapel Hill; North Carolina State; Ohio State University; Purdue University; University of Tennessee at Knoxville; University of Virginia; Virginia Polytechnic Institute; and West Virginia University.

Table VI
AVERAGE SALARY INCREASES FOR CONTINUING FACULTY*

1993-94 to 1994-95

Nine-Month Basis

RANK	NUMBER	Average Salary for Continuing Faculty		Average Salary
		1993-94	1994-95	
Professor	458	\$63,033	\$65,095	3.3%
Associate Professor	420	46,756	48,443	3.6%
Assistant Professor	232	40,887	42,097	3.0%
Instructor	4	36,978	39,595	7.1%
ALL	1,114	52,191	53,936	3.3%

* Continuing faculty includes individuals employed in both 1993-94 and 1994-95. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 1993-94. When a faculty member received a promotion in rank for 1994-95, the individual is reported under the new rank.

Table VII

HISTORICAL VIEW OF SALARIES
1982-83 Through 1994-95

Number of Faculty by Rank and Year
Nine-Month Basis

RANK	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95
Professor	420	440	460	469	469	489	481	484	489	470	480	470	478
Associate Professor	418	414	412	415	420	430	424	413	419	423	413	416	444
Assistant Professor	346	336	298	286	277	255	247	269	290	320	302	308	294
Instructor	36	30	22	19	22	12	10	17	12	10	5	6	12
ALL	1,220	1,220	1,192	1,189	1,188	1,186	1,162	1,183	1,210	1,223	1,200	1,200	1,228

Average Faculty Salary by Rank and Year

RANK	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95
Professor	37,387	39,253	40,041	42,375	45,386	46,917	47,965	50,807	56,015	61,562	61,487	63,363	65,691
Associate Professor	28,256	29,565	29,820	31,722	33,690	34,810	35,233	37,536	41,811	45,996	45,797	47,271	48,710
Assistant Professor	23,290	24,133	24,688	26,745	28,700	30,091	31,085	33,649	36,809	40,075	40,167	41,821	42,186
Instructor	19,683	21,701	23,904	25,250	28,868	27,652	33,245	32,389	36,307	44,174	32,800	42,766	47,886
ALL	29,738	31,369	32,372	34,624	37,055	38,715	39,604	42,008	46,298	50,414	50,602	52,152	53,750

Table VIII
AVERAGE SALARIES BY COLLEGE
1994-95
Nine-Month Basis

College of Agriculture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	126	\$35,639	\$ 99,943	\$60,690
Associate Professor	79	30,674	70,000	46,718
Assistant Professor	32	35,224	53,300	40,373
Instructor	-	-	-	-
ALL	237	30,674	99,943	53,289

College of Allied Health

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$51,743	\$ 83,455	\$68,446
Associate Professor	20	35,925	71,147	51,229
Assistant Professor	17	35,926	52,045	44,452
Instructor	1	49,092	49,092	49,092
ALL	42	35,925	83,455	50,075

College of Architecture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$48,650	\$ 78,201	\$59,357
Associate Professor	9	38,913	67,799	48,787
Assistant Professor	6	33,303	40,646	37,879
Instructor	-	-	-	-
ALL	19	33,303	78,201	47,568

Table VIII

AVERAGE SALARIES BY COLLEGE

1994-95

Nine-Month Basis

College of Arts and Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	141	\$38,357	\$106,244	\$62,171
Associate Professor	113	29,279	60,000	44,721
Assistant Professor	80	29,339	53,456	38,248
Instructor	-	-	-	-
ALL	334	29,279	106,244	50,537

College of Business & Economics

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	30	\$54,589	\$112,148	\$77,873
Associate Professor	25	45,001	73,916	61,820
Assistant Professor	16	45,200	64,200	56,790
Instructor	4	46,801	67,636	60,791
ALL	75	45,001	112,148	67,113

College of Communications & Information Studies

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	14	\$49,827	\$ 83,654	\$65,353
Associate Professor	9	34,166	89,096	49,193
Assistant Professor	13	29,864	50,182	37,103
Instructor	-	-	-	-
ALL	36	29,864	89,096	51,112

Table VIII
AVERAGE SALARIES BY COLLEGE
1994-95
Nine-Month Basis

College of Dentistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	22	\$58,854	\$ 89,789	\$72,932
Associate Professor	21	48,978	97,799	60,905
Assistant Professor	9	49,092	59,764	56,768
Instructor	-	-	-	-
ALL	52	48,978	97,799	65,277

College of Education

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	22	\$47,626	\$ 65,197	\$56,010
Associate Professor	39	36,867	65,634	46,357
Assistant Professor	30	34,477	47,796	39,924
Instructor	1	38,824	38,824	38,824
ALL	92	34,477	65,634	46,486

College of Engineering

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	49	\$47,000	\$104,013	\$76,614
Associate Professor	30	36,622	66,911	57,041
Assistant Professor	27	45,421	67,200	51,355
Instructor	-	-	-	-
ALL	106	36,622	104,013	64,641

Table VIII
AVERAGE SALARIES BY COLLEGE
1994-95
Nine-Month Basis

College of Fine Arts

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	11	\$43,394	\$ 63,778	\$51,806
Associate Professor	34	32,047	66,528	41,508
Assistant Professor	22	28,405	46,112	36,813
Instructor	-	-	-	-
ALL	67	28,405	66,528	41,657

Graduate School Programs - Lexington Campus

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	\$63,445	\$ 86,838	\$78,388
Associate Professor	3	62,375	75,026	67,195
Assistant Professor	1	38,911	38,911	38,911
Instructor	-	-	-	-
ALL	7	38,911	86,838	67,951

Graduate School Programs - Medical Center

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	2	\$69,305	\$ 74,894	\$72,100
Associate Professor	1	54,599	54,599	54,599
Assistant Professor	3	45,774	53,183	49,476
Instructor	-	-	-	-
ALL	6	45,774	74,894	57,871

College of Human Environmental Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$51,689	\$ 83,869	\$62,824
Associate Professor	20	38,888	59,026	44,755
Assistant Professor	9	34,191	44,355	37,863
Instructor	-	-	-	-
ALL	35	34,191	83,869	46,080

Table VIII
AVERAGE SALARIES BY COLLEGE
1994-95
Nine-Month Basis

College of Law

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	16	\$73,500	\$103,143	\$85,125
Associate Professor	4	66,500	79,800	70,950
Assistant Professor	4	61,500	66,545	63,136
Instructor	-	-	-	-
ALL	24	61,500	103,143	79,097

College of Nursing

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$54,737	\$ 66,361	\$63,044
Associate Professor	19	41,245	59,639	48,595
Assistant Professor	8	37,594	48,718	42,632
Instructor	5	32,851	49,559	40,728
ALL	37	32,851	66,361	48,195

College of Pharmacy

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	20	\$52,674	\$103,174	\$72,288
Associate Professor	13	43,127	56,328	48,508
Assistant Professor	8	37,843	44,826	42,187
Instructor	1	39,905	39,905	39,905
ALL	42	37,843	103,174	58,423

College of Social Work

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	\$55,961	\$ 71,328	\$61,761
Associate Professor	5	39,908	52,914	46,506
Assistant Professor	9	33,335	37,174	34,722
Instructor	-	-	-	-
ALL	17	33,335	71,328	42,960

Table IX
RANKING OF AVERAGE SALARY BY COLLEGE AND ACADEMIC RANK
1994-95
Nine-Month Basis

Professor			Associate			Assistant		
Rank	College	Average Salary	Rank	College	Average Salary	Rank	College	Average Salary
(1)	Law	\$85,125	(1)	Law	\$70,950	(1)	Law	\$63,136
(2)	Business & Economics	77,873	(2)	Business & Economics	61,820	(2)	Business & Economics	56,790
(3)	Engineering	76,614	(3)	Dentistry	60,905	(3)	Dentistry	56,768
(4)	Dentistry	72,932	(4)	Engineering	57,041	(4)	Engineering	51,355
(5)	Pharmacy	72,288	(5)	Allied Health	51,229	(5)	Allied Health	44,452
(6)	Allied Health	68,446	(6)	Communications & Info Stud.	49,193	(6)	Nursing	42,632
(7)	Communications & Info Stud.	65,353	(7)	Architecture	48,787	(7)	Pharmacy	42,187
(8)	Nursing	63,044	(8)	Nursing	48,595	(8)	Agriculture	40,373
(9)	Human Environmental Science	62,824	(9)	Pharmacy	48,508	(9)	Education	39,924
(10)	Arts & Sciences	62,171	(10)	Agriculture	46,718	(10)	Arts & Sciences	38,248
(11)	Social Work	61,761	(11)	Social Work	46,506	(11)	Architecture	37,879
(12)	Agriculture	60,690	(12)	Education	46,357	(12)	Human Environmental Science	37,863
(13)	Architecture	59,357	(13)	Human Environmental Science	44,755	(13)	Communications & Info Stud.	37,103
(14)	Education	56,010	(14)	Arts & Sciences	44,721	(14)	Fine Arts	36,813
(15)	Fine Arts	51,806	(15)	Fine Arts	41,508	(15)	Social Work	34,722

Instructor			All		
Rank	College	Average Salary	Rank	College	Average Salary
(1)	Business & Economics	\$60,791	(1)	Law	\$79,097
(2)	Allied Health	49,092	(2)	Business & Economics	67,113
(3)	Nursing	40,728	(3)	Dentistry	65,277
(4)	Pharmacy	39,905	(4)	Engineering	64,641
(5)	Education	38,824	(5)	Pharmacy	58,423
			(6)	Agriculture	53,289
			(7)	Communications & Info Stud.	51,112
			(8)	Arts & Sciences	50,537
			(9)	Allied Health	50,075
			(10)	Nursing	48,195
			(11)	Architecture	47,568
			(12)	Education	46,486
			(13)	Human Environmental Science	46,080
			(14)	Social Work	42,960
			(15)	Fine Arts	41,657

Table X
NUMBER OF PROMOTIONS BY COLLEGE AND RANK
1994-95

	Professor	Associate	Assistant	Total
Agriculture	7	10	-	17
Allied Health	1	3	-	4
Architecture	-	-	-	-
Arts and Sciences	2	10	-	12
Business & Economics	1	5	1	7
Communications and Information Studies	1	-	-	1
Dentistry	1	2	-	3
Education	-	2	-	2
Engineering	1	5	-	6
Fine Arts	1	-	-	1
Graduate School- Lexington Campus	-	-	-	-
Graduate School- Medical Center	-	-	-	-
Human Environmental Sciences	-	-	-	-
Law	-	-	-	-
Nursing	-	2	1	3
Pharmacy	1	4	-	5
Social Work	1	-	-	1
TOTAL	17	43	2	62

Table XI
SALARY DISTRIBUTION OF NEW FACULTY*
1994-95

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$72,000	\$106,244	\$85,206
Associate Professor	6	50,182	89,096	66,634
Assistant Professor	47	29,864	67,200	42,181
Instructor	6	37,637	67,636	55,215
ALL	64	29,864	106,244	49,057

* All colleges except Medicine. Twelve-month salaries adjusted to nine-month.

Table XII

SALARY DISTRIBUTION OF NEW FACULTY BY GENDER

1994-95

FEMALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	1	\$82,000	\$ 82,000	\$82,000
Associate Professor	-	-	-	-
Assistant Professor	22	29,864	66,545	41,920
Instructor	2	37,637	48,199	42,918
ALL	25	29,864	82,000	43,603

MALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$72,000	\$106,244	\$86,007
Associate Professor	6	50,182	89,096	66,634
Assistant Professor	25	34,909	67,200	42,411
Instructor	4	49,092	67,636	61,364
ALL	39	34,909	106,244	52,553

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1994-95

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Agricultural Economics	23	\$55,425
Agricultural Engineering	15	58,609
Agronomy	47	53,661
Animal Sciences	38	52,755
Entomology	15	56,025
Forestry	13	44,385
Horticulture	22	49,020
Plant Pathology	15	59,873
Rural Sociology	11	47,926
Veterinary Science	26	56,247
Public Information	5	45,900
Home Economics Extension	7	47,974
Agriculture Total	237	53,289
Architecture	19	47,568
Anthropology	9	45,119
Biological Sciences	27	49,744
Chemistry	22	55,217
Classical Languages	5	47,034
English	40	43,789
French	4	69,432
Geography	12	53,274
Geological Sciences	11	56,137
German	7	44,475
History	31	49,334
Mathematics	39	60,228
Philosophy	16	49,586
Physics	27	53,092
Political Science	15	46,307
Psychology	24	43,136
Russian & Eastern Studies	5	48,322
Sociology	17	47,304
Spanish & Italian	11	52,061
Statistics	12	52,460
Arts & Sciences Total	334	50,537

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS
Nine-Month Basis
1994-95

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Accountancy	16	67,283
Decision Science/Information Systems	6	74,618
Economics	21	62,692
Finance	9	76,267
Management	13	65,601
Marketing	10	65,350
Business & Economics Total	75	67,113
Communication	14	49,575
Journalism/Telecommunications	12	49,726
Library & Information Science	10	54,926
Communications & Information Studies Total	36	51,112
Administration & Supervision	8	49,305
Curriculum & Instruction	28	45,287
Educational Psychology & Counseling	17	48,418
Kinesiology & Health Promotion	14	44,535
Policy Studies & Evaluation	12	46,967
Special Education	12	45,401
Vocational Education	1	59,188
Education Total	92	46,486
Chemical Engineering	9	70,860
Civil Engineering	20	59,165
Computer Science	15	67,233
Electrical Engineering	22	61,793
Engineering Mechanics	7	73,357
Mechanical Engineering	19	64,878
Materials Science & Engineering	6	70,974
Mining Engineering	8	61,364
Engineering Total	106	64,641
Art	20	42,210
Music	38	41,344
Theatre Arts	9	41,749
Fine Arts Total	67	41,657
Diplomacy and International Commerce	3	70,210
Public Administration	4	66,257
Graduate School Programs Total	7	67,951

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1994-95

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Interior Design, Merchandising and Textiles	9	42,475
Family Studies	14	47,166
Nutrition and Food Sciences	12	47,518
Human Environmental Sciences Total	35	46,080
Law	24	79,097
Social Work	17	42,960

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1994-95

MEDICAL CENTER	NUMBER	AVERAGE SALARY
Allied Health	42	50,075
Dentistry	52	65,277
Graduate School Programs Total	6	57,871
Nursing	37	48,195
Pharmacy	42	58,423

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Agricultural Business and Production</u>						
<u>Agricultural Economics - 01.0103</u>						
Professor	13	\$36,142	\$ 77,962	\$62,702		
Associate	7	39,357	58,103	48,234		
Assistant	3	37,550	43,175	40,666		(0)
Instructor	-	-	-	-		
All Ranks	23	36,142	77,962	55,425		
<u>Home Economics - Extension - 01.0401</u>						
Professor	3	46,073	68,858	53,702		
Associate	3	43,153	45,113	44,403		
Assistant	1	41,504	41,504	41,504		(0)
Instructor	-	-	-	-		
All Ranks	7	41,504	68,858	47,974		
<u>Public Information - 01.9999</u>						
Professor	1	52,415	52,415	52,415		
Associate	2	44,351	48,511	46,431		
Assistant	2	39,697	44,528	42,112		(0)
Instructor	-	-	-	-		
All Ranks	5	39,697	52,415	45,900		
<u>TOTAL - 01.0000</u>						
Professor	17	36,142	77,962	60,509		
Associate	12	39,357	58,103	46,976		
Assistant	6	37,550	44,528	41,288		(0)
Instructor	-	-	-	-		
All Ranks	35	36,142	77,962	52,574		
CIP DIVISION: <u>Agricultural Sciences</u>						
<u>Animal Science - 02.0201</u>						
Professor	18	45,102	79,105	59,713		
Associate	15	30,674	70,000	47,838		
Assistant	5	37,550	53,300	42,460		(0)
Instructor	-	-	-	-		
All Ranks	38	30,674	79,105	52,755		
<u>Agronomy - 02.0402</u>						
Professor	32	43,629	88,595	58,570		
Associate	12	36,668	51,715	44,762		
Assistant	3	35,224	37,909	36,894		(0)
Instructor	-	-	-	-		
All Ranks	47	35,224	88,595	53,661		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Agricultural Science</u> (continued)						
<u>Horticulture - 02.0403</u>						
Professor	11	41,807	81,503	55,409		
Associate	8	39,904	46,365	43,839		
Assistant	3	37,780	40,910	39,411	40,910	(1)
Instructor	-	-	-	-		
All Ranks	22	37,780	81,503	49,020		
<u>TOTAL - 02.0000</u>						
Professor	61	41,807	88,595	58,337		
Associate	35	30,674	70,000	45,869		
Assistant	11	35,224	53,300	40,110	40,910	(1)
Instructor	-	-	-	-		
All Ranks	107	30,674	88,595	52,385		
CIP DIVISION: <u>Conservation and Renewable Natural Resources</u>						
<u>Forestry - 03.0502</u>						
Professor	1	46,565	46,565	46,565		
Associate	9	40,906	65,556	46,068		
Assistant	3	36,443	40,700	38,609		(0)
Instructor	-	-	-	-		
All Ranks	13	36,443	65,556	44,385		
CIP DIVISION: <u>Architecture and Related Programs</u>						
<u>Architecture - 04.0201</u>						
Professor	4	48,650	78,201	59,357		
Associate	9	38,913	67,799	48,787		
Assistant	6	33,303	40,646	37,879	39,028	(1)
Instructor	-	-	-	-		
All Ranks	19	33,303	78,201	47,568		
CIP DIVISION: <u>Area, Ethnic and Cultural Studies</u>						
<u>Russian & Eastern Studies - 05.0110</u>						
Professor	2	56,183	61,044	58,614		
Associate	1	50,182	50,182	50,182		
Assistant	2	34,909	39,294	37,102	34,909	(1)
Instructor	-	-	-	-		
All Ranks	5	34,909	61,044	48,322		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Communications</u>						
<u>Communication - 09.0101</u>						
Professor	5	61,926	83,654	68,138		
Associate	5	34,166	49,371	41,729		
Assistant	4	33,500	39,892	36,181		(0)
Instructor	-	-	-	-		
All Ranks	14	33,500	83,654	49,575		
<u>Journalism/Telecommunications - 09.0499</u>						
Professor	3	49,827	63,802	58,582		
Associate	4	47,086	89,096	58,524		
Assistant	5	29,864	50,182	37,375	40,023	(2)
Instructor	-	-	-	-		
All Ranks	12	29,864	89,096	49,726		
<u>TOTAL - 09.0000</u>						
Professor	8	49,827	83,654	64,555		
Associate	9	34,166	89,096	49,193		
Assistant	9	29,864	50,182	36,844	40,023	(2)
Instructor	-	-	-	-		
All Ranks	26	29,864	89,096	49,645		
CIP DIVISION: <u>Computer and Information Sciences</u>						
<u>Computer Science - 11.0101</u>						
Professor	6	60,390	104,013	85,812		
Associate	3	54,363	66,911	59,058		
Assistant	6	49,972	58,120	52,741		(0)
Instructor	-	-	-	-		
All Ranks	15	49,972	104,013	67,233		
CIP DIVISION: <u>Education</u>						
<u>Curriculum & Instruction - 13.0301</u>						
Professor	6	49,588	62,103	54,913		
Associate	9	40,795	53,814	45,857		
Assistant	12	36,662	45,818	40,586	44,000	(3)
Instructor	1	38,824	38,824	38,824		
All Ranks	28	36,662	62,103	45,287		
<u>Administration & Supervision - 13.0405</u>						
Professor	2	61,364	63,906	62,635		
Associate	4	42,486	54,889	47,687		
Assistant	2	36,607	41,816	39,212		(0)
Instructor	-	-	-	-		
All Ranks	8	36,607	63,906	49,305		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Education</u> (continued)						
<u>Policy Studies & Evaluation - 13.0601</u>						
Professor	3	50,833	53,073	52,286		
Associate	6	41,019	65,634	48,847		
Assistant	3	37,080	39,140	37,889		(0)
Instructor	-	-	-	-		
All Ranks	12	37,080	65,634	46,967		
<u>Education Psychology - 13.0802</u>						
Professor	6	47,626	65,197	55,756		
Associate	5	42,150	56,207	48,192		
Assistant	6	37,307	47,796	41,269	41,073	(2)
Instructor	-	-	-	-		
All Ranks	17	37,307	65,197	48,418		
<u>Special Education - 13.1001</u>						
Professor	3	51,736	64,584	57,378		
Associate	5	43,161	49,075	45,281		
Assistant	4	34,477	38,610	36,567		(0)
Instructor	-	-	-	-		
All Ranks	12	34,477	64,584	45,401		
<u>Vocational Education - 13.1320</u>						
Professor	1	59,188	59,188	59,188		
Associate	-	-	-	-		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	1	59,188	59,188	59,188		
<u>Kinesiology & Health Promotion - 13.1399</u>						
Professor	1	54,749	54,749	54,749		
Associate	10	36,867	61,288	44,402		
Assistant	3	35,774	44,514	41,576	44,514	(1)
Instructor	-	-	-	-		
All Ranks	14	35,774	61,288	44,535		
<u>TOTAL - 13.0000</u>						
Professor	22	47,626	65,197	56,010		
Associate	39	36,867	65,634	46,357		
Assistant	30	34,477	47,796	39,924	43,110	(6)
Instructor	1	38,824	38,824	38,824		
All Ranks	92	34,477	65,634	46,486		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Engineering</u>						
<u>Agricultural - 14.0301</u>						
Professor	9	56,423	77,528	64,752		
Associate	6	44,399	55,721	49,394		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	15	44,399	77,528	58,609		
<u>Biomedical - 14.0501</u>						
Professor	2	69,305	74,894	72,100		
Associate	-	-	-	-		
Assistant	2	45,774	53,183	49,479		(0)
Instructor	-	-	-	-		
All Ranks	4	45,774	74,894	60,789		
<u>Chemical - 14.0701</u>						
Professor	6	65,300	97,286	78,283		
Associate	2	58,094	58,450	58,272		
Assistant	1	51,500	51,500	51,500		(0)
Instructor	-	-	-	-		
All Ranks	9	51,500	97,286	70,860		
<u>Civil - 14.0801</u>						
Professor	9	60,000	96,700	71,300		
Associate	7	36,622	57,900	50,027		
Assistant	4	46,000	48,500	47,850	46,000	(1)
Instructor	-	-	-	-		
All Ranks	20	36,622	96,700	59,165		
<u>Electrical - 14.1001</u>						
Professor	5	69,800	102,900	87,375		
Associate	4	53,088	65,136	60,017		
Assistant	13	47,000	67,200	52,501	58,975	(2)
Instructor	-	-	-	-		
All Ranks	22	47,000	102,900	61,793		
<u>Engineering Mechanics - 14.1101</u>						
Professor	5	71,155	88,100	81,092		
Associate	1	55,024	55,024	55,024		
Assistant	1	53,015	53,015	53,015		(0)
Instructor	-	-	-	-		
All Ranks	7	53,015	88,100	73,357		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Engineering</u> (continued)						
<u>Materials Science - 14.1801</u>						
Professor	5	64,900	84,000	74,547		
Associate	1	53,104	53,104	53,104		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	6	53,104	84,000	70,974		
<u>Mechanical - 14.1901</u>						
Professor	10	50,000	86,000	71,406		
Associate	8	53,150	63,900	59,040		
Assistant	1	46,300	46,300	46,300		(0)
Instructor	-	-	-	-		
All Ranks	19	46,300	86,000	64,878		
<u>Mining - 14.2101</u>						
Professor	3	47,000	88,619	66,223		
Associate	4	57,220	66,700	61,705		
Assistant	1	45,421	45,421	45,421		(0)
Instructor	-	-	-	-		
All Ranks	8	45,421	88,619	61,364		
<u>TOTAL - 14.0000</u>						
Professor	54	47,000	102,900	73,448		
Associate	33	36,622	66,700	55,468		
Assistant	23	45,421	67,200	50,831	54,650	(3)
Instructor	-	-	-	-		
All Ranks	110	36,622	102,900	63,325		
CIP DIVISION: <u>Foreign Languages and Literature</u>						
<u>German - 16.0501</u>						
Professor	1	55,013	55,013	55,013		
Associate	6	38,077	50,043	42,719		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	7	38,077	55,013	44,475		
<u>French - 16.0901</u>						
Professor	4	59,795	82,876	69,432		
Associate	-	-	-	-		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	4	59,795	82,876	69,432		
<u>Spanish/Italian - 16.0999</u>						
Professor	5	50,750	73,575	63,993		
Associate	3	41,618	50,727	46,441		
Assistant	3	37,091	38,363	37,792	37,091	(1)
Instructor	-	-	-	-		
All Ranks	11	37,091	73,575	52,061		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Foreign Languages and Literature</u> (continued)						
<u>Classics - 16.1201</u>						
Professor	2	54,020	64,496	59,258		
Associate	2	38,477	45,019	41,748		
Assistant	1	33,158	33,158	33,158		(0)
Instructor	-	-	-	-		
All Ranks	5	33,158	64,496	47,034		
<u>TOTAL - 16.0000</u>						
Professor	12	50,750	82,876	64,269		
Associate	11	38,077	50,727	43,558		
Assistant	4	33,158	38,363	36,634	37,091	(1)
Instructor	-	-	-	-		
All Ranks	27	33,158	82,876	51,737		
CIP DIVISION: <u>Home Economics</u>						
<u>Nutrition - 19.0501</u>						
Professor	3	51,689	83,869	66,825		
Associate	5	42,577	50,206	44,419		
Assistant	4	36,088	37,316	36,910		(0)
Instructor	-	-	-	-		
All Ranks	12	36,088	83,869	47,518		
<u>Family Studies - 19.0701</u>						
Professor	3	53,527	66,320	58,823		
Associate	9	38,888	59,026	44,369		
Assistant	2	40,177	44,355	42,266		(0)
Instructor	-	-	-	-		
All Ranks	14	38,888	66,320	47,166		
<u>Design and Textiles - 19.0901</u>						
Professor	-	-	-	-		
Associate	6	39,977	55,273	45,613		
Assistant	3	34,191	37,925	36,199		(0)
Instructor	-	-	-	-		
All Ranks	9	34,191	55,273	42,475		
<u>TOTAL - 19.0000</u>						
Professor	6	51,689	83,869	62,824		
Associate	20	38,888	59,026	44,755		
Assistant	9	34,191	44,355	37,863		(0)
Instructor	-	-	-	-		
All Ranks	35	34,191	83,869	46,080		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Law and Legal Studies</u>						
<u>Law - 22.0101</u>						
Professor	16	73,500	103,143	85,125		
Associate	4	66,500	79,800	70,950		
Assistant	4	61,500	66,545	63,136	66,545	(1)
Instructor	-	-	-	-		
All Ranks	24	61,500	103,143	79,097		
CIP DIVISION: <u>English Language and Literature/Letters</u>						
<u>English - 23.0101</u>						
Professor	10	45,296	68,821	58,752		
Associate	19	29,279	45,719	41,030		
Assistant	11	31,835	37,610	34,952	36,000	(1)
Instructor	-	-	-	-		
All Ranks	40	29,279	68,821	43,789		
CIP DIVISION: <u>Library Science</u>						
<u>Library & Information Science - 25.0101</u>						
Professor	6	53,645	72,000	66,419		
Associate	-	-	-	-		
Assistant	4	34,175	43,636	37,686	43,636	(1)
Instructor	-	-	-	-		
All Ranks	10	34,175	72,000	54,926		
CIP DIVISION: <u>Biological Sciences/Life Sciences</u>						
<u>Biological Sciences - 26.0101</u>						
Professor	11	43,172	73,353	59,600		
Associate	8	40,158	51,226	44,829		
Assistant	8	32,727	48,000	41,108	48,000	(1)
Instructor	-	-	-	-		
All Ranks	27	32,727	73,353	49,744		
<u>Plant Pathology - 26.0305</u>						
Professor	11	46,709	99,943	65,796		
Associate	2	46,385	48,043	47,214		
Assistant	2	38,987	40,921	39,954		(0)
Instructor	-	-	-	-		
All Ranks	15	38,987	99,943	59,873		
<u>Toxicology - 26.0612</u>						
Professor	-	-	-	-		
Associate	1	54,599	54,599	54,599		
Assistant	1	49,472	49,472	49,472		(0)
Instructor	-	-	-	-		
All Ranks	2	49,472	54,599	52,036		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Biological Sciences/Life Sciences</u> (continued)						
<u>Entomology - 26.0702</u>						
Professor	10	50,319	77,052	61,760		
Associate	3	45,695	50,129	48,059		
Assistant	2	39,193	39,396	39,295		(0)
Instructor	-	-	-	-		
All Ranks	15	39,193	77,052	56,025		
<u>TOTAL - 26.0000</u>						
Professor	32	43,172	99,943	62,405		
Associate	14	40,158	54,599	46,560		
Assistant	13	32,727	49,472	41,295	48,000	(1)
Instructor	-	-	-	-		
All Ranks	59	32,727	99,943	53,994		
CIP DIVISION: <u>Mathematics</u>						
<u>Mathematics - 27.0101</u>						
Professor	27	52,879	79,500	63,226		
Associate	11	47,272	59,151	53,483		
Assistant	1	53,456	53,456	53,456		(0)
Instructor	-	-	-	-		
All Ranks	39	47,272	79,500	60,228		
<u>Statistics - 27.0501</u>						
Professor	5	50,670	69,474	62,056		
Associate	4	45,734	49,297	47,757		
Assistant	3	36,580	49,623	42,740		(0)
Instructor	-	-	-	-		
All Ranks	12	36,580	69,474	52,460		
<u>TOTAL - 27.0000</u>						
Professor	32	50,670	79,500	63,043		
Associate	15	45,734	59,151	51,956		
Assistant	4	36,580	53,456	45,419		(0)
Instructor	-	-	-	-		
All Ranks	51	36,580	79,500	58,400		
CIP DIVISION: <u>Philosophy and Religion</u>						
<u>Philosophy - 38.0101</u>						
Professor	9	40,119	82,000	55,999		
Associate	6	39,306	47,344	41,777		
Assistant	1	38,727	38,727	38,727		(0)
Instructor	-	-	-	-		
All Ranks	16	38,727	82,000	49,586		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Physical Sciences</u>						
<u>Chemistry - 40.0501</u>						
Professor	10	56,054	97,656	68,356		
Associate	5	44,040	58,042	49,718		
Assistant	7	39,393	41,455	40,373	41,455	(2)
Instructor	-	-	-	-		
All Ranks	22	39,393	97,656	55,217		
<u>Geological Sciences - 40.0601</u>						
Professor	5	53,945	91,607	76,547		
Associate	3	35,488	45,867	40,929		
Assistant	3	34,561	40,364	37,330		(0)
Instructor	-	-	-	-		
All Ranks	11	34,561	91,607	56,137		
<u>Physics - 40.0801</u>						
Professor	12	51,969	75,904	63,306		
Associate	7	44,011	57,040	47,902		
Assistant	8	40,909	44,078	42,311	41,455	(3)
Instructor	-	-	-	-		
All Ranks	27	40,909	75,904	53,092		
<u>TOTAL - 40.0000</u>						
Professor	27	51,969	97,656	67,628		
Associate	15	35,488	58,042	47,113		
Assistant	18	34,561	44,078	40,727	41,455	(5)
Instructor	-	-	-	-		
All Ranks	60	34,561	97,656	54,429		
CIP DIVISION: <u>Psychology</u>						
<u>Psychology - 42.0101</u>						
Professor	5	46,420	72,647	58,005		
Associate	11	35,625	46,030	40,534		
Assistant	8	33,612	41,343	37,421	39,818	(2)
Instructor	-	-	-	-		
All Ranks	24	33,612	72,647	43,136		
CIP DIVISION: <u>Public Administration and Services</u>						
<u>Public Administration - 44.0401</u>						
Professor	1	63,445	63,445	63,445		
Associate	3	62,375	75,026	67,195		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	4	62,375	75,026	66,257		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Public Administration and Services</u> (continued)						
<u>Social Work - 44.0701</u>						
Professor	3	55,961	71,328	61,761		
Associate	5	39,908	52,914	46,506		
Assistant	9	33,335	37,174	34,722	36,000	(3)
Instructor	-	-	-	-		
All Ranks	17	33,335	71,328	42,960		
<u>TOTAL - 44.0000</u>						
Professor	4	55,961	71,328	62,182		
Associate	8	39,908	75,026	54,264		
Assistant	9	33,335	37,174	34,722	36,000	(3)
Instructor	-	-	-	-		
All Ranks	21	33,335	75,026	47,398		
CIP DIVISION: <u>Social Sciences and History</u>						
<u>Anthropology - 45.0201</u>						
Professor	2	57,826	65,309	61,568		
Associate	2	45,711	60,000	52,856		
Assistant	5	29,339	39,818	35,445	39,818	(1)
Instructor	-	-	-	-		
All Ranks	9	29,339	65,309	45,119		
<u>Geography - 45.0701</u>						
Professor	7	51,027	71,749	61,362		
Associate	4	40,084	46,163	43,433		
Assistant	1	36,015	36,015	36,015		(0)
Instructor	-	-	-	-		
All Ranks	12	36,015	71,749	53,274		
<u>History - 45.0801</u>						
Professor	13	41,564	106,244	60,756		
Associate	12	38,183	54,796	43,612		
Assistant	6	34,668	37,528	36,029	37,091	(1)
Instructor	-	-	-	-		
All Ranks	31	34,668	106,244	49,334		
<u>Political Science - 45.1001</u>						
Professor	4	45,787	68,622	58,921		
Associate	5	44,085	54,045	47,314		
Assistant	6	34,703	39,491	37,058	37,364	(2)
Instructor	-	-	-	-		
All Ranks	15	34,703	68,622	46,307		
<u>Rural Sociology - 45.1101</u>						
Professor	2	56,181	63,582	59,882		
Associate	5	42,316	61,740	49,253		
Assistant	4	38,578	41,967	40,289	38,578	(1)
Instructor	-	-	-	-		
All Ranks	11	38,578	63,582	47,926		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Social Sciences and History</u> (continued)						
<u>Sociology - 45.1101</u>						
Professor	7	38,357	74,520	59,849		
Associate	4	36,765	44,041	41,018		
Assistant	6	34,597	39,671	36,860	38,182	(1)
Instructor	-	-	-	-		
All Ranks	17	34,597	74,520	47,304		
<u>Diplomacy & International Commerce - 45.9999</u>						
Professor	2	84,882	86,838	85,860		
Associate	-	-	-	-		
Assistant	1	38,911	38,911	38,911		(0)
Instructor	-	-	-	-		
All Ranks	3	38,911	86,838	70,210		
<u>TOTAL - 45.0000</u>						
Professor	37	38,357	106,244	61,854		
Associate	32	36,765	61,740	45,303		
Assistant	29	29,339	41,967	37,000	38,066	(6)
Instructor	-	-	-	-		
All Ranks	98	29,339	106,244	49,095		
CIP DIVISION: <u>Visual and Performing Arts</u>						
<u>Theater - 50.0501</u>						
Professor	1	63,778	63,778	63,778		
Associate	5	34,153	46,156	40,575		
Assistant	3	34,909	39,273	36,364	36,364	(3)
Instructor	-	-	-	-		
All Ranks	9	34,153	63,778	41,749		
<u>Art - 50.0701</u>						
Professor	3	44,642	46,890	45,448		
Associate	9	32,047	54,588	44,508		
Assistant	8	33,000	46,112	38,409	36,546	(2)
Instructor	-	-	-	-		
All Ranks	20	32,047	54,588	42,210		
<u>Music - 50.0902</u>						
Professor	7	43,394	62,274	52,821		
Associate	20	33,380	66,528	40,391		
Assistant	11	28,405	45,778	35,775	34,909	(1)
Instructor	-	-	-	-		
All Ranks	38	28,405	66,528	41,344		
<u>TOTAL - 50.0000</u>						
Professor	11	43,394	63,778	51,806		
Associate	34	32,047	66,528	41,508		
Assistant	22	28,405	46,112	36,813	36,182	(6)
Instructor	-	-	-	-		
All Ranks	67	28,405	66,528	41,657		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Health Professions and Related Sciences</u>						
<u>Allied Health - 51.0999</u>						
Professor	4	51,743	83,455	68,446		
Associate	20	35,925	71,147	51,229		
Assistant	17	35,926	52,045	44,452	46,712	(2)
Instructor	1	49,092	49,092	49,092		
All Ranks	42	35,925	83,455	50,075		
<u>Dentistry - 51.0401</u>						
Professor	22	58,854	89,789	72,932		
Associate	21	48,978	97,799	60,905		
Assistant	9	49,092	59,764	56,768	49,092	(1)
Instructor	-	-	-	-		
All Ranks	52	48,978	97,799	65,277		
<u>Nursing - 51.1601</u>						
Professor	5	54,737	66,361	63,044		
Associate	19	41,245	59,639	48,595		
Assistant	8	37,594	48,718	42,632	47,530	(1)
Instructor	5	32,851	49,559	40,728		
All Ranks	37	32,851	66,361	48,195		
<u>Pharmacy - 51.2001</u>						
Professor	20	52,674	103,174	72,288		
Associate	13	43,127	56,328	48,508		
Assistant	8	37,843	44,826	42,187		(0)
Instructor	1	39,905	39,905	39,905		
All Ranks	42	37,843	103,174	58,423		
<u>Veterinary Sciences - 51.2501</u>						
Professor	15	35,639	92,347	64,613		
Associate	7	41,030	52,069	46,530		
Assistant	4	38,687	46,965	41,881		(0)
Instructor	-	-	-	-		
All Ranks	26	35,639	92,347	56,247		
<u>TOTAL - 51.0000</u>						
Professor	66	35,639	103,174	69,825		
Associate	80	35,925	97,799	52,290		
Assistant	46	35,926	59,764	45,928	47,512	(4)
Instructor	7	32,851	49,559	41,805		
All Ranks	199	32,851	103,174	56,266		

Table XIV
1994-95 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

<u>Subdivision and Rank</u>	<u>No.</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Mean</u>	<u>New Asst Prof Mean</u>	<u>No.</u>
CIP DIVISION: <u>Business Management and Administrative Services</u>						
<u>Management - 52.0101</u>						
Professor	4	60,270	84,450	75,965		
Associate	4	53,955	65,000	61,032		
Assistant	3	57,200	59,900	58,700		(0)
Instructor	2	61,091	67,636	64,364		
All Ranks	13	53,955	84,450	65,601		
<u>Accountancy - 52.0301</u>						
Professor	5	58,500	112,148	78,384		
Associate	9	45,001	73,916	62,401		
Assistant	2	61,500	61,500	61,500		(0)
Instructor	-	-	-	-		
All Ranks	16	45,001	112,148	67,283		
<u>Finance - 52.0801</u>						
Professor	4	71,650	107,075	91,255		
Associate	3	51,126	69,502	63,182		
Assistant	1	64,200	64,200	64,200		(0)
Instructor	1	67,636	67,636	67,636		
All Ranks	9	51,126	107,075	76,267		
<u>Economics - 52.0601</u>						
Professor	12	54,589	96,013	70,069		
Associate	5	51,700	62,177	56,324		
Assistant	4	45,200	52,364	48,520	51,641	(2)
Instructor	-	-	-	-		
All Ranks	21	45,200	96,013	62,692		
<u>Decision Science/Information Systems - 52.1301</u>						
Professor	3	75,103	109,825	86,869		
Associate	1	67,800	67,800	67,800		
Assistant	2	58,580	60,450	59,650		(0)
Instructor	-	-	-	-		
All Ranks	6	58,580	109,825	74,618		
<u>Marketing - 52.1401</u>						
Professor	2	80,744	93,205	86,975		
Associate	3	63,309	68,940	66,930		
Assistant	4	56,200	60,140	57,990		
Instructor	1	46,801	46,801	46,801		(0)
All Ranks	10	46,801	93,205	65,350		
<u>TOTAL - 52.0000</u>						
Professor	30	54,589	112,148	77,873		
Associate	25	45,001	73,916	61,820		
Assistant	16	45,200	64,200	56,790	51,641	(2)
Instructor	4	46,801	67,636	60,791		
All Ranks	75	45,001	112,148	67,113		

SECTION II
LIBRARIANS

Table XV
AVERAGE LIBRARIAN SALARIES
BY RANK

(Twelve-Month Basis)
1994-95

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Librarian I	16	\$40,774	\$58,453	\$48,035
Librarian II	30	29,255	46,136	37,163
Librarian III	9	27,867	40,034	32,123
Librarian IV	9	25,500	30,394	26,976
ALL	64	25,500	58,453	37,740

SECTION III
COMMUNITY COLLEGE SYSTEM

Table XVI

COMMUNITY COLLEGE SYSTEM
AVERAGE SALARY BY RANK AND GENDER

Nine-Month Basis

MALE

RANK	1994-95		1993-94	
	No.	Average Salary	No.	Average Salary
Professor	98	\$43,235	99	\$42,106
Associate Professor	166	32,706	143	32,782
Assistant Professor	146	27,721	161	26,912
Instructor	54	27,156	62	26,753
TOTAL	464	32,716	465	31,931

FEMALE

RANK	1994-95		1993-94	
	No.	Average Salary	No.	Average Salary
Professor	101	\$40,792	87	\$40,631
Associate Professor	200	32,641	181	32,534
Assistant Professor	153	27,295	175	26,869
Instructor	82	27,507	102	26,757
TOTAL	536	31,865	545	30,926

TOTAL

RANK	1994-95		1993-94	
	No.	Average Salary	No.	Average Salary
Professor	199	\$41,995	186	\$41,416
Associate Professor	366	32,671	324	32,643
Assistant Professor	299	27,503	336	26,890
Instructor	136	27,368	164	26,755
TOTAL	1,000	32,260	1,010	31,389

Table XVII
 COMMUNITY COLLEGE SYSTEM
 AVERAGE SALARY INCREASES FOR CONTINUING FACULTY*
 1993-94 to 1994-95

RANK	Number	Average Salary for Continuing Faculty		Average Salary % Increase
		1993-94	1994-95	
Professor	197	\$40,625	\$42,015	3.4%
Associate Professor	362	31,404	32,664	4.0%
Assistant Professor	284	26,418	27,322	3.4%
Instructor	96	26,518	27,028	1.9%
ALL	939	31,331	32,434	3.5%

* Continuing faculty includes individuals employed in both 1993-94 and 1994-95. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 1993-94. When a faculty member received a promotion in rank for 1994-95, the individual is reported under the new rank.

Table XVIII

COMMUNITY COLLEGE SYSTEM
HISTORICAL VIEW OF SALARIES
1982-83 Through 1994-95

Number of Faculty by Rank and Year

RANK	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95
Professor	75	82	89	102	110	115	123	135	150	159	174	186	199
Associate Professor	207	224	242	235	244	248	253	274	272	281	290	324	366
Assistant Professor	154	146	149	162	168	155	152	176	215	284	335	336	299
Instructor	106	126	145	127	112	148	179	211	248	283	190	164	136
ALL	542	578	625	626	634	666	707	796	885	1,007	989	1,010	1,000

Average Faculty Salary by Rank and Year

RANK	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95
Professor	24,615	25,924	26,234	27,973	30,488	32,681	32,810	34,874	38,030	41,574	40,917	41,416	41,995
Associate Professor	20,937	21,813	21,914	23,609	25,132	26,504	26,498	27,976	30,286	32,799	32,133	32,643	32,671
Assistant Professor	17,763	17,957	17,927	19,387	20,938	21,808	22,147	23,367	25,344	27,136	26,459	26,890	27,503
Instructor	15,828	17,026	17,329	18,673	19,823	20,417	20,638	22,150	23,619	25,135	24,851	26,755	27,368
ALL	19,545	20,379	20,515	22,226	24,012	25,125	25,177	26,582	28,530	30,434	30,358	31,389	32,260

SECTION IV
SALARY STATISTICS FOR COLLEGE OF MEDICINE

Table XIX
COLLEGE OF MEDICINE
BASIC SCIENCES FACULTY
AVERAGE BASE SALARIES BY RANK

Nine-Month Basis
1994-95

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	35	\$44,756	\$130,469	\$75,919
Associate Professor	31	39,634	76,169	50,266
Assistant Professor	28	37,637	47,047	41,378
Instructor	-	-	-	-
ALL	94	37,637	130,469	57,170

Includes Departments of Anatomy and Neurobiology, Behavioral Science, Biochemistry, Microbiology and Immunology, Pharmacology, and Physiology.

Table XX
COLLEGE OF MEDICINE
SALARY SUMMARY BY RANK AND DEPARTMENT

1994-95
Nine-Month Basis

Anatomy and Neurobiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$48,188	\$117,984	\$75,427
Associate Professor	7	41,861	53,863	49,072
Assistant Professor	9	37,637	41,967	39,879
Instructor	-	-	-	-
ALL	20	37,637	117,984	50,206

Behavioral Science

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	\$44,756	\$ 90,174	\$64,565
Associate Professor	7	39,634	55,558	48,344
Assistant Professor	3	39,485	47,047	42,064
Instructor	-	-	-	-
ALL	13	39,485	90,174	50,638

Biochemistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$50,582	\$130,469	\$87,529
Associate Professor	3	47,409	51,323	48,729
Assistant Professor	4	38,455	42,137	40,763
Instructor	-	-	-	-
ALL	13	38,455	130,469	64,185

Table XX
COLLEGE OF MEDICINE
SALARY SUMMARY BY RANK AND DEPARTMENT

1994-95
Nine-Month Basis

Microbiology & Immunology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	7	\$57,681	\$125,653	\$80,804
Associate Professor	9	41,095	63,027	51,756
Assistant Professor	5	42,114	44,951	43,126
Instructor	-	-	-	-
ALL	21	41,095	125,653	59,384

Pharmacology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$58,561	\$117,984	\$81,079
Associate Professor	3	44,148	76,169	57,455
Assistant Professor	3	42,342	45,939	44,654
Instructor	-	-	-	-
ALL	10	42,342	117,984	63,064

Physiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	11	\$50,548	\$117,984	\$67,878
Associate Professor	2	45,493	46,472	45,982
Assistant Professor	4	38,455	41,936	40,210
Instructor	-	-	-	-
ALL	17	38,455	117,984	58,792