

AAUP REPORT

1995-96

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
1995-96

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Agriculture	Agricultural Economics	01.0103	24
	Agronomy	02.0402	48
	Animal Sciences	02.0201	39
	Biosystems and Agricultural Engineering	14.0301	18
	Entomology	26.0702	16
	Forestry	03.0502	14
	Horticulture	02.0403	22
	Plant Pathology	26.0305	13
	Rural Sociology	45.1101	11
	Veterinary Science	51.2501	24
	Home Economics Extension	01.0401	7
	Public Information	01.9999	5
Agriculture Total			241
Architecture		04.0201	17
Arts and Sciences	Anthropology	45.0201	8
	Biological Sciences	26.0101	28
	Chemistry	40.0501	22
	Classics	16.1201	5
	English	23.0101	40
	French	16.0901	6
	Geography	45.0701	12
	Geological Science	40.0601	10
	German	16.0501	7
	History	45.0801	28
	Honors Program	24.0199	2
	Mathematics	27.0101	40
	Philosophy	38.0101	16
	Physics	40.0801	28
	Political Science	45.1001	17
	Psychology	42.0101	25
	Russian & Eastern Studies	05.0110	5
	Sociology	45.1101	18
	Spanish and Italian	16.0999	12
	Statistics	27.0501	13
Arts & Sciences Total			342

Table I
NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1995-96

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Business & Economics	Accountancy	52.0301	17
	Economics	52.0601	24
	Management	52.0101	38
Business & Economics Total			79
Communications and Information Studies	Communication	09.0101	14
	Journalism & Telecommunications	09.0499	15
	Library & Information Science	25.0101	9
Communications Total			38
Education	Admin & Supervision	13.0405	8
	Curriculum & Instruction	13.0301	23
	Educational Psychology & Counseling	13.0802	16
	Kinesiology & Health Promotion	31.0501	14
	Policy Studies and Evaluation	13.0601	11
	Special Education and Rehabilitation Counseling	13.1001	13
Education Total			85
Engineering	Chemical and Materials Engineering	14.0701	17
	Civil Engineering	14.0801	20
	Computer Science	11.0101	14
	Electrical Engineering	14.1001	20
	Engineering Mechanics	14.1101	7
	Mechanical Engineering	14.1901	19
	Mining Engineering	14.2101	8
Engineering Total			105
Fine Arts	Art	50.0701	21
	Music	50.0902	35
	Theatre Arts	50.0501	9
Fine Arts			65
Graduate School Programs	Diplomacy & International Commerce	45.9999	3
	Public Administration	44.0401	6
Graduate School Programs			9

Table I

NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1995-96

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Human Environmental Sciences	Interior Design, Merchandising and Textiles	19.0601	11
	Family Studies	19.0701	15
	Nutrition & Food Sciences	19.0501	11
Human Environmental Sciences Total			37
Law		22.0101	23
Social Work		44.0701	19

Table I
NUMBER OF FACULTY BY DEPARTMENT
Medical Center
1995-96

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Allied Health		51.0999	42
Dentistry		51.0401	47
Graduate School Programs			7
Nursing		51.1601	38
Pharmacy		51.2001	44

Table II

AVERAGE SALARY AND COMPENSATION*
1995-96

RANK	N	AVERAGE SALARY	AVERAGE FRINGE BENEFITS**	AVERAGE TOTAL COMPENSATION
Professor	486	\$67,559	\$13,477	\$81,036
Associate	445	50,146	10,883	61,029
Assistant	295	43,246	8,990	52,236
Instructor	12	45,955	7,921	53,876
TOTAL	1,238	55,297	11,421	66,718

* 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
1995-96

Average Salary - Faculty on 9-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	299	\$69,267
Associate Professor	296	49,322
Assistant Professor	215	43,116
Instructor	9	46,588
ALL	819	54,944

Average Salary - Faculty on 12-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	187	\$79,234
Associate Professor	149	63,287
Assistant Professor	80	53,281
Instructor	3	53,847
ALL	419	68,426

Table IV
AVERAGE SALARY BY GENDER
1995-96

Average Salary - Faculty on 9-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	265	\$69,905	34	\$64,290
Associate Professor	218	50,070	78	47,233
Assistant Professor	121	44,443	94	41,407
Instructor	4	50,500	5	43,458
ALL	608	57,598	211	47,297

Average Salary - Faculty on 12-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	169	\$79,669	18	\$75,151
Associate Professor	112	63,908	37	61,406
Assistant Professor	41	54,078	39	52,443
Instructor	1	61,687	2	49,927
ALL	323	70,900	96	60,103

Table V

BENCHMARK MEDIAN
1995-96

Nine-Month Basis

UK Average Salary	\$55,297
Benchmark Median*	\$57,617

* 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*
1994-95 to 1995-96
Nine-Month Basis

RANK	NUMBER	Average Salary for Continuing Faculty		Average Salary
		1994-95	1995-96	
Professor	445	\$65,330	\$68,022	4.1%
Associate Professor	416	48,546	50,733	4.5%
Assistant Professor	266	41,624	43,905	5.5%
Instructor	11	42,884	47,119	9.9%
ALL	1,138	53,437	55,863	4.5%

* Continuing faculty includes individuals employed in both 1994-95 and 1995-96. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 1994-95. When a faculty member received a promotion in rank for 1995-96, the individual is reported under the old rank.

Table VII

HISTORICAL VIEW OF SALARIES
1983-84 Through 1995-96

Number of Faculty by Rank and Year

RANK	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Professor	440	460	469	469	489	481	484	489	470	480	470	478	486
Associate Professor	414	412	415	420	430	424	413	419	423	413	416	444	445
Assistant Professor	336	298	286	277	255	247	269	290	320	302	308	294	295
Instructor	30	22	19	22	12	10	17	12	10	5	6	12	12
ALL	1,220	1,192	1,189	1,188	1,186	1,162	1,183	1,210	1,223	1,200	1,200	1,228	1,238

Average Faculty Salary by Rank and Year
Nine-Month Basis

RANK	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Professor	39,253	40,041	42,375	45,386	46,917	47,965	50,807	56,015	61,562	61,487	63,363	65,691	67,559
Associate Professor	29,565	29,820	31,722	33,690	34,810	35,233	37,536	41,811	45,996	45,797	47,271	48,710	50,146
Assistant Professor	24,133	24,688	26,745	28,700	30,091	31,085	33,649	36,809	40,075	40,167	41,821	42,186	43,246
Instructor	21,701	23,904	25,250	28,868	27,652	33,245	32,389	36,307	44,174	32,800	42,766	47,886	45,955
ALL	31,369	32,372	34,624	37,055	38,715	39,604	42,008	46,298	50,414	50,602	52,152	53,750	55,297

Table VIII

AVERAGE SALARIES BY COLLEGE
1995-96
Nine-Month Basis

College of Agriculture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	129	\$36,611	\$103,941	\$62,305
Associate Professor	78	31,380	72,310	48,178
Assistant Professor	34	36,386	55,059	42,393
Instructor	-	-	-	-
ALL	241	31,380	103,941	54,923

College of Allied Health

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$53,269	\$ 77,116	\$65,450
Associate Professor	16	36,985	71,571	54,484
Assistant Professor	19	36,596	57,996	45,813
Instructor	1	50,472	50,472	50,472
ALL	42	36,596	77,116	52,033

College of Architecture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	\$50,703	\$ 81,720	\$65,471
Associate Professor	10	40,275	70,172	50,143
Assistant Professor	3	37,411	40,000	38,436
Instructor	1	39,520	39,520	39,520
ALL	17	37,411	81,720	50,157

College of Arts and Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	146	\$39,243	\$101,482	\$63,685
Associate Professor	120	30,373	64,200	46,025
Assistant Professor	76	30,723	51,099	38,530
Instructor	-	-	-	-
ALL	342	30,373	101,482	51,898

Table VIII

AVERAGE SALARIES BY COLLEGE
1995-96
Nine-Month Basis

College of Business & Economics

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	30	\$60,854	\$117,375	\$82,345
Associate Professor	26	52,326	79,459	65,383
Assistant Professor	19	45,800	70,909	59,635
Instructor	4	45,000	62,000	53,375
ALL	79	45,000	117,375	69,834

College of Communications & Information Studies

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	13	\$52,747	\$110,866	\$71,083
Associate Professor	11	34,956	83,971	49,746
Assistant Professor	13	31,509	46,700	37,580
Instructor	1	33,500	33,500	33,500
ALL	38	31,509	110,866	52,456

College of Dentistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	18	\$60,620	\$ 85,423	\$72,302
Associate Professor	23	50,448	88,092	62,251
Assistant Professor	6	28,500	61,556	50,505
Instructor	-	-	-	-
ALL	47	28,500	88,092	64,601

College of Education

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	22	\$48,922	\$ 81,392	\$59,217
Associate Professor	35	37,804	52,584	46,113
Assistant Professor	28	35,511	54,857	41,643
Instructor	-	-	-	-
ALL	85	35,511	81,392	48,032

Table VIII

AVERAGE SALARIES BY COLLEGE
1995-96
Nine-Month Basis

College of Engineering

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	49	\$47,940	\$106,900	\$79,179
Associate Professor	29	38,222	70,200	59,037
Assistant Professor	27	47,793	73,072	53,105
Instructor	-	-	-	-
ALL	105	38,222	106,900	66,911

College of Fine Arts

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	11	\$44,359	\$ 72,689	\$53,526
Associate Professor	33	34,548	56,772	42,419
Assistant Professor	21	32,000	47,495	37,113
Instructor	-	-	-	-
ALL	65	32,000	72,689	42,585

Graduate School Programs - Lexington Campus

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	65,031	90,312	79,881
Associate Professor	1	71,580	71,580	71,580
Assistant Professor	3	40,351	54,545	46,177
Instructor	-	-	-	-
ALL	9	40,351	90,312	67,724

Graduate School Programs - Medical Center

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	2	71,384	77,141	74,263
Associate Professor	1	56,237	56,237	56,237
Assistant Professor	4	48,959	58,285	53,413
Instructor	-	-	-	-
ALL	7	48,959	77,141	59,773

Table VIII

AVERAGE SALARIES BY COLLEGE
1995-96
Nine-Month Basis

College of Human Environmental Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	8	\$51,183	\$ 71,500	\$60,263
Associate Professor	20	41,166	61,281	46,731
Assistant Professor	9	35,408	42,199	39,038
Instructor	-	-	-	-
ALL	37	35,408	71,500	47,785

College of Law

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	15	\$75,125	\$107,284	\$88,461
Associate Professor	5	66,900	72,125	69,100
Assistant Professor	3	63,449	63,450	63,450
Instructor	-	-	-	-
ALL	23	63,449	107,284	80,989

College of Nursing

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	7	\$56,241	\$ 68,097	\$63,044
Associate Professor	17	43,910	60,832	50,402
Assistant Professor	9	37,964	50,511	44,005
Instructor	5	33,508	52,466	42,894
ALL	38	33,508	68,097	50,228

College of Pharmacy

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	19	\$54,184	\$105,302	\$76,381
Associate Professor	15	45,255	59,110	51,029
Assistant Professor	10	34,556	46,952	42,799
Instructor	-	-	-	-
ALL	44	34,556	105,302	60,106

Table VIII
 AVERAGE SALARIES BY COLLEGE
 1995-96
 Nine-Month Basis

College of Social Work

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN	
Professor	3	\$58,182	\$ 74,152	\$64,242	
Associate Professor	5	41,128	49,848	45,144	
Assistant Professor	11	34,000	35,250	34,576	
Instructor	-	-	-	-	
ALL	19	34,000	74,152	42,041	

Table IX
RANKING OF AVERAGE SALARY BY COLLEGE AND ACADEMIC RANK
1995-96
Nine-Month Basis

Professor			Associate			Assistant		
Rank	College	Average Salary	Rank	College	Average Salary	Rank	College	Average Salary
(1)	Law	\$88,461	(1)	Law	\$69,100	(1)	Law	\$63,450
(2)	Business & Economics	82,345	(2)	Business & Economics	65,383	(2)	Business & Economics	59,635
(3)	Engineering	79,179	(3)	Dentistry	62,251	(3)	Engineering	53,105
(4)	Pharmacy	76,381	(4)	Engineering	59,037	(4)	Dentistry	50,505
(5)	Dentistry	72,302	(5)	Allied Health	54,484	(5)	Allied Health	45,813
(6)	Communications & Info Stud.	71,083	(6)	Pharmacy	51,029	(6)	Nursing	44,005
(7)	Architecture	65,471	(7)	Nursing	50,402	(7)	Pharmacy	42,799
(8)	Allied Health	65,450	(8)	Architecture	50,143	(8)	Agriculture	42,393
(9)	Social Work	64,242	(9)	Communications & Info Stud.	49,746	(9)	Education	41,643
(10)	Arts & Sciences	63,685	(10)	Agriculture	48,178	(10)	Human Environmental Science	39,038
(11)	Nursing	63,044	(11)	Human Environmental Science	46,731	(11)	Arts & Sciences	38,530
(12)	Agriculture	62,305	(12)	Education	46,113	(12)	Architecture	38,436
(13)	Human Environmental Science	60,263	(13)	Arts & Sciences	46,025	(13)	Communications & Info Stud.	37,580
(14)	Education	59,217	(14)	Social Work	45,144	(14)	Fine Arts	37,113
(15)	Fine Arts	53,526	(15)	Fine Arts	42,419	(15)	Social Work	34,576

Instructor			All		
Rank	College	Average Salary	Rank	College	Average Salary
(1)	Business & Economics	\$53,375	(1)	Law	\$80,989
(2)	Allied Health	50,472	(2)	Business & Economics	69,834
(3)	Nursing	42,894	(3)	Engineering	66,911
(4)	Architecture	39,520	(4)	Dentistry	64,601
(5)	Communications & Info Stud.	33,500	(5)	Pharmacy	60,106
			(6)	Agriculture	54,923
			(7)	Communications & Info Stud.	52,456
			(8)	Allied Health	52,033
			(9)	Arts & Sciences	51,898
			(10)	Nursing	50,228
			(11)	Architecture	50,157
			(12)	Education	48,032
			(13)	Human Environmental Science	47,785
			(14)	Fine Arts	42,585
			(15)	Social Work	42,041

Table X

NUMBER OF PROMOTIONS BY COLLEGE AND RANK
1995-96

	Professor	Associate	Assistant	Total
Agriculture	8	5	-	13
Allied Health	3	1	-	4
Architecture	-	1	-	1
Arts and Sciences	8	17	1	26
Business & Economics	1	1	3	5
Communications and Information Studies	-	1	-	1
Dentistry	-	3	1	4
Education	-	3	1	4
Engineering	2	1	-	3
Fine Arts	1	2	-	3
Graduate School-Lexington Cam	2	-	-	2
Graduate School-Medical Center	-	-	-	-
Human Environmental Sciences	2	2	-	4
Law	-	2	-	2
Nursing	2	-	-	2
Pharmacy	-	1	1	2
Social Work	-	1	-	1
TOTAL	29	41	7	77

Table XI
SALARY DISTRIBUTION OF NEW FACULTY*
1995-96

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	1	\$112,240	\$112,240	\$112,240
Associate Professor	6	41,000	57,897	51,241
Assistant Professor	56	28,500	70,909	42,520
Instructor	5	33,500	57,500	44,904
ALL	68	28,500	112,240	44,490

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

Table XII

SALARY DISTRIBUTION OF NEW FACULTY BY GENDER

1995-96

FEMALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	-	-	-	-
Associate Professor	3	\$41,000	\$52,000	\$47,091
Assistant Professor	26	28,500	54,545	40,582
Instructor	2	39,520	45,000	42,260
ALL	31	28,500	54,545	41,320

MALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	1	\$112,240	\$112,240	\$112,240
Associate Professor	3	51,000	57,897	55,390
Assistant Professor	30	33,500	70,909	44,199
Instructor	3	33,500	57,500	46,667
ALL	37	33,500	112,240	47,145

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1995-96

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Agricultural Economics	24	\$56,956
Agronomy	48	55,369
Animal Sciences	39	54,889
Biosystems and Agricultural Engineering	18	59,494
Entomology	16	57,499
Forestry	14	45,745
Horticulture	22	50,761
Plant Pathology	13	62,538
Rural Sociology	11	48,791
Veterinary Science	24	58,335
Public Information	5	44,544
Home Economics Extension	7	50,088
Agriculture Total	241	54,923
Architecture	17	50,157
Anthropology	8	47,011
Biological Sciences	28	51,356
Chemistry	22	55,809
Classical Languages	5	48,843
English	40	46,151
French	6	61,855
Geography	12	53,714
Geological Sciences	10	54,690
German	7	46,827
History	28	52,109
Honors Program	2	33,750
Mathematics	40	62,168
Philosophy	16	51,765
Physics	28	54,605
Political Science	17	46,589
Psychology	25	44,737
Russian & Eastern Studies	5	48,699
Sociology	18	48,389
Spanish & Italian	12	52,154
Statistics	13	54,272
Arts & Sciences Total	342	51,898

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS
Nine-Month Basis
1995-96

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Accountancy	17	70,896
Economics	24	64,965
Management	38	72,434
Business & Economics Total	79	69,834
Communication	14	53,459
Journalism/Telecommunications	15	48,867
Library & Information Science	9	56,876
Communications & Information Studies Total	38	52,456
Administration & Supervision	8	50,902
Curriculum & Instruction	23	47,420
Educational Psychology & Counseling	16	51,181
Kinesiology & Health Promotion	14	45,357
Policy Studies & Evaluation	11	47,056
Special Education and Rehabilitation Counseling	13	47,178
Education Total	85	48,032
Chemical and Materials Engineering	17	71,125
Civil Engineering	20	60,024
Computer Science	14	70,090
Electrical Engineering	20	64,830
Engineering Mechanics	7	76,587
Mechanical Engineering	19	67,763
Mining Engineering	8	64,330
Engineering Total	105	66,911
Art	21	43,146
Music	35	42,343
Theatre Arts	9	42,212
Fine Arts Total	65	42,585
Diplomacy and International Commerce	3	72,895
Public Administration	6	65,139
Graduate School Programs Total	9	67,724

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1995-96

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Interior Design, Merchandising and Textiles	11	44,308
Family Studies	15	48,744
Nutrition and Food Sciences	11	49,955
Human Environmental Sciences Total	37	47,785
Law	23	80,989
Social Work	19	42,041

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1995-96

MEDICAL CENTER	NUMBER	AVERAGE SALARY
Allied Health	42	52,033
Dentistry	47	64,601
Graduate School Programs	7	59,773
Nursing	38	50,228
Pharmacy	44	60,106

Table XIV
1995-96 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>
<u>CIP DIVISION: Agricultural Business and Production</u>						
<u>Agricultural Economics - 01.0103</u>						
Professor	13	\$36,611	\$ 81,080	\$65,134		
Associate	8	41,340	60,021	49,799		
Assistant	3	39,683	42,222	40,604	39,683	(1)
Instructor	-	-	-	-		
All Ranks	24	36,611	81,080	56,956		
<u>Home Economics - Extension - 01.0401</u>						
Professor	3	48,021	71,612	56,001		
Associate	3	44,879	47,372	46,346		
Assistant	1	43,573	43,573	43,573		(0)
Instructor	-	-	-	-		
All Ranks	7	43,573	71,612	50,088		
<u>Public Information - 01.9999</u>						
Professor	-	-	-	-		
Associate	2	46,169	51,318	48,743		
Assistant	3	37,637	46,309	41,744		(0)
Instructor	-	-	-	-		
All Ranks	5	37,637	51,318	44,544		
<u>TOTAL - 01.0000</u>						
Professor	16	36,611	81,080	63,422		
Associate	13	41,340	60,021	48,840		
Assistant	7	37,637	46,309	41,517	39,683	(1)
Instructor	-	-	-	-		
All Ranks	36	36,611	81,080	53,897		
<u>CIP DIVISION: Agricultural Sciences</u>						
<u>Animal Science - 02.0201</u>						
Professor	20	47,316	82,349	61,513		
Associate	14	31,380	72,310	49,166		
Assistant	5	39,871	55,059	44,420	40,092	(1)
Instructor	-	-	-	-		
All Ranks	39	31,380	82,349	54,889		
<u>Agronomy - 02.0402</u>						
Professor	31	44,854	92,227	61,253		
Associate	12	38,135	53,784	46,518		
Assistant	5	36,386	46,485	40,133	42,814	(2)
Instructor	-	-	-	-		
All Ranks	48	36,386	92,227	55,369		

Table XIV
1995-96 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	43,479	84,764	57,549		
Associate	8	40,822	48,325	45,513		
Assistant	3	37,637	42,260	39,866	37,637	(1)
Instructor	-	-	-	-		
All Ranks	22	37,637	84,764	50,761		
<u>TOTAL - 02.0000</u>						
Professor	62	43,479	92,227	60,680		
Associate	34	31,380	72,310	47,372		
Assistant	13	36,386	55,059	41,720	40,839	(4)
Instructor	-	-	-	-		
All Ranks	109	31,380	92,227	54,267		
CIP DIVISION: <u>Conservation and Renewable Natural Resources</u>						
<u>Forestry - 03.0502</u>						
Professor	3	46,432	48,427	47,337		
Associate	8	36,621	69,880	47,480		
Assistant	3	36,819	44,485	39,528	36,819	(1)
Instructor	-	-	-	-		
All Ranks	14	36,621	69,880	45,745		
CIP DIVISION: <u>Architecture and Related Programs</u>						
<u>Architecture - 04.0201</u>						
Professor	3	50,703	81,720	65,471		
Associate	10	40,275	70,172	50,143		
Assistant	3	37,411	40,000	38,436	40,000	(1)
Instructor	1	39,520	39,520	39,520		
All Ranks	17	37,411	81,720	50,157		
CIP DIVISION: <u>Area, Ethnic and Cultural Studies</u>						
<u>Russian & Eastern Studies - 05.0110</u>						
Professor	2	58,244	63,043	60,644		
Associate	1	47,376	47,376	47,376		
Assistant	2	34,069	40,763	37,416		(0)
Instructor	-	-	-	-		
All Ranks	5	34,069	63,043	48,699		

Table XIV
1995-96 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	\$64,320	\$110,866	\$75,862		
Associate	5	34,956	51,540	43,462		
Assistant	4	35,769	40,510	37,952		(0)
Instructor	-	-	-	-		
All Ranks	14	34,956	110,866	53,459		
<u>Journalism/Telecommunications - 09.0499</u>						
Professor	3	52,747	68,310	62,217		
Associate	6	43,701	83,971	54,983		
Assistant	5	31,509	46,700	36,592		(0)
Instructor	1	33,500	33,500	33,500		
All Ranks	15	31,509	83,971	48,867		
<u>TOTAL - 09.0000</u>						
Professor	8	52,747	110,866	70,745		
Associate	11	34,956	83,971	49,746		
Assistant	9	31,509	46,700	37,196		(0)
Instructor	1	33,500	33,500	33,500		
All Ranks	29	31,509	110,866	51,084		
CIP DIVISION: <u>Computer and Information Sciences</u>						
<u>Computer Science - 11.0101</u>						
Professor	6	62,850	106,523	88,782		
Associate	3	58,000	62,923	59,974		
Assistant	5	52,397	55,282	53,730		(0)
Instructor	-	-	-	-		
All Ranks	14	52,397	106,523	70,090		
CIP DIVISION: <u>Education</u>						
<u>Curriculum & Instruction - 13.0301</u>						
Professor	6	52,071	64,586	56,882		
Associate	7	43,233	52,584	46,682		
Assistant	10	39,999	46,440	42,260	42,250	(2)
Instructor	-	-	-	-		
All Ranks	23	39,999	64,586	47,420		
<u>Administration & Supervision - 13.0405</u>						
Professor	2	62,029	74,148	68,088		
Associate	4	45,780	49,277	47,390		
Assistant	2	40,483	41,000	40,742	41,000	(1)
Instructor	-	-	-	-		
All Ranks	8	40,483	74,148	50,902		

Table XIV
1995-96 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	\$54,244	\$ 55,746	\$54,952		
Associate	5	43,502	49,043	46,827		
Assistant	3	39,000	40,436	39,543		(0)
Instructor	-	-	-	-		
All Ranks	11	39,000	55,746	47,056		
<u>Education Psychology - 13.0802</u>						
Professor	7	48,922	81,392	60,539		
Associate	5	42,508	50,883	46,494		
Assistant	4	40,000	42,652	40,663		(0)
Instructor	-	-	-	-		
All Ranks	16	40,000	81,392	51,181		
<u>Special Education - 13.1001</u>						
Professor	3	53,806	67,000	59,481		
Associate	6	39,491	50,600	46,160		
Assistant	4	35,511	42,000	39,479	42,000	(1)
Instructor	-	-	-	-		
All Ranks	13	35,511	67,000	47,178		
<u>TOTAL - 13.0000</u>						
Professor	21	48,922	81,392	59,264		
Associate	27	39,491	52,584	46,663		
Assistant	23	35,511	46,440	41,012	41,765	(4)
Instructor	-	-	-	-		
All Ranks	71	35,511	81,392	48,559		
CIP DIVISION: <u>Engineering</u>						
<u>Agricultural - 14.0301</u>						
Professor	10	54,670	80,706	66,156		
Associate	6	45,420	57,950	52,403		
Assistant	2	47,456	47,456	47,456	47,456	(2)
Instructor	-	-	-	-		
All Ranks	18	45,420	80,706	59,494		
<u>Biomedical - 14.0501</u>						
Professor	2	71,384	77,141	74,263		
Associate	-	-	-	-		
Assistant	3	48,959	58,285	54,232	58,285	(1)
Instructor	-	-	-	-		
All Ranks	5	48,959	77,141	62,244		

Table XIV
1995-96 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>Chemical - 14.0701</u>						
Professor	11	67,700	101,448	79,793		
Associate	3	54,695	60,725	58,633		
Assistant	3	51,000	53,500	51,833	51,000	(2)
Instructor	-	-	-	-		
All Ranks	17	51,000	101,448	71,125		
<u>Civil - 14.0801</u>						
Professor	7	63,500	100,410	73,573		
Associate	7	38,222	61,000	52,213		
Assistant	6	48,000	73,072	53,329	48,500	(2)
Instructor	-	-	-	-		
All Ranks	20	38,222	100,410	60,024		
<u>Electrical - 14.1001</u>						
Professor	5	71,000	106,900	90,343		
Associate	4	55,439	68,699	62,736		
Assistant	11	50,760	60,270	53,994		(0)
Instructor	-	-	-	-		
All Ranks	20	50,760	106,900	64,830		
<u>Engineering Mechanics - 14.1101</u>						
Professor	5	73,705	91,570	84,011		
Associate	2	57,503	58,550	58,027		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	7	57,503	91,570	76,587		
<u>Mechanical - 14.1901</u>						
Professor	12	52,000	88,996	73,159		
Associate	6	56,000	66,275	60,301		
Assistant	1	47,793	47,793	47,793		(0)
Instructor	-	-	-	-		
All Ranks	19	47,793	88,996	67,763		
<u>Mining - 14.2101</u>						
Professor	3	47,940	91,810	68,230		
Associate	4	60,330	70,200	65,488		
Assistant	1	48,000	48,000	48,000		(0)
Instructor	-	-	-	-		
All Ranks	8	47,940	91,810	64,330		
<u>TOTAL - 14.0000</u>						
Professor	55	47,940	106,900	75,585		
Associate	32	38,222	70,200	57,705		
Assistant	27	47,456	73,072	52,697	50,314	(7)
Instructor	-	-	-	-		
All Ranks	114	38,222	106,900	65,145		

Table XIV
1995-96 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>
<u>CIP DIVISION: Foreign Languages and Literature</u>						
<u>German - 16.0501</u>						
Professor	2	55,590	57,019	56,305		
Associate	5	40,024	47,036	43,036		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	7	40,024	57,019	46,827		
<u>French - 16.0901</u>						
Professor	4	61,929	79,484	70,103		
Associate	2	41,000	49,716	45,358		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	6	41,000	79,484	61,855		
<u>Spanish/Italian - 16.0999</u>						
Professor	5	54,582	75,197	66,009		
Associate	5	41,637	48,636	44,959		
Assistant	2	34,500	36,514	35,507	34,500	(1)
Instructor	-	-	-	-		
All Ranks	12	34,500	75,197	52,154		
<u>Classics - 16.1201</u>						
Professor	2	56,519	66,200	61,360		
Associate	2	40,070	47,260	43,665		
Assistant	1	34,164	34,164	34,164		(0)
Instructor	-	-	-	-		
All Ranks	5	34,164	66,200	48,843		
<u>TOTAL - 16.0000</u>						
Professor	13	54,582	79,484	65,061		
Associate	14	40,024	49,716	44,144		
Assistant	3	34,164	36,514	35,059	34,500	(1)
Instructor	-	-	-	-		
All Ranks	30	34,164	79,484	52,299		
<u>CIP DIVISION: Home Economics</u>						
<u>Nutrition - 19.0501</u>						
Professor	4	53,581	71,500	61,947		
Associate	5	41,191	45,164	43,985		
Assistant	2	39,597	42,199	40,898		(0)
Instructor	-	-	-	-		
All Ranks	11	39,597	71,500	49,955		
<u>Family Studies - 19.0701</u>						
Professor	3	55,562	68,974	61,044		
Associate	9	41,166	61,281	47,758		
Assistant	3	35,500	41,712	39,404	38,250	(2)
Instructor	-	-	-	-		
All Ranks	15	35,500	68,974	48,744		

Table XIV
1995-96 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>
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CIP DIVISION: Home Economics (continued)

Interior Design, Textiles and Merchandising - 19.0601

Professor	1	51,183	51,183	51,183		
Associate	6	41,469	57,352	47,480		
Assistant	4	35,408	40,563	37,833	38,000	(1)
Instructor	-	-	-	-		
All Ranks	11	35,408	57,352	44,308		

TOTAL - 19.0000

Professor	8	51,183	71,500	60,263		
Associate	20	41,166	61,281	46,731		
Assistant	9	35,408	42,199	39,038	38,167	(3)
Instructor	-	-	-	-		
All Ranks	37	35,408	71,500	47,785		

CIP DIVISION: Law and Legal Studies

Law - 22.0101

Professor	15	75,125	107,284	88,461		
Associate	5	66,900	72,125	69,100		
Assistant	3	63,449	63,450	63,450	63,449	(1)
Instructor	-	-	-	-		
All Ranks	23	63,449	107,284	80,989		

CIP DIVISION: English Language and Literature/Letters

English - 23.0101

Professor	11	48,014	72,011	60,134		
Associate	21	30,373	52,000	42,860		
Assistant	8	32,957	39,027	35,565		(0)
Instructor	-	-	-	-		
All Ranks	40	30,373	72,011	46,151		

CIP DIVISION: Liberal Arts and Sciences, General Studies and Humanities

Honors Program - 24.0199

Professor	-	-	-	-		
Associate	-	-	-	-		
Assistant	2	33,500	34,000	33,750	33,750	(2)
Instructor	-	-	-	-		
All Ranks	2	33,500	34,000	33,750		

Table XIV
1995-96 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>Library Science</u>						
<u>Library & Information Science - 25.0101</u>						
Professor	5	65,204	76,048	71,624		
Associate	-	-	-	-		
Assistant	4	35,635	42,021	38,442		(0)
Instructor	-	-	-	-		
All Ranks	9	35,635	76,048	56,876		
CIP DIVISION: <u>Biological Sciences/Life Sciences</u>						
<u>Biological Sciences - 26.0101</u>						
Professor	10	47,557	74,486	64,030		
Associate	11	42,317	53,294	46,658		
Assistant	7	33,611	44,096	40,633	41,500	(1)
Instructor	-	-	-	-		
All Ranks	28	33,611	74,486	51,356		
<u>Plant Pathology - 26.0305</u>						
Professor	11	47,783	103,941	65,471		
Associate	2	44,522	48,286	46,404		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	13	44,522	103,941	62,538		
<u>Toxicology - 26.0612</u>						
Professor	-	-	-	-		
Associate	1	56,237	56,237	56,237		
Assistant	1	50,956	50,956	50,956		(0)
Instructor	-	-	-	-		
All Ranks	2	50,956	56,237	53,597		
<u>Entomology - 26.0702</u>						
Professor	11	50,432	80,211	61,944		
Associate	3	42,764	52,184	48,412		
Assistant	2	40,972	52,402	46,687	52,402	(1)
Instructor	-	-	-	-		
All Ranks	16	40,972	80,211	57,499		
<u>TOTAL - 26.0000</u>						
Professor	32	47,557	103,941	63,808		
Associate	17	42,317	56,237	47,501		
Assistant	10	33,611	52,402	42,876	46,951	(2)
Instructor	-	-	-	-		
All Ranks	59	33,611	103,941	55,562		

Table XIV
1995-96 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
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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>
<u>CIP DIVISION: Mathematics</u>						
<u>Mathematics - 27.0101</u>						
Professor	27	54,218	80,839	65,702		
Associate	11	50,523	64,200	56,525		
Assistant	2	42,000	49,000	45,500	45,500	(2)
Instructor	-	-	-	-		
All Ranks	40	42,000	80,839	62,168		
<u>Statistics - 27.0501</u>						
Professor	5	54,001	72,828	65,225		
Associate	5	46,993	50,792	49,217		
Assistant	3	38,105	51,099	44,442		(0)
Instructor	-	-	-	-		
All Ranks	13	38,105	72,828	54,272		
<u>TOTAL - 27.0000</u>						
Professor	32	54,001	80,839	65,627		
Associate	16	46,993	64,200	54,241		
Assistant	5	38,105	51,099	44,865	45,500	(2)
Instructor	-	-	-	-		
All Ranks	53	38,105	80,839	60,231		
<u>CIP DIVISION: Parks, Recreation, Leisure and Fitness Studies</u>						
<u>Kinesiology & Health Promotion - 31.0501</u>						
Professor	1	58,232	58,232	58,232		
Associate	8	37,804	49,995	44,255		
Assistant	5	39,000	54,857	44,546	40,763	(2)
Instructor	-	-	-	-		
All Ranks	14	37,804	58,232	45,357		
<u>CIP DIVISION: Philosophy and Religion</u>						
<u>Philosophy - 38.0101</u>						
Professor	10	43,111	85,280	57,381		
Associate	5	41,135	48,098	43,593		
Assistant	1	36,461	36,461	36,461		(0)
Instructor	-	-	-	-		
All Ranks	16	36,461	85,280	51,765		

Table XIV
1995-96 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
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<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	12	49,195	101,482	66,147		
Associate	3	46,568	51,305	48,789		
Assistant	7	39,482	42,563	41,095	40,000	(1)
Instructor	-	-	-	-		
All Ranks	22	39,482	101,482	55,809		
<u>Geological Sciences - 40.0601</u>						
Professor	4	55,639	96,621	75,530		
Associate	2	43,500	48,169	45,835		
Assistant	4	36,000	40,079	38,277	37,500	(2)
Instructor	-	-	-	-		
All Ranks	10	36,000	96,621	54,690		
<u>Physics - 40.0801</u>						
Professor	12	55,583	80,021	65,836		
Associate	10	46,682	58,309	49,027		
Assistant	6	39,511	44,119	41,437	40,000	(1)
Instructor	-	-	-	-		
All Ranks	28	39,511	80,021	54,605		
<u>TOTAL - 40.0000</u>						
Professor	28	49,195	101,482	67,354		
Associate	15	43,500	58,309	48,554		
Assistant	17	36,000	44,119	40,553	38,750	(4)
Instructor	-	-	-	-		
All Ranks	60	36,000	101,482	55,061		
CIP DIVISION: <u>Psychology</u>						
<u>Psychology - 42.0101</u>						
Professor	5	50,087	77,140	61,750		
Associate	14	36,123	47,585	41,922		
Assistant	6	34,559	38,100	37,126	37,500	(1)
Instructor	-	-	-	-		
All Ranks	25	34,559	77,140	44,737		
CIP DIVISION: <u>Public Administration and Services</u>						
<u>Public Administration - 44.0401</u>						
Professor	3	65,031	87,859	73,691		
Associate	1	71,580	71,580	71,580		
Assistant	2	43,636	54,545	49,091	49,091	(2)
Instructor	-	-	-	-		
All Ranks	6	43,636	87,859	65,139		

Table XIV
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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	58,182	74,152	64,242		
Associate	5	41,128	49,848	45,144		
Assistant	11	34,000	35,250	34,576	34,000	(4)
Instructor	-	-	-	-		
All Ranks	19	34,000	74,152	42,041		
<u>TOTAL - 44.0000</u>						
Professor	6	58,182	87,859	68,967		
Associate	6	41,128	71,580	49,550		
Assistant	13	34,000	54,545	36,809	39,030	(6)
Instructor	-	-	-	-		
All Ranks	25	34,000	87,859	47,585		
CIP DIVISION: <u>Social Sciences and History</u>						
<u>Anthropology - 45.0201</u>						
Professor	2	59,616	68,456	64,036		
Associate	2	47,086	57,212	52,149		
Assistant	4	30,723	38,241	35,930		(0)
Instructor	-	-	-	-		
All Ranks	8	30,723	68,456	47,011		
<u>Geography - 45.0701</u>						
Professor	7	52,167	73,458	61,962		
Associate	3	43,062	47,570	44,758		
Assistant	2	38,165	38,400	38,283		(0)
Instructor	-	-	-	-		
All Ranks	12	38,165	73,458	53,714		
<u>History - 45.0801</u>						
Professor	14	44,011	101,286	61,188		
Associate	11	39,042	56,937	44,854		
Assistant	3	34,933	38,072	36,335		(0)
Instructor	-	-	-	-		
All Ranks	28	34,933	101,286	52,109		
<u>Political Science - 45.1001</u>						
Professor	5	47,767	70,175	60,918		
Associate	3	45,485	49,338	46,798		
Assistant	9	34,929	41,404	38,558	40,000	(3)
Instructor	-	-	-	-		
All Ranks	17	34,929	70,175	46,589		
<u>Rural Sociology - 45.1101</u>						
Professor	3	53,985	66,189	59,825		
Associate	4	43,289	52,537	47,448		
Assistant	4	39,851	42,933	41,859		(0)
Instructor	-	-	-	-		
All Ranks	11	39,851	66,189	48,791		

Table XIV
1995-96 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	39,243	77,018	62,501		
Associate	4	37,683	45,511	42,731		
Assistant	7	36,045	41,016	37,509		(0)
Instructor	-	-	-	-		
All Ranks	18	36,045	77,018	48,389		
<u>Diplomacy & International Commerce - 45.9999</u>						
Professor	2	88,022	90,312	89,167		
Associate	-	-	-	-		
Assistant	1	40,351	40,351	40,351		(0)
Instructor	-	-	-	-		
All Ranks	3	40,351	90,312	72,895		
<u>TOTAL - 45.0000</u>						
Professor	40	39,243	101,286	62,959		
Associate	27	37,683	57,212	45,669		
Assistant	30	30,723	42,933	38,222	40,000	(3)
Instructor	-	-	-	-		
All Ranks	97	30,723	101,286	50,496		
CIP DIVISION: <u>Visual and Performing Arts</u>						
<u>Theater - 50.0501</u>						
Professor	1	66,967	66,967	66,967		
Associate	5	35,971	47,163	42,180		
Assistant	3	32,000	37,080	34,013		(0)
Instructor	-	-	-	-		
All Ranks	9	32,000	66,967	42,212		
<u>Art - 50.0701</u>						
Professor	4	44,359	50,000	47,341		
Associate	8	34,609	56,772	46,029		
Assistant	9	32,960	47,495	38,720	37,000	(1)
Instructor	-	-	-	-		
All Ranks	21	32,960	56,772	43,146		
<u>Music - 50.0902</u>						
Professor	6	45,130	72,689	55,410		
Associate	20	34,548	53,623	41,035		
Assistant	9	33,460	44,298	36,541	33,500	(1)
Instructor	-	-	-	-		
All Ranks	35	33,460	72,689	42,343		
<u>TOTAL - 50.0000</u>						
Professor	11	44,359	72,689	53,526		
Associate	33	34,548	56,772	42,419		
Assistant	21	32,000	47,495	37,114	35,250	(2)
Instructor	-	-	-	-		
All Ranks	65	32,000	72,689	42,584		

Table XIV
1995-96 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	6	53,269	77,116	65,450		
Associate	16	36,985	71,571	54,484		
Assistant	19	36,596	57,996	45,813		(0)
Instructor	1	50,472	50,472	50,472		
All Ranks	42	36,596	77,116	52,033		
<u>Dentistry - 51.0401</u>						
Professor	18	60,620	85,423	72,302		
Associate	23	50,448	88,092	62,251		
Assistant	6	28,500	61,556	50,505		(0)
Instructor	-	-	-	-		
All Ranks	47	28,500	88,092	64,601		
<u>Nursing - 51.1601</u>						
Professor	7	56,241	68,097	63,044		
Associate	17	43,910	60,832	50,402		
Assistant	9	37,964	50,511	44,005	47,456	(1)
Instructor	5	33,508	52,466	42,894		
All Ranks	38	33,508	68,097	50,228		
<u>Pharmacy - 51.2001</u>						
Professor	19	54,184	105,302	76,381		
Associate	15	45,255	59,110	51,029		
Assistant	10	34,556	46,952	42,799		(0)
Instructor	-	-	-	-		
All Ranks	44	34,556	105,302	60,106		
<u>Veterinary Sciences - 51.2501</u>						
Professor	13	37,474	96,041	67,368		
Associate	8	43,490	54,152	48,774		
Assistant	3	42,082	48,514	44,690		(0)
Instructor	-	-	-	-		
All Ranks	24	37,474	96,041	58,335		
<u>TOTAL - 51.0000</u>						
Professor	63	37,474	105,302	70,833		
Associate	79	36,985	88,092	54,633		
Assistant	47	28,500	61,556	45,353	47,456	(1)
Instructor	6	33,508	52,466	44,157		
All Ranks	195	28,500	105,302	57,308		

Table XIV
1995-96 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>
<u>CIP DIVISION: Business Management and Administrative Services</u>						
<u>Management - 52.0101</u>						
Professor	12	61,770	117,375	92,688		
Associate	11	52,326	72,402	66,479		
Assistant	13	57,500	66,900	60,728	57,500	(1)
Instructor	2	57,500	62,000	59,750		
All Ranks	38	52,326	117,375	72,434		
<u>Accountancy - 52.0301</u>						
Professor	4	60,900	116,791	85,198		
Associate	9	53,100	79,459	68,615		
Assistant	4	50,000	70,909	61,727	60,455	(2)
Instructor	-	-	-	-		
All Ranks	17	50,000	116,791	70,896		
<u>Economics - 52.0601</u>						
Professor	14	60,854	99,813	72,664		
Associate	6	53,800	64,550	58,527		
Assistant	2	45,800	50,900	48,350		(0)
Instructor	2	45,000	49,000	47,000		
All Ranks	24	45,000	99,813	64,965		
<u>TOTAL - 52.0000</u>						
Professor	30	60,854	117,375	82,345		
Associate	26	52,326	79,459	65,383		
Assistant	19	45,800	70,909	59,635	59,470	(3)
Instructor	4	45,000	62,000	53,375		
All Ranks	79	45,000	117,375	69,834		

SECTION II
LIBRARIANS

Table XV
AVERAGE LIBRARIAN SALARIES
BY RANK

(Twelve-Month Basis)
1995-96

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Librarian I	18	\$42,022	\$60,850	\$49,462
Librarian II	32	31,742	47,981	37,861
Librarian III	5	29,272	38,352	33,928
Librarian IV	9	26,000	32,750	28,316
ALL	64	26,000	60,850	39,474

SECTION III
COMMUNITY COLLEGE SYSTEM

Table XVI

COMMUNITY COLLEGE SYSTEM
AVERAGE SALARY BY RANK AND GENDER

Nine-Month Basis

MALE

RANK	1995-96		1994-95	
	No.	Average Salary	No.	Average Salary
Professor	95	\$44,601	98	\$43,235
Associate Professor	178	33,467	166	32,706
Assistant Professor	131	28,481	146	27,721
Instructor	57	27,535	54	27,156
TOTAL	461	33,611	464	32,716

FEMALE

RANK	1995-96		1994-95	
	No.	Average Salary	No.	Average Salary
Professor	100	\$41,923	101	\$40,792
Associate Professor	211	33,570	200	32,641
Assistant Professor	142	28,597	153	27,295
Instructor	77	27,534	82	27,507
TOTAL	530	32,937	536	31,865

TOTAL

RANK	1995-96		1994-95	
	No.	Average Salary	No.	Average Salary
Professor	195	\$43,228	199	\$41,995
Associate Professor	389	33,523	366	32,671
Assistant Professor	273	28,541	299	27,503
Instructor	134	27,535	136	27,368
TOTAL	991	33,251	1,000	32,260

Table XVII
 COMMUNITY COLLEGE SYSTEM
 AVERAGE SALARY INCREASES FOR CONTINUING FACULTY*
 1994-95 to 1995-96

RANK	Number	Average Salary for Continuing Faculty		Average Salary % Increase
		1994-95	1995-96	
Professor	189	\$41,800	\$43,366	3.7%
Associate Professor	352	32,445	33,901	4.5%
Assistant Professor	286	27,258	28,750	5.5%
Instructor	111	26,536	27,377	3.2%
ALL	938	32,049	33,466	4.4%

Continuing faculty includes individuals employed in both 1994-95 and 1995-96. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 1994-95. When a faculty member received a promotion in rank for 1995-96, the individual is reported under the old rank.

Table XVIII

COMMUNITY COLLEGE SYSTEM
HISTORICAL VIEW OF SALARIES
1983-84 Through 1995-96

Number of Faculty by Rank and Year

RANK	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Professor	82	89	102	110	115	123	135	150	159	174	186	199	195
Associate Professor	224	242	235	244	248	253	274	272	281	290	324	366	389
Assistant Professor	146	149	162	168	155	152	176	215	284	335	336	299	273
Instructor	126	145	127	112	148	179	211	248	283	190	164	136	134
ALL	578	625	626	634	666	707	796	885	1,007	989	1,010	1,000	991

Average Faculty Salary by Rank and Year

RANK	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Professor	25,924	26,234	27,973	30,488	32,681	32,810	34,874	38,030	41,574	40,917	41,416	41,995	43,228
Associate Professor	21,813	21,914	23,609	25,132	26,504	26,498	27,976	30,286	32,799	32,133	32,643	32,671	33,523
Assistant Professor	17,957	17,927	19,387	20,938	21,808	22,147	23,367	25,344	27,136	26,459	26,890	27,503	28,541
Instructor	17,026	17,329	18,673	19,823	20,417	20,638	22,150	23,619	25,135	24,851	26,755	27,368	27,535
ALL	20,379	20,515	22,226	24,012	25,125	25,177	26,582	28,530	30,434	30,358	31,389	32,260	33,251

SECTION IV
SALARY STATISTICS FOR COLLEGE OF MEDICINE

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

Nine-Month Basis
1995-96

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	35	\$46,175	\$134,058	\$78,534
Associate Professor	38	41,979	77,558	51,374
Assistant Professor	27	40,971	48,285	43,512
Instructor	-	-	-	-
ALL	100	40,971	134,058	58,757

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

1995-96
Nine-Month Basis

Anatomy and Neurobiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	\$63,994	\$121,524	\$86,913
Associate Professor	11	42,965	61,060	50,446
Assistant Professor	6	40,971	43,256	41,959
Instructor	-	-	-	-
ALL	20	40,971	121,524	53,370

Behavioral Science

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	46,175	92,879	66,449
Associate Professor	8	41,979	57,225	49,692
Assistant Professor	2	43,307	48,285	45,796
Instructor	-	-	-	-
ALL	13	41,979	92,879	52,960

Biochemistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$52,060	\$134,058	\$90,106
Associate Professor	3	48,835	55,406	51,036
Assistant Professor	6	41,113	44,150	42,821
Instructor	-	-	-	-
ALL	15	41,113	134,058	63,378

Table XX

COLLEGE OF MEDICINE
SALARY SUMMARY BY RANK AND DEPARTMENT

1995-96
Nine-Month Basis

Microbiology & Immunology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	8	\$58,851	\$129,423	\$80,066
Associate Professor	10	42,262	64,779	51,909
Assistant Professor	4	43,806	45,308	44,656
Instructor	-	-	-	-
ALL	22	42,262	129,423	60,829

Pharmacology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$60,811	\$121,524	\$83,468
Associate Professor	4	47,012	77,558	57,562
Assistant Professor	4	42,956	47,317	44,813
Instructor	-	-	-	-
ALL	12	42,956	121,524	61,948

Physiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	11	\$51,862	\$121,524	\$70,323
Associate Professor	2	47,773	49,548	48,660
Assistant Professor	5	41,413	46,089	43,337
Instructor	-	-	-	-
ALL	18	41,413	121,524	60,420