

AAUP REPORT

1996-97

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
1996-97

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Agriculture	Agricultural Economics	01.0103	23
	Agronomy	02.0402	46
	Animal Sciences	02.0201	37
	Biosystems and Agricultural Engineering	14.0301	17
	Entomology	26.0702	17
	Forestry	03.0502	15
	Horticulture	02.0403	22
	Plant Pathology	26.0305	13
	Rural Sociology	45.1101	10
	Veterinary Science	51.2501	25
	Home Economics Extension	01.0401	8
	Public Information	01.9999	6
Agriculture Total			239
Architecture		04.0201	18
Arts and Sciences	Anthropology	45.0201	10
	Biological Sciences	26.0101	31
	Chemistry	40.0501	23
	Classics	16.1201	6
	English	23.0101	41
	French	16.0901	7
	Geography	45.0701	13
	Geological Science	40.0601	9
	German	16.0501	7
	History	45.0801	26
	Mathematics	27.0101	39
	Philosophy	38.0101	18
	Physics	40.0801	28
	Political Science	45.1001	17
	Psychology	42.0101	25
	Russian & Eastern Studies	05.0110	6
	Sociology	45.1101	16
	Spanish and Italian	16.0999	12
	Statistics	27.0501	12
Arts & Sciences Total			346

Table I
NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1996-97

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Business & Economics	Accountancy	52.0301	16
	Economics	52.0601	24
	Management	52.0101	37
Business & Economics Total			77
Communications and Information Studies	Communication	09.0101	12
	Journalism & Telecommunications	09.0499	16
	Library & Information Science	25.0101	7
Communications Total			35
Education	Admin & Supervision	13.0405	9
	Curriculum & Instruction	13.0301	22
	Educational Psychology & Counseling	13.0802	15
	Kinesiology & Health Promotion	31.0501	14
	Policy Studies and Evaluation	13.0601	11
	Special Education and Rehabilitation Counseling	13.1001	12
Education Total			83
Engineering	Chemical and Materials Engineering	14.0701	17
	Civil Engineering	14.0801	22
	Computer Science	11.0101	12
	Electrical Engineering	14.1001	23
	Engineering Mechanics	14.1101	6
	Mechanical Engineering	14.1901	18
	Mining Engineering	14.2101	8
Engineering Total			106
Fine Arts	Art	50.0701	21
	Music	50.0902	35
	Theatre Arts	50.0501	7
Fine Arts			63
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
1996-97

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Human Environmental Sciences	Interior Design, Merchandising and Textiles	19.0601	10
	Family Studies	19.0701	15
	Nutrition & Food Sciences	19.0501	12
Human Environmental Sciences Total			37
Law		22.0101	25
Social Work		44.0701	19

Table I
NUMBER OF FACULTY BY DEPARTMENT
Medical Center
1996-97

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Allied Health		51.0999	47
Biomedical Engineering		14.0501	7
Dentistry		51.0401	42
Nursing		51.1601	38
Pharmacy		51.2001	45
Toxicology		26.0612	3

Table II
AVERAGE SALARY AND COMPENSATION*
1996-97

RANK	N	AVERAGE SALARY	AVERAGE FRINGE BENEFITS**	AVERAGE TOTAL COMPENSATION
Professor	489	\$69,594	\$14,115	\$83,709
Associate	470	51,651	11,505	63,156
Assistant	270	43,938	9,550	53,488
Instructor	10	48,156	10,110	58,266
TOTAL	1,239	57,024	12,098	69,122

* 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
1996-97

Average Salary - Faculty on 9-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	306	\$71,465
Associate Professor	313	50,860
Assistant Professor	188	43,222
Instructor	7	50,256
ALL	814	56,836

Average Salary - Faculty on 12-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	183	\$81,235
Associate Professor	157	65,057
Assistant Professor	82	55,706
Instructor	3	52,866
ALL	425	70,133

Table IV
AVERAGE SALARY BY GENDER
1996-97

Average Salary - Faculty on 9-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	271	\$72,172	35	\$65,988
Associate Professor	227	51,659	86	48,749
Assistant Professor	107	44,284	81	41,819
Instructor	3	57,633	4	44,724
ALL	608	59,534	206	48,875

Average Salary - Faculty on 12-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	165	\$81,521	18	\$78,614
Associate Professor	113	65,869	44	62,974
Assistant Professor	41	56,886	41	54,526
Instructor			3	52,866
ALL	319	72,810	106	62,076

Table V
BENCHMARK MEDIAN
1996-97
Nine-Month Basis

UK Average Salary	\$57,024
Benchmark Median*	\$58,916

* 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*
 1995-96 to 1996-97
 Nine-Month Basis

RANK	NUMBER	Average Salary for Continuing Faculty		Average Salary
		1995-96	1996-97	
Professor	458	\$67,542	\$69,604	3.1%
Associate Professor	432	50,212	52,252	4.1%
Assistant Professor	258	42,873	44,699	4.3%
Instructor	10	47,295	48,518	2.6%
ALL	1,158	55,406	57,400	3.6%

* Continuing faculty includes individuals employed in both 1995-96 and 1996-97. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 1995-96. When a faculty member received a promotion in rank for 1996-97, 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
1996-97
Nine-Month Basis

College of Agriculture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	128	\$36,977	\$98,922	\$63,688
Associate Professor	81	31,850	74,479	49,587
Assistant Professor	30	37,478	55,885	43,728
Instructor	-	-	-	-
ALL	239	31,850	98,922	56,404

College of Allied Health

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$54,585	\$ 79,044	\$66,277
Associate Professor	17	37,899	73,339	55,434
Assistant Professor	24	39,329	62,481	48,765
Instructor	-	-	-	-
ALL	47	37,899	79,044	53,413

College of Architecture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	\$52,197	\$ 84,335	\$67,557
Associate Professor	9	41,282	71,926	52,155
Assistant Professor	6	35,884	42,334	39,604
Instructor	-	-	-	-
ALL	18	35,884	84,335	50,538

College of Arts and Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	143	\$39,751	\$104,412	\$65,922
Associate Professor	131	31,245	73,436	47,127
Assistant Professor	72	31,960	50,397	39,559
Instructor	-	-	-	-
ALL	346	31,245	104,412	53,320

Table VIII
AVERAGE SALARIES BY COLLEGE
1996-97
Nine-Month Basis
College of Business & Economics

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	31	\$62,754	\$120,580	\$84,417
Associate Professor	28	53,326	82,259	67,799
Assistant Professor	15	37,883	69,700	54,740
Instructor	3	50,200	64,000	57,633
ALL	77	37,883	120,580	71,549

College of Communications & Information Studies

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	12	\$54,784	\$89,460	\$70,924
Associate Professor	13	35,807	85,715	51,409
Assistant Professor	10	32,663	49,091	38,033
Instructor	-	-	-	-
ALL	35	32,663	89,460	54,278

College of Dentistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	17	\$66,930	\$ 88,109	\$76,787
Associate Professor	22	56,100	90,346	64,829
Assistant Professor	3	32,465	59,509	48,573
Instructor	-	-	-	-
ALL	42	32,465	90,346	68,508

College of Education

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	22	\$50,418	\$92,619	\$64,064
Associate Professor	35	38,596	56,184	47,794
Assistant Professor	25	36,240	49,397	42,006
Instructor	1	42,126	42,126	42,126
ALL	83	36,240	92,619	50,295

Table VIII

AVERAGE SALARIES BY COLLEGE
1996-97
Nine-Month Basis

College of Engineering

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	50	\$48,500	\$106,300	\$80,546
Associate Professor	30	40,000	73,200	60,793
Assistant Professor	26	48,000	62,592	53,254
Instructor	-	-	-	-
ALL	106	40,000	106,300	68,262

College of Fine Arts

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	12	\$41,698	\$ 75,233	\$54,247
Associate Professor	37	36,412	58,475	44,605
Assistant Professor	14	33,000	48,688	37,441
Instructor	-	-	-	-
ALL	63	33,000	75,233	44,850

Graduate School Programs - Lexington Campus

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$66,462	\$93,202	\$82,247
Associate Professor	1	73,730	73,730	73,730
Assistant Professor	3	41,280	51,600	44,832
Instructor	-	-	-	-
ALL	9	41,280	93,202	68,829

Graduate School Programs - Medical Center

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	\$61,087	\$79,146	71,157
Associate Professor	1	54,756	54,756	54,756
Assistant Professor	6	40,930	57,389	51,168
Instructor	-	-	-	-
ALL	10	40,930	79,146	57,524

Table VIII

AVERAGE SALARIES BY COLLEGE
1996-97
Nine-Month Basis

College of Human Environmental Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	10	\$49,391	\$ 73,742	\$60,004
Associate Professor	20	42,169	62,721	47,984
Assistant Professor	7	36,193	42,046	39,831
Instructor	-	-	-	-
ALL	37	36,193	73,742	49,690

College of Law

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	17	\$76,875	\$121,950	\$93,440
Associate Professor	5	68,950	74,325	71,250
Assistant Professor	3	65,299	65,425	65,358
Instructor	-	-	-	-
ALL	25	65,299	121,950	85,632

College of Nursing

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	7	\$59,184	\$71,366	\$63,880
Associate Professor	18	44,858	62,146	52,545
Assistant Professor	7	38,000	50,278	44,931
Instructor	6	37,752	48,153	44,422
ALL	38	37,752	71,366	51,948

College of Pharmacy

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	18	\$59,240	\$106,695	\$78,778
Associate Professor	18	44,964	72,820	53,095
Assistant Professor	9	41,299	48,653	44,574
Instructor	-	-	-	-
ALL	45	41,299	106,695	61,664

Table VIII
AVERAGE SALARIES BY COLLEGE
1996-97
Nine-Month Basis

College of Social Work

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$49,361	\$76,473	\$62,574
Associate Professor	4	42,498	51,472	47,079
Assistant Professor	10	35,088	36,420	35,692
Instructor	-	-	-	-
ALL	19	35,088	76,473	45,164

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
1996-97

	Professor	Associate	Assistant	Total
Agriculture	5	8	-	13
Allied Health	-	-	1	1
Architecture	-	-	1	1
Arts and Sciences	5	12	-	17
Business & Economics	1	2	1	4
Communications and Information Studies	-	2	1	3
Dentistry	1	2	-	3
Education	1	3	-	4
Engineering	5	4	-	9
Fine Arts	1	5	-	6
Graduate School-Lexington Campus	-	-	-	-
Graduate School-Medical Center	1	1	-	2
Human Environmental Sciences	2	2	-	4
Law	-	-	-	-
Nursing	-	1	-	1
Pharmacy	-	2	-	2
Social Work	1	-	-	1
TOTAL	23	44	4	71

Table XI
SALARY DISTRIBUTION OF NEW FACULTY*
1996-97

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$71,500	\$95,000	\$87,086
Associate Professor	6	50,319	72,820	57,003
Assistant Professor	35	37,000	53,555	43,706
Instructor	1	45,973	45,973	45,973
ALL	47	37,000	95,000	50,066

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

Table XII

SALARY DISTRIBUTION OF NEW FACULTY BY GENDER

1996-97

FEMALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	1	\$88,109	\$88,109	\$88,109
Associate Professor	1	50,319	50,319	50,319
Assistant Professor	15	37,000	53,555	43,362
Instructor	1	45,973	45,973	45,973
ALL	18	37,000	88,109	46,380

MALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$71,500	\$95,000	\$86,830
Associate Professor	5	52,790	72,820	58,339
Assistant Professor	20	37,000	53,555	43,963
Instructor	-	-	-	-
ALL	29	37,000	95,000	52,355

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1996-97

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Agricultural Economics	23	\$60,649
Agronomy	46	56,382
Animal Sciences	37	57,333
Biosystems and Agricultural Engineering	17	61,123
Entomology	17	57,634
Forestry	15	47,806
Horticulture	22	52,480
Plant Pathology	13	59,516
Rural Sociology	10	51,460
Veterinary Science	25	59,909
Public Information	6	48,497
Home Economics Extension	8	50,385
Agriculture Total	239	56,404
Architecture	18	50,538
Anthropology	10	46,735
Biological Sciences	31	52,190
Chemistry	23	55,705
Classical Languages	6	47,804
English	41	47,516
French	7	60,113
Geography	13	54,907
Geological Sciences	9	58,503
German	7	48,851
History	26	54,781
Mathematics	39	64,163
Philosophy	18	52,507
Physics	28	56,574
Political Science	17	48,329
Psychology	25	46,387
Russian & Eastern Studies	6	48,378
Sociology	16	49,784
Spanish & Italian	12	53,789
Statistics	12	56,236
Arts & Sciences Total	346	53,320

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS
Nine-Month Basis
1996-97

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Accountancy	16	72,691
Economics	24	66,985
Management	37	74,017
Business & Economics Total	77	71,549
Communication	12	57,209
Journalism/Telecommunications	16	48,674
Library & Information Science	7	62,063
Communications & Information Studies Total	35	54,278
Administration & Supervision	9	55,924
Curriculum & Instruction	22	48,868
Educational Psychology & Counseling	15	49,339
Kinesiology & Health Promotion	14	48,485
Policy Studies & Evaluation	11	52,895
Special Education and Rehabilitation Counseling	12	49,610
Education Total	83	50,295
Chemical and Materials Engineering	17	74,050
Civil Engineering	22	62,484
Computer Science	12	70,878
Electrical Engineering	23	65,394
Engineering Mechanics	6	76,655
Mechanical Engineering	18	69,434
Mining Engineering	8	67,235
Engineering Total	106	68,262
Art	21	45,327
Music	35	44,332
Theatre Arts	7	46,006
Fine Arts Total	63	44,850
Diplomacy and International Commerce	3	75,188
Public Administration	6	65,650
Graduate School Programs Total	9	68,829

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1996-97

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Interior Design, Merchandising and Textiles	10	46,635
Family Studies	15	50,271
Nutrition and Food Sciences	12	51,510
Human Environmental Sciences Total	37	49,690
Law	25	85,632
Social Work	19	45,164

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS
Nine-Month Basis
1996-97

MEDICAL CENTER	NUMBER	AVERAGE SALARY
Allied Health	47	53,413
Biomedical Engineering	7	59,780
Dentistry	42	68,508
Nursing	38	51,948
Pharmacy	45	61,664
Toxicology	3	52,258

Table XIV
1996-97 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	\$36,977	\$ 90,820	\$69,151		
Associate	8	42,581	62,002	51,553		
Assistant	2	40,675	42,862	41,769		(0)
Instructor	-	-	-	-		
All Ranks	23	36,977	90,820	60,649		
<u>Home Economics - Extension - 01.0401</u>						
Professor	3	49,462	73,761	57,730		
Associate	3	46,226	48,936	47,831		
Assistant	2	41,514	44,881	43,197	41,514	(1)
Instructor	-	-	-	-		
All Ranks	8	41,514	73,761	50,385		
<u>Public Information - 01.9999</u>						
Professor	1	59,106	59,106	59,106		
Associate	3	47,692	53,012	50,122		
Assistant	2	38,987	42,523	40,755		(0)
Instructor	-	-	-	-		
All Ranks	6	38,987	59,106	48,497		
<u>TOTAL - 01.0000</u>						
Professor	17	36,977	90,820	66,545		
Associate	14	42,581	62,002	50,449		
Assistant	6	38,987	44,881	41,907	41,514	(1)
Instructor	-	-	-	-		
All Ranks	37	36,977	90,820	56,459		
CIP DIVISION: <u>Agricultural Sciences</u>						
<u>Animal Science - 02.0201</u>						
Professor	21	49,963	85,066	63,440		
Associate	12	31,850	74,479	49,593		
Assistant	4	41,094	55,885	48,489		(0)
Instructor	-	-	-	-		
All Ranks	37	31,850	85,066	57,333		
<u>Agronomy - 02.0402</u>						
Professor	32	45,526	95,270	61,540		
Associate	9	38,835	55,397	47,278		
Assistant	5	37,478	41,885	39,760		(0)
Instructor	-	-	-	-		
All Ranks	46	37,478	95,270	56,382		

Table XIV
1996-97 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	44,783	87,307	59,414		
Associate	9	41,844	49,774	46,545		
Assistant	2	38,578	43,528	41,053		(0)
Instructor	-	-	-	-		
All Ranks	22	38,578	87,307	52,480		
<u>TOTAL - 02.0000</u>						
Professor	64	44,783	95,270	61,798		
Associate	30	31,850	74,479	47,984		
Assistant	11	37,478	55,885	43,169		(0)
Instructor	-	-	-	-		
All Ranks	105	31,850	95,270	55,900		
CIP DIVISION: <u>Conservation and Renewable Natural Resources</u>						
<u>Forestry - 03.0502</u>						
Professor	3	47,537	50,698	49,070		
Associate	8	41,852	72,186	50,584		
Assistant	4	37,739	45,819	41,303	37,739	(1)
Instructor	-	-	-	-		
All Ranks	15	37,739	72,186	47,806		
CIP DIVISION: <u>Architecture and Related Programs</u>						
<u>Architecture - 04.0201</u>						
Professor	3	52,197	84,335	67,557		
Associate	9	41,282	71,926	52,155		
Assistant	6	35,884	42,334	39,604	35,884	(1)
Instructor	-	-	-	-		
All Ranks	18	35,884	84,335	50,538		
CIP DIVISION: <u>Area, Ethnic and Cultural Studies</u>						
<u>Russian & Eastern Studies - 05.0110</u>						
Professor	2	59,993	64,478	62,236		
Associate	1	48,650	48,650	48,650		
Assistant	3	36,037	41,925	39,049	39,186	(1)
Instructor	-	-	-	-		
All Ranks	6	36,037	64,478	48,378		

Table XIV
1996-97 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	\$65,906	\$89,460	\$75,015		
Associate	5	35,807	58,352	46,924		
Assistant	2	37,652	39,156	38,404		(0)
Instructor	-	-	-	-		
All Ranks	12	35,807	89,460	57,209		
<u>Journalism/Telecommunications - 09.0499</u>						
Professor	2	54,784	70,935	62,860		
Associate	7	45,483	85,715	55,346		
Assistant	7	32,663	49,091	37,950	43,909	(2)
Instructor	-	-	-	-		
All Ranks	16	32,663	85,715	48,674		
<u>TOTAL - 09.0000</u>						
Professor	7	54,784	89,460	71,542		
Associate	12	35,807	85,715	51,837		
Assistant	9	32,663	49,091	38,051	43,909	(2)
Instructor	-	-	-	-		
All Ranks	28	32,663	89,460	52,332		
CIP DIVISION: <u>Computer and Information Sciences</u>						
<u>Computer Science - 11.0101</u>						
Professor	5	66,300	104,592	88,158		
Associate	3	60,740	65,400	62,580		
Assistant	4	54,500	56,807	55,501		(0)
Instructor	-	-	-	-		
All Ranks	12	54,500	104,592	70,878		
CIP DIVISION: <u>Education</u>						
<u>Curriculum & Instruction - 13.0301</u>						
Professor	5	53,588	66,973	58,925		
Associate	9	44,043	56,184	47,987		
Assistant	8	38,000	49,397	43,575	38,000	(1)
Instructor	-	-	-	-		
All Ranks	22	38,000	66,973	48,868		
<u>Administration & Supervision - 13.0405</u>						
Professor	3	62,179	92,619	73,358		
Associate	4	45,798	54,540	49,732		
Assistant	1	42,187	42,187	42,187		(0)
Instructor	1	42,126	42,126	42,126		
All Ranks	9	42,126	92,619	55,924		

Table XIV
1996-97 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	4	\$56,891	\$ 75,134	\$66,989		
Associate	4	46,001	49,523	47,707		
Assistant	3	40,787	41,445	41,022		(0)
Instructor	-	-	-	-		
All Ranks	11	40,787	75,134	52,895		
<u>Education Psychology - 13.0802</u>						
Professor	5	50,418	68,966	59,432		
Associate	4	44,184	52,673	48,769		
Assistant	6	38,000	43,661	41,308	40,000	(2)
Instructor	-	-	-	-		
All Ranks	15	38,000	68,966	49,339		
<u>Special Education - 13.1001</u>						
Professor	3	59,504	69,224	65,228		
Associate	5	41,591	52,140	47,389		
Assistant	4	36,240	43,009	40,674		(0)
Instructor	-	-	-	-		
All Ranks	12	36,240	69,224	49,610		
<u>TOTAL - 13.0000</u>						
Professor	20	50,418	92,619	63,775		
Associate	26	41,591	56,184	48,218		
Assistant	22	36,240	49,397	42,018	39,333	(3)
Instructor	1	42,126	42,126	42,126		
All Ranks	69	36,240	92,619	50,662		
CIP DIVISION: <u>Engineering</u>						
<u>Agricultural - 14.0301</u>						
Professor	8	61,506	83,370	68,731		
Associate	7	46,101	61,365	55,995		
Assistant	2	48,642	48,642	48,642		(0)
Instructor	-	-	-	-		
All Ranks	17	46,101	83,370	61,123		
<u>Biomedical - 14.0501</u>						
Professor	2	73,239	79,146	76,193		
Associate	-	-	-	-		
Assistant	5	48,973	57,389	53,215		(0)
Instructor	-	-	-	-		
All Ranks	7	48,973	79,146	59,780		

Table XIV
1996-97 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	12	66,793	105,400	81,042		
Associate	3	55,900	66,660	60,360		
Assistant	2	52,638	52,638	52,638		(0)
Instructor	-	-	-	-		
All Ranks	17	52,638	105,400	74,050		
<u>Civil - 14.0801</u>						
Professor	9	65,700	103,710	76,918		
Associate	7	40,000	69,240	54,256		
Assistant	6	48,000	52,200	50,433	48,000	(1)
Instructor	-	-	-	-		
All Ranks	22	40,000	103,710	62,484		
<u>Electrical - 14.1001</u>						
Professor	5	71,400	106,300	91,904		
Associate	7	58,239	69,599	63,118		
Assistant	11	51,000	62,592	54,793	51,500	(2)
Instructor	-	-	-	-		
All Ranks	23	51,000	106,300	65,394		
<u>Engineering Mechanics - 14.1101</u>						
Professor	4	76,888	94,241	85,107		
Associate	2	59,500	60,002	59,751		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	6	59,500	94,241	76,655		
<u>Mechanical - 14.1901</u>						
Professor	12	64,950	97,500	76,003		
Associate	4	57,000	62,280	59,195		
Assistant	2	50,000	51,000	50,500	50,500	(2)
Instructor	-	-	-	-		
All Ranks	18	50,000	97,500	69,434		
<u>Mining - 14.2101</u>						
Professor	3	48,500	94,289	69,930		
Associate	4	65,600	73,200	69,270		
Assistant	1	51,010	51,010	51,010		(0)
Instructor	-	-	-	-		
All Ranks	8	48,500	94,289	67,235		
<u>TOTAL - 14.0000</u>						
Professor	55	48,500	106,300	77,978		
Associate	34	40,000	73,200	59,648		
Assistant	29	48,000	62,592	52,620	50,400	(5)
Instructor	-	-	-	-		
All Ranks	118	40,000	106,300	66,464		

Table XIV
1996-97 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>						
<u>German - 16.0501</u>						
Professor	3	51,977	58,223	55,992		
Associate	4	41,522	48,420	43,495		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	7	41,522	58,223	48,851		
<u>French - 16.0901</u>						
Professor	4	65,022	82,197	72,464		
Associate	2	42,609	51,329	46,969		
Assistant	1	37,000	37,000	37,000	37,000	(1)
Instructor	-	-	-	-		
All Ranks	7	37,000	82,197	60,113		
<u>Spanish/Italian - 16.0999</u>						
Professor	5	56,228	76,843	68,701		
Associate	5	43,585	48,944	45,866		
Assistant	2	35,633	37,000	36,317	37,000	(1)
Instructor	-	-	-	-		
All Ranks	12	35,633	76,843	53,789		
<u>Classics - 16.1201</u>						
Professor	2	58,197	67,608	62,903		
Associate	2	41,123	48,718	44,921		
Assistant	2	35,570	35,605	35,588		(0)
Instructor	-	-	-	-		
All Ranks	6	35,570	67,608	47,804		
<u>TOTAL - 16.0000</u>						
Professor	14	51,977	82,197	66,225		
Associate	13	41,123	51,329	45,161		
Assistant	5	35,570	37,000	36,162	37,000	(2)
Instructor	-	-	-	-		
All Ranks	32	35,570	82,197	52,970		
CIP DIVISION: <u>Home Economics</u>						
<u>Nutrition - 19.0501</u>						
Professor	5	49,391	73,742	60,941		
Associate	5	43,422	48,033	46,075		
Assistant	2	41,000	42,046	41,523	41,000	(1)
Instructor	-	-	-	-		
All Ranks	12	41,000	73,742	51,510		
<u>Family Studies - 19.0701</u>						
Professor	3	56,848	70,918	62,507		
Associate	10	42,169	62,721	48,858		
Assistant	2	36,193	41,766	38,980		(0)
Instructor	-	-	-	-		
All Ranks	15	36,193	70,918	50,271		

Table XIV
1996-97 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>Home Economics</u> (continued)						
<u>Interior Design, Textiles and Merchandising - 19.0601</u>						
Professor	2	52,756	55,062	53,909		
Associate	5	42,379	58,602	48,145		
Assistant	3	37,571	41,477	39,270		(0)
Instructor	-	-	-	-		
All Ranks	10	37,571	58,602	46,635		
<u>TOTAL - 19.0000</u>						
Professor	10	49,391	73,742	60,004		
Associate	20	42,169	62,721	47,984		
Assistant	7	36,193	42,046	39,831	41,000	(1)
Instructor	-	-	-	-		
All Ranks	37	36,193	73,742	49,690		
CIP DIVISION: <u>Law and Legal Studies</u>						
<u>Law - 22.0101</u>						
Professor	17	76,875	121,950	93,440		
Associate	5	68,950	74,325	71,250		
Assistant	3	65,299	65,425	65,358		(0)
Instructor	-	-	-	-		
All Ranks	25	65,299	121,950	85,632		
CIP DIVISION: <u>English Language and Literature/Letters</u>						
<u>English - 23.0101</u>						
Professor	11	50,012	74,589	61,264		
Associate	22	31,245	63,190	44,594		
Assistant	8	33,537	40,653	36,645	37,500	(1)
Instructor	-	-	-	-		
All Ranks	41	31,245	74,589	47,516		
CIP DIVISION: <u>Library Science</u>						
<u>Library & Information Science - 25.0101</u>						
Professor	5	57,273	79,617	70,058		
Associate	1	46,276	46,276	46,276		
Assistant	1	37,875	37,875	37,875		(0)
Instructor	-	-	-	-		
All Ranks	7	37,875	79,617	62,063		

Table XIV
1996-97 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>						
<u>Biological Sciences - 26.0101</u>						
Professor	10	48,344	75,411	65,891		
Associate	12	43,631	54,974	48,261		
Assistant	9	41,500	43,098	42,206	41,500	(2)
Instructor	-	-	-	-		
All Ranks	31	41,500	75,411	52,190		
<u>Plant Pathology - 26.0305</u>						
Professor	10	48,500	82,754	63,583		
Associate	2	46,267	50,697	48,482		
Assistant	1	40,910	40,910	40,910	40,910	(1)
Instructor	-	-	-	-		
All Ranks	13	40,910	82,754	59,516		
<u>Toxicology - 26.0612</u>						
Professor	1	61,087	61,087	61,087		
Associate	1	54,756	54,756	54,756		
Assistant	1	40,930	40,930	40,930	40,930	(1)
Instructor	-	-	-	-		
All Ranks	3	40,930	61,087	52,258		
<u>Entomology - 26.0702</u>						
Professor	10	52,506	82,857	64,123		
Associate	4	44,288	53,906	48,644		
Assistant	3	40,910	53,974	47,992	45,001	(2)
Instructor	-	-	-	-		
All Ranks	17	40,910	82,857	57,634		
<u>TOTAL - 26.0000</u>						
Professor	31	48,344	82,857	64,421		
Associate	19	43,631	54,974	48,707		
Assistant	14	40,910	53,974	43,262	42,474	(6)
Instructor	-	-	-	-		
All Ranks	64	40,910	82,857	55,127		
CIP DIVISION: <u>Mathematics</u>						
<u>Mathematics - 27.0101</u>						
Professor	28	55,333	82,501	67,499		
Associate	8	53,063	73,436	59,473		
Assistant	3	42,000	50,397	45,531		(0)
Instructor	-	-	-	-		
All Ranks	39	42,000	82,501	64,163		
<u>Statistics - 27.0501</u>						
Professor	5	56,241	76,414	67,284		
Associate	6	41,367	53,022	49,401		
Assistant	1	42,000	42,000	42,000	42,000	(1)
Instructor	-	-	-	-		
All Ranks	12	41,367	76,414	56,236		

Table XIV
1996-97 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>Mathematics</u> (continued)						
<u>TOTAL - 27.0000</u>						
Professor	33	55,333	82,501	67,466		
Associate	14	41,367	73,436	55,156		
Assistant	4	42,000	50,397	44,648	42,000	(1)
Instructor	-	-	-	-		
All Ranks	51	41,367	82,501	62,298		
CIP DIVISION: <u>Parks, Recreation, Leisure and Fitness Studies</u>						
<u>Kinesiology & Health Promotion - 31.0501</u>						
Professor	2	59,119	74,785	66,952		
Associate	9	38,596	52,790	46,571		
Assistant	3	40,187	43,922	41,915		(0)
Instructor	-	-	-	-		
All Ranks	14	38,596	74,785	48,485		
CIP DIVISION: <u>Philosophy and Religion</u>						
<u>Philosophy - 38.0101</u>						
Professor	10	44,811	87,873	60,275		
Associate	5	42,827	48,735	45,102		
Assistant	3	35,317	42,500	38,956	42,500	(1)
Instructor	-	-	-	-		
All Ranks	18	35,317	87,873	52,507		
CIP DIVISION: <u>Physical Sciences</u>						
<u>Chemistry - 40.0501</u>						
Professor	11	50,380	104,408	68,041		
Associate	5	46,142	52,541	48,541		
Assistant	7	40,217	44,044	41,437	40,609	(2)
Instructor	-	-	-	-		
All Ranks	23	40,217	104,408	55,705		
<u>Geological Sciences - 40.0601</u>						
Professor	4	56,887	99,405	76,989		
Associate	2	46,033	51,231	48,632		
Assistant	3	40,010	41,268	40,435		(0)
Instructor	-	-	-	-		
All Ranks	9	40,010	99,405	58,503		
<u>Physics - 40.0801</u>						
Professor	12	57,073	83,074	68,181		
Associate	12	47,404	59,807	50,120		
Assistant	4	40,295	42,396	41,115		(0)
Instructor	-	-	-	-		
All Ranks	28	40,295	83,074	56,574		
<u>TOTAL - 40.0000</u>						
Professor	27	50,380	104,408	69,429		
Associate	19	46,033	59,807	49,548		
Assistant	14	40,010	44,044	41,130	40,609	(2)
Instructor	-	-	-	-		
All Ranks	60	40,010	104,408	56,530		

Table XIV
1996-97 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>
CIP DIVISION: <u>Psychology</u>						
<u>Psychology - 42.0101</u>						
Professor	5	52,046	80,260	64,352		
Associate	14	36,483	49,066	43,336		
Assistant	6	38,107	39,000	38,537	39,000	(1)
Instructor	-	-	-	-		
All Ranks	25	36,483	80,260	46,387		
CIP DIVISION: <u>Public Administration and Services</u>						
<u>Public Administration - 44.0401</u>						
Professor	3	66,462	90,495	75,763		
Associate	1	73,730	73,730	73,730		
Assistant	2	41,280	51,600	46,440		(0)
Instructor	-	-	-	-		
All Ranks	6	41,280	90,495	65,650		
CIP DIVISION: <u>Public Administration and Services (continued)</u>						
<u>Social Work - 44.0701</u>						
Professor	5	49,361	76,473	62,574		
Associate	4	42,498	51,472	47,079		
Assistant	10	35,088	36,420	35,692		(0)
Instructor	-	-	-	-		
All Ranks	19	35,088	76,473	45,164		
<u>TOTAL - 44.0000</u>						
Professor	8	49,361	90,495	67,520		
Associate	5	42,498	73,730	52,409		
Assistant	12	35,088	51,600	37,483		(0)
Instructor	-	-	-	-		
All Ranks	25	35,088	90,495	50,081		
CIP DIVISION: <u>Social Sciences and History</u>						
<u>Anthropology - 45.0201</u>						
Professor	2	61,017	70,641	65,829		
Associate	4	39,500	59,235	47,471		
Assistant	4	31,960	40,024	36,453	37,500	(1)
Instructor	-	-	-	-		
All Ranks	10	31,960	70,641	46,735		
<u>Geography - 45.0701</u>						
Professor	8	53,572	75,391	63,147		
Associate	2	44,322	44,545	44,434		
Assistant	3	39,625	40,127	39,917	40,000	(1)
Instructor	-	-	-	-		
All Ranks	13	39,625	75,391	54,907		

Table XIV
1996-97 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>History - 45.0801</u>						
Professor	12	44,956	104,412	65,051		
Associate	14	39,811	58,765	45,978		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	26	39,811	104,412	54,781		
<u>Political Science - 45.1001</u>						
Professor	4	49,041	72,629	63,533		
Associate	6	42,165	60,849	48,869		
Assistant	7	37,086	40,739	39,178	38,000	(1)
Instructor	-	-	-	-		
All Ranks	17	37,086	72,629	48,329		
<u>Rural Sociology - 45.1101</u>						
Professor	3	56,584	68,374	62,891		
Associate	6	43,939	54,112	47,480		
Assistant	1	41,047	41,047	41,047		(0)
Instructor	-	-	-	-		
All Ranks	10	41,047	68,374	51,460		
<u>Sociology - 45.1101</u>						
Professor	5	39,751	79,545	69,066		
Associate	5	38,260	47,126	43,246		
Assistant	6	37,359	42,000	39,164	42,000	(1)
Instructor	-	-	-	-		
All Ranks	16	37,359	79,545	49,784		
<u>Diplomacy & International Commerce - 45.9999</u>						
Professor	2	90,745	93,202	91,974		
Associate	-	-	-	-		
Assistant	1	41,617	41,617	41,617		(0)
Instructor	-	-	-	-		
All Ranks	3	41,617	93,202	75,188		
<u>TOTAL - 45.0000</u>						
Professor	36	39,751	104,412	66,376		
Associate	37	38,260	60,849	46,399		
Assistant	22	31,960	42,000	38,975	39,375	(4)
Instructor	-	-	-	-		
All Ranks	95	31,960	104,412	52,250		

Table XIV
1996-97 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>Visual and Performing Arts</u>						
<u>Theater - 50.0501</u>						
Professor	1	69,646	69,646	69,646		
Associate	4	38,170	49,953	43,846		
Assistant	2	38,007	39,001	38,504		(0)
Instructor	-	-	-	-		
All Ranks	7	38,007	69,646	46,006		
<u>Art - 50.0701</u>						
Professor	4	45,690	51,750	48,942		
Associate	12	36,474	58,475	47,305		
Assistant	5	33,000	48,688	37,686		(0)
Instructor	-	-	-	-		
All Ranks	21	33,000	58,475	45,327		
<u>Music - 50.0902</u>						
Professor	7	41,698	75,233	55,079		
Associate	21	36,412	55,232	43,206		
Assistant	7	34,170	45,184	36,962		(0)
Instructor	-	-	-	-		
All Ranks	35	34,170	75,233	44,332		
<u>TOTAL - 50.0000</u>						
Professor	12	41,698	75,233	54,247		
Associate	37	36,412	58,475	44,605		
Assistant	14	33,000	48,688	37,441		(0)
Instructor	-	-	-	-		
All Ranks	63	33,000	75,233	44,850		
CIP DIVISION: <u>Health Professions and Related Sciences</u>						
<u>Allied Health - 51.0999</u>						
Professor	6	54,585	79,044	66,277		
Associate	17	37,899	73,339	55,434		
Assistant	24	39,329	62,481	48,765		(0)
Instructor	-	-	-	-		
All Ranks	47	37,899	79,044	53,413		
<u>Dentistry - 51.0401</u>						
Professor	17	66,930	88,109	76,787		
Associate	22	56,100	90,346	64,829		
Assistant	3	32,465	59,509	48,573		(0)
Instructor	-	-	-	-		
All Ranks	42	32,465	90,346	68,508		
<u>Nursing - 51.1601</u>						
Professor	7	59,184	71,366	63,880		
Associate	18	44,858	62,146	52,545		
Assistant	7	38,000	50,278	44,931	38,000	(1)
Instructor	6	37,752	48,153	44,422		
All Ranks	38	37,752	71,366	51,948		

Table XIV
1996-97 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> (continued)						
<u>Pharmacy - 51.2001</u>						
Professor	18	59,240	106,695	78,778		
Associate	18	44,964	72,820	53,095		
Assistant	9	41,299	48,653	44,574		(0)
Instructor	-	-	-	-		
All Ranks	45	41,299	106,695	61,664		
<u>Veterinary Sciences - 51.2501</u>						
Professor	13	38,598	98,922	69,457		
Associate	10	44,795	55,777	49,767		
Assistant	2	45,185	51,934	48,559		(0)
Instructor	-	-	-	-		
All Ranks	25	38,598	98,922	59,909		
<u>TOTAL - 51.0000</u>						
Professor	61	38,598	106,695	73,297		
Associate	85	37,899	90,346	56,092		
Assistant	45	32,465	62,481	47,308	38,000	(1)
Instructor	6	37,752	48,153	44,422		
All Ranks	197	32,465	106,695	59,058		
CIP DIVISION: <u>Business Management and Administrative Services</u>						
<u>Management - 52.0101</u>						
Professor	13	62,970	120,475	93,088		
Associate	13	53,326	74,740	68,451		
Assistant	9	48,028	69,700	57,323		(0)
Instructor	2	58,700	64,000	61,350		
All Ranks	37	48,028	120,475	74,017		
<u>Accountancy - 52.0301</u>						
Professor	4	62,800	120,580	87,745		
Associate	9	56,800	82,259	71,004		
Assistant	3	52,300	67,400	57,682		(0)
Instructor	-	-	-	-		
All Ranks	16	52,300	120,580	72,691		
<u>Economics - 52.0601</u>						
Professor	14	62,754	102,913	75,414		
Associate	6	55,500	66,695	61,580		
Assistant	3	37,883	53,200	44,052		(0)
Instructor	1	50,200	50,200	50,200		
All Ranks	24	37,883	102,913	66,985		
<u>TOTAL - 52.0000</u>						
Professor	31	62,754	120,580	84,417		
Associate	28	53,326	82,259	67,799		
Assistant	15	37,883	69,700	54,741		(0)
Instructor	3	50,200	64,000	57,633		
All Ranks	77	37,883	120,580	71,550		

SECTION II
LIBRARIANS

Table XV
AVERAGE LIBRARIAN SALARIES
BY RANK

(Twelve-Month Basis)
1996-97

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Librarian I	20	\$43,094	\$62,879	\$50,936
Librarian II	32	32,664	52,775	38,938
Librarian III	7	30,179	37,674	31,956
Librarian IV	9	27,000	30,990	29,134
ALL	68	27,000	62,879	40,450

SECTION III
COMMUNITY COLLEGE SYSTEM

Table XVI

COMMUNITY COLLEGE SYSTEM
AVERAGE SALARY BY RANK AND GENDER

Nine-Month Basis

MALE

RANK	1996-97		1995-96	
	No.	Average Salary	No.	Average Salary
Professor	105	\$47,083	95	\$44,601
Associate Professor	208	35,023	178	33,467
Assistant Professor	118	30,856	131	28,481
Instructor	38	27,998	57	27,535
TOTAL	469	36,105	461	33,611

FEMALE

RANK	1996-97		1995-96	
	No.	Average Salary	No.	Average Salary
Professor	124	\$44,182	100	\$41,923
Associate Professor	242	35,190	211	33,570
Assistant Professor	128	30,825	142	28,597
Instructor	54	27,819	77	27,534
TOTAL	548	35,479	530	32,937

TOTAL

RANK	1996-97		1995-96	
	No.	Average Salary	No.	Average Salary
Professor	229	\$45,512	195	\$43,228
Associate Professor	450	35,113	389	33,523
Assistant Professor	246	30,840	273	28,541
Instructor	92	27,893	134	27,535
TOTAL	1017	35,768	991	33,251

Table XVII
 COMMUNITY COLLEGE SYSTEM
 AVERAGE SALARY INCREASES FOR CONTINUING FACULTY*
 1995-96 to 1996-97

RANK	Number	Average Salary for Continuing Faculty		Average Salary % Increase
		1995-96	1996-97	
Professor	189	\$43,160	\$46,496	7.7%
Associate Professor	370	33,468	36,517	9.1%
Assistant Professor	249	28,516	31,656	11.0%
Instructor	131	27,325	29,528	8.1%
ALL	939	33,249	36,261	9.1%

Continuing faculty includes individuals employed in both 1995-96 and 1996-97. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 1995-96. When a faculty member received a promotion in rank for 1996-97, 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
1996-97

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	40	\$47,656	\$137,409	\$78,375
Associate Professor	42	43,438	63,855	51,360
Assistant Professor	24	40,092	46,580	44,202
Instructor	-	-	-	-
ALL	106	40,092	137,409	59,934

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

1996-97
Nine-Month Basis

Anatomy and Neurobiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$59,481	\$124,562	\$81,905
Associate Professor	13	45,351	63,855	50,829
Assistant Professor	5	40,092	44,414	42,333
Instructor	-	-	-	-
ALL	22	40,092	124,562	54,548

Behavioral Science

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	47,656	95,201	65,601
Associate Professor	8	43,438	58,490	50,653
Assistant Professor	1	45,001	45,001	45,001
Instructor	-	-	-	-
ALL	14	43,438	95,201	55,588

Biochemistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	7	\$53,246	\$137,409	\$88,389
Associate Professor	3	49,969	56,812	52,284
Assistant Professor	7	42,017	45,274	43,952
Instructor	-	-	-	-
ALL	17	42,017	137,409	63,720

Table XX

COLLEGE OF MEDICINE
SALARY SUMMARY BY RANK AND DEPARTMENT

1996-97
Nine-Month Basis

Microbiology & Immunology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	8	\$60,197	\$132,659	\$83,299
Associate Professor	11	45,412	58,671	51,830
Assistant Professor	2	45,858	46,010	45,934
Instructor	-	-	-	-
ALL	21	45,412	132,659	63,257

Pharmacology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$63,334	\$124,562	\$81,553
Associate Professor	3	49,669	57,844	52,744
Assistant Professor	4	44,261	46,580	45,237
Instructor	-	-	-	-
ALL	12	44,261	124,562	62,245

Physiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	11	\$53,055	\$116,182	\$71,499
Associate Professor	4	48,968	56,471	51,473
Assistant Professor	5	43,365	45,733	44,743
Instructor	-	-	-	-
ALL	20	43,365	116,182	60,805