

AAUP REPORT

1998-99

University of Kentucky

Office of Institutional Planning,
Budgeting and Effectiveness

CONTENTS

		<u>PAGE</u>
SECTION I	SALARY STATISTICS FOR LEXINGTON CAMPUS, ALLIED HEALTH, DENTISTRY, NURSING, AND PHARMACY	1
Table I	Number of Faculty by Department	2
Table II	Average Salary and Compensation	6
Table III	Average Faculty Salaries	7
Table IV	Average Salary by Gender	8
Table V	Benchmark Median	9
Table VI	Average Salary Increases for Continuing Faculty	10
Table VII	Historical View of Salaries	11
Table VIII	Average Salaries by College	12
Table IX	Ranking of Average Salary by College and Academic Rank	17
Table X	Number of Promotions by College and Rank	18
Table XI	Salary Distribution of New Faculty	19
Table XII	Salary Distribution of New Faculty by Gender	20
Table XIII	Departmental Average Salaries All Ranks	21
Table XIV	Salaries by CIP Divisions and Subdivisions	25
SECTION II	LIBRARIANS	39
Table XV	Average Librarian Salaries	40
SECTION III	LEXINGTON COMMUNITY COLLEGE	41
Table XVI	Lexington Community College - Average Salary by Rank and Gender	42
Table XVII	Lexington Community College - Average Salary Increases by Rank for Continuing Faculty	43
Table XVIII	Lexington Community College - Historical View of Salaries	44
SECTION IV	SALARY STATISTICS FOR COLLEGE OF MEDICINE	45
Table XIX	College of Medicine - Average Basic Science Salaries by Rank	46
Table XX	College of Medicine - Salary Summary by Rank and Department	47

SECTION I

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

Table I
NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1998-99

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Agriculture	Agricultural Economics	01.0103	27
	Agronomy	02.0402	47
	Animal Sciences	02.0201	40
	Biosystems and Agricultural Engineering	14.0301	17
	Entomology	26.0702	17
	Forestry	03.0502	20
	Horticulture	02.0403	21
	Plant Pathology	26.0305	13
	Rural Sociology	45.1101	11
	Veterinary Science	51.2501	23
	Home Economics Extension	01.0401	9
	Public Information	01.9999	5
Agriculture Total			250
Architecture		04.0201	17
Arts and Sciences	Anthropology	45.0201	12
	Biological Sciences	26.0101	30
	Chemistry	40.0501	24
	Classics	16.1201	6
	English	23.0101	34
	French	16.0901	7
	Geography	45.0701	13
	Geological Science	40.0601	10
	German	16.0501	8
	History	45.0801	28
	Mathematics	27.0101	40
	Philosophy	38.0101	15
	Physics	40.0801	27
	Political Science	45.1001	18
	Psychology	42.0101	25
	Russian & Eastern Studies	05.0110	5
	Sociology	45.1101	18
	Spanish and Italian	16.0999	11
	Statistics	27.0501	12
Arts & Sciences Total			343

Table I
NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1998-99

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Business & Economics	Accountancy	52.0301	17
	Economics	52.0601	21
	Management	52.0101	36
Business & Economics Total			74
Communications and Information Studies	Communication	09.0101	14
	Journalism & Telecommunications	09.0499	14
	Library & Information Science	25.0101	8
Communications Total			36
Education	Admin & Supervision	13.0405	8
	Curriculum & Instruction	13.0301	21
	Educational Psychology & Counseling	13.0802	14
	Kinesiology & Health Promotion	31.0501	16
	Policy Studies and Evaluation	13.0601	13
	Special Education and Rehabilitation Counseling	13.1001	12
Education Total			84
Engineering	Chemical and Materials Engineering	14.0701	18
	Civil Engineering	14.0801	22
	Computer Science	11.0101	15
	Electrical Engineering	14.1001	21
	Mechanical Engineering	14.1901	21
	Mining Engineering	14.2101	8
Engineering Total			105
Fine Arts	Art	50.0701	19
	Music	50.0902	34
	Theatre Arts	50.0501	8
Fine Arts			61

Table I
NUMBER OF FACULTY BY DEPARTMENT
Lexington Campus
1998-99

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Graduate School Programs	Diplomacy & International Commerce	45.9999	3
	Public Administration	44.0401	6
Graduate School Programs			9
Human Environmental Sciences	Interior Design, Merchandising and Textiles	19.0901	12
	Family Studies	19.0701	13
	Nutrition & Food Sciences	19.0501	10
Human Environmental Sciences Total			35
Law		22.0101	22
Social Work		44.0701	19

Table I
NUMBER OF FACULTY BY DEPARTMENT
Medical Center
1998-99

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Allied Health		51.0999	45
Biomedical Engineering		14.0501	8
Dentistry		51.0401	43
Nursing		51.1601	30
Pharmacy		51.2001	44
Toxicology		26.0612	3

Table II
AVERAGE SALARY AND COMPENSATION*
1998-99

RANK	N	AVERAGE SALARY	AVERAGE FRINGE BENEFITS**	AVERAGE TOTAL COMPENSATION
Professor	494	\$73,603	\$15,105	\$88,708
Associate	463	55,257	12,339	67,596
Assistant	266	46,656	10,241	56,897
Instructor	5	40,603	7,423	48,026
TOTAL	1,228	60,714	12,977	73,691

* 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
1998-99

Average Salary - Faculty on 9-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	307	\$75,401
Associate Professor	313	54,942
Assistant Professor	183	45,685
Instructor	4	46,519
ALL	807	60,584

Average Salary - Faculty on 12-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	187	\$86,349
Associate Professor	150	68,337
Assistant Professor	83	59,683
Instructor	1	
ALL	421	74,510

Table IV
AVERAGE SALARY BY GENDER
1998-99

Average Salary - Faculty on 9-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	273	\$76,102	34	\$69,767
Associate Professor	214	55,088	99	54,628
Assistant Professor	97	47,083	86	44,109
Instructor	2		2	
ALL	586	63,528	221	52,776

Average Salary - Faculty on 12-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	169	\$86,750	18	\$82,585
Associate Professor	104	69,181	46	66,428
Assistant Professor	53	60,643	30	57,864
Instructor	1			
ALL	327	76,729	94	66,788

Table V
BENCHMARK MEDIAN
1998-99
Nine-Month Basis

UK Average Salary	\$60,714
Benchmark Median*	\$63,136

* 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*
 1997-98 to 1998-99
 Nine-Month Basis

RANK	NUMBER	Average Salary for Continuing Faculty		Average Salary
		1997-98	1998-99	
Professor	458	\$71,140	\$73,811	3.3%
Associate Professor	444	52,919	55,408	4.7%
Assistant Professor	237	45,574	47,831	5.0%
Instructor	2			2.4%
ALL	1,141	58,693	61,205	4.3%

* Continuing faculty includes individuals employed in both 1997-98 and 1998-99. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 1997-98. When a faculty member received a promotion in rank for 1998-99, the individual is reported under the old rank.

Table VII

HISTORICAL VIEW OF SALARIES
1985-86 Through 1998-99

Number of Faculty by Rank and Year

RANK	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99
Professor	469	469	489	481	484	489	470	480	470	478	486	489	488	494
Associate Professor	415	420	430	424	413	419	423	413	416	444	445	470	473	463
Assistant Professor	286	277	255	247	269	290	320	302	308	294	295	270	266	266
Instructor	19	22	12	10	17	12	10	5	6	12	12	10	5	5
ALL	1,189	1,188	1,186	1,162	1,183	1,210	1,223	1,200	1,200	1,228	1,238	1,239	1,222	1,228

Average Faculty Salary by Rank and Year
Nine-Month Basis

RANK	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99
Professor	42,375	45,386	46,917	47,965	50,807	56,015	61,562	61,487	63,363	65,691	67,559	69,594	71,226	73,603
Associate Professor	31,722	33,690	34,810	35,233	37,536	41,811	45,996	45,797	47,271	48,710	50,146	51,651	53,049	55,257
Assistant Professor	26,745	28,700	30,091	31,085	33,649	36,809	40,075	40,167	41,821	42,186	43,246	43,938	45,325	46,656
Instructor	25,250	28,868	27,652	33,245	32,389	36,307	44,174	32,800	42,766	47,886	45,955	48,156	45,746	40,603
ALL	34,624	37,055	38,715	39,604	42,008	46,298	50,414	50,602	52,152	53,750	55,297	57,024	58,660	60,714

Table VIII

AVERAGE SALARIES BY COLLEGE
1998-99
Nine-Month Basis

College of Agriculture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	130	\$38,094	\$105,861	\$67,098
Associate Professor	74	33,136	79,319	52,501
Assistant Professor	46	39,274	59,517	46,798
Instructor	-	-	-	-
ALL	250	33,136	105,861	59,042

College of Allied Health

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	7	\$53,366	\$ 80,655	\$70,636
Associate Professor	23	42,859	76,297	55,465
Assistant Professor	15	30,582	66,657	53,618
Instructor	-	-	-	-
ALL	45	30,582	80,655	57,210

College of Architecture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3			
Associate Professor	9	43,541	68,720	55,206
Assistant Professor	5	30,000	48,064	42,007
Instructor	-	-	-	-
ALL	17	30,000	91,208	54,611

College of Arts and Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	147	\$40,969	\$113,318	\$69,972
Associate Professor	120	32,623	66,654	50,335
Assistant Professor	75	35,321	51,600	42,087
Instructor	1			
ALL	343		113,318	56,850

Table VIII

AVERAGE SALARIES BY COLLEGE
1998-99
Nine-Month Basis

College of Business & Economics

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	30	\$63,009	\$132,995	\$90,976
Associate Professor	32	59,571	91,875	74,369
Assistant Professor	10	60,000	80,340	65,984
Instructor	2	-	-	-
ALL	74	50,000	132,995	79,337

College of Communications & Information Studies

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	14	\$59,689	\$94,502	\$75,171
Associate Professor	13	37,439	94,226	53,830
Assistant Professor	9	35,560	47,715	40,607
Instructor	-	-	-	-
ALL	36	35,560	94,502	58,823

College of Dentistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	17	\$68,853	\$139,596	\$84,452
Associate Professor	17	59,823	96,871	70,235
Assistant Professor	9	35,084	81,975	56,857
Instructor	-	-	-	-
ALL	43	35,084	139,596	73,056

College of Education

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	24	\$53,208	\$98,524	\$67,266
Associate Professor	33	40,746	80,016	51,950
Assistant Professor	22	36,000	47,560	42,672
Instructor	-	-	-	-
ALL	84	36,000	98,524	53,896

Table VIII
AVERAGE SALARIES BY COLLEGE
1998-99
Nine-Month Basis

College of Engineering

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	49	\$65,000	\$113,550	\$84,875
Associate Professor	35	43,750	75,000	64,137
Assistant Professor	21	49,000	63,500	55,552
Instructor	-	-	-	-
ALL	105	43,750	113,550	72,098

College of Fine Arts

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	13	\$45,401	\$ 80,255	\$58,975
Associate Professor	35	40,000	81,914	48,387
Assistant Professor	13	35,000	52,490	39,010
Instructor	-	-	-	-
ALL	61	35,000	81,914	48,645

Graduate School Programs - Lexington Campus

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	-	-	-
Associate Professor	2	-	-	-
Assistant Professor	4	45,128	58,372	51,200
Instructor	-	-	-	-
ALL	9	45,128	107,138	70,020

Graduate School Programs - Medical Center

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	-	-	-
Associate Professor	3	-	-	-
Assistant Professor	5	43,775	55,861	51,678
Instructor	-	-	-	-
ALL	11	43,775	84,588	61,877

Table VIII
AVERAGE SALARIES BY COLLEGE
1998-99
Nine-Month Basis

College of Human Environmental Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	9	\$43,775	\$ 84,667	\$64,888
Associate Professor	19	40,543	67,007	49,473
Assistant Professor	7	41,000	54,968	44,274
Instructor	-	-	-	-
ALL	35	40,543	84,667	52,397

College of Law

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	16	\$79,575	\$129,200	\$98,706
Associate Professor	4	72,750	78,075	75,031
Assistant Professor	2	-	-	-
Instructor	-	-	-	-
ALL	22	69,500	129,200	91,760

College of Nursing

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$64,955	\$76,876	\$68,391
Associate Professor	17	46,665	63,946	54,851
Assistant Professor	5	38,889	53,093	48,173
Instructor	2	-	-	-
ALL	30	38,889	76,876	55,591

College of Pharmacy

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	18	\$50,416	\$108,386	\$82,037
Associate Professor	17	47,328	77,838	55,938
Assistant Professor	9	46,352	53,364	47,743
Instructor	-	-	-	-
ALL	44	46,352	108,386	64,939

Table VIII
 AVERAGE SALARIES BY COLLEGE
 1998-99
 Nine-Month Basis

College of Social Work

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$51,691	\$84,152	\$63,791
Associate Professor	5	41,375	54,700	47,506
Assistant Professor	9	37,550	51,516	39,389
Instructor	-	-	-	-
ALL	19	37,550	84,152	47,947

ble IX
RANKING OF AVERAGE SALARY BY COLLEGE AND ACADEMIC RANK
1998-99
Nine-Month Basis

Professor			Associate			Assistant		
Rank	College	Average Salary	Rank	College	Average Salary	Rank	College	Average Salary
(1)	Law	\$98,706	(1)	Law	\$75,031	(1)	Law	\$69,650
(2)	Business & Economics	90,976	(2)	Business & Economics	74,369	(2)	Business & Economics	65,984
(3)	Engineering	84,875	(3)	Dentistry	70,235	(3)	Dentistry	56,857
(4)	Dentistry	84,452	(4)	Engineering	64,137	(4)	Engineering	55,552
(5)	Pharmacy	82,037	(5)	Pharmacy	55,938	(5)	Allied Health	53,618
(6)	Communications & Info Stud.	75,171	(6)	Allied Health	55,465	(6)	Nursing	48,173
(7)	Architecture	73,831	(7)	Architecture	55,206	(7)	Pharmacy	47,743
(8)	Allied Health	70,636	(8)	Nursing	54,851	(8)	Agriculture	46,798
(9)	Arts & Sciences	69,972	(9)	Communications & Info Stud	53,830	(9)	Human Environmental Science	44,274
(10)	Nursing	68,391	(10)	Agriculture	52,501	(10)	Education	42,672
(11)	Education	67,266	(11)	Education	51,950	(11)	Arts & Sciences	42,007
(12)	Agriculture	67,098	(12)	Arts & Sciences	50,335	(12)	Architecture	40,607
(13)	Human Environmental Science	64,888	(13)	Human Environmental Science	49,473	(13)	Communications & Info Stud.	39,389
(14)	Social Work	63,791	(14)	Fine Arts	48,387	(14)	Social Work	39,010
(15)	Fine Arts	58,975	(15)	Social Work	47,506	(15)	Fine Arts	

Instructor			All		
Rank	College	Average Salary	Rank	College	Average Salary
(1)	Business & Economics	\$51,010	(1)	Law	\$91,760
(2)	Nursing	42,028	(2)	Business & Economics	79,337
			(3)	Dentistry	73,056
			(4)	Engineering	72,098
			(5)	Pharmacy	64,939
			(6)	Agriculture	59,042
			(7)	Communications & Info Stud.	58,823
			(8)	Allied Health	57,210
			(9)	Arts & Sciences	56,850
			(10)	Nursing	55,591
			(11)	Architecture	54,611
			(12)	Education	53,896
			(13)	Human Environmental Sci	52,397
			(14)	Fine Arts	48,645
			(15)	Social Work	47,947

Table X

NUMBER OF PROMOTIONS BY COLLEGE AND RANK
1998-99

	Professor	Associate	Assistant	Total
Agriculture	5	2	-	7
Allied Health	-	3	1	4
Architecture	-	-	-	-
Arts and Sciences	2	5	-	7
Business & Economics	1	4	-	5
Communications and Information Studies	-	-	-	-
Dentistry	-	-	-	-
Education	1	2	-	3
Engineering	4	1	-	5
Fine Arts	-	1	-	1
Graduate School-Lexington Campus	-	-	-	-
Graduate School-Medical Center	-	-	-	-
Human Environmental Sciences	1	-	-	1
Law	1	1	-	2
Nursing	1	2	-	3
Pharmacy	2	-	-	2
Social Work	-	-	-	-
TOTAL	18	21	1	40

Table XI
SALARY DISTRIBUTION OF NEW FACULTY*
1998-99

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	2			
Associate Professor	6	49,000	85,000	65,853
Assistant Professor	42	36,000	63,000	45,211
Instructor	2			
ALL	52	36,000	123,136	50,358

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

Table XII

SALARY DISTRIBUTION OF NEW FACULTY BY GENDER

1998-99

FEMALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	-	-	-	-
Associate Professor	1			
Assistant Professor	17	38,000	63,000	44,218
Instructor	1			
ALL	19	38,000	85,000	46,669

MALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	2			
Associate Professor	5	49,000	80,580	62,024
Assistant Professor	25	36,000	63,000	45,886
Instructor	1			
ALL	33	36,000	123,136	52,482

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1998-99

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Agricultural Economics	27	\$61,721
Agronomy	47	58,253
Animal Sciences	40	60,276
Biosystems and Agricultural Engineering	17	63,950
Entomology	17	61,744
Forestry	20	49,605
Horticulture	21	55,253
Plant Pathology	13	61,951
Rural Sociology	11	53,110
Veterinary Science	23	64,975
Public Information	5	53,052
Home Economics Extension	9	56,291
Agriculture Total	250	59,042
Architecture	17	54,611
Anthropology	12	50,129
Biological Sciences	30	55,280
Chemistry	24	62,846
Classical Languages	6	52,438
English	34	50,655
French	7	64,281
Geography	13	61,197
Geological Sciences	10	60,228
German	8	52,679
History	28	56,846
Mathematics	40	67,602
Philosophy	15	52,472
Physics	27	58,781
Political Science	18	51,432
Psychology	25	49,194
Russian & Eastern Studies	5	48,940
Sociology	18	52,445
Spanish & Italian	11	62,599
Statistics	12	60,189
Arts & Sciences Total	343	56,850

Table XIII

DEPARTMENTAL AVERAGE SALARIES
ALL RANKS
Nine-Month Basis
1998-99

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Accountancy	17	\$81,590
Economics	21	73,714
Management	36	81,554
Business & Economics Total	74	79,337
Communication	14	60,433
Journalism/Telecommunications	14	54,175
Library & Information Science	8	64,143
Communications & Information Studies Total	36	58,823
Administration & Supervision	8	63,769
Curriculum & Instruction	21	53,577
Educational Psychology & Counseling	14	52,472
Kinesiology & Health Promotion	16	50,107
Policy Studies & Evaluation	13	53,981
Special Education and Rehabilitation Counseling	12	54,494
Education Total	84	53,896
Chemical and Materials Engineering	18	77,375
Civil Engineering	22	66,479
Computer Science	15	78,251
Electrical Engineering	21	69,850
Mechanical Engineering	21	70,880
Mining Engineering	8	73,237
Engineering Total	105	72,098
Art	19	48,744
Music	34	47,887
Theatre Arts	8	51,630
Fine Arts Total	61	48,645

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1998-99

LEXINGTON CAMPUS	NUMBER	AVERAGE SALARY
Diplomacy and International Commerce	3	
Public Administration	6	70,244
Graduate School Programs Total	9	69,353
Interior Design, Merchandising and Textiles	12	48,667
Family Studies	13	53,448
Nutrition and Food Sciences	10	55,506
Human Environmental Sciences Total	35	52,397
Law	22	91,760
Social Work	19	47,947

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS

Nine-Month Basis
1998-99

MEDICAL CENTER	NUMBER	AVERAGE SALARY
Allied Health	45	\$57,210
Biomedical Engineering	8	62,308
Dentistry	43	73,056
Nursing	30	55,591
Pharmacy	44	64,939
Toxicology	3	

Table XIV
1998-99 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	14	\$38,094	\$ 96,723	\$72,917		
Associate	7	50,390	66,351	53,696		
Assistant	6	42,137	53,000	44,963	45,773	(4)
Instructor	-	-	-	-		
All Ranks	27	38,094	96,723	61,721		
<u>Home Economics - Extension - 01.0401</u>						
Professor	4	53,577	76,739	60,047		
Associate	3					
Assistant	2					(0)
Instructor	-	-	-	-		
All Ranks	9	44,621	76,739	56,291		
<u>Public Information - 01.9999</u>						
Professor	1					
Associate	3					
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	5	41,930	62,947	53,052		
<u>TOTAL - 01.0000</u>						
Professor	19	38,094	96,723	69,683		
Associate	13	49,230	76,196	54,877		
Assistant	9	41,930	53,000	44,555	45,733	(4)
Instructor	-	-	-	-		
All Ranks	41	41,930	96,723	59,473		
<u>CIP DIVISION: Agricultural Sciences</u>						
<u>Animal Science - 02.0201</u>						
Professor	19	54,468	90,594	66,385		
Associate	13	33,136	79,319	52,407		
Assistant	8	42,137	59,517	58,553		(3)
Instructor	-	-	-	-		
All Ranks	40	33,136	90,594	60,276		
<u>Agronomy - 02.0402</u>						
Professor	31	46,901	101,953	65,288		
Associate	9	40,865	53,300	46,634		
Assistant	7	39,913	43,365	42,041		(1)
Instructor	-	-	-	-		
All Ranks	47	39,913	101,953	58,254		

Table XIV
1998-99 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: Agricultural Science (continued)

Horticulture - 02.0403

Professor	11	\$47,694	\$92,980	\$62,619		
Associate	7	44,204	52,016	48,781		
Assistant	3					(1)
Instructor	-	-	-	-		
All Ranks	21	41,136	92,980	55,253		

TOTAL - 02.0000

Professor	61	46,901	101,953	65,148		
Associate	29	33,136	79,319	49,740		
Assistant	18	39,913	59,517	49,597	45,256	(5)
Instructor	-	-	-	-		
All Ranks	108	33,136	101,953	58,419		

CIP DIVISION: Conservation and Renewable Natural Resources

Forestry - 03.0502

Professor	3					
Associate	10	43,541	77,249	53,955		
Assistant	7	39,274	49,288	42,128		(3)
Instructor	-	-	-	-		
All Ranks	20	39,274	77,249	49,605		

CIP DIVISION: Architecture and Related Programs

Architecture - 04.0201

Professor	3					
Associate	9	43,541	68,720	55,206		
Assistant	5	30,000	48,064	42,007		(0)
Instructor	-	-	-	-		
All Ranks	17	30,000	91,208	54,611		

CIP DIVISION: Area, Ethnic and Cultural Studies

Russian & Eastern Studies - 05.0110

Professor	1					
Associate	2					
Assistant	2					(0)
Instructor	-	-	-	-		
All Ranks	5	40,463	64,811	48,941		

Table XIV
1998-99 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	6	\$72,037	\$94,502	\$79,910		
Associate	5	37,439	56,426	48,696		
Assistant	3					(0)
Instructor	-	-	-	-		
All Ranks	14	37,439	94,502	60,433		
<u>Journalism/Telecommunications - 09.0499</u>						
Professor	3					
Associate	7	44,685	94,226	57,767		
Assistant	4	35,560	39,878	38,158		(0)
Instructor	-	-	-	-		
All Ranks	14	35,560	94,226	54,175		
<u>TOTAL - 09.0000</u>						
Professor	9	59,689	94,502	75,656		
Associate	12	37,439	94,226	53,987		
Assistant	7	35,560	42,899	39,393		(0)
Instructor	-	-	-	-		
All Ranks	28	35,560	94,502	57,304		
CIP DIVISION: <u>Computer and Information Sciences</u>						
<u>Computer Science - 11.0101</u>						
Professor	7	68,750	110,150	93,044		
Associate	6	64,150	70,050	66,077		
Assistant	2					(2)
Instructor	-	-	-	-		
All Ranks	15	63,000	110,150	78,251		
CIP DIVISION: <u>Education</u>						
<u>Curriculum & Instruction - 13.0301</u>						
Professor	5	55,720	71,400	62,938		
Associate	11	47,279	80,016	53,577		
Assistant	5	40,329	46,442	44,214		(0)
Instructor	-	-	-	-		
All Ranks	21	40,329	80,016	53,577		

Table XIV
1993-99 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>Administration & Supervision - 13.0405</u>						
Professor	2					
Associate	5	55,249	72,056	59,388		
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	8	44,610	98,524	63,770		
<u>Policy Studies & Evaluation - 13.0601</u>						
Professor	4	60,644	84,706	72,551		
Associate	5	45,794	52,209	49,711		
Assistant	4	36,000	43,997	40,751		(1)
Instructor	-	-	-	-		
All Ranks	13	36,000	84,706	53,981		
<u>Education Psychology - 13.0802</u>						
Professor	6	53,208	69,347	61,319		
Associate	3					
Assistant	5	40,170	47,560	44,368		(0)
Instructor	-	-	-	-		
All Ranks	14	40,170	69,347	52,472		
<u>Special Education - 13.1001</u>						
Professor	5	54,654	77,179	65,037		
Associate	5	46,280	54,147	49,110		
Assistant	2					(0)
Instructor	-	-	-	-		
All Ranks	12	38,050	77,179	54,494		
<u>TOTAL - 13.0000</u>						
Professor	22	53,208	98,524	66,663		
Associate	29	45,794	80,016	52,595		
Assistant	17	36,000	47,560	43,160		(1)
Instructor	-	-	-	-		
All Ranks	68	36,000	98,524	54,787		
CIP DIVISION: <u>Engineering</u>						
<u>Agricultural - 14.0301</u>						
Professor	8	62,556	82,384	71,016		
Associate	6	47,963	69,928	61,511		
Assistant	3					(0)
Instructor	-	-	-	-		
All Ranks	17	46,351	82,384	63,950		

Table XIV
1998-99 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>Biomedical - 14.0501</u>						
Professor	2					
Associate	2					
Assistant	4	51,766	55,861	53,653		(0)
Instructor	-	-	-	-		
All Ranks	8	51,766	84,588	62,308		
<u>Chemical - 14.0701</u>						
Professor	12	72,250	113,500	86,238		
Associate	2					
Assistant	4	52,000	57,300	55,300		(1)
Instructor	-	-	-	-		
All Ranks	18	52,000	113,500	77,375		
<u>Civil - 14.0801</u>						
Professor	11	65,000	113,250	79,314		
Associate	5	43,750	62,100	54,550		
Assistant	6	49,000	55,600	52,888		(1)
Instructor	-	-	-	-		
All Ranks	22	43,750	113,250	66,479		
<u>Electrical - 14.1001</u>						
Professor	4	72,700	113,550	94,900		
Associate	13	60,500	75,000	65,823		
Assistant	4	54,500	63,500	57,890		(0)
Instructor	-	-	-	-		
All Ranks	21	54,500	113,550	69,850		
<u>Mechanical - 14.1901</u>						
Professor	11	68,100	99,900	80,943		
Associate	6	61,250	65,250	63,100		
Assistant	4	53,500	55,750	54,875		(0)
Instructor	-	-	-	-		
All Ranks	21	53,500	99,900	70,880		
<u>Mining - 14.2101</u>						
Professor	4	71,400	98,593	82,573		
Associate	3					
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	8	51,000	98,593	73,237		
<u>TOTAL - 14.0000</u>						
Professor	52	62,556	113,550	81,513		
Associate	37	43,750	75,000	63,196		
Assistant	26	46,351	63,500	54,045		(2)
Instructor	-	-	-	-		
All Ranks	115	43,750	113,550	69,410		

Table XIV
1993-99 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	3					
Associate	4	44,173	55,902	51,187		
Assistant	1					(1)
Instructor	-	-	-	-		
All Ranks	8	38,000	61,356	52,679		
<u>French - 16.0901</u>						
Professor	4	69,980	81,305	76,894		
Associate	2					
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	7	39,596	81,305	64,281		
<u>Spanish/Italian - 16.0999</u>						
Professor	7	52,075	86,003	71,684		
Associate	3					
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	11	39,904	86,003	62,599		
<u>Classics - 16.1201</u>						
Professor	3					
Associate	2					
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	6	38,217	70,485	52,438		
<u>TOTAL - 16.0000</u>						
Professor	17	52,075	86,003	69,307		
Associate	11	41,896	55,902	49,152		
Assistant	4	38,000	39,904	38,929		(1)
Instructor	-	-	-	-		
All Ranks	32	38,000	86,003	58,582		
<u>CIP DIVISION: Home Economics</u>						
<u>Nutrition - 19.0501</u>						
Professor	4	53,502	78,105	62,660		
Associate	4	48,569	55,115	50,728		
Assistant	2					(0)
Instructor	-	-	-	-		
All Ranks	10	43,775	63,906	55,506		

Table XIV
1993-99 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: Home Economics (continued)

Family Studies - 19.0701

Professor	3					
Associate	8	40,543	67,007	48,921		
Assistant	2					(0)
Instructor	-	-	-	-		
All Ranks	13	40,543	84,667	53,443		

Interior Design, Textiles and Merchandising - 19.0901

Professor	2					
Associate	7	44,375	60,776	49,387		
Assistant	3					(2)
Instructor	-	-	-	-		
All Ranks	12	41,000	60,776	48,667		

TOTAL - 19.0000

Professor	9	43,775	84,667	64,888		
Associate	19	40,543	67,007	49,473		
Assistant	7	41,000	54,968	44,274		(2)
Instructor	-	-	-	-		
All Ranks	35	40,543	84,667	52,397		

CIP DIVISION: Law and Legal Studies

Law - 22.0101

Professor	16	79,575	129,200	98,706		
Associate	4	72,750	78,075	75,031		
Assistant	2					(0)
Instructor	-	-	-	-		
All Ranks	22	69,500	129,200	91,760		

CIP DIVISION: English Language and Literature/Letters

English - 23.0101

Professor	10	53,107	80,225	64,614		
Associate	18	32,623	60,079	46,754		
Assistant	6	37,499	40,293	39,094		(0)
Instructor	-	-	-	-		
All Ranks	34	32,623	80,225	50,655		

Table XIV
1998-99 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	\$59,701	\$35,551	\$74,296		
Associate	1					
Assistant	2					(1)
Instructor	-	-	-	-		
All Ranks	8	42,000	85,551	64,143		
CIP DIVISION: <u>Biological Sciences/Life Sciences</u>						
<u>Biological Sciences - 26.0101</u>						
Professor	8	63,956	83,587	73,646		
Associate	12	46,133	56,012	51,795		
Assistant	10	43,000	46,588	44,770		(2)
Instructor	-	-	-	-		
All Ranks	30	43,000	83,587	55,280		
<u>Plant Pathology - 26.0305</u>						
Professor	10	50,458	88,559	66,809		
Associate	1					
Assistant	2					(0)
Instructor	-	-	-	-		
All Ranks	13	42,137	88,559	61,951		
<u>Toxicology - 26.0612</u>						
Professor	1					
Associate	1					
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	3					
<u>Entomology - 26.0702</u>						
Professor	12	56,173	88,670	66,948		
Associate	2					
Assistant	3					(1)
Instructor	-	-	-	-		
All Ranks	17	42,546	88,670	61,744		
<u>TOTAL - 26.0000</u>						
Professor	31	50,458	88,670	68,569		
Associate	16	46,133	73,400	53,419		
Assistant	16	42,137	51,977	44,703		(3)
Instructor	-	-	-	-		
All Ranks	63	42,137	98,670	58,660		
CIP DIVISION: <u>Mathematics</u>						
<u>Mathematics - 27.0101</u>						
Professor	30	59,035	86,946	70,982		
Associate	7	57,267	66,654	61,466		
Assistant	3					(1)
Instructor	-	-	-	-		
All Ranks	40	45,480	86,946	67,602		

Table XIV
1998-99 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>Statistics - 27.0501</u>						
Professor	5	\$59,213	\$76,620	\$69,971		
Associate	6	44,750	63,668	54,659		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
All Ranks	12	44,461	76,620	60,189		
<u>TOTAL - 27.0000</u>						
Professor	35	59,035	86,946	70,838		
Associate	13	44,750	66,654	58,324		
Assistant	4	44,461	49,890	47,208		(1)
Instructor	-	-	-	-		
All Ranks	52	44,461	86,946	65,892		
CIP DIVISION: <u>Parks, Recreation, Leisure and Fitness Studies</u>						
<u>Kinesiology & Health Promotion - 31.0501</u>						
Professor	2					
Associate	9	40,746	55,640	49,873		
Assistant	5	38,000	44,056	41,015		(3)
Instructor	-	-	-	-		
All Ranks	16	38,000	83,407	50,107		
CIP DIVISION: <u>Philosophy and Religion</u>						
<u>Philosophy - 38.0101</u>						
Professor	8	46,618	94,335	63,651		
Associate	3					
Assistant	3					(0)
Instructor	1					
All Ranks	15	16,937	94,335	52,472		
CIP DIVISION: <u>Physical Sciences</u>						
<u>Chemistry - 40.0501</u>						
Professor	11	52,967	113,318	80,925		
Associate	6	49,000	59,332	52,272		
Assistant	7	42,569	44,822	43,500		(1)
Instructor	-	-	-	-		
All Ranks	24	42,569	113,318	62,846		
<u>Geological Sciences - 40.0601</u>						
Professor	4	67,270	95,471	79,683		
Associate	3					
Assistant	3					(1)
Instructor	-	-	-	-		
All Ranks	10	43,000	95,471	60,228		

Table XIV
1998-99 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> (continued)						
<u>Physics - 40.0801</u>						
Professor	11	\$58,751	\$79,352	\$71,079		
Associate	11	50,250	63,076	53,104		
Assistant	5	42,608	45,831	44,216		(0)
Instructor	-	-	-	-		
All Ranks	27	42,608	79,352	58,781		
<u>TOTAL - 40.0000</u>						
Professor	26	52,967	113,318	76,568		
Associate	20	47,933	63,076	52,576		
Assistant	15	42,569	45,831	43,693		(2)
Instructor	-	-	-	-		
All Ranks	61	42,569	113,318	60,618		
CIP DIVISION: <u>Psychology</u>						
<u>Psychology - 42.0101</u>						
Professor	7	52,524	70,838	61,412		
Associate	12	37,447	63,411	46,050		
Assistant	6	40,139	41,876	41,227		(0)
Instructor	-	-	-	-		
All Ranks	25	37,447	70,838	49,194		
CIP DIVISION: <u>Public Administration and Services</u>						
<u>Public Administration - 44.0401</u>						
Professor	2					
Associate	1					
Assistant	3					(0)
Instructor	-	-	-	-		
All Ranks	6	45,462	107,138	70,244		
<u>Social Work - 44.0701</u>						
Professor	5	51,691	84,152	63,791		
Associate	5	41,375	54,700	47,506		
Assistant	9	37,550	51,516	39,389		(0)
Instructor	-	-	-	-		
All Ranks	19	37,550	84,152	47,947		
<u>TOTAL - 44.0000</u>						
Professor	7	51,691	107,138	71,652		
Associate	6	41,375	79,184	52,786		
Assistant	12	37,550	58,372	42,848		(0)
Instructor	-	-	-	-		
All Ranks	25	37,550	107,138	53,298		

Table XIV
1998-99 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>						
<u>Anthropology - 45.0201</u>						
Professor	3					
Associate	3					
Assistant	6	38,286	45,513	40,820		(2)
Instructor	-	-	-	-		
All Ranks	12	35,820	99,999	50,129		
<u>Geography - 45.0701</u>						
Professor	8	57,052	83,509	69,518		
Associate	4	44,545	59,528	49,105		
Assistant	1					(1)
Instructor	-	-	-	-		
All Ranks	13	43,000	83,509	61,197		
<u>History - 45.0801</u>						
Professor	12	46,977	111,552	67,996		
Associate	12	43,136	63,558	51,986		
Assistant	4	37,038	38,764	37,980		(1)
Instructor	-	-	-	-		
All Ranks	23	37,038	111,552	56,846		
<u>Political Science - 45.1001</u>						
Professor	6	52,174	78,736	65,654		
Associate	5	44,931	63,418	50,368		
Assistant	7	35,321	43,998	40,002		(0)
Instructor	-	-	-	-		
All Ranks	18	35,321	78,736	51,432		
<u>Rural Sociology - 45.1101</u>						
Professor	3					
Associate	5	45,266	57,630	50,021		
Assistant	3					(1)
Instructor	-	-	-	-		
All Ranks	11	44,183	72,817	53,110		
<u>Sociology - 45.1101</u>						
Professor	6	40,969	86,073	66,840		
Associate	5	41,450	55,130	47,154		
Assistant	7	40,000	51,600	43,885		(2)
Instructor	-	-	-	-		
All Ranks	13	40,000	86,073	52,445		

Table XIV
1998-99 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

Subdivision and Rank	No.	Minimum	Maximum	Mean	New Asst Prof Mean	No.
CIP DIVISION: <u>Social Sciences and History</u> (continued)						
<u>Diplomacy & International Commerce - 45.9999</u>						
Professor	1					
Associate	1					
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	3					
<u>TOTAL - 45.0000</u>						
Professor	39	40,969	111,552	69,116		
Associate	35	35,820	65,555	49,966		
Assistant	29	35,321	51,600	41,628	41,723	(8)
Instructor	-	-	-	-		
All Ranks	103	35,321	111,552	54,869		
CIP DIVISION: <u>Visual and Performing Arts</u>						
<u>Theater - 50.0501</u>						
Professor	2					
Associate	3					
Assistant	3					(0)
Instructor	-	-	-	-		
All Ranks	8	35,000	74,893	51,630		
<u>Art - 50.0701</u>						
Professor	4	48,527	55,648	52,267		
Associate	11	40,000	62,378	50,538		
Assistant	4	35,117	52,490	40,290		(0)
Instructor	-	-	-	-		
All Ranks	19	35,117	62,378	48,745		
<u>Music - 50.0902</u>						
Professor	7	45,401	80,255	58,828		
Associate	21	40,000	81,914	46,901		
Assistant	6	35,387	48,424	38,573		(0)
Instructor	-	-	-	-		
All Ranks	34	35,387	81,914	47,887		
<u>TOTAL - 50.0000</u>						
Professor	13	45,401	80,255	58,975		
Associate	35	40,000	81,914	48,387		
Assistant	13	35,000	52,490	39,010		(0)
Instructor	-	-	-	-		
All Ranks	61	35,000	81,914	48,645		
CIP DIVISION: <u>Health Professions and Related Sciences</u>						
<u>Allied Health - 51.0999</u>						
Professor	7	53,366	80,655	70,636		
Associate	23	42,859	76,297	55,465		
Assistant	15	30,582	66,657	53,618		(1)
Instructor	-	-	-	-		
All Ranks	45	30,582	80,655	57,210		

Table XIV
1998-99 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>Dentistry - 51.0401</u>						
Professor	17	\$68,853	\$139,596	\$84,452		
Associate	17	59,823	96,871	70,235		
Assistant	9	35,084	81,975	56,857		(0)
Instructor	-	-	-	-		
All Ranks	43	35,084	139,596	73,056		
<u>Nursing - 51.1601</u>						
Professor	6	64,955	76,876	68,391		
Associate	17	46,665	63,946	54,851		
Assistant	5	38,889	53,093	48,173		(0)
Instructor	2					
All Ranks	30	38,889	76,876	55,591		
<u>Pharmacy - 51.2001</u>						
Professor	18	59,532	108,386	82,037		
Associate	17	47,328	77,838	55,938		
Assistant	9	46,352	53,364	47,743		(1)
Instructor	-					
All Ranks	44	46,352	108,386	64,939		
<u>Veterinary Sciences - 51.2501</u>						
Professor	14	41,106	105,861	73,455		
Associate	8	47,708	55,492	51,343		
Assistant	1					(0)
Instructor	-	-	-	-		
All Ranks	23	41,106	105,861	64,975		
<u>TOTAL - 51.0000</u>						
Professor	62	41,106	139,596	78,154		
Associate	82	42,859	96,871	58,096		
Assistant	39	30,582	81,975	52,355		(2)
Instructor	2					
All Ranks	185	30,582	139,596	63,434		
CIP DIVISION: <u>Business Management and Administrative Services</u>						
<u>Management - 52.0101</u>						
Professor	14	79,509	130,883	96,280		
Associate	15	60,134	91,875	76,016		
Assistant	7	60,690	73,080	63,966		(1)
Instructor	-	-	-	-		
All Ranks	36	60,134	130,883	81,554		

Table XIV
1998-99 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>Accountancy - 52.0301</u>						
Professor	4	\$65,586	\$132,995	\$94,810		
Associate	11	59,958	89,269	77,793		
Assistant	2					(0)
Instructor	-	-	-	-		
All Ranks	17	59,958	132,995	81,590		
<u>Economics - 52.0601</u>						
Professor	12	63,009	112,268	83,512		
Associate	6	59,571	68,762	63,972		
Assistant	1					(1)
Instructor	2					
All Ranks	21	50,000	112,268	73,714		
<u>TOTAL - 52.0000</u>						
Professor	30	63,009	132,995	90,976		
Associate	32	59,571	91,875	74,369		
Assistant	10	60,000	80,340	65,984		(2)
Instructor	2					
All Ranks	74	50,000	132,995	79,337		

SECTION II
LIBRARIANS

Table XV
AVERAGE LIBRARIAN SALARIES
BY RANK

(Twelve-Month Basis)
1998-99

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Librarian I	22	\$45,896	\$63,432	\$54,015
Librarian II	30	34,736	54,984	40,757
Librarian III	12	30,360	41,000	34,788
Librarian IV	4	28,698	32,011	30,420
ALL	68	28,698	68,432	43,385

SECTION III
LEXINGTON COMMUNITY COLLEGE

Table XVI

LEXINGTON COMMUNITY COLLEGE
AVERAGE SALARY BY RANK AND GENDER

Nine-Month Basis

MALE

RANK	1998-99		1997-98	
	No.	Average Salary	No.	Average Salary
Professor	5	\$55,749	7	\$49,198
Associate Professor	29	38,578	29	35,343
Assistant Professor	1		1	
Instructor	14	30,524	5	28,197
TOTAL	49	37,883	42	36,620

FEMALE

RANK	1998-99		1997-98	
	No.	Average Salary	No.	Average Salary
Professor	10	\$47,244	12	\$43,110
Associate Professor	33	39,554	36	35,809
Assistant Professor	6	34,432	7	31,301
Instructor	22	30,975	17	28,568
TOTAL	71	37,546	72	34,878

TOTAL

RANK	1998-99		1997-98	
	No.	Average Salary	No.	Average Salary
Professor	15	\$50,079	19	\$45,353
Associate Professor	62	39,098	65	35,601
Assistant Professor	7	33,998	8	30,857
Instructor	36	30,799	22	28,484
TOTAL	120	37,683	114	35,520

Table XVII

LEXINGTON COMMUNITY COLLEGE
AVERAGE SALARY INCREASES FOR CONTINUING FACULTY*

1997-98 to 1998-99

RANK	Number	Average Salary for Continuing Faculty		Average Salary % Increase
		1997-98	1998-99	
Professor	15	\$45,984	\$50,079	8.9%
Associate Professor	62	35,602	39,098	9.8%
Assistant Professor	6	31,127	34,756	11.7%
Instructor	19	28,628	31,526	10.1%
ALL	102	35,566	39,047	9.8%

* Continuing faculty includes individuals employed in both 1997-98 and 1998-99. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 1997-98. When a faculty member received a promotion in rank for 1998-99, the individual is reported under the old rank.

Table XVIII

LEXINGTON COMMUNITY COLLEGE
HISTORICAL VIEW OF SALARIES
1997-98 Through 1998-99

Number of Faculty by Rank and Year

RANK	1997-98	1998-99
Professor	19	15
Associate Professor	65	62
Assistant Professor	8	7
Instructor	22	36
ALL	114	120

Average Faculty Salary by Rank and Year

RANK	1997-98	1998-99
Professor	45,353	50,079
Associate Professor	35,601	39,098
Assistant Professor	30,857	33,998
Instructor	28,484	30,799
ALL	35,520	37,683

SECTION IV
SALARY STATISTICS FOR COLLEGE OF MEDICINE

Table XIX

COLLEGE OF MEDICINE
BASIC SCIENCES FACULTY
AVERAGE BASE SALARIES BY RANK

Nine-Month Basis
1998-99

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	43	\$50,722	\$143,705	\$82,576
Associate Professor	34	46,353	62,222	54,228
Assistant Professor	26	43,365	50,698	47,659
Instructor	-	-	-	-
ALL	103	43,365	143,705	64,404

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

1998-99

Nine-Month Basis

Anatomy and Neurobiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$60,296	\$130,483	\$87,258
Associate Professor	11	50,143	60,106	52,394
Assistant Professor	4	43,365	46,352	45,032
Instructor	-	-	-	-
ALL	20	43,365	130,483	59,922

Behavioral Science

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$50,722	\$ 99,727	\$67,078
Associate Professor	6	46,358	62,222	53,412
Assistant Professor	2	-	-	-
Instructor	-	-	-	-
ALL	13	44,203	99,727	57,560

Biochemistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$67,922	\$143,705	\$99,503
Associate Professor	3	-	-	-
Assistant Professor	7	47,155	48,960	47,739
Instructor	-	-	-	-
ALL	16	47,155	143,705	68,795

Table XX

COLLEGE OF MEDICINE
SALARY SUMMARY BY RANK AND DEPARTMENT

1998-99
Nine-Month Basis

Microbiology & Immunology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	11	\$60,052	\$139,094	\$81,571
Associate Professor	7	50,726	58,116	54,660
Assistant Professor	3	-	-	-
Instructor	-	-	-	-
ALL	21	46,216	139,094	67,963

Pharmacology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	3	-	-	-
Associate Professor	4	52,365	61,531	55,443
Assistant Professor	4	48,660	50,534	49,457
Instructor	-	-	-	-
ALL	11	48,660	130,483	62,375

Physiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	13	\$55,883	\$127,925	\$78,327
Associate Professor	3	-	-	-
Assistant Professor	6	43,365	50,145	47,843
Instructor	-	-	-	-
ALL	22	43,365	127,925	66,947