

AAUP REPORT

2003-04

University of Kentucky
Office of Institutional Research,
Planning, and Effectiveness

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*NOTE: This report includes faculty that have been identified with faculty series title of Regular, Special Title, Lecturer, and others in some cases. Beginning in 2001-2002, due to a change in federal reporting definitions that requires classification of extension faculty as public service faculty, the extension faculty are no longer included in this report and lecturers are now included.

SECTION I
INSTUCTIONAL FACULTY SALARY STATISTICS

Table I
NUMBER OF FACULTY BY COLLEGE
AND DEPARTMENT
2003-04

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Agriculture	Ag Communications Service	01.9999	2
	Agricultural Economics	01.0103	14
	Agricultural Engineering	14.0301	11
	Agronomy	02.0402	31
	Animal Sciences	02.0201	26
	Entomology	26.0702	12
	Family Studies	19.0701	16
	Forestry	03.0502	7
	Horticulture	02.0403	9
	Landscape Architecture	04.0601	4
	Merchandising Apparel & Textiles	19.0901	4
	Nutrition and Food Science	19.0501	8
	Plant Pathology	26.0305	9
	Community and Leadership Development	45.1101.01	6
	Veterinary Science	51.2501	24
Agriculture Total			183
Arts and Sciences	Anthropology	45.0201	13
	Biological Science	26.0101	30
	Chemistry	40.0501	27
	English	23.0101	42
	Geography	45.0701	17
	Geology	40.0601	12
	Hispanic Studies	16.0905	13
	History	45.0801	30
	Mathematics	27.0101	39
	Modern & Classical Languages	16.9999	32
	Philosophy	38.0101	19
	Physics & Astronomy	40.0801	31
	Political Science	45.1001	17
	Psychology	42.0101	32
	Sociology	45.1101	12
	Statistics	27.0501	14
Arts & Sciences Total			380
Business & Economics	Accountancy	52.0301	16
	Economics	52.0601	17
	Management	52.0101	41
Business & Economics Total			74
Communications and Information Studies	Communication	09.0101	19
	Journalism & Telecommunications	09.0499	14
	Library & Information Science	25.0101	8
Communications Total			41

Table I
NUMBER OF FACULTY BY COLLEGE
AND DEPARTMENT
2003-04

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Dentistry		51.0401	42
Design	School of Architecture	04.0201	19
	School of Interior Design	04.0501	5
Design Total			24
Education	Admin & Supervision	13.0405	7
	Curriculum & Instruction	13.0301	22
	Kinesiology - Health Promotion	31.0501	16
	Educational Policy Studies and Evaluation	13.0601	10
	Educational Psychology & Counseling	13.0802	14
	Special Education and Rehabilitation Counseling	13.1001	14
Education Total			83
Engineering	Center for Robotics & Manufacturing Systems	14.1701.01	3
	Chemical Engineering	14.0701	21
	Civil Engineering	14.0801	20
	Computer Science	11.0101	22
	Electrical Engineering	14.1001	22
	Mechanical Engineering	14.1901	26
	Mining Engineering	14.2101	8
Engineering Total			122
Fine Arts	Art	50.0701	17
	Music	50.0902	38
	Theatre	50.0501	9
Fine Arts Total			64
Graduate School	Biomedical Engineering	14.0501	6
	Diplomacy and International Commerce	45.9999	4
	Nutritional Science	26.0609	5
	Public Policy and Administration	44.0401	8
	Toxicology	26.0612	5
Graduate School Total			28
Health Sciences		51.0999	49
Law		22.0101	24

Table I
NUMBER OF FACULTY BY COLLEGE
AND DEPARTMENT
2003-04

COLLEGE	DEPARTMENT	CIP CODE	NO. OF FACULTY
Nursing		51.1601	35
Pharmacy		51.2001	43
Social Work		44.0701	17

Table II
AVERAGE SALARY AND COMPENSATION*
2003-04

RANK	N	AVERAGE SALARY	AVERAGE FRINGE BENEFITS**	AVERAGE TOTAL COMPENSATION
Professor	457	\$89,150	\$19,840	\$108,990
Associate	439	\$62,343	\$15,638	\$ 77,981
Assistant	242	\$55,891	\$13,515	\$ 69,406
Instructor	2	\$ -	\$ -	\$ -
Lecturer	69	\$40,524	\$10,492	\$ 51,016
TOTAL	1209	\$69,911	\$16,488	\$ 86,399

* 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, and 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
2003-04

Average Salary - Faculty on 9-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	318	\$90,805
Associate Professor	327	\$62,120
Assistant Professor	170	\$55,326
Instructor	2	\$ -
Lecturer	69	\$40,524
ALL	886	\$69,391

Average Salary - Faculty on 12-Month Contracts

RANK	NUMBER	AVERAGE SALARY
Professor	139	\$104,330
Associate Professor	112	\$76,994
Assistant Professor	72	\$69,942
Instructor	-	-
Lecturer	-	-
ALL	323	\$87,186

Table IV
AVERAGE SALARY BY GENDER
2003-04

Average Salary - Faculty on 9-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	275	\$91,411	43	\$86,929
Associate Professor	211	\$63,045	116	\$60,436
Assistant Professor	103	\$58,671	67	\$50,183
Instructor	2	\$ -	-	-
Lecturer	27	\$42,809	42	\$39,055
ALL	618	\$73,996	268	\$58,772

Average Salary - Faculty on 12-Month Contracts

RANK	MEN		WOMEN	
	N	AVERAGE SALARY	N	AVERAGE SALARY
Professor	120	\$104,238	19	\$104,917
Associate Professor	64	\$77,496	48	\$76,324
Assistant Professor	48	\$70,691	24	\$68,445
Instructor	-	-	-	-
Lecturer	-	-	-	-
ALL	232	\$89,920	91	\$80,216

Table V
BENCHMARK MEDIAN
2003-04
Nine-Month Basis

UK Average Salary	\$69,911
Benchmark Median*	\$78,594

* UK's Benchmark Institutions are: University of Arizona; University of California at Los Angeles; University of Florida; University of Georgia; University of Illinois at Urbana-Champaign; University of Iowa; University of Maryland at College Park; University of Michigan at Ann Arbor; University of Minnesota at Twin Cities; University of North Carolina at Chapel Hill; North Carolina State University; Ohio State University; Pennsylvania State University; Purdue University; Texas A&M University at College Station; University of Texas at Austin; University of Virginia; University of Washington; and University of Wisconsin.

Table VI
AVERAGE SALARY INCREASES FOR CONTINUING FACULTY*
2002-03 to 2003-04
Nine-Month Basis

RANK	NUMBER	Average Salary for Continuing Faculty		Percent Increase for Average Salary
		2002-03	2003-04	
Professor	420	\$85,821	\$89,148	3.9%
Associate Professor	405	\$60,326	\$63,025	4.5%
Assistant Professor	233	\$52,768	\$55,206	4.6%
Instructor	1	\$ -	\$ -	2.2%
Lecturer	56	\$38,643	\$39,814	3.0%
ALL	1,115	\$67,288	\$70,091	4.2%

* Continuing faculty includes individuals employed in both 2002-03 and 2003-04. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 2002-03. When a faculty member received a promotion in rank for 2003-04, the individual is reported under the old rank.

Table VII
HISTORICAL VIEW OF SALARIES
1990-91 Through 2003-04
Number of Faculty by Rank and Year

RANK	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	* 01-02	02-03	03-04
Professor	489	470	480	470	478	486	489	488	494	491	493	429	443	457
Associate Professor	419	423	413	416	444	445	470	473	463	457	456	431	431	439
Assistant Professor	290	320	302	308	294	295	270	256	266	290	280	247	256	242
Instructor	12	10	5	6	12	12	10	5	5	1	2	4	2	2
Lecturer												54	70	69
ALL	1,210	1,223	1,200	1,200	1,228	1,238	1,239	1,222	1,228	1,239	1,231	1,165	1,202	1,209

Average Faculty Salary by Rank and Year
Nine-Month Basis

RANK	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	* 01-02	02-03	03-04
Professor	56,015	61,562	61,487	3,363	65,691	67,559	69,594	71,226	73,603	76,505	79,652	84,964	85,598	89,150
Associate Professor	41,811	45,996	45,797	47,271	48,710	50,146	51,651	53,049	55,257	57,050	58,384	60,477	60,618	62,343
Assistant Professor	36,809	40,075	40,167	41,821	42,186	43,246	43,938	45,325	46,656	46,656	49,399	51,871	52,593	55,891
Instructor	36,307	44,174	32,800	42,766	47,886	45,955	48,156	45,746	40,603	-	-	58,827	-	-
Lecturer												39,976	40,166	40,524
ALL	46,298	50,414	50,602	52,152	53,750	55,297	57,024	58,660	60,714	62,314	64,843	66,713	66,953	69,911

*NOTE: Beginning in 2001-2002, due to a change in federal reporting definitions that requires classification of extension faculty as public service faculty, the extension faculty are no longer included in this report and lecturers are now included.

Table VIII
AVERAGE SALARIES BY COLLEGE
2003-04
Nine-Month Basis

College of Agriculture

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	84	\$44,873	\$127,907	\$78,977
Associate Professor	57	\$35,533	\$ 78,042	\$56,611
Assistant Professor	39	\$45,001	\$ 69,547	\$51,552
Instructor	-	-	-	-
Lecturer	3	\$ -	\$ -	\$ -
ALL	183	\$ -	\$127,907	\$65,440

College of Arts and Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	148	\$52,359	\$149,968	\$80,708
Associate Professor	139	\$38,035	\$ 89,020	\$57,009
Assistant Professor	60	\$30,826	\$ 62,580	\$50,018
Instructor	1	\$ -	\$ -	\$ -
Lecturer	32	\$25,317	\$ 58,542	\$32,596
ALL	380	\$25,317	\$149,968	\$63,062

College of Business & Economics

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	30	\$82,295	\$194,987	\$129,381
Associate Professor	28	\$65,123	\$107,931	\$ 88,878
Assistant Professor	9	\$67,500	\$118,000	\$ 92,325
Instructor	-	-	-	-
Lecturer	7	\$52,084	\$ 76,388	\$ 63,353
ALL	74	\$52,084	\$194,987	\$103,303

Table VIII
AVERAGE SALARIES BY COLLEGE
2003-04
Nine-Month Basis

College of Communications & Information Studies

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	7	\$67,309	\$96,449	\$85,718
Associate Professor	16	\$44,890	\$95,867	\$59,863
Assistant Professor	12	\$43,500	\$52,700	\$48,249
Instructor	1	\$ -	\$ -	\$ -
Lecturer	5	\$26,555	\$38,950	\$32,019
ALL	41	\$26,555	\$96,449	\$56,998

College of Dentistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	16	\$74,642	\$158,948	\$98,444
Associate Professor	15	\$44,048	\$100,698	\$75,548
Assistant Professor	11	\$57,274	\$ 98,929	\$69,264
Instructor	-	-	-	-
Lecturer	-	-	-	-
ALL	42	\$44,048	\$158,948	\$82,624

College of Design

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$66,383	\$113,256	\$81,528
Associate Professor	13	\$49,296	\$69,327	\$60,588
Assistant Professor	3	\$ -	\$ -	\$ -
Instructor	-	-	-	-
Lecturer	3	\$ -	\$ -	\$ -
ALL	24	\$ -	\$113,256	\$61,262

Table VIII
AVERAGE SALARIES BY COLLEGE
2003-04
Nine-Month Basis

College of Education

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	28	\$56,431	\$111,500	\$74,323
Associate Professor	40	\$43,916	\$ 84,365	\$57,991
Assistant Professor	14	\$41,582	\$ 53,040	\$46,619
Instructor	-	-	-	-
Lecturer	1	\$ -	\$ -	\$ -
ALL	83	\$41,582	\$111,500	\$61,547

College of Engineering

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	56	\$73,000	\$143,500	\$99,001
Associate Professor	33	\$51,700	\$142,094	\$75,621
Assistant Professor	29	\$57,840	\$ 87,050	\$66,314
Instructor	-	-	-	-
Lecturer	4	\$44,805	\$ 58,000	\$50,651
ALL	122	\$44,805	\$143,500	\$83,322

College of Fine Arts

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	14	\$51,555	\$97,069	\$68,988
Associate Professor	33	\$42,683	\$76,933	\$53,746
Assistant Professor	15	\$36,500	\$60,683	\$42,776
Instructor	-	-	-	-
Lecturer	2	\$ -	\$ -	\$ -
ALL	64	\$ -	\$97,069	\$53,782

Table VIII
AVERAGE SALARIES BY COLLEGE
2003-04
Nine-Month Basis

Graduate School

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	15	\$63,177	\$139,141	\$98,020
Associate Professor	5	\$61,246	\$ 92,761	\$69,592
Assistant Professor	8	\$51,666	\$ 90,000	\$65,125
Instructor	-	-	-	-
Lecturer	-	-	-	-
ALL	28	\$51,666	\$139,141	\$83,545

College of Health Sciences

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	9	\$71,111	\$ 92,001	\$85,312
Associate Professor	23	\$45,510	\$105,486	\$66,730
Assistant Professor	17	\$47,401	\$ 73,522	\$58,516
Instructor	-	-	-	-
Lecturer	-	-	-	-
ALL	49	\$45,510	\$105,486	\$67,293

College of Law

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	19	\$96,079	\$152,704	\$120,651
Associate Professor	2	\$ -	\$ -	\$ -
Assistant Professor	3	\$ -	\$ -	\$ -
Instructor	-	-	-	-
Lecturer	-	-	-	-
ALL	24	\$ -	\$152,704	\$112,272

Table VIII
AVERAGE SALARIES BY COLLEGE
2003-04
Nine-Month Basis

College of Nursing

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$73,479	\$106,878	\$86,984
Associate Professor	14	\$51,959	\$ 76,522	\$64,111
Assistant Professor	5	\$56,130	\$ 69,164	\$62,458
Instructor	-	-	-	-
Lecturer	10	\$48,349	\$ 58,596	\$52,863
ALL	35	\$48,349	\$106,878	\$64,582

College of Pharmacy

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	18	\$66,196	\$123,957	\$104,995
Associate Professor	14	\$54,000	\$ 76,036	\$ 65,163
Assistant Professor	10	\$52,085	\$ 82,016	\$ 59,387
Instructor	-	-	-	-
Lecturer	1	\$ -	\$ -	\$ -
ALL	43	\$ -	\$123,957	\$ 79,559

College of Social Work

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	2	\$ -	\$ -	\$ -
Associate Professor	7	\$52,274	\$67,707	\$56,692
Assistant Professor	7	\$44,000	\$49,736	\$47,706
Instructor	-	-	-	-
Lecturer	1	\$ -	\$ -	\$ -
ALL	17	\$ -	\$ -	\$54,882

Table IX
RANKING OF AVERAGE SALARY BY COLLEGE AND ACADEMIC RANK
2003-04
Nine-Month Basis

Professor			Associate			Assistant		
Rank	College	Average Salary	Rank	College	Average Salary	Rank	College	Average Salary
(1)	Business & Economics	\$129,381	(1)	Business & Economics	\$88,878	(1)	Business & Economics	\$92,325
(2)	Law	\$120,651	(2)	Law	\$86,024	(2)	Law	\$76,704
(3)	Pharmacy	\$104,995	(3)	Engineering	\$75,621	(3)	Dentistry	\$69,264
(4)	Engineering	\$ 99,001	(4)	Dentistry	\$75,548	(4)	Engineering	\$66,314
(5)	Dentistry	\$ 98,444	(5)	Graduate School	\$69,592	(5)	Graduate School	\$65,125
(6)	Graduate School	\$ 98,020	(6)	Health Sciences	\$66,730	(6)	Nursing	\$62,458
(7)	Nursing	\$ 86,984	(7)	Pharmacy	\$65,163	(7)	Pharmacy	\$59,387
(8)	Communications & Info Stud.	\$ 85,718	(8)	Nursing	\$64,111	(8)	Health Sciences	\$58,516
(9)	Health Sciences	\$ 85,312	(9)	Design	\$60,588	(9)	Agriculture	\$51,552
(10)	Social Work	\$ 82,567	(10)	Communications & Info Stud.	\$59,863	(10)	Arts & Sciences	\$50,018
(11)	Design	\$ 81,528	(11)	Education	\$57,991	(11)	Communications & Info Stud.	\$48,249
(12)	Arts & Sciences	\$ 80,708	(12)	Arts & Sciences	\$57,009	(12)	Social Work	\$47,706
(13)	Agriculture	\$ 78,977	(13)	Social Work	\$56,692	(13)	Education	\$46,619
(14)	Education	\$ 74,323	(14)	Agriculture	\$56,611	(14)	Design	\$46,297
(15)	Fine Arts	\$ 68,988	(15)	Fine Arts	\$53,746	(15)	Fine Arts	\$42,776

Instructor			Lecturer			All		
Rank	College	Average Salary	Rank	College	Average Salary	Rank	College	Average Salary
(1)	Arts & Sciences	\$50,182	(1)	Business & Economics	\$63,353	(1)	Law	\$112,272
(2)	Communications & Info Stud.	\$40,000	(2)	Education	\$55,000	(2)	Business & Economics	\$103,303
			(3)	Nursing	\$52,863	(3)	Graduate School	\$ 83,545
			(4)	Engineering	\$50,651	(4)	Engineering	\$ 83,322
			(5)	Design	\$45,375	(5)	Dentistry	\$ 82,624
			(6)	Social Work	\$37,080	(6)	Pharmacy	\$ 79,559
			(7)	Agriculture	\$34,717	(7)	Health Sciences	\$ 67,293
			(8)	Arts & Sciences	\$32,596	(8)	Agriculture	\$ 65,440
			(9)	Communication & Info Stud.	\$32,019	(9)	Nursing	\$ 64,582
			(10)	Fine Arts	\$30,482	(10)	Arts & Sciences	\$ 63,062
			(11)	Pharmacy	\$25,000	(11)	Education	\$ 61,547
						(12)	Design	\$ 61,262
						(13)	Communication & Info Stud.	\$ 56,998
						(14)	Social Work	\$ 54,882
						(15)	Fine Arts	\$ 53,782

Table X
NUMBER OF PROMOTIONS BY COLLEGE AND RANK
2003-04

	Professor	Associate	Assistant	Total
Agriculture	2	7	-	9
Arts and Sciences	5	12	-	17
Business and Economics	1	2	1	4
Communications and Information Studies	1	1	-	2
Dentistry	-	2	-	2
Design	-	1	-	1
Education	2	2	-	4
Engineering	5	1	-	6
Fine Arts	2	2	-	4
Graduate School	1	1	-	2
Health Sciences	-	1	-	1
Law	-	-	-	-
Nursing	-	1	-	1
Pharmacy	-	1	-	1
TOTAL	19	34	1	54

Table XI
SALARY DISTRIBUTION OF NEW FACULTY*
2003-04

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$80,000	\$120,000	\$100,971
Associate Professor	7	\$56,500	\$ 76,093	\$ 64,408
Assistant Professor	32	\$43,000	\$118,000	\$ 62,958
Instructor	1	\$ -	\$ -	\$ -
Lecturer	4	\$51,500	\$ 60,000	\$ 54,716
ALL	50	\$43,000	\$120,000	\$ 66,808

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

Table XII
SALARY DISTRIBUTION OF NEW FACULTY BY GENDER
2003-04

FEMALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	1	\$ -	\$ -	\$ -
Associate Professor	1	\$ -	\$ -	\$ -
Assistant Professor	11	\$43,000	\$70,000	\$53,970
Instructor	-	-	-	-
Lecturer	4	\$51,500	\$60,000	\$54,716
ALL	17	\$43,000	\$ -	\$56,440

MALES

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$90,000	\$120,000	\$105,165
Associate Professor	6	\$56,500	\$ 76,093	\$ 63,985
Assistant Professor	21	\$45,001	\$118,000	\$ 67,666
Instructor	1	\$ -	\$ -	\$ -
Lecturer	-	-	-	-
ALL	33	\$45,001	\$120,000	\$ 72,149

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS
BY COLLEGE AND DEPARTMENT
Nine-Month Basis
2003-04

COLLEGE / DEPARTMENT	NUMBER	AVERAGE SALARY
Ag Communications Service	2	\$ -
Agricultural Economics	14	\$ 71,351
Agricultural Engineering	11	\$ 67,388
Agronomy	31	\$ 67,026
Animal Science	26	\$ 65,923
Entomology	12	\$ 68,267
Family Studies	16	\$ 54,751
Forestry	7	\$ 57,193
Horticulture	9	\$ 61,143
Landscape Architecture	4	\$ 53,837
Merchandising, Apparel, and Textiles	4	\$ 57,711
Nutrition and Food Science	8	\$ 57,797
Plant Pathology	9	\$ 61,784
Community and Leadership Development	6	\$ 59,734
Veterinary Science	24	\$ 77,004
Agricultural Total	183	\$ 65,440
Anthropology	13	\$ 60,843
Biological Science	30	\$ 64,250
Chemistry	27	\$ 74,474
English	42	\$ 52,228
Geography	17	\$ 67,874
Geology	12	\$ 59,770
Hispanic Studies	13	\$ 59,660
History	30	\$ 66,599
Mathematics	39	\$ 69,584
Modern & Classical Languages	32	\$ 54,265
Philosophy	19	\$ 61,368
Physics and Astronomy	31	\$ 71,034
Political Science	17	\$ 62,258
Psychology	32	\$ 55,203
Sociology	12	\$ 71,956
Statistics	14	\$ 63,524
Arts and Sciences Total	380	\$ 63,062
Accounting	16	\$111,559
Economics	17	\$ 86,767
Management	41	\$106,938
Business & Economics Total	74	\$103,303

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS
BY COLLEGE AND DEPARTMENT
Nine-Month Basis
2003-04

COLLEGE / DEPARTMENT	NUMBER	AVERAGE SALARY
Communications	19	\$ 53,275
Journalism & Telecommunications	14	\$ 57,713
Library & Information Science	8	\$ 64,589
Communications & Information Studies Total	41	\$ 56,998
Dentistry	42	\$ 82,624
School of Architecture	19	\$ 61,192
School of Interior Design	5	\$ 61,529
Design Total	24	\$ 61,262
Administration & Supervision	7	\$ 67,502
Curriculum & Instruction	22	\$ 60,559
Kinesiology-Health Promotions	16	\$ 57,068
Educational Policy Studies & Evaluation	10	\$ 63,628
Educational Psychology & Counseling	14	\$ 61,667
Special Education & Rehabilitation Counseling	14	\$ 63,633
Education Total	83	\$ 61,547
Center for Robotics and Manufacturing Systems	3	\$ -
Chemical Engineering	21	\$ 82,534
Civil Engineering	20	\$ 80,509
Computer Science	22	\$ 89,207
Electrical Engineering	22	\$ 83,685
Mechanical Engineering	26	\$ 81,030
Mining Engineering	8	\$ 81,193
Engineering Total	122	\$ 83,322
Art	17	\$ 51,101
Music	38	\$ 54,975
Theatre	9	\$ 53,812
Fine Arts Total	64	\$ 53,782
Biomedical Engineering	6	\$ 81,292
Diplomacy & International Commerce	4	\$ 89,955
Nutritional Science	5	\$ 72,991
Public Policy & Administration	8	\$ 88,500
Toxicology	5	\$ 83,746
Graduate School Total	28	\$ 83,545

Table XIII
DEPARTMENTAL AVERAGE SALARIES
ALL RANKS
BY COLLEGE AND DEPARTMENT
Nine-Month Basis
2003-04

COLLEGE / DEPARTMENT	NUMBER	AVERAGE SALARY
Health Sciences	49	\$ 67,293
Law	24	\$112,272
Nursing	35	\$ 64,582
Pharmacy	43	\$ 79,559
Social Work	17	\$ 54,882

Table XIV
2003-04 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	8	\$62,907	\$109,916	\$ 84,490		
Associate	3	\$ -	\$ -	\$ -		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	14	\$ -	\$109,916	\$ 71,351		
<u>Ag Communication Services - 01.9999</u>						
Professor	1	\$ -	\$ -	\$ -		
Associate	1	\$ -	\$ -	\$ -		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	2	\$ -	\$ -	\$ -		
<u>TOTAL - 01.0000</u>						
Professor	9	\$62,907	\$109,916	\$ 82,567		
Associate	4	\$52,397	\$ 59,827	\$ 57,059		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	16	\$ -	\$109,916	\$ 70,345		
<u>CIP DIVISION: Agricultural Sciences</u>						
<u>Animal Science - 02.0201</u>						
Professor	13	\$60,611	\$127,907	\$ 79,375		
Associate	7	\$35,533	\$ 61,971	\$ 51,080		
Assistant	6	\$49,205	\$ 62,182	\$ 54,094		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	26	\$35,533	\$127,907	\$ 65,923		
<u>Agronomy - 02.0402</u>						
Professor	19	\$57,385	\$122,311	\$ 75,656		
Associate	5	\$50,120	\$ 75,700	\$ 55,887		
Assistant	7	\$47,477	\$ 69,547	\$ 51,560	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	31	\$47,477	\$122,311	\$ 67,026		

Table XIV
2003-04 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>Horticulture - 02.0403</u>						
Professor	5	\$51,644	\$ 89,808	\$ 68,021		
Associate	2	\$ -	\$ -	\$ -		
Assistant	2	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	9	\$ -	\$ 89,808	\$ 61,143		
<u>TOTAL - 02.0000</u>						
Professor	37	\$51,644	\$127,907	\$ 75,931		
Associate	14	\$35,533	\$ 75,700	\$ 53,634		
Assistant	15	\$47,477	\$ 69,547	\$ 52,119	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	66	\$35,533	\$127,907	\$ 65,789		
CIP DIVISION: <u>Conservation Renewable Natural Resources</u>						
<u>Forestry - 03.0502</u>						
Professor	1	\$ -	\$ -	\$ -		
Associate	5	\$52,947	\$ 60,534	\$ 57,082		
Assistant	1	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	7	\$52,947	\$ -	\$ 57,193		
CIP DIVISION: <u>Architecture and Related Programs</u>						
<u>School of Architecture - 04.0201</u>						
Professor	4	\$67,883	\$113,256	\$ 85,314		
Associate	9	\$51,095	\$ 69,327	\$ 60,709		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	3	\$ -	\$ -	\$ -		
All Ranks	19	\$ -	\$113,256	\$ 61,192		
<u>School of Interior Design - 04.0501</u>						
Professor	1	\$ -	\$ -	\$ -		
Associate	4	\$49,296	\$ 67,890	\$ 60,315		
Assistant	-	-	-	-		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	5	\$49,296	\$ 67,890	\$ 61,529		
<u>Landscape Architecture - 04.0601</u>						
Professor	1	\$ -	\$ -	\$ -		
Associate	1	\$ -	\$ -	\$ -		
Assistant	2	\$ -	\$ -	\$ -	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	4	\$ -	\$ -	\$ 53,837		

Table XIV
2003-04 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>TOTAL - 04.0000</u>						
Professor	6	\$66,383	\$113,256	\$ 79,763		
Associate	14	\$49,296	\$ 69,327	\$ 60,049		
Assistant	5	\$45,001	\$ 47,976	\$ 46,049	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	3	\$ -	\$ -	\$ -		
All Ranks	28	\$ -	\$113,256	\$ 60,202		

CIP DIVISION: Communications

<u>Communication - 09.0101</u>						
Professor	2	\$ -	\$ -	\$ -		
Associate	7	\$44,890	\$ 71,052	\$ 59,318		
Assistant	5	\$49,708	\$ 52,700	\$ 50,954	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	5	\$26,555	\$ 38,950	\$ 32,019		
All Ranks	19	\$26,555	\$ -	\$ 53,275		

<u>Journalism/Telecommunications - 09.0499</u>						
Professor	2	\$ -	\$ -	\$ -		
Associate	7	\$49,193	\$ 95,867	\$ 60,798		
Assistant	4	\$43,500	\$ 46,099	\$ 44,660		(0)
Instructor	1	\$ -	\$ -	\$ -		
Lecturer	-	-	-	-		
All Ranks	14	\$ -	\$ -	\$ 57,713		

<u>TOTAL - 09.0000</u>						
Professor	4	\$67,309	\$ 96,449	\$ 86,473		
Associate	14	\$44,890	\$ 95,867	\$ 60,058		
Assistant	9	\$43,500	\$ 52,700	\$ 48,156	\$ -	(1)
Instructor	1	\$ -	\$ -	\$ -		
Lecturer	5	\$26,555	\$ 38,950	\$ 32,019		
All Ranks	33	\$26,555	\$ 96,449	\$ 55,158		

CIP DIVISION: Computer and Information Sciences

<u>Computer Science - 11.0101</u>						
Professor	8	\$84,200	\$141,000	\$112,569		
Associate	7	\$80,000	\$ 92,900	\$ 82,893		
Assistant	5	\$71,750	\$ 80,000	\$ 76,392	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	2	\$ -	\$ -	\$ -		
All Ranks	22	\$ -	\$141,000	\$ 89,207		

CIP DIVISION: Education

<u>Curriculum & Instruction - 13.0301</u>						
Professor	5	\$68,588	\$ 81,139	\$ 73,116		
Associate	13	\$48,960	\$ 78,013	\$ 59,105		
Assistant	3	\$ -	\$ -	\$ -	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	22	\$ -	\$ 81,139	\$ 60,559		

Table XIV
2003-04 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>Administration & Supervision - 13.0405</u>						
Professor	2	\$ -	\$ -	\$ -		
Associate	4	\$52,420	\$ 66,632	\$ 61,980		
Assistant	1	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	7	\$ -	\$ -	\$ 67,502		
<u>Educational Policy Studies & Evaluation - 13.0601</u>						
Professor	4	\$69,417	\$ 87,416	\$ 78,162		
Associate	5	\$52,134	\$ 62,818	\$ 55,528		
Assistant	1	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	10	\$ -	\$ 87,416	\$ 63,628		
<u>Education Psychology & Counseling - 13.0802</u>						
Professor	6	\$59,249	\$ 79,445	\$ 69,844		
Associate	5	\$51,362	\$ 84,365	\$ 61,050		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	14	\$ -	\$ 84,365	\$ 61,667		
<u>Special Education & Rehabilitation Counseling - 13.1001</u>						
Professor	9	\$56,431	\$109,166	\$ 72,265		
Associate	1	\$ -	\$ -	\$ -		
Assistant	4	\$42,890	\$ 50,000	\$ 46,576	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	14	\$42,890	\$109,166	\$ 63,633		
<u>TOTAL - 13.0000</u>						
Professor	26	\$56,431	\$111,500	\$ 74,082		
Associate	28	\$48,960	\$ 84,365	\$ 59,048		
Assistant	12	\$41,582	\$ 53,040	\$ 46,734	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	67	\$41,582	\$111,500	\$ 62,616		
CIP DIVISION: <u>Engineering</u>						
<u>Bio-systems & Agricultural - 14.0301</u>						
Professor	5	\$75,667	\$ 82,505	\$ 79,220		
Associate	3	\$ -	\$ -	\$ -		
Assistant	3	\$ -	\$ -	\$ -	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	11	\$ -	\$ 82,505	\$ 67,388		

Table XIV
2003-04 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>Biomedical - 14.0501</u>						
Professor	3	\$ -	\$ -	\$ -		
Associate	2	\$ -	\$ -	\$ -		
Assistant	1	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	6	\$ -	\$ -	\$ 81,292		
<u>Chemical - 14.0701</u>						
Professor	11	\$79,300	\$132,000	\$ 98,747		
Associate	2	\$ -	\$ -	\$ -		
Assistant	8	\$60,560	\$ 63,000	\$ 61,478		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	21	\$60,560	\$132,000	\$ 82,534		
<u>Civil - 14.0801</u>						
Professor	11	\$74,100	\$143,500	\$ 97,031		
Associate	6	\$51,700	\$ 72,450	\$ 61,275		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	20	\$51,700	\$143,500	\$ 80,509		
<u>Electrical - 14.1001</u>						
Professor	7	\$86,000	\$130,000	\$106,114		
Associate	9	\$70,000	\$ 84,000	\$ 75,219		
Assistant	6	\$68,000	\$ 75,300	\$ 70,217	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	22	\$68,000	\$130,000	\$ 83,685		
<u>Robotics Center & Manufacturing Systems - 14.1701.01</u>						
Professor	1	\$ -	\$ -	\$ -		
Associate	-	-	-	-		
Assistant	1	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	3	\$ -	\$ -	\$ -		
<u>Mechanical - 14.1901</u>						
Professor	14	\$73,000	\$117,800	\$ 90,399		
Associate	6	\$64,300	\$142,094	\$ 81,766		
Assistant	5	\$59,100	\$ 64,300	\$ 61,160		(0)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	26	\$ -	\$142,094	\$ 81,030		
<u>Mining - 14.2101</u>						
Professor	4	\$76,050	\$101,500	\$ 91,171		
Associate	3	\$ -	\$ -	\$ -		
Assistant	1	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		

All Ranks	8	\$ -	\$101,500	\$ 81,193
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Table XIV
2003-04 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>TOTAL - 14.0000</u>						
Professor	56	\$73,000	\$143,500	\$95,147		
Associate	31	\$51,700	\$142,094	\$72,187		
Assistant	28	\$50,417	\$ 87,050	\$62,963	\$ -	(3)
Instructor	-	-	-	-		
Lecturer	2	\$ -	\$ -	\$ -		
All Ranks	117	\$ -	\$143,500	\$80,613		

CIP DIVISION: Foreign Languages and Literature

<u>Spanish/Italian - 16.0905</u>						
Professor	3	\$ -	\$ -	\$ -		
Associate	5	\$50,057	\$ 59,909	\$ 56,968		
Assistant	2	\$ -	\$ -	\$ -		(0)
Instructor	1	\$ -	\$ -	\$ -		
Lecturer	2	\$ -	\$ -	\$ -		
All Ranks	13	\$ -	\$ -	\$ 59,660		

<u>Modern & Classical Languages - 16.9999</u>						
Professor	8	\$65,961	\$ 88,935	\$ 75,384		
Associate	13	\$38,035	\$ 68,594	\$ 53,425		
Assistant	6	\$30,826	\$ 55,983	\$ 44,552		(0)
Instructor	-	-	-	-		
Lecturer	5	\$27,025	\$ 58,542	\$ 34,314		
All Ranks	32	\$27,025	\$ 88,935	\$ 54,265		

<u>TOTAL - 16.0000</u>						
Professor	11	\$65,961	\$127,130	\$ 80,116		
Associate	18	\$38,035	\$ 68,594	\$ 54,409		
Assistant	8	\$30,826	\$ 55,983	\$ 45,823		(0)
Instructor	1	\$ -	\$ -	\$ -		
Lecturer	7	\$27,025	\$ 58,542	\$ 33,522		
All Ranks	45	\$27,025	\$127,130	\$ 55,823		

CIP DIVISION: Home Economics

<u>Nutrition & Food Sciences - 19.0501</u>						
Professor	-	-	-	-		
Associate	5	\$51,955	\$ 78,042	\$ 62,228		
Assistant	2	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	8	\$ -	\$ 78,042	\$ 57,797		

<u>Family Studies - 19.0701</u>						
Professor	3	\$ -	\$ -	\$ -		
Associate	6	\$48,872	\$ 58,733	\$ 53,831		
Assistant	5	\$46,319	\$ 50,750	\$ 48,192		(0)
Instructor	-	-	-	-		
Lecturer	2	\$ -	\$ -	\$ -		
All Ranks	16	\$ -	\$ -	\$ 54,751		

Table XIV
2003-04 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>Merchandising, Apparel & Textiles - 19.0901</u>						
Professor	1	\$ -	\$ -	\$ -		
Associate	2	\$ -	\$ -	\$ -		
Assistant	1	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	4	\$ -	\$ -	\$ 57,711		
<u>TOTAL - 19.0000</u>						
Professor	4	\$62,927	\$ 87,741	\$ 77,570		
Associate	13	\$48,872	\$ 78,042	\$ 57,767		
Assistant	8	\$46,319	\$ 56,320	\$ 50,479		(0)
Instructor	-	-	-	-		
Lecturer	3	\$ -	\$ -	\$ -		
All Ranks	28	\$ -	\$ 87,741	\$ 56,044		
CIP DIVISION: <u>Law and Legal Studies</u>						
<u>Law - 22.0101</u>						
Professor	19	\$96,079	\$152,704	\$120,651		
Associate	2	\$ -	\$ -	\$ -		
Assistant	3	\$ -	\$ -	\$ -	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	24	\$ -	\$152,704	\$112,272		
CIP DIVISION: <u>English Language and Literature/Letters</u>						
<u>English - 23.0101</u>						
Professor	10	\$58,432	\$ 94,723	\$ 78,374		
Associate	11	\$48,821	\$ 65,000	\$ 56,716		
Assistant	7	\$43,350	\$ 59,828	\$ 48,023	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	14	\$25,317	\$ 51,500	\$ 32,130		
All Ranks	42	\$25,317	\$ 94,723	\$ 52,228		
CIP DIVISION: <u>Library Science</u>						
<u>Library & Information Science - 25.0101</u>						
Professor	3	\$ -	\$ -	\$ -		
Associate	2	\$ -	\$ -	\$ -		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	8	\$ -	\$ -	\$ 64,589		
CIP DIVISION: <u>Biological Sciences/Life Sciences</u>						
<u>Biological Sciences - 26.0101</u>						
Professor	12	\$60,209	\$ 90,000	\$ 75,783		
Associate	15	\$51,037	\$ 72,294	\$ 57,245		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	30	\$ -	\$ 90,000	\$ 64,250		

Table XIV
2003-04 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>Plant Pathology - 26.0305</u>						
Professor	4	\$59,986	\$ 93,007	\$ 75,718		
Associate	3	\$ -	\$ -	\$ -		
Assistant	2	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	9	\$ -	\$ 93,007	\$ 61,784		
<u>Nutritional Sciences - 26.0609</u>						
Professor	4	\$63,177	\$102,223	\$ 76,105		
Associate	-	-	-	-		
Assistant	1	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	5	\$ -	\$102,223	\$ 72,991		
<u>Toxicology - 26.0612</u>						
Professor	2	\$ -	\$ -	\$ -		
Associate	1	\$ -	\$ -	\$ -		
Assistant	2	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	5	\$ -	\$ -	\$ 83,746		
<u>Entomology - 26.0702</u>						
Professor	7	\$62,650	\$ 98,184	\$ 77,400		
Associate	3	\$ -	\$ -	\$ -		
Assistant	2	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	12	\$ -	\$ 98,184	\$ 68,267		
<u>TOTAL - 26.0000</u>						
Professor	29	\$59,986	\$139,141	\$ 78,621		
Associate	22	\$49,876	\$ 92,761	\$ 57,941		
Assistant	10	\$47,515	\$ 62,580	\$ 53,174		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	61	\$47,515	\$139,141	\$ 66,991		
CIP DIVISION: <u>Mathematics</u>						
<u>Mathematics - 27.0101</u>						
Professor	22	\$65,806	\$108,173	\$ 81,901		
Associate	8	\$56,710	\$ 68,770	\$ 62,580		
Assistant	6	\$50,429	\$ 54,539	\$ 52,023		(0)
Instructor	-	-	-	-		
Lecturer	3	\$ -	\$ -	\$ -		
All Ranks	39	\$ -	\$108,173	\$ 69,584		
<u>Statistics - 27.0501</u>						
Professor	3	\$ -	\$ -	\$ -		
Associate	6	\$56,039	\$ 75,791	\$ 63,453		
Assistant	4	\$55,184	\$ 61,610	\$ 59,406	\$ -	(2)
Instructor	-	-	-	-		

Lecturer	1	\$ -	\$ -	\$ -
All Ranks	14	\$ -	\$ -	\$ 63,524

Table XIV
2003-04 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>TOTAL - 27.0000</u>						
Professor	25	\$65,806	\$108,173	\$ 81,743		
Associate	14	\$56,039	\$ 75,791	\$ 62,954		
Assistant	10	\$50,429	\$ 61,610	\$ 54,976	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	4	\$29,238	\$ 33,428	\$ 32,101		
All Ranks	53	\$29,238	\$108,173	\$ 67,983		

CIP DIVISION: Parks, Recreation, Leisure and Fitness Studies

Kinesiology & Health Promotion - 31.0501

Professor	2	\$ -	\$ -	\$ -		
Associate	12	\$43,916	\$ 63,960	\$ 55,525		
Assistant	2	\$ -	\$ -	\$ -	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	16	\$ -	\$ -	\$ 57,068		

CIP DIVISION: Philosophy and Religion

Philosophy - 38.0101

Professor	9	\$57,343	\$120,207	\$ 78,587		
Associate	6	\$45,669	\$ 55,010	\$ 49,819		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	19	\$ -	\$120,207	\$ 61,368		

CIP DIVISION: Physical Sciences

Chemistry - 40.0501

Professor	12	\$57,482	\$135,161	\$ 93,104		
Associate	10	\$53,540	\$ 89,020	\$ 62,950		
Assistant	4	\$50,936	\$ 60,000	\$ 57,002	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	27	\$ -	\$135,161	\$ 74,474		

Geological Sciences - 40.0601

Professor	2	\$ -	\$ -	\$ -		
Associate	5	\$50,564	\$ 72,452	\$ 57,680		
Assistant	4	\$50,925	\$ 52,462	\$ 51,511		(0)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	12	\$ -	\$ -	\$ 59,770		

Physics & Astronomy - 40.0801

Professor	20	\$60,240	\$142,525	\$ 77,457		
Associate	8	\$54,681	\$ 78,366	\$ 60,933		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	31	\$ -	\$142,525	\$ 71,034		

Table XIV
2003-04 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>TOTAL - 40.0000</u>						
Professor	34	\$57,482	\$142,525	\$ 84,040		
Associate	23	\$50,564	\$ 89,020	\$ 61,103		
Assistant	11	\$50,925	\$ 60,000	\$ 54,499	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	2	\$ -	\$ -	\$ -		
All Ranks	70	\$ -	\$142,525	\$ 70,430		
CIP DIVISION: <u>Psychology</u>						
<u>Psychology - 42.0101</u>						
Professor	10	\$57,511	\$ 83,643	\$ 70,790		
Associate	15	\$45,491	\$ 56,698	\$ 51,656		
Assistant	4	\$45,640	\$ 50,689	\$ 47,821	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	3	\$ -	\$ -	\$ -		
All Ranks	32	\$ -	\$ 83,643	\$ 55,203		
CIP DIVISION: <u>Public Administration and Services</u>						
<u>Public & Policy Administration - 44.0401</u>						
Professor	3	\$ -	\$ -	\$ -		
Associate	2	\$ -	\$ -	\$ -		
Assistant	3	\$ -	\$ -	\$ -	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	8	\$ -	\$ -	\$ 88,500		
<u>Social Work - 44.0701</u>						
Professor	2	\$ -	\$ -	\$ -		
Associate	7	\$52,274	\$ 67,707	\$ 56,692		
Assistant	7	\$44,000	\$ 49,736	\$ 47,706	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	17	\$ -	\$ -	\$ 54,882		
<u>TOTAL - 44.0000</u>						
Professor	5	\$70,224	\$135,819	\$104,647		
Associate	9	\$52,274	\$ 67,707	\$ 57,829		
Assistant	10	\$44,000	\$ 90,000	\$ 56,022	\$ -	(3)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	25	\$ -	\$135,819	\$ 65,640		
CIP DIVISION: <u>Social Sciences and History</u>						
<u>Anthropology - 45.0201</u>						
Professor	3	\$ -	\$ -	\$ -		
Associate	6	\$48,291	\$ 64,933	\$ 53,514		
Assistant	4	\$41,213	\$ 46,126	\$ 44,042		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		

All Ranks	13	\$41,213	\$ -	\$ 60,843
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Table XIV
2003-04 INSTRUCTIONAL SALARIES - FULL-TIME FACULTY
by CIP Divisions and Subdivisions
Nine-Month Basis
University of Kentucky

Geography - 45.0701

Professor	8	\$62,175	\$110,679	\$ 85,671	
Associate	5	\$50,589	\$ 64,500	\$ 56,309	
Assistant	4	\$45,725	\$ 48,683	\$ 46,736	(0)
Instructor	-	-	-	-	
Lecturer	-	-	-	-	
All Ranks	17	\$45,725	\$110,679	\$ 67,874	

History - 45.0801

Professor	13	\$52,359	\$128,252	\$ 81,809	
Associate	14	\$46,231	\$ 78,495	\$ 56,973	
Assistant	2	\$ -	\$ -	\$ -	\$ - (1)
Instructor	-	-	-	-	
Lecturer	1	\$ -	\$ -	\$ -	
All Ranks	30	\$ -	\$128,252	\$ 66,599	

Political Science - 45.1001

Professor	7	\$58,068	\$ 80,443	\$ 68,234	
Associate	6	\$54,269	\$ 71,838	\$ 62,047	
Assistant	4	\$46,969	\$ 55,636	\$ 52,118	\$ - (2)
Instructor	-	-	-	-	
Lecturer	-	-	-	-	
All Ranks	17	\$46,969	\$ 80,443	\$ 62,258	

Sociology - 45.1101

Professor	6	\$55,817	\$149,968	\$ 89,014	
Associate	6	\$46,951	\$ 70,776	\$ 54,897	
Assistant	-	-	-	-	(0)
Instructor	-	-	-	-	
Lecturer	-	-	-	-	
All Ranks	12	\$46,951	\$149,968	\$ 71,956	

Community & Leadership Development - 45.1101.01

Professor	1	\$ -	\$ -	\$ -	
Associate	4	\$49,938	\$ 62,337	\$ 55,980	
Assistant	1	\$ -	\$ -	\$ -	(0)
Instructor	-	-	-	-	
Lecturer	-	-	-	-	
All Ranks	6	\$49,938	\$ -	\$ 59,734	

Diplomacy & International Commerce - 45.9999

Professor	3	\$ -	\$ -	\$ -	
Associate	-	-	-	-	
Assistant	1	\$ -	\$ -	\$ -	(0)
Instructor	-	-	-	-	
Lecturer	-	-	-	-	
All Ranks	4	\$ -	\$ -	\$ 89,955	

TOTAL - 45.0000

Professor	41	\$52,359	\$149,968	\$ 83,765	
Associate	41	\$46,231	\$ 78,495	\$ 56,728	
Assistant	16	\$41,213	\$ 62,130	\$ 48,873	\$ - (3)
Instructor	-	-	-	-	
Lecturer	1	\$ -	\$ -	\$ -	
All Ranks	99	\$ -	\$149,968	\$66,494	

Table XIV
2003-04 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	2	\$ -	\$ -	\$ -		
Associate	4	\$45,174	\$ 69,004	\$ 52,705		
Assistant	3	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	9	\$ -	\$ -	\$ 53,812		
<u>Art - 50.0701</u>						
Professor	2	\$ -	\$ -	\$ -		
Associate	9	\$45,042	\$ 74,973	\$ 57,238		
Assistant	6	\$36,500	\$ 43,000	\$ 39,050	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	17	\$36,500	\$ 74,973	\$ 51,101		
<u>Music - 50.0902</u>						
Professor	10	\$51,555	\$ 97,069	\$ 69,927		
Associate	20	\$42,683	\$ 76,933	\$ 52,383		
Assistant	6	\$41,929	\$ 60,683	\$ 46,857	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	2	\$ -	\$ -	\$ -		
All Ranks	38	\$ -	\$ 97,069	\$ 54,975		
<u>TOTAL - 50.0000</u>						
Professor	14	\$51,555	\$ 97,069	\$ 68,988		
Associate	33	\$42,683	\$ 76,933	\$ 53,746		
Assistant	15	\$36,500	\$ 60,683	\$ 42,776	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	2	\$ -	\$ -	\$ -		
All Ranks	64	\$ -	\$ 97,069	\$ 53,782		
CIP DIVISION: <u>Health Professions and Related Sciences</u>						
<u>Dentistry - 51.0401</u>						
Professor	16	\$74,642	\$158,948	\$ 98,444		
Associate	15	\$44,048	\$100,698	\$ 75,548		
Assistant	11	\$57,274	\$ 98,929	\$ 69,264	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	42	\$44,048	\$158,948	\$ 82,624		
<u>Health Sciences - 51.0999</u>						
Professor	9	\$71,111	\$ 92,001	\$ 85,312		
Associate	23	\$45,510	\$105,486	\$ 66,730		
Assistant	17	\$47,401	\$ 73,522	\$ 58,516	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	49	\$45,510	\$105,486	\$ 67,293		

Table XIV
2003-04 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>Nursing - 51.1601</u>						
Professor	6	\$73,479	\$106,878	\$ 86,984		
Associate	14	\$51,959	\$ 76,522	\$ 64,111		
Assistant	5	\$56,130	\$ 69,164	\$ 62,458		(0)
Instructor	-	-	-	-		
Lecturer	10	\$48,349	\$ 58,596	\$ 52,863		
All Ranks	35	\$48,349	\$106,878	\$ 64,582		
<u>Pharmacy - 51.2001</u>						
Professor	18	\$66,196	\$123,957	\$104,995		
Associate	14	\$54,000	\$ 76,036	\$ 65,163		
Assistant	10	\$52,085	\$ 82,016	\$ 59,387		(0)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	43	\$ -	\$123,957	\$ 79,559		
<u>Veterinary Sciences - 51.2501</u>						
Professor	15	\$44,873	\$120,533	\$87,735		
Associate	7	\$55,152	\$ 67,223	\$60,024		
Assistant	2	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		
Lecturer	-	-	-	-		
All Ranks	24	\$44,873	\$120,533	\$77,004		
<u>TOTAL - 51.0000</u>						
Professor	64	\$44,873	\$158,948	\$ 94,855		
Associate	73	\$44,048	\$105,486	\$ 67,096		
Assistant	45	\$47,401	\$ 98,929	\$ 61,661	\$67,268	(4)
Instructor	-	-	-	-		
Lecturer	11	\$25,000	\$ 58,596	\$ 50,330		
All Ranks	193	\$25,000	\$158,948	\$ 74,078		
CIP DIVISION: <u>Business Management and Administrative Services</u>						
<u>Management - 52.0101</u>						
Professor	18	\$88,800	\$194,987	\$132,423		
Associate	13	\$65,123	\$107,931	\$ 92,456		
Assistant	5	\$81,934	\$118,000	\$ 97,087	\$ -	(2)
Instructor	-	-	-	-		
Lecturer	5	\$52,084	\$ 76,388	\$ 62,694		
All Ranks	41	\$52,084	\$194,987	\$106,938		
<u>Accountancy - 52.0301</u>						
Professor	4	\$150,900	\$176,500	\$166,535		
Associate	9	\$ 76,021	\$105,830	\$ 93,164		
Assistant	2	\$ -	\$ -	\$ -	\$ -	(1)
Instructor	-	-	-	-		
Lecturer	1	\$ -	\$ -	\$ -		
All Ranks	16	\$ -	\$176,500	\$111,559		
<u>Economics - 52.0601</u>						
Professor	8	\$82,295	\$133,500	\$103,959		
Associate	6	\$66,832	\$ 85,750	\$ 74,699		
Assistant	2	\$ -	\$ -	\$ -		(0)
Instructor	-	-	-	-		

Lecturer	1	\$ -	\$ -	\$ -
All Ranks	17	\$ -	\$133,500	\$ 86,767

Table XIV

2003-04 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>TOTAL - 52.0000</u>						
Professor	30	\$82,295	\$194,987	\$129,381		
Associate	28	\$65,123	\$107,931	\$ 88,878		
Assistant	9	\$67,500	\$118,000	\$ 92,325	\$ -	(3)
Instructor	-	-	-	-		
Lecturer	7	\$52,084	\$76,388	\$ 63,353		
All Ranks	74	\$52,084	\$194,987	\$103,303		

SECTION II
LIBRARIANS

Table XV
AVERAGE LIBRARIAN SALARIES
BY RANK
(Twelve-Month Basis)
2003-04

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Librarian I	25	\$44,902	\$71,738	\$56,379
Librarian II	26	\$38,153	\$62,015	\$45,000
Librarian III	12	\$36,936	\$49,707	\$42,359
Librarian IV	5	\$36,660	\$54,000	\$40,249
ALL	68	\$36,660	\$71,738	\$48,368

SECTION III
LEXINGTON COMMUNITY COLLEGE

Table XVI
 LEXINGTON COMMUNITY COLLEGE
 AVERAGE SALARY BY RANK AND GENDER

Nine-Month Basis

MALE

RANK	2003-04		2002-03	
	No.	Average Salary	No.	Average Salary
Professor	11	\$58,863	11	\$57,286
Associate Professor	31	\$45,991	31	\$44,708
Assistant Professor	17	\$37,168	12	\$37,573
Instructor	9	\$34,892	12	\$35,009
TOTAL	68	\$44,399	66	\$43,743

FEMALE

RANK	2003-04		2002-03	
	No.	Average Salary	No.	Average Salary
Professor	27	\$53,951	25	\$53,447
Associate Professor	31	\$45,076	35	\$43,355
Assistant Professor	19	\$36,689	13	\$36,208
Instructor	10	\$34,933	12	\$34,827
TOTAL	87	\$44,833	85	\$44,026

TOTAL

RANK	2003-04		2002-03	
	No.	Average Salary	No.	Average Salary
Professor	38	\$55,373	36	\$54,620
Associate Professor	62	\$45,534	66	\$43,990
Assistant Professor	36	\$36,915	25	\$36,864
Instructor	19	\$34,914	24	\$34,918
TOTAL	155	\$44,642	151	\$43,903

Table XVII
 LEXINGTON COMMUNITY COLLEGE
 AVERAGE SALARY INCREASES FOR CONTINUING FACULTY*
 2002-03 to 2003-04

RANK	Number	Average Salary for Continuing Faculty		Average Salary % Increase
		2002-03	2003-04	
Professor	35	\$54,605	\$56,091	2.7%
Associate Professor	63	\$43,883	\$45,633	4.0%
Assistant Professor	23	\$36,947	\$37,889	2.5%
Instructor	22	\$35,038	\$35,943	2.6%
ALL	143	\$44,031	\$45,456	3.2%

* Continuing faculty includes individuals employed in both 2002-03 and 2003-04. It does not include individuals on leave without pay, individuals with a change in contract period, or those who left at the end of 2002-03. When a faculty member received a promotion in rank for 2003-04, the individual is reported under the old rank.

SECTION IV
SALARY STATISTICS FOR COLLEGE OF MEDICINE

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

Nine-Month Basis
2003-04

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	43	\$61,658	\$163,640	\$ 97,387
Associate Professor	42	\$53,030	\$ 83,866	\$ 64,269
Assistant Professor	34	\$52,128	\$ 63,820	\$ 58,970
Instructor	-	-	-	-
ALL	119	\$52,128	\$163,640	\$ 74,722

Includes Departments of Anatomy and Neurobiology, Behavioral Science, Molecular & Cellular Biochemistry, Microbiology, Immunology & Molecular Genetics, Molecular & Biomedical Pharmacology, and Physiology.

Table XIX
COLLEGE OF MEDICINE
SALARY SUMMARY BY RANK AND DEPARTMENT

2003-04
Nine-Month Basis

Anatomy and Neurobiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	7	\$73,226	\$153,003	\$102,443
Associate Professor	7	\$59,729	\$ 67,763	\$ 62,188
Assistant Professor	8	\$58,092	\$ 61,365	\$ 59,189
Instructor	-	-	-	-
ALL	22	\$58,092	\$153,003	\$ 73,906

Behavioral Science

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	6	\$73,014	\$140,763	\$ 98,962
Associate Professor	6	\$53,030	\$ 64,065	\$ 60,608
Assistant Professor	4	\$57,274	\$ 61,651	\$ 59,330
Instructor	-	-	-	-
ALL	16	\$53,030	\$140,763	\$ 74,671

Molecular & Cellular Biochemistry

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	5	\$88,541	\$156,090	\$119,811
Associate Professor	10	\$59,729	\$ 69,547	\$ 62,812
Assistant Professor	6	\$58,092	\$ 58,910	\$ 58,638
Instructor	-	-	-	-
ALL	21	\$58,092	\$156,090	\$ 75,191

Table XIX
COLLEGE OF MEDICINE
SALARY SUMMARY BY RANK AND DEPARTMENT
2003-04
Nine-Month Basis

Microbiology, Immunology, & Molecular Genetics

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	12	\$67,412	\$156,030	\$ 89,457
Associate Professor	10	\$58,910	\$ 83,866	\$ 66,672
Assistant Professor	5	\$57,274	\$ 63,820	\$ 60,547
Instructor	-	-	-	-
ALL	27	\$57,274	\$156,030	\$75,664

Molecular & Biomedical Pharmacology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	4	\$71,720	\$154,961	\$ 95,767
Associate Professor	3	\$ -	\$ -	\$ -
Assistant Professor	5	\$58,092	\$ 58,910	\$ 58,583
Instructor	-	-	-	-
ALL	12	\$58,092	\$154,961	\$ 72,753

Physiology

RANK	N	MINIMUM SALARY	MAXIMUM SALARY	MEAN
Professor	9	\$61,658	\$163,640	\$ 91,243
Associate Professor	6	\$57,021	\$ 81,820	\$ 68,076
Assistant Professor	6	\$52,128	\$ 58,910	\$ 57,780
Instructor	-	-	-	-
ALL	21	\$52,128	\$163,640	\$ 75,063