

**2006-07 STUDY OF FACULTY SALARIES
THE UNIVERSITY OF TENNESSEE, KNOXVILLE**

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**2006-07 STUDY OF FACULTY SALARIES
THE UNIVERSITY OF TENNESSEE, KNOXVILLE**

Since 1971, an annual study has been conducted which compares salaries of male and female UTK instructional faculty members. The 2006-07 study has been prepared at the request of the Office of Equity and Diversity and the Commission for Women and includes the same analyses as in previous studies. The purpose of the annual study is to ascertain whether female faculty are paid comparably to male counterparts with similar tenure status, degrees, rank, and years of experience.

Multiple regression analyses were performed on salaries of all instructional faculty (Table 8), with separate tables breaking out the figures for full-time instructional faculty (Table 9) and part-time instructional faculty (Table 10). Figure 1 summarizes the results for the study of faculty salaries from 1972-73 to 2006-07. The diamond shaped figure (♦) indicates that the variable “sex” is statistically significant for the corresponding faculty category and year.

Figure 1

Year	All (Full-Time & Part-Time)	Full-Time Only	Part-Time Only
1972-73			
1973-76	♦		
1976-79			
1979-81	♦		
1981-82		♦	
1982-83			
1983-89	♦	♦	
1989-90		♦	
1990-91			
1991-95	♦	♦	
1995-00			
2000-06	♦	♦	
2006-07	♦	♦	

In this 2006-07 study, the variable “sex” is statistically significant for both all instructional and full-time faculty. The 2005-06 and 2006-07 analyses on full-time faculty with all possible combinations taken into account yielded p-values of 0.01 and 0.01, respectively.

The data contained in this report were provided to the Office of Institutional Research and Assessment by Academic Affairs and from the UT Integrated R3 Information System (IRIS) for the following colleges:

- Agricultural Sciences and Natural Resources
- Architecture and Design
- Arts and Sciences (Humanities, Social Sciences, and Natural Sciences)
- Business Administration
- Communication and Information
- Education, Health, and Human Sciences
- Engineering
- Law
- Nursing
- Social Work
- Law Library
- Main Library

Subjects: Information was collected on all full-time and part-time faculty members and department heads at UTK.

Procedure: Data were gathered from an October version of the IRIS database and from Academic Affairs. The following information was secured:

1. **College:** Faculty were assigned to colleges according to their base account. The College of Arts and Sciences was divided into three areas:

Humanities	Social Sciences	Natural Sciences
School of Art Classics English Modern Foreign Languages and Literature Philosophy Religious Studies School of Music Theatre	Anthropology Audiology and Speech Pathology Geography History Political Science Psychology Psychological Clinic Sociology	Biochemistry, Cellular, and Molecular Biology Botany Chemistry Computer Science Ecology and Evolutionary Biology Earth and Planetary Sciences Graduate School of Genome Science and Technology Mathematics Microbiology Physics and Astronomy

2. **Rank:** An individual's rank (professor, associate professor, assistant professor, instructor, or lecturer) was determined on the basis of his/her title code.
3. **Degree:** Faculty were classified according to the highest education level as follows: doctorate (academic), professional (e.g., M.D. or J.D.), master's, baccalaureate, high school.
4. **Tenure Status:** This was determined by using three classifications: a) those faculty who have tenure; b) those faculty who are presently on a tenure track, but have not yet been granted tenure; and c) those faculty who are not eligible for tenure.
5. **UTK Experience:** Experience was defined as the number of years between the earliest year which delimits uninterrupted employment at UTK (as reported in IRIS) up to 2006. Consistent with IRIS reporting procedures, no differentiation was made between part-time and full-time experience or between faculty and nonfaculty status. (The reader who is unfamiliar with the manner in which the year of employment is determined in the Integrated R3 Information System should refer to IRIS documentation.)
6. **Salary:** Salaries for part-time and twelve-month appointments were equated to full-time, academic-year appointments. Percent full-time (for part-time employees) was extracted from IRIS. The factor of 0.818 used to convert twelve-month appointments to academic-year appointments is the nationally accepted standard for conversion. The formulae for converting salaries of part-time twelve-month appointments to full-time academic-year appointments were as follows:

Twelve-Month Appointment	Academic-Year Appointment
$(\text{budgeted salary} \div \text{percent full-time}) \times 0.818$	$(\text{budgeted salary} \div \text{percent full-time}) \times 1.0$

7. **Sex:**
8. **Appointment:** Regular faculty were divided into two groups based on current appointment status--part-time and full-time.

Description of Tables

Overview: The first seven tables contain summary statistics for full-time faculty (Tables 1, 2, 3, and 7) and for part-time faculty (Tables 4, 5, and 6). The last three tables contain results of multiple regression analyses for all instructional faculty (Table 8), for full-time instructional faculty only (Table 9), and for part-time instructional faculty only (Table 10). Faculty whose salary is funded from base accounts assigned to the Main Library or Law Library have been included in Tables 2, 3, 5, 6, and 7, but were excluded from the regression analyses and Tables 1 and 4. Only those faculty in the College of Agricultural Sciences and Natural Resources whose base accounts are UTK accounts (i.e., rather than Institute of Agriculture) have been included in this study.

Summary Statistics: Table 3 presents another method of comparing salaries of full-time male and full-time female faculty within rank in the various colleges. In eighteen instances, which is the same as the 2005-06 report, the average salary of females exceeds that of male counterparts; in forty instances, the average salary of males exceeds that of female counterparts; and in four instances, the average salaries are the same. In twenty three of the forty instances where the average male salary exceeds the average female salary, five or more salaries are averaged for each gender group. Since the study and the techniques used are capable only of identifying areas in which quantitative analyses suggest additional review, the salaries of females in these twenty three areas merit review.

Regression Analyses: Historically, the rationale for conducting the multiple regression analyses summarized in Tables 8, 9, and 10 has been to assess the relative contribution of each independent variable (in this case, college, rank, degree, tenure status, UTK experience, and sex) in predicting an individual's salary. On one hand, the simple correlations between salary and each level of each independent variable reflect the degree of association between the level of that variable (the greater the absolute value of the coefficient, the stronger the association) and salary without considering the confounding effects of the remaining independent variables. On the other hand, techniques of multiple regression allow one to "partial out" the effects of the remaining variables thereby giving a more accurate estimate of "pure" association.

The partial regression coefficients represent the dollar value of the presence of each level of each independent variable relative to the intercept, holding the effects of the remaining variables constant. The t-value for each partial regression coefficient summarizes the statistical test of the relative importance of the level of that variable in aiding salary prediction. Significant levels are indicated for both directional and nondirectional hypotheses.

Caveats: The reader should be aware that the models used in these regression analyses do not describe the actual salary determination process. Other factors that are important are:

1. University confirming degree
Graduates from certain universities can command higher starting salaries.
2. Publication record (quality and quantity)
Publications should be weighted by the prestige of the publishing journal.
3. Quality of instruction
4. Discipline
Market pressure requires higher salaries for some disciplines.
5. Service to institution and community
6. Weighted variables
Department heads may weigh variables differently, which would require different regression coefficients for the various departments.

Although these variables are recognized as being important, they are omitted from the analyses due to the inability to accurately quantify them. Since the models used in this study do not accurately describe the salary determination process, results from this study should not be interpreted as absolute dollar values. *The reader should be aware that the regression models used in this study are of necessity incomplete tools, and conclusions should be drawn with extreme caution.*

The reader should interpret the data in Table 8 (all instructional faculty) and Table 10 (part-time instructional faculty only) with appropriate care. The soundness of present procedures for converting the salaries of part-time appointments to full-time

appointments is marginal at best, so these two tables may be of uncertain validity-- particularly Table 10.

In considering the multiple t-tests reported in Tables 8, 9, and 10, it should also be remembered that when the null hypothesis is true and an alpha level of five percent is used, an average of one of twenty independent statistical tests will prove to be statistically significant on the basis of chance variation alone. When multiple tests are carried out during the investigation, the actual alpha level increases beyond the nominal level (i.e., five percent) with each test. Thus for the twenty-five t-tests carried out in each table, the effective alpha level is not five percent but at least $1-(1-\alpha)^k$, or seventy-two percent where k is the number of tests. Some statisticians would argue that seventy-two percent is conservative since these tests are not mathematically independent.

**Full-Time
Instructional Faculty by Rank
The University of Tennessee, Knoxville — 2006 - 07**

Table 1

Rank	MALE					FEMALE				
	N	Tenure		Average UTK Years of Experience	Average Salary	N	Tenure		Average UTK Years of Experience	Average Salary
		N	%				N	%		
Professor	336	333	99.1	22.5	98,697	80	79	98.8	20.9	85,762
Associate Professor	169	150	88.8	13.0	74,115	113	102	90.3	11.7	68,403
Assistant Professor	151	5	3.3	3.4	61,310	128	4	3.1	4.2	56,163
Instructor	7	0	0.0	5.3	45,005	19	3	15.8	7.5	45,449
Lecturer	88	0	0.0	5.8	38,202	111	0	0.0	5.6	36,036
Overall	751	488	65.0	14.4	78,059	451	188	41.7	9.5	59,075

Note: The salaries are equated to full-time academic-year appointments. No average salary is given where only one or two people are involved.

Full-Time Faculty
Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities
The University of Tennessee, Knoxville — 2006 - 07

Table 2

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	302	67	139	89	132	110	1	2	51	47
	Number Tenured	299	66	126	83	5	1	0	0	0	0
	UTK Experience	22.4	20.3	12.4	11.3	3.5	3.1	19.0	0.5	4.2	4.1
	Salary Ratio	86%		90%		91%		96%		98%	
Professional	Number	8	1	6	9	1	1			1	
	Number Tenured	8	1	4	5	0	0			0	
	UTK Experience	24.5	25.0	13.7	6.3	12.0	6.0			19.0	
	Salary Ratio	110%		97%		96%					
Master's	Number	27	21	28	32	23	37	5	17	29	61
	Number Tenured	27	21	24	28	0	3	0	3	0	0
	UTK Experience	23.0	25.8	15.4	14.5	3.5	7.3	2.0	8.4	6.7	6.9
	Salary Ratio	89%		86%		87%		112%		92%	
Bachelor's	Number			1		1	2	1		7	3
	Number Tenured			1		0	0	0		0	0
	UTK Experience			35.0		5.0	0.0	8.0		11.4	2.3
	Salary Ratio					76%				79%	
High School	Number			1							
	Number Tenured			1							
	UTK Experience			18.0							
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Agricultural Sciences and Natural Resources

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	9		5			2				
	Number Tenured	9		5			0				
	UTK Experience	18.9		17.8			3.0				
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number			3	1			1	1		1
	Number Tenured			2	1			0	0		0
	UTK Experience			13.7	23.0			5.0	7.0		0.0
	Salary Ratio			96%				107%			
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Architecture and Design

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	3	1	1		1					
	Number Tenured	3	1	1		0					
	UTK Experience	30.0	18.0	6.0		0.0					
	Salary Ratio	102%									
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number	4	1	5	3	3	2			1	1
	Number Tenured	4	1	4	2	0	0			0	0
	UTK Experience	24.5	12.0	9.4	8.7	3.0	2.0			1.0	0.0
	Salary Ratio	130%		100%		97%				86%	
Bachelor's	Number			1						1	1
	Number Tenured			1						0	0
	UTK Experience			35.0						2.0	1.0
	Salary Ratio									68%	
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Arts and Sciences - Humanities

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	35	15	21	18	14	21			19	24
	Number Tenured	35	15	21	18	1	0			0	0
	UTK Experience	23.4	24.7	13.4	13.1	4.5	2.7			2.8	3.9
	Salary Ratio	98%		97%		98%				99%	
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number	16	5	9	7	8	6	1		8	31
	Number Tenured	16	5	7	7	0	0	0		0	0
	UTK Experience	23.1	24.2	17.6	24.0	3.1	2.2	1.0		5.5	6.5
	Salary Ratio	79%		89%		98%				97%	
Bachelor's	Number					1				4	1
	Number Tenured					0				0	0
	UTK Experience					5.0				11.3	2.0
	Salary Ratio									77%	
High School	Number			1							
	Number Tenured			1							
	UTK Experience			18.0							
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Arts and Sciences - Social Sciences

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	36	9	21	15	19	18			15	8
	Number Tenured	36	9	21	14	1	0			0	0
	UTK Experience	23.6	22.0	10.2	11.1	1.8	2.1			2.3	3.3
	Salary Ratio	103%		93%		97%				102%	
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number					2	1		1	6	1
	Number Tenured					0	0		1	0	0
	UTK Experience					1.0	4.0		34.0	0.8	2.0
	Salary Ratio					88%				103%	
Bachelor's	Number									1	
	Number Tenured									0	
	UTK Experience									3.0	
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Arts and Sciences - Natural Sciences

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	91	12	25	5	34	8			9	7
	Number Tenured	90	12	23	4	1	0			0	0
	UTK Experience	24.0	21.2	14.0	7.0	3.5	2.9			9.0	4.1
	Salary Ratio	92%		105%		96%				95%	
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number							1		9	10
	Number Tenured							1		0	0
	UTK Experience							26.0		10.9	8.8
	Salary Ratio									94%	
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Business Administration

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	35	2	16	8	12	6			5	4
	Number Tenured	34	2	15	8	1	0			0	0
	UTK Experience	21.6	14.5	14.0	15.3	5.2	3.2			8.4	7.3
	Salary Ratio	79%		94%		111%				103%	
Professional	Number									1	
	Number Tenured									0	
	UTK Experience									19.0	
	Salary Ratio										
Master's	Number			1		1				4	6
	Number Tenured			1		0				0	0
	UTK Experience			31.0		2.0				9.3	6.2
	Salary Ratio									85%	
Bachelor's	Number									1	
	Number Tenured									0	
	UTK Experience									30.0	
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Communication and Information

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	11	5	5	12	6	7			2	3
	Number Tenured	11	5	5	12	1	0			0	0
	UTK Experience	16.3	18.4	24.2	10.0	8.2	1.1			1.0	3.7
	Salary Ratio	92%		91%		103%				106%	
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number			2		2	1		1		5
	Number Tenured			2		0	0		1		0
	UTK Experience			17.0		2.0	3.0		21.0		5.8
	Salary Ratio					103%					
Bachelor's	Number										1
	Number Tenured										0
	UTK Experience										4.0
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Education, Health, and Human Sciences

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	22	17	8	13	18	28			1	1
	Number Tenured	22	17	6	13	0	0			0	0
	UTK Experience	23.4	18.4	6.0	12.2	2.4	2.2			1.0	3.0
	Salary Ratio	95%		94%		102%				119%	
Professional	Number	1				1					
	Number Tenured	1				0					
	UTK Experience	31.0				12.0					
	Salary Ratio										
Master's	Number	4	5		4	1	4	2	3	1	5
	Number Tenured	4	5		3	0	2	0	0	0	0
	UTK Experience	20.8	27.6		8.0	1.0	19.5	0.0	2.3	9.0	12.4
	Salary Ratio	100%				99%		97%		126%	
Bachelor's	Number						1				
	Number Tenured						0				
	UTK Experience						0.0				
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Engineering

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	51	1	32	3	23	2	1	1		
	Number Tenured	50	0	25	3	0	0	0	0		
	UTK Experience	20.3	4.0	11.4	16.3	3.0	2.5	19.0	1.0		
	Salary Ratio	86%		99%		100%		104%			
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number			1							
	Number Tenured			1							
	UTK Experience			11.0							
	Salary Ratio										
Bachelor's	Number							1			
	Number Tenured							0			
	UTK Experience							8.0			
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Law

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	2			1						
	Number Tenured	2			1						
	UTK Experience	29.5			6.0						
	Salary Ratio										
Professional	Number	7	1	6	9						
	Number Tenured	7	1	4	5						
	UTK Experience	23.6	25.0	13.7	6.3						
	Salary Ratio	105%		97%							
Master's	Number	2	1	1							
	Number Tenured	2	1	1							
	UTK Experience	26.5	18.0	13.0							
	Salary Ratio	89%									
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Nursing

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	1	4		7	1	12				
	Number Tenured	1	4		4	0	1				
	UTK Experience	0.0	16.8		8.7	6.0	9.9				
	Salary Ratio	96%				64%					
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number				1		4	1	10		
	Number Tenured				1		1	0	0		
	UTK Experience				16.0		24.5	4.0	4.7		
	Salary Ratio							100%			
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Social Work

Full-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	6	1	5	6	4	5		1		
	Number Tenured	6	1	4	6	0	0		0		
	UTK Experience	16.0	13.0	6.0	8.2	2.8	0.8		0.0		
	Salary Ratio	71%		90%		105%					
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number										1
	Number Tenured										0
	UTK Experience										1.0
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Law Library
Full-Time Faculty
Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College
The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number				1						
	Number Tenured				0						
	UTK Experience				0.0						
	Salary Ratio										
Professional	Number						1				
	Number Tenured						0				
	UTK Experience						6.0				
	Salary Ratio										
Master's	Number		2		2		1				
	Number Tenured		2		2		0				
	UTK Experience		28.5		11.5		5.0				
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Main Library
Full-Time Faculty
Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College
The University of Tennessee, Knoxville — 2006 - 07

Table 3 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number						1				
	Number Tenured						0				
	UTK Experience						5.0				
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number	1	7	6	14	6	18				
	Number Tenured	1	7	6	12	0	0				
	UTK Experience	19.0	28.0	16.0	12.6	6.2	3.6				
	Salary Ratio	91%		97%		98%					
Bachelor's	Number						1				
	Number Tenured						0				
	UTK Experience						0.0				
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

**Part-Time
Instructional Faculty by Rank
The University of Tennessee, Knoxville — 2006 - 07**

Table 4

Rank	MALE					FEMALE				
	N	Tenure		Average UTK Years of Experience	Average Salary	N	Tenure		Average UTK Years of Experience	Average Salary
		N	%				N	%		
Professor	5	3	60.0	21.0	90,062	0	0			
Associate Professor	4	0	0.0	20.0	57,368	0	0			
Assistant Professor	1	0	0.0	15.0		0	0			
Instructor	1	0	0.0	1.0		5	0	0.0	2.6	43,690
Lecturer	5	0	0.0	5.6	57,636	7	0	0.0	8.4	34,371
Overall	16	3	18.8	14.3	66,833	12	0	0.0	6.0	38,254

Note: The salaries are equated to full-time academic-year appointments. No average salary is given where only one or two people are involved.

Part-Time Faculty
Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities
The University of Tennessee, Knoxville — 2006 - 07

Table 5

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	5		3						3	3
	Number Tenured	3		0						0	0
	UTK Experience	21.0		25.7						8.3	9.7
	Salary Ratio									68%	
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number			1	1			1	4	2	3
	Number Tenured			0	1			0	0	0	0
	UTK Experience			3.0	21.0			1.0	3.0	1.5	7.0
	Salary Ratio			54%				113%		56%	
Bachelor's	Number					1			2		1
	Number Tenured					0			0		0
	UTK Experience					15.0			9.0		9.0
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Architecture and Design

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 6

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number			1				2			
	Number Tenured			0				0			
	UTK Experience			3.0				5.0			
	Salary Ratio										
Bachelor's	Number					1					
	Number Tenured					0					
	UTK Experience					15.0					
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Arts and Sciences - Humanities

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	1									1
	Number Tenured	0									0
	UTK Experience	4.0									10.0
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number										2
	Number Tenured										0
	UTK Experience										8.5
	Salary Ratio										
Bachelor's	Number										1
	Number Tenured										0
	UTK Experience										9.0
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Arts and Sciences - Social Sciences

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	2		2							1
	Number Tenured	1		0							0
	UTK Experience	32.5		28.5							5.0
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Arts and Sciences - Natural Sciences

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number									2	
	Number Tenured									0	
	UTK Experience									12.5	
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Business Administration

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number	2								1	
	Number Tenured	2								0	
	UTK Experience	18.0								0.0	
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number									2	
	Number Tenured									0	
	UTK Experience									1.5	
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Communication and Information

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College

The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number										1
	Number Tenured										0
	UTK Experience										4.0
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Education, Health, and Human Sciences

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Engineering

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number			1							
	Number Tenured			0							
	UTK Experience			20.0							
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Nursing

Part-Time Faculty

Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number										1
	Number Tenured										0
	UTK Experience										14.0
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number							1	2		
	Number Tenured							0	0		
	UTK Experience							1.0	1.0		
	Salary Ratio							105%			
Bachelor's	Number								1		
	Number Tenured								0		
	UTK Experience								1.0		
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note: Salary ratio equals average female academic salary divided by average male academic salary.

Law Library
Part-Time Faculty
Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College
The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Bachelor's	Number								1		
	Number Tenured								0		
	UTK Experience								17.0		
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

Main Library
Part-Time Faculty
Comparison by Sex of Selected Factors Associated with Rank and Degree Similarities by College
The University of Tennessee, Knoxville — 2006 - 07

Table 6 (Continued)

		Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Doctorate	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Professional	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
Master's	Number				1						
	Number Tenured				1						
	UTK Experience				21.0						
	Salary Ratio										
Bachelor's	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										
High School	Number										
	Number Tenured										
	UTK Experience										
	Salary Ratio										

Note : Salary ratio equals average female academic salary divided by average male academic salary.

**Full-Time
Average Faculty Salary by Rank and College
The University of Tennessee, Knoxville — 2006 - 07**

Table 7

College	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		All	
	N	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary
Agri. Sci. & Nat. Res.	9	86,241	9	64,778	2		2		1		23	68,992
Architecture and Design	9	85,325	10	72,341	6	58,712	0		4	44,121	29	69,659
Arts & Sci. - Humanities	71	77,161	56	59,680	50	48,730	1		87	32,366	265	53,260
Arts & Sci. - Social Sciences	45	82,675	36	64,978	40	52,971	1		31	34,044	153	60,624
Arts & Sci. - Natural Sciences	103	101,169	30	71,653	42	61,180	1		35	35,743	211	77,978
Business Administration	37	128,278	25	103,189	19	90,036	0		21	61,864	102	101,332
Communication & Info.	16	92,493	19	63,125	16	52,128	1		11	33,014	63	62,303
Edu., Hlth., & Hmn. Sci.	49	87,585	25	64,275	53	56,823	5	34,302	8	39,844	140	67,146
Engineering	52	104,104	36	79,422	25	73,090	3	62,027	0		116	88,672
Law	13	134,006	17	94,718	0		0		0		30	111,743
Nursing	5	86,903	8	67,329	17	57,958	11	44,646	0		41	59,745
Social Work	7	107,440	11	65,790	9	54,533	1		1		29	71,261
Law Library	2		3	45,785	2		0		0		7	53,477
Main Library	8	69,360	20	50,766	26	36,043	0		0		54	46,432

Note : The salaries are equated to full-time academic-year appointments. No average salary is given where only one or two people are involved.

All Instructional Faculty
Simple Correlation and Partial Regression Coefficients
The University of Tennessee, Knoxville — 2006 - 07

Table 8

Variable	Simple Correlation with Salary	Partial Regression Coefficients	t-Value for Partial Regression Coefficients ^a
Intercept		51,657	14.04
College			
Agricultural Sciences & Natural Resources	-0.01	4,587	1.30
Architecture and Design	-0.01	10,373	3.36 **
Arts and Sciences - Humanities	b	b	b
Arts and Sciences - Social Sciences	-0.13	2,298	1.39
Arts and Sciences - Natural Sciences	0.11	14,507	9.42 **
Business Administration	0.31	41,540	22.23 **
Communication and Information	-0.07	4,978	2.21 **
Education, Health, and Human Sciences	-0.04	6,500	3.76 **
Engineering	0.19	20,414	10.74 **
Law	0.22	46,223	8.73 **
Nursing	-0.08	11,551	4.00 **
Social Work	0.00	9,006	2.83 **
Rank			
Professor	0.62	36,875	13.57 **
Associate Professor	0.02	9,291	3.62 **
Assistant Professor	b	b	b
Instructor	-0.14	-7,668	-1.81 *
Lecturer	-0.51	-13,231	-3.59 **
Degree			
Doctorate	b	b	b
Professional	0.16	-4,437	-0.79
Master's	-0.29	-658	-0.46
Bachelor's	-0.11	1,428	0.34
High School Diploma	-0.02	-6,455	-0.40
Tenure Status			
Tenured	0.58	5,506	2.07 **
Not Tenured, on Tenure Track	b	b	b
Not Eligible for Tenure	-0.54	-5,508	-1.55
Experience			
UTK Experience (in Yrs.)	0.35	-496	-8.65 **
Sex			
Male	b	b	b
Female	-0.31	-2,856	-2.67 **
Appointment			
Full-Time	0.08	745	0.22
Part-Time	b	b	b

* Significant at the 0.05 level using a one-tailed analysis.

** Significant at the 0.05 level using a two-tailed analysis.

^a The higher the absolute value of the t score, the more statistically significant that variable subcategory is in the determination of salary.

b Reference groups for each category.

Full-Time Instructional Faculty
Simple Correlation and Partial Regression Coefficients
The University of Tennessee, Knoxville — 2006 - 07

Table 9

Variable	Simple Correlation with Salary	Partial Regression Coefficients	t-Value for Partial Regression Coefficients ^a
Intercept		52,584	34.52
College			
Agricultural Sciences & Natural Resources	-0.01	4,307	1.22
Architecture and Design	-0.01	8,802	2.71 **
Arts and Sciences - Humanities	b	b	b
Arts and Sciences - Social Sciences	-0.13	2,227	1.33
Arts and Sciences - Natural Sciences	0.11	14,270	9.20 **
Business Administration	0.31	41,603	21.85 **
Communication and Information	-0.07	4,827	2.13 **
Education, Health, and Human Sciences	-0.05	6,301	3.63 **
Engineering	0.19	20,162	10.53 **
Law	0.22	45,936	8.66 **
Nursing	-0.07	11,240	3.72 **
Social Work	0.00	8,849	2.77 **
Rank			
Professor	0.62	37,811	13.62 **
Associate Professor	0.02	9,925	3.77 **
Assistant Professor	b	b	b
Instructor	-0.13	-7,869	-1.72 *
Lecturer	-0.51	-14,548	-3.59 **
Degree			
Doctorate	b	b	b
Professional	0.16	-4,397	-0.78
Master's	-0.29	-495	-0.34
Bachelor's	-0.10	2,132	0.47
High School Diploma	-0.02	-6,471	-0.40
Tenure Status			
Tenured	0.57	4,948	1.81 *
Not Tenured, on Tenure Track	b	b	b
Not Eligible for Tenure	-0.53	-4,370	-1.12
Experience			
UTK Experience (in Yrs.)	0.35	-509	-8.73 **
Sex			
Male	b	b	b
Female	-0.31	-2,985	-2.77 **

* Significant at the 0.05 level using a one-tailed analysis.

** Significant at the 0.05 level using a two-tailed analysis.

^a The higher the absolute value of the t score, the more statistically significant that variable subcategory is in the determination of salary.

b Reference groups for each category.

Part-Time Instructional Faculty
Simple Correlation and Partial Regression Coefficients
The University of Tennessee, Knoxville — 2006 - 07

Table 10

Variable	Simple Correlation with Salary	Partial Regression Coefficients	t-Value for Partial Regression Coefficients ^a
Intercept		31,837	0.93
College			
Agricultural Sciences & Natural Resources	.	—	.
Architecture and Design	0.07	33,803	1.80 *
Arts and Sciences - Humanities	b	b	b
Arts and Sciences - Social Sciences	-0.04	1,978	0.12
Arts and Sciences - Natural Sciences	-0.03	35,573	1.44
Business Administration	0.61	50,445	2.74 **
Communication and Information	-0.12	9,498	0.47
Education, Health, and Human Sciences	.	—	.
Engineering	0.05	18,186	0.71
Law	—	—	.
Nursing	-0.19	28,995	1.68
Social Work	.	—	.
Rank			
Professor	0.59	17,798	0.55
Associate Professor	0.04	8,946	0.32
Assistant Professor	b	b	b
Instructor	-0.21	-29,522	-0.89
Lecturer	-0.33	-17,744	-0.51
Degree			
Doctorate	b	b	b
Professional	—	—	.
Master's	-0.21	211	0.02
Bachelor's	-0.18	-6,575	-0.40
High School Diploma	.	—	.
Tenure Status			
Tenured	0.75	27,974	1.38
Not Tenured, on Tenure Track	—	—	—
Not Eligible for Tenure	b	b	b
Experience			
UTK Experience (in Yrs.)	0.28	127	0.20
Sex			
Male	b	b	b
Female	-0.51	13,022	0.79

* Significant at the 0.05 level using a one-tailed analysis.

** Significant at the 0.05 level using a two-tailed analysis.

^a The higher the absolute value of the t score, the more statistically significant that variable subcategory is in the determination of salary.

b Reference groups for each category.

Appendix

The regression coefficient for full-time instructional faculty associated with the variable “sex” went from -3,228 in 2005-06 to -2,985 in 2006-07 and the corresponding t-values went from -3.01 to -2.77. The increase in the t-value was caused by an increase in the associated standard error and an increase in the parameter estimate.

Since the differential between male and female salaries is sensitive to changes in faculty composition, the Office of Institutional Research and Assessment analyzed full-time instructional faculty in three groups: continuing faculty, noncontinuing faculty, and new faculty. These breakdowns are contained in Table 11. Continuing faculty are defined as faculty members who were included in both the 2005-06 and the 2006-07 salary studies. Noncontinuing faculty are those faculty members who were included in the 2005-06 study, but were not included in the 2006-07 study. New faculty are those who were included in the 2006-07 study, but were not included in the 2005-06 study.

The analysis on continuing faculty resulted in a b-value for the variable “sex” of -3,375 for 2005-06 and -3,239 for 2006-07. While the b-value would indicate an increase in the equality between male and female salaries, it is equally important to note that the associated t-values went from -2.90 in 2005-06 to -2.69 in 2006-07. Both b-values were statistically significant.

Further analysis on continuing faculty was to test for significant differences in dollar salary increase and proportion of salary increase. Females appeared to have received a smaller dollar salary increase, and a smaller proportion increase than their male counterparts, but neither was statistically significant.

Based on the available data, there is no evidence to suggest that for noncontinuing faculty there was a significant difference between male and female salaries. The b-value for this group was -2,898 in favor of males, with a corresponding t-value of -1.05, which is not statistically significant.

There is no evidence of a statistical difference between male and female salaries for new faculty. The b-value for this group was -238 in favor of male salaries, with a t-value of -0.12, which is not statistically significant as is shown in Table 11.

Full-Time Instructional Faculty
b-value and t-value
Associated with the Variable Sex for Selected Subgroups
The University of Tennessee, Knoxville — 2005 - 06 and 2006 - 07

Table 11

	2005-06		2006-07	
	b-value	t-value	b-value	t-value
Faculty	-3,228	-3.01 **	-2,985	-2.77 **
Continuing Faculty	-3,375	-2.90 **	-3,239	-2.69 **
Dollar salary increase			-118	-0.39
Proportion increase			-0.001	-0.33
Noncontinuing Faculty	-2,898	-1.05		
New Faculty			-238	-0.12

* Significant at the 0.05 level using a one-tailed analysis.

** Significant at the 0.05 level using a two-tailed analysis.

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