

East Tennessee State University

2013-14 Four-Year Faculty Salaries

Institutional Basics

Institutional Basics is common to all CUPA-HR surveys and needs to be completed only once per year by your institution. Answers entered in this section are visible to those responding to each of our surveys. If someone else has already entered data, please review and answer any unanswered questions.

If you disagree with any existing entries, please do not edit them until you have first contacted Ray Sizemore, CUPA-HR Director of Research.

For any of the questions below, if you are reporting data for a System Office or System Summary, please supply system-wide figures. Otherwise, supply individual institution figures.

1. Total Expenses Reported to IPEDS in the 2012-13 Spring Finance Survey

Please enter the total expenses reported by your institution to IPEDS last year in its 2012-13 Spring Finance Survey. Data collection for this survey was December 11, 2012 to April 9, 2013. This number should be available from your Controller and can be found in one of these locations on the IPEDS survey depending on the reporting standards used by your institution. If GASB used, see Finance Survey Part C – line 19. If FASB used, see Finance Survey Part B - line 2 or Part E – line 13. If you are a private-for-profit institution, see Finance Survey Part B - line 2 or Part E – line 7. Total Expenses is a required field.

	\$ Reported to IPEDS
Total Expenses reported last year in IPEDS 2012-13 Spring Finance Survey	332,892,771

2. Fall 2013 Student Enrollment

Report fall student enrollment as of your institution's official fall reporting date or October 15. If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Your institutional Research Office is likely to be the best source for this data.

- Please complete rows a, b and c if you can. FTE enrollment should always be less than FT + PT students.
- If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button in SurveysOnline. FTE figures will be derived as: Number of Full-Time Students + 1/3 the Number of Part-Time Students.
- If you can only provide numbers for row c, please do so. Don't hit the "Calculate" button.

Click underlined terms for definitions.

	Undergraduate	Graduate	Total All
a. Number of full-time students	9,727	1,243	10,970
b. Number of part-time students	2,093	1,017	3,110
c. Full-Time-Equivalent (FTE) enrollment	10,424.7	1,582.0	12,006.7
Reported Last Year	10,599.2	1,536.0	12,135.2

3. Fall 2013 Faculty Size

Report the number of faculty on your institution's payroll as of November 1, 2013. If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Include all employees with faculty status, even if excluded in salary data. Your Institutional Research Office is likely to be the best source for this data.

- Rows a – d are required as the detail is important in order to create valid comparison groups that are based on faculty characteristics.
- Report the headcount number for each faculty type in rows a - d. Enter 0 if appropriate.
- Report the Full-Time-Equivalent (FTE) of all faculty in row e - that is, report the FTE of rows a + b + c + d. If necessary, you can estimate the FTE as $a + b + 1/3c + 1/3d$.

	Headcount
a. Full-time tenured and tenure-track faculty	579
b. Full-time non-tenure-track faculty (benefits eligible)	230
c. Adjuncts and part-time faculty (non-benefits eligible)	378
d. Adjuncts and part-time faculty (benefits eligible)	0

	FTE
e. Total faculty FTE (FTE of a + b + c + d)	939.4

4. Fall 2013 Staff Size (all employees not reported in IPEDS as faculty)

Report the number of staff on your institution's payroll as of November 1, 2013. If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Include all full-time and part-time employees not reported in IPEDS as faculty in your count; also include medical school staff if applicable. Your institutional Research Office is likely to be the best source for this data.

Definitions

- o Full-time staff: As determined by the institution.
- o Part-time staff: As determined by the institution. Casual employees (hired on an ad-hoc basis or occasional basis to meet short-term needs) and students in the College Work-Study Program (CWS) are not considered part-time staff.
- o FLSA Employees: Employees whose jobs are governed by the Fair Labor Standards Act are either "exempt" or "non-exempt." Nonexempt employees are entitled to overtime pay, exempt employees are not.

Directions

- o Please complete rows a - f if you can, and then hit the "Calculate" button. The FTE number of staff should always be less than the FT + PT number.
- o If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button. FTE figures will be derived as: Number of Full-Time Employees + 1/3 the Number of Part-Time Employees. Follow the same process if you can answer d and e, but not f.
- o If you are unable to use any of the above methods but have the total staff FTE number, enter it in row g. Don't hit the "Calculate" button.

Staff	
Exempt Staff	
a. Number of full-time exempt staff	702
b. Number of part-time exempt staff	8
c. Full-Time-Equivalent (FTE) exempt staff	708.0
Non-Exempt Staff	
d. Number of full-time non-exempt staff	724
e. Number of part-time non-exempt staff (excluding casual employees)	28
f. Full-Time-Equivalent (FTE) non-exempt staff	742.0
g. Total FTE Staff	1,450.0
Reported Last Year	1,436.3

5. Collective Bargaining

Are some or all of your full-time (FT) faculty or staff represented by a union for purposes of collective bargaining?

	Yes	No
a. FT Faculty		X
b. FT Staff		X

6. Targets for 2014-15 Pay Increases

Have you established targets for your 2014-15 pay increases? If Yes: What are the pay increase targets to the nearest tenth of a percent?

	Target Established?	If Yes: Pay Increase Target %
a. Exempt Administrators and Professionals	<input type="radio"/> Yes <input checked="" type="radio"/> No	
b. Non-exempt Staff	<input type="radio"/> Yes <input checked="" type="radio"/> No	
c. Faculty	<input type="radio"/> Yes <input checked="" type="radio"/> No	

East Tennessee State University 2013-14 Four-Year Faculty Salaries

Which Disciplines Do You Wish to Report On?

In the table below, click the radio button for any Discipline/Tenure Type group that includes one or more disciplines on which you wish to report salary data. If you want to report for all 3 tenure types in a 2 digit CIP, just select All Tenure Types.

If you change your mind about any of your Discipline/Tenure Type choices, you may edit this section to alter the CIP sections displayed. Simply click a radio button to un-select it.

NOTE: You are not required to supply data on every discipline within a 2 digit CIP group you select!

	All Tenure Types	<- OR >	Tenure/Tenure-Track Faculty	Non-Tenure Track Teaching	Non-Tenure Track Research
[01.] Agriculture, Agriculture Ops, Related Sciences	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[03.] Natural Resources and Conservation	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[04.] Architecture and Related Services	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[05.] Area, Ethnic, Cultural, Gender and Group Studies	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[09.] Communication, Journalism and related Programs	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[10.] Communications Techn/Technicians, Support Svcs	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[11.] Computer and Info Sciences, Support Services	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[12.] Personal and Culinary Services	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[13.] Education	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[14.] Engineering	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[15.] Engineering Technologies and Related Fields	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[16.] Foreign Languages, Literatures and Linguistics	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[19.] Family and Consumer Sciences / Human Sciences	<input type="radio"/>		<input checked="" type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
[22.] Legal Professions and Studies	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[23.] English Language and Literature/Studies	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[24.] Liberal Arts and Sciences, Gen Studies, Humanities	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[25.] Library Science	<input type="radio"/>		<input checked="" type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
[26.] Biological and Biomedical Sciences	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
[27.] Mathematics and Statistics	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[30.] Multi-/Interdisciplinary Studies	<input type="radio"/>		<input checked="" type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
[31.] Parks, Recreation, Leisure and Fitness Studies	<input type="radio"/>		<input checked="" type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
[38.] Philosophy and Religious Studies	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[39.] Theology and Religious Vocations	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[40.] Physical Sciences	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[41.] Science Technologies/Technicians	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[42.] Psychology	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[43.] Homeland Sec, Law Enforce, Firefighting, Protect Svcs	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[44.] Public Administration and Social Service Professions	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[45.] Social Sciences	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[49.] Transport/Materials Moving	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[50.] Visual and Performing Arts	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[51.] Health Professions and Related Clinical Sciences	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
[52.] Business, Management, Marketing, Rel Support Svcs	<input type="radio"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>

[54.] History, General	o		x	x	o
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East Tennessee State University 2013-14 Four-Year Faculty Salaries

09.01-09.07 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[09.01] Communication and Media Studies
Communication Studies/Speech Communication and Rhetoric, Mass Communication/Media Studies, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	69,043	65,537	72,549
Associate Professor	2	53,659	53,214	54,103
Assistant Professor (include new hires reported below)	3	47,258	44,397	49,304
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[09.04] Journalism
Journalism, Broadcast Journalism, Photojournalism, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	79,473	79,473	79,473
Associate Professor				
Assistant Professor (include new hires reported below)	1	54,331	54,331	54,331
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[09.07] Radio, Television, and Digital Communication
Radio and Television, Digital Communication and Media/Multimedia, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	2	53,559	48,116	59,002
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

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09.09-09.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[09.09] Public Relations, Advertising, and Applied Communication
Organizational Communication-General, Public Relations/Image Management, Advertising, Political Communication, Health Communication, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	66,619	66,619	66,619
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[09.10] Publishing

A program that focuses on the process of managing the creation, publication, and distribution of print and electronic books and other text products and prepares individuals to manage the editorial, technical, and business aspects of publishing operations.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[09.99] Communication, Journalism, and Related Programs, Other

Any instructional program in communication, journalism, and related fields not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

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11.01-11.04 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[11.01] Computer and Information Sciences, General

Computer and Information Sciences-General and Other, Artificial Intelligence and Robotics, Information Technology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	6	89,622	48,109	102,775
Associate Professor	3	80,698	77,857	82,932
Assistant Professor (include new hires reported below)	7	72,924	64,030	76,667
New Assistant Professor (hired in fall 2013-14)	2	72,000	72,000	72,000
Instructor (not lecturer)	2	56,734	51,125	62,343

[11.02] Computer Programming

Computer Programming/Programmer-General and Other, Computer Programming-Specific Applications, Computer Programming-Vendor/Product Certification

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[11.03] Data Processing
Data Processing and Data Processing Technology/Technician

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[11.04] Information Science/Studies
A program that focuses on the theory, organization, and process of information collection, transmission, and utilization in traditional and electronic forms.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

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13.01-13.04 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[13.01] Education, General
A program that focuses on the general theory and practice of learning and teaching, the basic principles of educational psychology, the art of teaching, the planning and administration of educational activities, school safety and health issues, and the social foundations of education.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)	1	40,785	40,785	40,785

[13.02] Bilingual, Multilingual, and Multicultural Education
Bilingual and Multilingual Education, Multicultural Education, Indian/Native American Education, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[13.03] Curriculum and Instruction

A program that focuses on the curriculum and related instructional tools, and that may prepare individuals to serve as professional curriculum specialists.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[13.04] Educational Administration and Supervision

Educational Administration and Supervision-General and Other, Administration of Special Education, Adult and Continuing Education Administration, Educational, Instructional, and Curriculum Supervision, Higher Education/Higher Education Administration, Community College Education, Elementary and Middle School Administration/Principalship, Secondary School Administration/Principalship, Urban Education and Leadership, Superintendency and Educational System Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	78,890	70,930	84,543
Associate Professor	5	67,443	57,801	75,225
Assistant Professor (include new hires reported below)	2	56,718	55,592	57,843
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

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13.05-13.09 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[13.05] Educational/Instructional Media Design

A program that focuses on the principles and techniques of creating instructional products and related educational resources, and prepares individuals to function as instructional media designers.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	64,174	64,174	64,174
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[13.06] Educational Assessment, Evaluation, and Research

Educational Assessment, Evaluation, and Research-General and Other, Educational Statistics and Research Methods, Educational Assessment, Testing, and Measurement

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	72,211	72,211	72,211
Associate Professor	1	54,538	54,538	54,538
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[13.07] International and Comparative Education

A program that focuses on the educational phenomena, practices and institutions within different societies and states in comparative perspective and the study of international educational issues.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[13.09] Social and Philosophical Foundations of Education

A program that focuses on the systematic study of education as a social and cultural institution; and the educational process as an object of humanistic inquiry.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	73,688	73,688	73,688
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

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13.10-13.13 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[13.10] Special Education and Teaching

Special Education and Teaching-General and Other, Special Education and Teaching of Individuals with any of many impairments, disabilities, or special needs. See PDF for complete list.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	71,184	68,045	74,322
Associate Professor	1	56,297	56,297	56,297
Assistant Professor (include new hires reported below)	6	52,599	51,000	54,270
New Assistant Professor (hired in fall 2013-14)	3	51,667	51,000	53,000
Instructor (not lecturer)				

[13.11] Student Counseling and Personnel Services

Counselor Education/School Counseling and Guidance Services, College Student Counseling and Personnel Services, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	63,311	63,311	63,311
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[13.12] Teacher Education and Professional Development, Specific Levels and Methods

Adult and Continuing Education and Training, Elementary Education and Teaching, Junior High/Intermediate/Middle School Education and Teaching, Secondary Education and Teaching, Teacher Education-Multiple Levels, Montessori Teacher Education, Waldorf/Steiner Teacher Education, Kindergarten/Preschool Education and Teaching, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	5	81,015	74,313	95,607
Associate Professor	4	55,690	54,743	57,399
Assistant Professor (include new hires reported below)	11	52,039	49,264	54,415
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)	1	41,570	41,570	41,570

[13.13] Teacher Education and Professional Development, Specific Subject Areas

Any of the specific teacher subject areas.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	70,833	62,292	79,373
Associate Professor	1	55,216	55,216	55,216
Assistant Professor (include new hires reported below)	1	56,528	56,528	56,528
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

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15.00-15.05 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[15.00] Engineering Technology, General

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of engineers engaged in a wide variety of projects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	79,197	77,385	81,009
Associate Professor	9	68,397	60,894	79,960
Assistant Professor (include new hires reported below)	7	63,154	55,889	70,485
New Assistant Professor (hired in fall 2013-14)	1	58,000	58,000	58,000
Instructor (not lecturer)				

[15.01] Architectural Engineering Technologies/Technicians

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of architects, engineers and planners engaged in designing and developing buildings, urban complexes, and related systems.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[15.02] Civil Engineering Technologies/Technicians

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of civil engineers engaged in designing and executing public works projects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[15.03] Electrical Engineering Technologies/Technicians

Electrical, Electronic and Communications Engineering Technology/Technician; Laser and Optical Technology/Technician; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[15.04] Electromechanical Instrumentation and Maintenance Technologies/Technicians

Biomedical Technology/Technician, Electromechanical Technology/Electromechanical Engineering Technology, Instrumentation Technology/Technician, Robotics Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[15.05] Environmental Control Technologies/Technicians

Heating, Air Conditioning and Refrigeration Technology/Technician; Energy Management and Systems Technology/Technician; Solar Energy Technology/Technician; Water Quality and Wastewater Treatment Management and Recycling Technology/Technician; Environmental Engineering Technology/Environmental Technology; Hazardous Materials Management and Waste Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

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16.01-16.06 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[16.01] Linguistic, Comparative, and Related Language Studies and Services
Foreign Languages and Literatures-General and Other, Linguistics, Language Interpretation and Translation, Comparative Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	79,021	78,375	79,667
Associate Professor	3	51,906	48,698	57,309
Assistant Professor (include new hires reported below)	2	46,035	44,310	47,760
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[16.02] African Languages, Literatures, and Linguistics
A program that focuses on one or more of the languages native to the African Continent, with an emphasis on sub-Saharan Africa but including some Saharan languages and dialects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[16.03] East Asian Languages, Literatures, and Linguistics
East Asian Languages, Literatures, and Linguistics-General and Other, Chinese Language and Literature, Japanese Language and Literature, Korean Language and Literature, Tibetan Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[16.04] Slavic, Baltic, and Albanian Languages, Literatures and Linguistics
Slavic Languages, Literatures, and Linguistics-General and Other; Baltic Languages, Literatures, and Linguistics; Russian Language and Literature; Albanian Language and Literature; Bulgarian Language and Literature; Czech Language and Literature; Polish Language and Literature; Serbian, Croatian, and Serbo-Croatian Languages and Literature; Slovak Language and Literature; Ukrainian Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[16.05] Germanic Languages, Literatures, and Linguistics

Germanic Languages, Literatures, and Linguistics-General and Other, German Language and Literature, Scandinavian Languages, Literatures, and Linguistics, Danish Language and Literature, Dutch/Flemish Language and Literature, Norwegian Language and Literature, Swedish Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[16.06] Modern Greek Language and Literature

A program that focuses on the development and use of the Greek language in the period dating from the late 15th century to the present.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

19.05-19.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[19.05] Foods, Nutrition, and Related Services

Foods, Nutrition, and Wellness Studies-General and Other, Human Nutrition, Foodservice Systems Administration/Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[19.06] Housing and Human Environments

Housing and Human Environments-General and Other, Facilities Planning and Management, Home Furnishings and Equipment Installers

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[19.07] Human Development, Family Studies, and Related Studies
 Human Development and Family Studies-General and Other, Adult Development and Aging, Family Systems, Child Development, Family and Community Services, Child Care and Support Services Management, Child Care Provider/Assistant

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	70,760	69,692	71,828
Associate Professor				
Assistant Professor (include new hires reported below)	1	45,886	45,886	45,886
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[19.09] Apparel and Textiles
 Apparel and Textiles-General and Other, Apparel and Textile Manufacture, Textile Science, Apparel and Textile Marketing Management, Fashion and Fabric Consultant

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[19.99] Family and Consumer Sciences/Human Sciences, Other
 Any instructional program in family and consumer sciences/human sciences not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

23.01-23.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[23.01] English Language and Literature, General
 A general program that focuses on the English language.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	9	69,331	60,428	98,854
Associate Professor	11	51,084	48,102	57,998
Assistant Professor (include new hires reported below)	6	44,047	43,000	44,517
New Assistant Professor (hired in fall 2013-14)	1	43,000	43,000	43,000
Instructor (not lecturer)				

[23.13] Rhetoric & Composition/Writing Studies (new in 2010-11)

Instructional content for this group of programs is defined in codes 23.1301 - 23.1399. 23.1301) Writing, General., 23.1302) Creative Writing., 23.1303) Professional, Technical, Business, and Scientific Writing., 23.13.04) Rhetoric and Composition., 23.13.99) Rhetoric and Composition/Writing Studies, Other. Any instructional program in rhetoric and composition/writing studies not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[23.14] Literature (new in 2010-11)

Instructional content for this group of programs is defined in codes 23.1401 - 23.1499. 23.1401) General Literature., 23.1402:) American Literature (United States)., 23.1403: American Literature (Canadian)., 23.1404) English Literature (British and Commonwealth)., 23.1405) Children's and Adolescent Literature., 23.1499) Any instructional program in English language literature not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[23.99] English Language and Literature/Letters, Other

Any instructional program in English language and literature not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

25.01-25.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[25.01] Library Science and Administration (previously Library Science/Librarianship)

A program that focuses on the knowledge and skills required to develop, organize, store, retrieve, administer, and facilitate the use of local, remote, and networked collections of information in print, audiovisual, and electronic formats and that prepares individuals for professional service as librarians and information consultants. See also: 11.0401) Information Science/Studies., 13.1334) School Librarian/School Library Media Specialist.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	62,965	56,200	67,682
Associate Professor	5	46,178	41,695	48,911
Assistant Professor (include new hires reported below)	2	37,822	37,822	37,822
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[25.03] Library and Archives Assisting (previously Library Assistant)

A program that prepares individuals to assist professional librarians and archivists. Includes instruction in principles, systems, processes, and procedures of library and archive operation; library resources and services; processes of acquisition, cataloging, storage, and display systems; discovery and retrieval of requested materials; and management of books, periodicals, and other documents and records.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[25.99] Library Science, Other

Any instructional program in library science not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

26.01-26.05 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[26.01] Biology, General

Biology/Biological Sciences, General; Biomedical Sciences, General

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	29	99,762	60,818	245,400
Associate Professor	12	68,053	57,993	96,524
Assistant Professor (include new hires reported below)	2	55,957	53,740	58,175
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[26.02] Biochemistry, Biophysics, and Molecular Biology

Biochemistry, Biophysics, Molecular Biology, Molecular Biochemistry, Molecular Biophysics, Structural Biology, Photobiology, Radiation Biology/Radiobiology, Biochemistry/Biophysics and Molecular Biology, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[26.03] Botany/Plant Biology
 Botany/Plant Biology-General and Other, Plant Pathology/Phytopathology, Plant Physiology, Plant Molecular Biology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[26.04] Cell/Cellular Biology and Anatomical Sciences
 Cell/Cellular Biology and Histology, Anatomy, Developmental Biology and Embryology, Neuroanatomy, Cell/Cellular and Molecular Biology, Cell Biology and Anatomy, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[26.05] Microbiological Sciences and Immunology
 Microbiological Sciences and Immunology-General and Other, Medical Microbiology and Bacteriology, Virology, Parasitology, Mycology, Immunology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

27.01-27.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[27.01] Mathematics
 Mathematics-General and Other, Algebra and Number Theory, Analysis and Functional Analysis, Geometry/Geometric Analysis, Topology and Foundations

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	9	76,873	67,409	93,649
Associate Professor	5	56,470	47,677	62,289
Assistant Professor (include new hires reported below)	5	49,617	43,885	54,658
New Assistant Professor (hired in fall 2013-14)	1	50,000	50,000	50,000
Instructor (not lecturer)	2	38,755	37,630	39,879

[27.03] Applied Mathematics
 Applied Mathematics-General and Other, Computational Mathematics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[27.05] Statistics
 Statistics-General and Other, Mathematical Statistics and Probability

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[27.99] Mathematics and Statistics, Other
 Any instructional program in Mathematics and Statistics not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

30.17-30.22 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[30.17] Behavioral Sciences
 A program with a combined or undifferentiated focus on the social sciences, psychology, and biomedical sciences to study complex problems of human individual and social growth and behavior.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[30.18] Natural Sciences

A program with a combined or undifferentiated focus on one or more of the physical and biological sciences.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[30.19] Nutrition Sciences

A scientific program that focuses on the utilization of food for human growth and metabolism, in both normal and dysfunctional states, from the interdisciplinary perspective of the agricultural, human, biological and biomedical sciences.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	97,195	97,195	97,195
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[30.20] International/Global Studies

A program that focuses on global and international issues from the perspective of the social sciences, social services, and related fields.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[30.21] Holocaust and Related Studies

A program that focuses on genocide in human history with particular reference to the Twentieth Century genocides.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[30.22] Classical and Ancient Studies

Ancient Studies/Civilization; Classical, Ancient Mediterranean and Near Eastern Studies and Archaeology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

31.01-31.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[31.01] Parks, Recreation and Leisure Studies

A program that focuses on the principles underlying recreational and leisure activities, and the practices involved in providing indoor and outdoor recreational facilities and services for the general public.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[31.03] Parks, Recreation and Leisure Facilities Management

A program that prepares individuals to develop and manage park facilities and other indoor and outdoor recreation and leisure facilities.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	2	52,262	51,918	52,606
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[31.05] Health and Physical Education/Fitness

Health and Physical Education-General and Other, Sport and Fitness Administration/Management, Kinesiology and Exercise Science

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	64,748	63,202	66,295
Associate Professor	2	62,221	60,523	63,920
Assistant Professor (include new hires reported below)	6	52,140	51,167	54,000
New Assistant Professor (hired in fall 2013-14)	2	52,703	51,406	54,000
Instructor (not lecturer)				

[31.06] Outdoor Education (new in 2010-11)

A program that prepares individuals to work as an educator, instructor or facilitator in parks, recreational facilities, camps and other outdoor settings. Includes instruction in leadership skills, wilderness survival skills, first aid, group processes, counseling techniques, environmental studies and instruction in recreational activities such as rock climbing, ropes courses, backpacking, kayaking and canoeing. See also: 13.1338) Environmental Education.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[31.99] Parks, Recreation, Leisure and Fitness Studies, Other
 Any instructional program in parks, recreation, leisure and fitness studies not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

38.00-38.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[38.00] Philosophy & Religious Studies, General (new in 2010-11)
 A general program that combines the study of philosophy and religious studies. Includes instruction in logic; ethics; epistemology; symbolism; phenomenology; the sociology, psychology, philosophy, anthropology, literature, and art of religion; and world religions. See also: 38.0101) Philosophy., 38.0201) Religion/Religious Studies.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[38.01] Philosophy
 Philosophy-General and Other, Logic, Ethics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	80,029	80,029	80,029
Associate Professor	6	52,923	50,183	59,702
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[38.02] Religion/Religious Studies
 Religion/Religious Studies-General and Other, Buddhist Studies, Christian Studies, Hindu Studies, Islamic Studies, Jewish/Judaic Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[38.99] Philosophy and Religious Studies, Other
 Any instructional program in philosophy and religion not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

40.01-40.05 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[40.01] Physical Sciences
 A program that focuses on the major topics, concepts, processes, and interrelationships of physical phenomena as studied in any combination of physical science disciplines.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[40.02] Astronomy and Astrophysics
 Astronomy, Astrophysics, Planetary Astronomy and Science, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[40.04] Atmospheric Sciences and Meteorology
 Atmospheric Sciences and Meteorology-General and Other, Atmospheric Chemistry and Climatology, Atmospheric Physics and Dynamics, Meteorology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[40.05] Chemistry

Chemistry-General and Other, Analytical Chemistry, Inorganic Chemistry, Organic Chemistry, Physical and Theoretical Chemistry, Polymer Chemistry, Chemical Physics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	80,766	80,766	80,766
Associate Professor	2	59,283	57,208	61,357
Assistant Professor (include new hires reported below)	5	51,061	49,940	52,328
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

40.06-40.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[40.06] Geological and Earth Sciences/Geosciences

Geology/Earth Science-General and Other; Geochemistry; Geophysics and Seismology; Paleontology; Hydrology and Water Resources Science; Geochemistry and Petrology; Oceanography, Chemical and Physical

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	68,006	61,342	79,330
Associate Professor	4	58,836	54,216	64,807
Assistant Professor (include new hires reported below)	3	50,421	50,000	51,263
New Assistant Professor (hired in fall 2013-14)	2	50,000	50,000	50,000
Instructor (not lecturer)				

[40.08] Physics

Physics-General and Other, Atomic/Molecular Physics, Elementary Particle Physics, Plasma and High-Temperature Physics, Nuclear Physics, Optics/Optical Sciences, Solid State and Low-Temperature Physics, Acoustics, Theoretical and Mathematical Physics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	6	73,924	63,037	86,141
Associate Professor	2	57,655	57,049	58,261
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[40.10] Materials Science (formerly reported at 14.31)

A program that focuses on the general application of mathematical and scientific principles to the analysis and evaluation of the characteristics and behavior of solids, including internal structure, chemical properties, transport and energy flow properties, thermodynamics of solids, stress and failure factors, chemical transformation states and processes, compound materials, and research on industrial applications of specific materials. See also: 14.1801) Materials Engineering., 40.1002) Materials Chemistry. Material Sciences was moved from 14.31 to 40.10.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[40.99] Physical Sciences, Other

Any instructional program in physical sciences not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

42.01-42.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[42.01] Psychology, General

A general program that focuses on the scientific study of individual and collective behavior, the physical and environmental bases of behavior, and the analysis and treatment of behavior problems and disorders.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	5	75,552	70,373	81,951
Associate Professor	8	59,959	54,873	69,757
Assistant Professor (include new hires reported below)	5	54,397	51,279	61,422
New Assistant Professor (hired in fall 2013-14)	1	53,000	53,000	53,000
Instructor (not lecturer)				

[42.27] Research & Experimental Psychology (new in 2010-11)

Instructional content for this group of programs is defined in codes 42.2701 - 42.2799. 42.2701) Cognitive Psychology and Psycholinguistics., 42.2702) Comparative Psychology., 42.2703) Developmental and Child Psychology., 42.2704) Experimental Psychology., 42.2705) Personality Psychology., 42.2706) Physiological Psychology/ Psychobiology., 42.2707) Social Psychology., 42.2708) Psychometrics and Quantitative Psychology., 42.2709) Psychopharmacology., 42.2799) Research and Experimental Psychology, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[42.28] Clinical, Counseling & Applied Psychology (new in 2010-11)

Instructional content for this group of programs is defined in codes 42.2801 - 42.2899. 42.2801) Clinical Psychology., 42.2802) Community Psychology., 42.2803) Counseling Psychology., 42.2804) Industrial and Organizational Psychology., 42.2805) School Psychology., 42.2806) Educational Psychology., 42.2807) Clinical Child Psychology., 42.2808) Environmental Psychology., 42.2809) Geropsychology., 42.2810) Health/Medical Psychology., 42.2811) Family Psychology., 42.2812) Forensic Psychology., 42.2813) Applied Psychology., 42.2814) Applied Behavioral Analysis., 42.2899) Psychology, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[42.99] Psychology, Other

Any instructional program in psychology not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

43.01-43.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[43.01] Criminal Justice and Corrections

Corrections, Criminal Justice/Law Enforcement Administration, Criminal Justice/Safety Studies, Forensic Science and Technology, Criminal Justice/Police Science, Security and Loss Prevention Services, Juvenile Corrections, Criminalistics and Criminal Science, Securities Services Administration/Management, Corrections Administration, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	85,807	85,311	86,302
Associate Professor				
Assistant Professor (include new hires reported below)	4	49,037	48,000	51,654
New Assistant Professor (hired in fall 2013-14)	1	48,000	48,000	48,000
Instructor (not lecturer)				

[43.02] Fire Protection

Fire Protection and Safety Technology/Technician, Fire Services Administration, Fire Science/Fire-fighting, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[43.03] Homeland Security (new in 2010-11)
 Instructional content for this group of programs is defined in codes 43.0301 - 43.0399. 43.0301) Homeland Security., 43.0302) Crisis/Emergency/Disaster Management., 43.0303) Critical Infrastructure Protection., 43.0304) Terrorism and Counterterrorism Operations., 43.0399) Homeland Security, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[43.99] Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other (previously Security and Protective Services, Other)
 Any instructional program in homeland security, law enforcement, firefighting, and related protective services not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

44.00-44.04 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[44.00] Human Services, General
 A program that focuses on the general study and provision of human and social services to individuals and communities and prepares individuals to work in public and private human services agencies and organizations.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[44.02] Community Organization and Advocacy
 A program that focuses on the theories, principles, and practice of providing services to communities and neighborhoods for social action, serving as community liaisons to public agencies, and using community resources to furnish information, instruction, and assistance to all members of a community.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[44.04] Public Administration

A program that prepares individuals to serve as managers in the executive arm of local, state, and federal government; and that focuses on the systematic study of executive organization and management.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	67,449	67,449	67,449
Assistant Professor (include new hires reported below)	1	50,151	50,151	50,151
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

44.05-44.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[44.05] Public Policy Analysis

A program that focuses on the systematic analysis of public policy issues and decision processes.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[44.07] Social Work

Social Work-General and Other, Youth Services/Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	77,753	76,413	79,092
Associate Professor	3	66,982	63,571	69,812
Assistant Professor (include new hires reported below)	8	56,825	52,000	78,610
New Assistant Professor (hired in fall 2013-14)	1	52,000	52,000	52,000
Instructor (not lecturer)				

[44.99] Public Administration and Social Service Professions, Other

Any instructional program in public administration and services not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

45.06-45.11 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[45.06] Economics

Economics-General and Other, Applied Economics, Econometrics and Quantitative Economics, Development Economics and International Development, International Economics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors				
New Assistant Professors Hired Fall 2013-14				
Instructor (not lecturer)				

[45.07] Geography and Cartography

Geography-General and Other, Cartography

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors				
New Assistant Professors Hired Fall 2013-14				
Instructor (not lecturer)				

[45.09] International Relations and National Security Studies (previously International Relations and Affairs)

A program that focuses on the systematic study of international politics and institutions, and the conduct of diplomacy and foreign policy. Includes instruction in international relations theory, foreign policy analysis, international law and organization, the comparative study of specific countries and regions, and the theory and practice of diplomacy. See also: 30.2001) International/Global Studies.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors				
New Assistant Professors Hired Fall 2013-14				
Instructor (not lecturer)				

[45.10] Political Science and Government

Political Science and Government-General and Other, American Government and Politics, Canadian Government and Politics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors	1	83,016	83,016	83,016
Associate Professors	2	54,795	53,349	56,240
Assistant Professors	3	48,343	47,000	49,484
New Assistant Professors Hired Fall 2013-14	1	47,000	47,000	47,000
Instructor (not lecturer)				

[45.11] Sociology

A program that focuses on the systematic study of human social institutions and social relationships.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors	3	69,136	64,464	72,772
Associate Professors	3	57,122	53,958	58,896
Assistant Professors	4	50,981	50,093	51,378
New Assistant Professors Hired Fall 2013-14				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

50.01-50.05 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[50.01] Visual and Performing Arts, General

A general, undifferentiated program that focuses on the visual and performing arts and that may prepare individuals in any of the visual artistic media or performing disciplines.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[50.02] Crafts/Craft Design, Folk Art and Artisanry

A program that focuses on the aesthetics, techniques, and creative processes for designing and fashioning objects in one or more of the handcraft or folk art traditions, and that prepares individuals to create in any of these media.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[50.03] Dance

Dance-General and Other, Ballet

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[50.04] Design and Applied Arts
 Design and Visual Communications, General; Commercial and Advertising Art; Industrial Design; Commercial Photography; Fashion/Apparel Design; Interior Design; Graphic Design; Illustration; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[50.05] Drama/Theatre Arts and Stagecraft
 Drama/Theatre Arts and Stagecraft-General and Other; Technical Theatre/Theatre Design and Technology; Playwriting and Screenwriting; Theatre Literature, History and Criticism; Acting; Directing and Theatrical Production; Theatre/Theatre Arts Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	5	67,718	60,981	76,463
Associate Professor	2	47,644	46,015	49,274
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

50.06-50.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[50.06] Film/Video and Photographic Arts
 Film/Cinema Studies, Cinematography and Film/Video Production, Photography, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[50.07] Fine and Studio Art
 Art/Art Studies-General and Other; Fine Studio Arts, General; Art History Criticism and Conservation; Arts Management; Drawing; Intermedia/Multimedia; Painting; Sculpture; Printmaking; Ceramic Arts and Ceramics; Fiber, Textile and Weaving Arts; Metal and Jewelry Arts

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	8	67,764	58,805	79,217
Associate Professor	6	53,050	48,790	58,172
Assistant Professor (include new hires reported below)	1	43,268	43,268	43,268
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[50.09] Music

Music-General and Other; Music History, Literature, and Theory; Music Performance, General; Music Theory and Composition; Musicology and Ethnomusicology; Conducting; Piano and Organ; Voice and Opera; Music Management and Merchandising; Jazz/Jazz Studies; Violin, Viola, Guitar and Other Stringed Instruments; Music Pedagogy

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	6	65,916	61,127	75,000
Associate Professor	6	54,532	49,696	71,393
Assistant Professor (include new hires reported below)	5	47,165	44,359	55,000
New Assistant Professor (hired in fall 2013-14)	1	55,000	55,000	55,000
Instructor (not lecturer)				

[50.10] Arts, Entertainment, and Media Management (new in 2010-11)

Instructional content for this group of programs is defined in codes 50.1001 - 50.1099. 50.1001: Arts, Entertainment, and Media Management, General, 50.1002: Fine and Studio Arts Management, 50.1003: Music Management, 50.1004: Theatre/Theatre Arts Management, 50.1099: Arts, Entertainment, and Media Management, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[50.99] Visual and Performing Arts, Other

Any instructional program in visual and performing arts not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.00-51.05 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.00] Health Services/Allied Health/Health Sciences, General

A general, introductory, undifferentiated, or joint program in health services occupations that prepares individuals for either entry into specialized training programs or for a variety of concentrations in the allied health area.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.01] Chiropractic (DC)

A program that prepares individuals for the independent professional practice of chiropractic, a health care and healing system based on the application of non-invasive treatments and spinal adjustments to alleviate health problems caused by vertebral misalignments affecting bodily function.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.02] Communication Disorders Sciences and Services

Communications Disorders-General and Other, Audiology/Audiologist and Hearing Sciences, Speech-Language Pathology/Pathologist, Audiology/Audiologist and Speech-Language Pathology/Pathologist

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	4	85,540	70,489	109,108
Associate Professor	3	61,302	60,622	62,334
Assistant Professor (include new hires reported below)	3	54,762	54,131	55,624
New Assistant Professor (hired in fall 2013-14)	1	55,624	55,624	55,624
Instructor (not lecturer)				

[51.04] Dentistry (DDS, DMD)

A program that prepares individuals for the independent professional practice of dentistry/dental medicine, encompassing the evaluation, diagnosis, prevention, and treatment of diseases, disorders, and conditions of the oral cavity, maxiofacial area, and adjacent structures and their impact on the human body and health.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	67,044	67,044	67,044
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.05] Advanced/Graduate Dentistry and Oral Sciences

Dental Clinical Sciences, General; Advanced General Dentistry; Oral Biology and Oral Pathology; Dental Public Health and Education; Dental Materials; Endodontics/Endodontology; Oral/Maxillofacial Surgery; Orthodontics/Orthodontology; Pediatric Dentistry/Pedodontics; Periodontics/Periodontology; Prosthodontics/Prosthodontology; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.06-51.10 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.06] Dental Support Services and Allied Professions

Dental Assisting/Assistant, Dental Hygiene/Hygienist, Dental Laboratory Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	2	63,815	57,376	70,254
Assistant Professor (include new hires reported below)	2	50,789	47,612	53,965
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.07] Health and Medical Administrative Services

Health/Health Care Administration/Management, Hospital and Health Care Facilities Administration/Management, Health Unit Coordinator/Ward Clerk, Health Unit Manager/Ward Supervisor, Medical Office Management/Administration, Health Information/Medical Records Administration/Administrator, Health Information/Medical Records Technology/Technician, Medical Transcription/Transcriptionist, Medical Office Computer Specialist/Assistant, Medical Office Assistant/Specialist, Medical Reception/Receptionist, Medical Insurance Coding Specialist/Coder, Medical Insurance Specialist/Medical Biller, Health/Medical Claims Examiner, Medical Administrative/Executive Assistant and Medical Secretary, Medical Staff Services Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	2	73,747	72,874	74,620
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.08] Allied Health and Medical Assisting Services

Medical/Clinical Assistant, Clinical/Medical Laboratory Assistant, Occupational Therapist Assistant, Pharmacy Technician/Assistant, Physical Therapist Assistant, Veterinary/Animal Health Technology, Anesthesiologist Assistant, Emergency Care Attendant, Pathology/Pathologist Assistant, Respiratory Therapy Technician/Assistant, Chiropractic Assistant/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.09] Allied Health Diagnostic, Intervention, and Treatment Professions

Cardiovascular Technology/Technologist, Electrocardiograph Technologist/Technician, Electroneurodiagnostic/Electroencephalographic Technology/Technologist, Emergency Medical Technology/Technician, Nuclear Medicine Technology/Technician, Perfusion Technology/Perfusionist, Medical Radiologic Technology/Science-Radiation Therapist, Respiratory Care Therapy/Therapist, Surgical Technology/Technologist, Diagnostic Medical Sonography/Sonographer and Ultrasound, Radiologic Technology/Science-Radiographer, Physician Assistant, Athletic Training/Trainer, Gene/Genetic Therapy, Cardiopulmonary Technology/Technologist, Radiation Protection/Health Physics Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	66,779	66,779	66,779
Associate Professor	2	57,036	52,242	61,830
Assistant Professor (include new hires reported below)	4	55,071	52,368	59,072
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.10] Clinical/Medical Laboratory Science/Research and Allied Professions (previously Clinical/Medical Laboratory Science and Allied Profession)

Instructional content for this group of programs is defined in codes 51.1001- 51.1099. 51.1001) Blood Bank Technology Specialist., 51.1002) Cytotechnology/Cytotechnologist., 51.1003) Hematology Technology/Technician., 51.1004) Clinical/Medical Laboratory Technician., 51.1005) Clinical Laboratory Science/Medical Technology/Technologist., 51.1006) Ophthalmic Laboratory Technology/Technician., 51.1007) Histologic Technology/Histotechnologist., 51.1008) Histologic Technician., 51.1009) Phlebotomy Technician/Phlebotomist., 51.1010) Cytogenetics/Genetics/Clinical Genetics Technology/Technologist., 51.1011) Renal/Dialysis Technologist/Technician., 51.1012) Sterile Processing Technology/Technician., 51.1099) Clinical/Medical Laboratory Science and Allied Professions, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.11-51.17 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.11] Health/Medical Preparatory Programs

Pre-Dentistry Studies, Pre-Medicine/Pre-Medical Studies, Pre-Pharmacy Studies, Pre-Veterinary Studies, Pre-Nursing Studies, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.12] Medicine (MD)

A program that prepares individuals for the independent professional practice of medicine, involving the prevention, diagnosis, and treatment of illnesses, injuries, and other disorders of the human body.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.14] Medical Clinical Sciences/Graduate Medical Studies

Medical Scientist-An undifferentiated clinical science program that prepares graduated physicians as research scientists in various areas.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.15] Mental and Social Health Services and Allied Professions

Substance Abuse/Addiction Counseling, Psychiatric/Mental Health Services Technician, Clinical/Medical Social Work, Community Health Services/Liaison/Counseling, Marriage and Family Therapy/Counseling, Clinical Pastoral Counseling/Patient Counseling, Psychoanalysis and Psychotherapy, Mental Health Counseling/Counselor, Genetics Counseling/Counselor, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	73,565	67,178	81,599
Associate Professor	1	60,688	60,688	60,688
Assistant Professor (include new hires reported below)	4	53,177	52,072	54,282
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.17] Optometry (OD)

A program that prepares individuals for the independent professional practice of optometry and that focuses on the principles and techniques for examining, diagnosing and treating conditions of the visual system. Includes instruction in prescribing glasses and contact lenses, other optical aids, corrective therapies, patient counseling, physician referral, practice management, and ethics and professional standards.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.18-51.22 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.18] Ophthalmic and Optometric Support Services and Allied Professions

Opticianry/Ophthalmic Dispensing Optician, Optometric Technician/Assistant, Ophthalmic Technician/Technologist, Orthoptics/Orthoptist, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.19] Osteopathic Medicine/Osteopathy (DO)

A program that prepares individuals for the independent professional practice of osteopathic medicine.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.20] Pharmacy, Pharmaceutical Sciences, and Administration

Pharmacy; Pharmacy Administration and Pharmacy Policy and Regulatory Affairs; Pharmaceutics and Drug Design; Medicinal and Pharmaceutical Chemistry; Natural Products Chemistry and Pharmacognosy; Clinical and Industrial Drug Development; Pharmacoconomics/Pharmaceutical Economics; Clinical, Hospital, and Managed Care Pharmacy; Industrial and Physical Pharmacy and Cosmetic Sciences; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.21] Podiatric Medicine/Podiatry (DPM)

A program that prepares individuals for the independent practice of podiatric medicine.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.22] Public Health

Public Health-General and Other, Environmental Health, Health/Medical Physics, Occupational Health and Industrial Hygiene, Public Health Education and Promotion, Community Health and Preventative Medicine, Maternal and Child Health, International Public Health/International Health, Health Services Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	5	110,734	97,701	126,074
Associate Professor	6	73,403	59,435	95,079
Assistant Professor (include new hires reported below)	6	73,413	70,675	74,787
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.23-51.27 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.23] Rehabilitation and Therapeutic Professions

Art Therapy/Therapist, Dance Therapy/Therapist, Music Therapy/Therapist, Occupational Therapy/Therapist, Orthotist/Prosthetist, Physical Therapy/Therapist, Therapeutic Recreation/Recreational Therapy, Vocational Rehabilitation Counseling/Counselor, Kinesiotherapy/Kinesiotherapist, Assistive/Augmentative Technology and Rehabilitation Engineering, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	99,874	89,318	110,430
Associate Professor	1	88,046	88,046	88,046
Assistant Professor (include new hires reported below)	4	65,200	64,129	65,936
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.24] Veterinary Medicine (DVM)

A program that prepares individuals for the independent practice of veterinary medicine.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.25] Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)

Veterinary Sciences/Veterinary Clinical Sciences-General and Other; Veterinary Anatomy; Veterinary Physiology; Veterinary Microbiology and Immunobiology; Veterinary Pathology and Pathobiology; Veterinary Toxicology and Pharmacology; Large Animal/Food Animal and Equine Surgery and Medicine; Small/Companion Animal Surgery and Medicine; Comparative and Laboratory Animal Medicine; Veterinary Preventive Medicine Epidemiology, and Public Health; Veterinary Infectious Diseases

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.26] Health Aides/Attendants/Orderlies

Health Aide, Home Health Aide/Home Attendant, Medication Aide, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.27] Medical Illustration and Informatics
 Medical Illustration/Medical Illustrator, Medical Informatics, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.36-51.99 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.36] Movement and Mind-Body Therapies and Education
 Movement Therapy and Movement Education, Yoga Teacher Training/Yoga Therapy, Hypnotherapy/Hypnotherapist, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[51.37] Energy and Biologically Based Therapies
 Aromatherapy, Herbalism/Herbalist, Polarity Therapy, Reiki, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professors Hired Fall 2013-14				
Instructor (not lecturer)				

[51.38] Reg Nursing, Nursing Admin, Nursing Rsrch, Clin Nursing (new in 2010-11)
 Instructional content for this group of programs is defined in codes 51.3801 - 51.3899. 51.3801: Registered Nursing/Registered Nurse, 51.3802: Nursing Administration, 51.3803: Adult Health Nurse/Nursing, 51.3804: Nurse Anesthetist, 51.3805: Family Practice Nurse/Nursing, 51.3806: Maternal/Child Health and Neonatal Nurse/Nursing, 51.3807:Nurse Midwife/Nursing Midwifery, 51.3808: Nursing Science, 51.3809: Pediatric Nurse/Nursing, 51.3810: Psychiatric/Mental Health Nurse/Nursing, 51.3811: Public Health/Community Nurse/Nursing, 51.3812: Perioperative/Operating Room and Surgical Nurse/Nursing, 51.3813: Clinical Nurse Specialist, 51.3814: Critical Care Nursing, 51.3815: Occupational and Environmental Health Nursing, 51.3816: Emergency Room/Trauma Nursing, 51.3817: Nursing Education, 51.3818: Nursing Practice, 51.3819: Palliative Care Nursing, 51.3820: Clinical Nurse Leader, 51.3821: Geriatric Nurse/Nursing, 51.3822: Women's Health Nurse/Nursing, 51.3899: Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	5	90,596	83,502	98,672
Associate Professor	8	70,925	64,257	85,201
Assistant Professor (include new hires reported below)	12	61,270	56,933	64,190
New Assistant Professors Hired Fall 2013-14	3	61,500	60,500	62,000
Instructor (not lecturer)				

[51.39] Practical Nursing, Vocational Nursing, Nursing Assistants (new in 2010-11)

Instructional content for this group of programs is defined in codes 51.3901 - 51.3999. 51.3901: Licensed Practical/Vocational Nurse Training, 51.3902: Nursing Assistant/Aide and Patient Care Assistant/Aide, 51.3999: Practical Nursing, Vocational Nursing and Nursing Assistants, Oher.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professors Hired Fall 2013-14				
Instructor (not lecturer)				

[51.99] Health Professions and Related Clinical Sciences, Other

Any instructional program in the health professions and related clinical sciences not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	81,710	68,566	94,855
Associate Professor	5	61,775	55,754	66,936
Assistant Professor (include new hires reported below)	5	53,551	51,991	55,167
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

52.01-52.04 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.01] Business/Commerce, General

A program that focuses on the general study of business, including the processes of interchanging goods and services (buying, selling and producing), business organization, and accounting.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.02] Business Administration, Management and Operations

Business Administration and Management-General and Other; Purchasing, Procurement/Acquisitions and Contracts Management; Logistics and Materials Management; Office Management and Supervision; Operations Management and Supervision; Non-Profit/Public/Organizational Management; Customer Service Management; E-Commerce/Electronic Commerce; Transportation/Transportation Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	8	106,882	88,203	122,646
Associate Professor	6	90,715	78,748	105,066
Assistant Professor (include new hires reported below)	2	82,405	80,496	84,313
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.03] Accounting and Related Services

Accounting-General and Other, Accounting Technology/Technician and Bookkeeping, Auditing, Accounting and Finance, Accounting and Business Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	5	113,755	102,612	148,113
Associate Professor	1	92,619	92,619	92,619
Assistant Professor (include new hires reported below)	2	88,082	83,500	92,664
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.04] Business Operations Support and Assistant Services

Administrative Assistant and Secretarial Science, General; Executive Assistant/Executive Secretary; Receptionist; Business/Office Automation/Technology/Data Entry; General Office Occupations and Clerical Services; Parts, Warehousing, and Inventory Management Operations; Traffic, Customs, and Transportation Clerk/Technician; Customer Service Support/Call Center/Teleservice Operation; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

52.05-52.08 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.05] Business/Corporate Communications

A program that prepares individuals to function in an organization as a composer, editor and proofreader of business or business-related communications.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.06] Business/Managerial Economics

A program that focuses on the application of economics principles to the analysis of the organization and operation of business enterprises.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	92,873	90,558	96,387
Associate Professor	3	84,683	75,750	95,445
Assistant Professor (include new hires reported below)	3	71,597	68,538	74,066
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.07] Entrepreneurial and Small Business Operations

Entrepreneurship/Entrepreneurial Studies, Franchising and Franchise Operations, Small Business Administration/Management, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.08] Finance and Financial Management Services

Finance and Financial Management Services-General and Other, Banking and Financial Support Services, Financial Planning and Services, International Finance, Investments and Securities, Public Finance, Credit Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	112,935	106,199	117,539
Associate Professor	2	106,496	96,331	116,662
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

52.14-52.18 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.14] Marketing

Marketing/Marketing Management-General and Other, Marketing Research, International Marketing

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	91,975	72,890	106,248
Associate Professor	1	105,456	105,456	105,456
Assistant Professor (include new hires reported below)	3	83,387	79,095	90,000
New Assistant Professor (hired in fall 2013-14)	1	90,000	90,000	90,000
Instructor (not lecturer)				

[52.15] Real Estate

A program that prepares individuals to develop, buy, sell, appraise, and manage real property.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.16] Taxation

A program that prepares individuals to provide tax advice and management services to individuals and corporations.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.17] Insurance

A program that prepares individuals to manage risk in organizational settings and provide insurance and risk-aversion services.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

[52.18] General Sales, Merchandising and Related Marketing Operations

Sales, Distribution, and Marketing Operations, General; Merchandising and Buying Operations; Retailing and Retail Operations; Selling Skills and Sales Operations; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

54.01 (T/TT Faculty)

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[54.01] History

History-General and Other, American History, European History, History and Philosophy of Science and Technology, Public/Applied History and Archival Administration, Asian History, Canadian History

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	7	75,888	65,303	90,000
Associate Professor	4	51,926	49,913	57,138
Assistant Professor (include new hires reported below)	4	44,947	43,231	47,958
New Assistant Professor (hired in fall 2013-14)				
Instructor (not lecturer)				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

09.01-09.07 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[09.01] Communication and Media Studies
 Communication Studies/Speech Communication and Rhetoric, Mass Communication/Media Studies, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	9	31,289	26,405	52,508

[09.04] Journalism
 Journalism, Broadcast Journalism, Photojournalism, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	25,000	25,000	25,000

[09.07] Radio, Television, and Digital Communication
 Radio and Television, Digital Communication and Media/Multimedia, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

**East Tennessee State University
 2013-14 Four-Year Faculty Salaries**

11.01-11.04 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[11.01] Computer and Information Sciences, General
 Computer and Information Sciences-General and Other, Artificial Intelligence and Robotics, Information Technology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	3	49,865	45,006	59,582

[11.02] Computer Programming
 Computer Programming/Programmer-General and Other, Computer Programming-Specific Applications, Computer Programming-Vendor/Product Certification

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[11.03] Data Processing
 Data Processing and Data Processing Technology/Technician

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[11.04] Information Science/Studies
 A program that focuses on the theory, organization, and process of information collection, transmission, and utilization in traditional and electronic forms.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

13.01-13.04 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[13.01] Education, General
 A program that focuses on the general theory and practice of learning and teaching, the basic principles of educational psychology, the art of teaching, the planning and administration of educational activities, school safety and health issues, and the social foundations of education.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	35,655	35,655	35,655

[13.02] Bilingual, Multilingual, and Multicultural Education
 Bilingual and Multilingual Education, Multicultural Education, Indian/Native American Education, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[13.03] Curriculum and Instruction
 A program that focuses on the curriculum and related instructional tools, and that may prepare individuals to serve as professional curriculum specialists.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[13.04] Educational Administration and Supervision

Educational Administration and Supervision-General and Other, Administration of Special Education, Adult and Continuing Education Administration, Educational, Instructional, and Curriculum Supervision, Higher Education/Higher Education Administration, Community College Education, Elementary and Middle School Administration/Principalship, Secondary School Administration/Principalship, Urban Education and Leadership, Superintendency and Educational System Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

13.10-13.13 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[13.10] Special Education and Teaching

Special Education and Teaching-General and Other, Special Education and Teaching of Individuals with any of many impairments, disabilities, or special needs. See PDF for complete list.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[13.11] Student Counseling and Personnel Services

Counselor Education/School Counseling and Guidance Services, College Student Counseling and Personnel Services, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[13.12] Teacher Education and Professional Development, Specific Levels and Methods

Adult and Continuing Education and Training, Elementary Education and Teaching, Junior High/Intermediate/Middle School Education and Teaching, Secondary Education and Teaching, Teacher Education-Multiple Levels, Montessori Teacher Education, Waldorf/Steiner Teacher Education, Kindergarten/Preschool Education and Teaching, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	5	38,823	32,933	40,986

[13.13] Teacher Education and Professional Development, Specific Subject Areas
 Any of the specific teacher subject areas.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

15.00-15.05 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[15.00] Engineering Technology, General

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of engineers engaged in a wide variety of projects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	3	45,359	35,000	64,960

[15.01] Architectural Engineering Technologies/Technicians

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of architects, engineers and planners engaged in designing and developing buildings, urban complexes, and related systems.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[15.02] Civil Engineering Technologies/Technicians

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of civil engineers engaged in designing and executing public works projects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[15.03] Electrical Engineering Technologies/Technicians

Electrical, Electronic and Communications Engineering Technology/Technician; Laser and Optical Technology/Technician; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[15.04] Electromechanical Instrumentation and Maintenance Technologies/Technicians

Biomedical Technology/Technician, Electromechanical Technology/Electromechanical Engineering Technology, Instrumentation Technology/Technician, Robotics Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[15.05] Environmental Control Technologies/Technicians

Heating, Air Conditioning and Refrigeration Technology/Technician; Energy Management and Systems Technology/Technician; Solar Energy Technology/Technician; Water Quality and Wastewater Treatment Management and Recycling Technology/Technician; Environmental Engineering Technology/Environmental Technology; Hazardous Materials Management and Waste Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

16.01-16.06 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[16.01] Linguistic, Comparative, and Related Language Studies and Services

Foreign Languages and Literatures-General and Other, Linguistics, Language Interpretation and Translation, Comparative Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	6	27,708	26,286	30,202

[16.02] African Languages, Literatures, and Linguistics

A program that focuses on one or more of the languages native to the African Continent, with an emphasis on sub-Saharan Africa but including some Saharan languages and dialects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[16.03] East Asian Languages, Literatures, and Linguistics

East Asian Languages, Literatures, and Linguistics-General and Other, Chinese Language and Literature, Japanese Language and Literature, Korean Language and Literature, Tibetan Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[16.04] Slavic, Baltic, and Albanian Languages, Literatures and Linguistics

Slavic Languages, Literatures, and Linguistics-General and Other; Baltic Languages, Literatures, and Linguistics; Russian Language and Literature; Albanian Language and Literature; Bulgarian Language and Literature; Czech Language and Literature; Polish Language and Literature; Serbian, Croatian, and Serbo-Croatian Languages and Literature; Slovak Language and Literature; Ukrainian Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[16.05] Germanic Languages, Literatures, and Linguistics

Germanic Languages, Literatures, and Linguistics-General and Other, German Language and Literature, Scandinavian Languages, Literatures, and Linguistics, Danish Language and Literature, Dutch/Flemish Language and Literature, Norwegian Language and Literature, Swedish Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[16.06] Modern Greek Language and Literature

A program that focuses on the development and use of the Greek language in the period dating from the late 15th century to the present.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

23.01-23.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[23.01] English Language and Literature, General

A general program that focuses on the English language.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	11	26,031	24,000	29,138

[23.13] Rhetoric & Composition/Writing Studies (new in 2010-11)

Instructional content for this group of programs is defined in codes 23.1301 - 23.1399. 23.1301) Writing, General., 23.1302) Creative Writing., 23.1303) Professional, Technical, Business, and Scientific Writing., 23.1304) Rhetoric and Composition., 23.13.99) Rhetoric and Composition/Writing Studies, Other. Any instructional program in rhetoric and composition/writing studies not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[23.14] Literature (new in 2010-11)

Instructional content for this group of programs is defined in codes 23.1401 - 23.1499. 23.1401) General Literature., 23.1402:) American Literature (United States)., 23.1403: American Literature (Canadian)., 23.1404) English Literature (British and Commonwealth)., 23.1405) Children's and Adolescent Literature., 23.1499) Any instructional program in English language literature not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[23.99] English Language and Literature/Letters, Other

Any instructional program in English language and literature not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

26.01-26.05 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[26.01] Biology, General

Biology/Biological Sciences, General; Biomedical Sciences, General

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	3	35,124	27,675	40,910

[26.02] Biochemistry, Biophysics, and Molecular Biology

Biochemistry, Biophysics, Molecular Biology, Molecular Biochemistry, Molecular Biophysics, Structural Biology, Photobiology, Radiation Biology/Radiobiology, Biochemistry/Biophysics and Molecular Biology, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[26.03] Botany/Plant Biology

Botany/Plant Biology-General and Other, Plant Pathology/Phytopathology, Plant Physiology, Plant Molecular Biology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[26.04] Cell/Cellular Biology and Anatomical Sciences

Cell/Cellular Biology and Histology, Anatomy, Developmental Biology and Embryology, Neuroanatomy, Cell/Cellular and Molecular Biology, Cell Biology and Anatomy, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[26.05] Microbiological Sciences and Immunology

Microbiological Sciences and Immunology-General and Other, Medical Microbiology and Bacteriology, Virology, Parasitology, Mycology, Immunology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

27.01-27.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[27.01] Mathematics

Mathematics-General and Other, Algebra and Number Theory, Analysis and Functional Analysis, Geometry/Geometric Analysis, Topology and Foundations

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	3	27,880	25,000	31,541

[27.03] Applied Mathematics

Applied Mathematics-General and Other, Computational Mathematics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[27.05] Statistics

Statistics-General and Other, Mathematical Statistics and Probability

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[27.99] Mathematics and Statistics, Other

Any instructional program in Mathematics and Statistics not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

38.00-38.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[38.00] Philosophy & Religious Studies, General (new in 2010-11)

A general program that combines the study of philosophy and religious studies. Includes instruction in logic; ethics; epistemology; symbolism; phenomenology; the sociology, psychology, philosophy, anthropology, literature, and art of religion; and world religions. See also: 38.0101) Philosophy., 38.0201) Religion/Religious Studies.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[38.01] Philosophy

Philosophy-General and Other, Logic, Ethics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	3	29,484	26,391	31,370

[38.02] Religion/Religious Studies

Religion/Religious Studies-General and Other, Buddhist Studies, Christian Studies, Hindu Studies, Islamic Studies, Jewish/Judaic Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[38.99] Philosophy and Religious Studies, Other

Any instructional program in philosophy and religion not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

40.01-40.05 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[40.01] Physical Sciences

A program that focuses on the major topics, concepts, processes, and interrelationships of physical phenomena as studied in any combination of physical science disciplines.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[40.02] Astronomy and Astrophysics

Astronomy, Astrophysics, Planetary Astronomy and Science, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[40.04] Atmospheric Sciences and Meteorology

Atmospheric Sciences and Meteorology-General and Other, Atmospheric Chemistry and Climatology, Atmospheric Physics and Dynamics, Meteorology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[40.05] Chemistry

Chemistry-General and Other, Analytical Chemistry, Inorganic Chemistry, Organic Chemistry, Physical and Theoretical Chemistry, Polymer Chemistry, Chemical Physics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	4	28,481	25,000	36,093

East Tennessee State University 2013-14 Four-Year Faculty Salaries

40.06-40.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[40.06] Geological and Earth Sciences/Geosciences

Geology/Earth Science-General and Other; Geochemistry; Geophysics and Seismology; Paleontology; Hydrology and Water Resources Science; Geochemistry and Petrology; Oceanography, Chemical and Physical

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	2	34,302	32,985	35,619

[40.08] Physics

Physics-General and Other, Atomic/Molecular Physics, Elementary Particle Physics, Plasma and High-Temperature Physics, Nuclear Physics, Optics/Optical Sciences, Solid State and Low-Temperature Physics, Acoustics, Theoretical and Mathematical Physics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor	1	33,901	33,901	33,901
Instructor or Lecturer	1	27,810	27,810	27,810

[40.10] Materials Science (formerly reported at 14.31)

A program that focuses on the general application of mathematical and scientific principles to the analysis and evaluation of the characteristics and behavior of solids, including internal structure, chemical properties, transport and energy flow properties, thermodynamics of solids, stress and failure factors, chemical transformation states and processes, compound materials, and research on industrial applications of specific materials. See also: 14.1801) Materials Engineering., 40.1002) Materials Chemistry. Material Sciences was moved from 14.31 to 40.10.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[40.99] Physical Sciences, Other

Any instructional program in physical sciences not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

42.01-42.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[42.01] Psychology, General

A general program that focuses on the scientific study of individual and collective behavior, the physical and environmental bases of behavior, and the analysis and treatment of behavior problems and disorders.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	32,068	32,068	32,068

[42.27] Research & Experimental Psychology (new in 2010-11)

Instructional content for this group of programs is defined in codes 42.2701 - 42.2799. 42.2701) Cognitive Psychology and Psycholinguistics., 42.2702) Comparative Psychology., 42.2703) Developmental and Child Psychology., 42.2704) Experimental Psychology., 42.2705) Personality Psychology., 42.2706) Physiological Psychology/ Psychobiology., 42.2707) Social Psychology., 42.2708) Psychometrics and Quantitative Psychology., 42.2709) Psychopharmacology., 42.2799) Research and Experimental Psychology, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[42.28] Clinical, Counseling & Applied Psychology (new in 2010-11)

Instructional content for this group of programs is defined in codes 42.2801 - 42.2899. 42.2801) Clinical Psychology., 42.2802) Community Psychology., 42.2803) Counseling Psychology., 42.2804) Industrial and Organizational Psychology., 42.2805) School Psychology., 42.2806) Educational Psychology., 42.2807) Clinical Child Psychology., 42.2808) Environmental Psychology., 42.2809) Geropsychology., 42.2810) Health/Medical Psychology., 42.2811) Family Psychology., 42.2812) Forensic Psychology., 42.2813) Applied Psychology., 42.2814) Applied Behavioral Analysis., 42.2899) Psychology, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[42.99] Psychology, Other

Any instructional program in psychology not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

43.01-43.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[43.01] Criminal Justice and Corrections

Corrections, Criminal Justice/Law Enforcement Administration, Criminal Justice/Safety Studies, Forensic Science and Technology, Criminal Justice/Police Science, Security and Loss Prevention Services, Juvenile Corrections, Criminalistics and Criminal Science, Securities Services Administration/Management, Corrections Administration, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	27,654	27,654	27,654

[43.02] Fire Protection

Fire Protection and Safety Technology/Technician, Fire Services Administration, Fire Science/Fire-fighting, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[43.03] Homeland Security (new in 2010-11)

Instructional content for this group of programs is defined in codes 43.0301 - 43.0399. 43.0301) Homeland Security., 43.0302) Crisis/Emergency/Disaster Management., 43.0303) Critical Infrastructure Protection., 43.0304) Terrorism and Counterterrorism Operations., 43.0399) Homeland Security, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[43.99] Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other (previously Security and Protective Services, Other)
 Any instructional program in homeland security, law enforcement, firefighting, and related protective services not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

44.05-44.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[44.05] Public Policy Analysis
 A program that focuses on the systematic analysis of public policy issues and decision processes.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[44.07] Social Work
 Social Work-General and Other, Youth Services/Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor	5	47,552	43,000	53,158
Instructor or Lecturer	1	26,285	26,285	26,285

[44.99] Public Administration and Social Service Professions, Other
 Any instructional program in public administration and services not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

45.06-45.11 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[45.06] Economics

Economics-General and Other, Applied Economics, Econometrics and Quantitative Economics, Development Economics and International Development, International Economics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors				
Instructor or Lecturer				

[45.07] Geography and Cartography

Geography-General and Other, Cartography

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors				
Instructor or Lecturer				

[45.09] International Relations and National Security Studies (previously International Relations and Affairs)

A program that focuses on the systematic study of international politics and institutions, and the conduct of diplomacy and foreign policy. Includes instruction in international relations theory, foreign policy analysis, international law and organization, the comparative study of specific countries and regions, and the theory and practice of diplomacy. See also: 30.2001) International/Global Studies.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors				
Instructor or Lecturer				

[45.10] Political Science and Government

Political Science and Government-General and Other, American Government and Politics, Canadian Government and Politics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors				
Instructor or Lecturer				

[45.11] Sociology

A program that focuses on the systematic study of human social institutions and social relationships.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors	1	46,216	46,216	46,216
Instructor or Lecturer	1	34,389	34,389	34,389

East Tennessee State University 2013-14 Four-Year Faculty Salaries

50.06-50.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[50.06] Film/Video and Photographic Arts

Film/Cinema Studies, Cinematography and Film/Video Production, Photography, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[50.07] Fine and Studio Art

Art/Art Studies-General and Other; Fine Studio Arts, General; Art History Criticism and Conservation; Arts Management; Drawing; Intermedia/Multimedia; Painting; Sculpture; Printmaking; Ceramic Arts and Ceramics; Fiber, Textile and Weaving Arts; Metal and Jewelry Arts

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor	3	25,819	24,000	27,093
Instructor or Lecturer				

[50.09] Music

Music-General and Other; Music History, Literature, and Theory; Music Performance, General; Music Theory and Composition; Musicology and Ethnomusicology; Conducting; Piano and Organ; Voice and Opera; Music Management and Merchandising; Jazz/Jazz Studies; Violin, Viola, Guitar and Other Stringed Instruments; Music Pedagogy

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	6	26,755	25,000	27,884

[50.10] Arts, Entertainment, and Media Management (new in 2010-11)

Instructional content for this group of programs is defined in codes 50.1001 - 50.1099. 50.1001: Arts, Entertainment, and Media Management, General, 50.1002: Fine and Studio Arts Management, 50.1003: Music Management, 50.1004: Theatre/Theatre Arts Management, 50.1099: Arts, Entertainment, and Media Management, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[50.99] Visual and Performing Arts, Other

Any instructional program in visual and performing arts not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.00-51.05 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.00] Health Services/Allied Health/Health Sciences, General

A general, introductory, undifferentiated, or joint program in health services occupations that prepares individuals for either entry into specialized training programs or for a variety of concentrations in the allied health area.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.01] Chiropractic (DC)

A program that prepares individuals for the independent professional practice of chiropractic, a health care and healing system based on the application of non-invasive treatments and spinal adjustments to alleviate health problems caused by vertebral misalignments affecting bodily function.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.02] Communication Disorders Sciences and Services

Communications Disorders-General and Other, Audiology/Audiologist and Hearing Sciences, Speech-Language Pathology/Pathologist, Audiology/Audiologist and Speech-Language Pathology/Pathologist

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor	2	45,498	41,916	49,080
Instructor or Lecturer				

[51.04] Dentistry (DDS, DMD)

A program that prepares individuals for the independent professional practice of dentistry/dental medicine, encompassing the evaluation, diagnosis, prevention, and treatment of diseases, disorders, and conditions of the oral cavity, maxiofacial area, and adjacent structures and their impact on the human body and health.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.05] Advanced/Graduate Dentistry and Oral Sciences

Dental Clinical Sciences, General; Advanced General Dentistry; Oral Biology and Oral Pathology; Dental Public Health and Education; Dental Materials; Endodontics/Endodontology; Oral/Maxillofacial Surgery; Orthodontics/Orthodontology; Pediatric Dentistry/Pedodontics; Periodontics/Periodontology; Prosthodontics/Prosthodontology; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.06-51.10 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.06] Dental Support Services and Allied Professions

Dental Assisting/Assistant, Dental Hygiene/Hygienist, Dental Laboratory Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.07] Health and Medical Administrative Services

Health/Health Care Administration/Management, Hospital and Health Care Facilities Administration/Management, Health Unit Coordinator/Ward Clerk, Health Unit Manager/Ward Supervisor, Medical Office Management/Administration, Health Information/Medical Records Administration/Administrator, Health Information/Medical Records Technology/Technician, Medical Transcription/Transcriptionist, Medical Office Computer Specialist/Assistant, Medical Office Assistant/Specialist, Medical Reception/Receptionist, Medical Insurance Coding Specialist/Coder, Medical Insurance Specialist/Medical Biller, Health/Medical Claims Examiner, Medical Administrative/Executive Assistant and Medical Secretary, Medical Staff Services Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	36,810	36,810	36,810

[51.08] Allied Health and Medical Assisting Services

Medical/Clinical Assistant, Clinical/Medical Laboratory Assistant, Occupational Therapist Assistant, Pharmacy Technician/Assistant, Physical Therapist Assistant, Veterinary/Animal Health Technology, Anesthesiologist Assistant, Emergency Care Attendant, Pathology/Pathologist Assistant, Respiratory Therapy Technician/Assistant, Chiropractic Assistant/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.09] Allied Health Diagnostic, Intervention, and Treatment Professions

Cardiovascular Technology/Technologist, Electrocardiograph Technologist/Technician, Electroneurodiagnostic/Electroencephalographic Technology/Technologist, Emergency Medical Technology/Technician, Nuclear Medicine Technology/Technician, Perfusion Technology/Perfusionist, Medical Radiologic Technology/Science-Radiation Therapist, Respiratory Care Therapy/Therapist, Surgical Technology/Technologist, Diagnostic Medical Sonography/Sonographer and Ultrasound, Radiologic Technology/Science-Radiographer, Physician Assistant, Athletic Training/Trainer, Gene/Genetic Therapy, Cardiopulmonary Technology/Technologist, Radiation Protection/Health Physics Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor	7	50,159	45,000	54,204
Instructor or Lecturer				

[51.10] Clinical/Medical Laboratory Science/Research and Allied Professions (previously Clinical/Medical Laboratory Science and Allied Profession)

Instructional content for this group of programs is defined in codes 51.1001- 51.1099. 51.1001) Blood Bank Technology Specialist., 51.1002) Cytotechnology/Cytotechnologist., 51.1003) Hematology Technology/Technician., 51.1004) Clinical/Medical Laboratory Technician., 51.1005) Clinical Laboratory Science/Medical Technology/Technologist., 51.1006) Ophthalmic Laboratory Technology/Technician., 51.1007) Histologic Technology/Histotechnologist., 51.1008) Histologic Technician., 51.1009) Phlebotomy Technician/Phlebotomist., 51.1010) Cytogenetics/Genetics/Clinical Genetics Technology/Technologist., 51.1011) Renal/Dialysis Technologist/Technician., 51.1012) Sterile Processing Technology/Technician., 51.1099) Clinical/Medical Laboratory Science and Allied Professions, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

51.18-51.22 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.18] Ophthalmic and Optometric Support Services and Allied Professions

Opticianry/Ophthalmic Dispensing Optician, Optometric Technician/Assistant, Ophthalmic Technician/Technologist, Orthoptics/Orthoptist, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.19] Osteopathic Medicine/Osteopathy (DO)

A program that prepares individuals for the independent professional practice of osteopathic medicine.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.20] Pharmacy, Pharmaceutical Sciences, and Administration

Pharmacy; Pharmacy Administration and Pharmacy Policy and Regulatory Affairs; Pharmaceutics and Drug Design; Medicinal and Pharmaceutical Chemistry; Natural Products Chemistry and Pharmacognosy; Clinical and Industrial Drug Development; Pharmacoeconomics/Pharmaceutical Economics; Clinical, Hospital, and Managed Care Pharmacy; Industrial and Physical Pharmacy and Cosmetic Sciences; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.21] Podiatric Medicine/Podiatry (DPM)

A program that prepares individuals for the independent practice of podiatric medicine.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.22] Public Health

Public Health-General and Other, Environmental Health, Health/Medical Physics, Occupational Health and Industrial Hygiene, Public Health Education and Promotion, Community Health and Preventative Medicine, Maternal and Child Health, International Public Health/International Health, Health Services Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	4	43,355	40,000	50,000

2013-14 Four-Year Faculty Salaries

51.36-51.99 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.36] Movement and Mind-Body Therapies and Education

Movement Therapy and Movement Education, Yoga Teacher Training/Yoga Therapy, Hypnotherapy/Hypnotherapist, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.37] Energy and Biologically Based Therapies

Aromatherapy, Herbalism/Herbalist, Polarity Therapy, Reiki, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.38] Reg Nursing, Nursing Admin, Nursing Rsrch, Clin Nursing (new in 2010-11)

Instructional content for this group of programs is defined in codes 51.3801 - 51.3899. 51.3801: Registered Nursing/Registered Nurse, 51.3802: Nursing Administration, 51.3803: Adult Health Nurse/Nursing, 51.3804: Nurse Anesthetist, 51.3805: Family Practice Nurse/Nursing, 51.3806: Maternal/Child Health and Neonatal Nurse/Nursing, 51.3807:Nurse Midwife/Nursing Midwifery, 51.3808: Nursing Science, 51.3809: Pediatric Nurse/Nursing, 51.3810: Psychiatric/Mental Health Nurse/Nursing, 51.3811: Public Health/Community Nurse/Nursing, 51.3812: Perioperative/Operating Room and Surgical Nurse/Nursing, 51.3813: Clinical Nurse Specialist, 51.3814: Critical Care Nursing, 51.3815: Occupational and Environmental Health Nursing, 51.3816: Emergency Room/Trauma Nursing, 51.3817: Nursing Education, 51.3818: Nursing Practice, 51.3819: Palliative Care Nursing, 51.3820: Clinical Nurse Leader, 51.3821: Geriatric Nurse/Nursing, 51.3822: Women's Health Nurse/Nursing, 51.3899: Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	58,233	58,233	58,233
Assistant Professor	14	56,362	53,098	64,833
Instructor or Lecturer	12	51,590	49,186	60,296

[51.39] Practical Nursing, Vocational Nursing, Nursing Assistants (new in 2010-11)

Instructional content for this group of programs is defined in codes 51.3901 - 51.3999. 51.3901: Licensed Practical/Vocational Nurse Training, 51.3902: Nursing Assistant/Aide and Patient Care Assistant/Aide, 51.3999: Practical Nursing, Vocational Nursing and Nursing Assistants, Oher.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[51.99] Health Professions and Related Clinical Sciences, Other

Any instructional program in the health professions and related clinical sciences not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

52.01-52.04 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.01] Business/Commerce, General

A program that focuses on the general study of business, including the processes of interchanging goods and services (buying, selling and producing), business organization, and accounting.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[52.02] Business Administration, Management and Operations

Business Administration and Management-General and Other; Purchasing, Procurement/Acquisitions and Contracts Management; Logistics and Materials Management; Office Management and Supervision; Operations Management and Supervision; Non-Profit/Public/Organizational Management; Customer Service Management; E-Commerce/Electronic Commerce; Transportation/Transportation Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	38,023	38,023	38,023

[52.03] Accounting and Related Services

Accounting-General and Other, Accounting Technology/Technician and Bookkeeping, Auditing, Accounting and Finance, Accounting and Business Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	41,959	41,959	41,959

[52.04] Business Operations Support and Assistant Services

Administrative Assistant and Secretarial Science, General; Executive Assistant/Executive Secretary; Receptionist; Business/Office Automation/Technology/Data Entry; General Office Occupations and Clerical Services; Parts, Warehousing, and Inventory Management Operations; Traffic, Customs, and Transportation Clerk/Technician; Customer Service Support/Call Center/Teleservice Operation; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

52.05-52.08 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.05] Business/Corporate Communications

A program that prepares individuals to function in an organization as a composer, editor and proofreader of business or business-related communications.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[52.06] Business/Managerial Economics

A program that focuses on the application of economics principles to the analysis of the organization and operation of business enterprises.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	2	38,778	38,169	39,388

[52.07] Entrepreneurial and Small Business Operations

Entrepreneurship/Entrepreneurial Studies, Franchising and Franchise Operations, Small Business Administration/Management, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[52.08] Finance and Financial Management Services

Finance and Financial Management Services-General and Other, Banking and Financial Support Services, Financial Planning and Services, International Finance, Investments and Securities, Public Finance, Credit Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	53,806	53,806	53,806

East Tennessee State University 2013-14 Four-Year Faculty Salaries

52.14-52.18 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.14] Marketing

Marketing/Marketing Management-General and Other, Marketing Research, International Marketing

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	1	36,655	36,655	36,655

[52.15] Real Estate

A program that prepares individuals to develop, buy, sell, appraise, and manage real property.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[52.16] Taxation

A program that prepares individuals to provide tax advice and management services to individuals and corporations.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[52.17] Insurance

A program that prepares individuals to manage risk in organizational settings and provide insurance and risk-aversion services.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

[52.18] General Sales, Merchandising and Related Marketing Operations

Sales, Distribution, and Marketing Operations, General; Merchandising and Buying Operations; Retailing and Retail Operations; Selling Skills and Sales Operations; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer				

East Tennessee State University 2013-14 Four-Year Faculty Salaries

54.01 (NTT Teaching Faculty)

Report Non-Tenure-Track Teaching Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[54.01] History

History-General and Other, American History, European History, History and Philosophy of Science and Technology, Public/Applied History and Archival Administration, Asian History, Canadian History

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor or Lecturer	5	27,790	25,137	35,000

East Tennessee State University 2013-14 Four-Year Faculty Salaries

26.01-26.05 (NTT Research Faculty)

Report Non-Tenure-Track Research Faculty 9-10 month salaries as of November 1, 2013. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[26.01] Biology, General
 Biology/Biological Sciences, General; Biomedical Sciences, General

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor	3	78,069	59,616	92,039
Research Assistant Professor	6	50,428	45,364	56,142
Research Scientist				
Postdoctoral Scholar				

[26.02] Biochemistry, Biophysics, and Molecular Biology
 Biochemistry, Biophysics, Molecular Biology, Molecular Biochemistry, Molecular Biophysics, Structural Biology, Photobiology, Radiation Biology/Radiobiology, Biochemistry/Biophysics and Molecular Biology, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				
Postdoctoral Scholar				

[26.03] Botany/Plant Biology
 Botany/Plant Biology-General and Other, Plant Pathology/Phytopathology, Plant Physiology, Plant Molecular Biology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				
Postdoctoral Scholar				

[26.04] Cell/Cellular Biology and Anatomical Sciences
 Cell/Cellular Biology and Histology, Anatomy, Developmental Biology and Embryology, Neuroanatomy, Cell/Cellular and Molecular Biology, Cell Biology and Anatomy, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				
Postdoctoral Scholar				

[26.05] Microbiological Sciences and Immunology
 Microbiological Sciences and Immunology-General and Other, Medical Microbiology and Bacteriology, Virology, Parasitology, Mycology, Immunology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				
Postdoctoral Scholar				