

2017-2018  
Instructional Faculty Salary Survey by Discipline  
(APLU Institutions)

College Department Rank	UTK				Comparable Peer				Cost to increase to	Ratio UTK Avg to	Aspirational Peer				Cost to increase to	Ratio UTK Avg to	R1: Doctoral-Highest Research				Cost to increase to	Ratio UTK Avg to
	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Comp Avg	Comp Avg	Average	Number	Minimum	Maximum	Aspr Avg	Aspr Avg	Average	Number	Minimum	Maximum	R1 Avg	R1 Avg
<b>University</b>																						
Total																						
Professor	143,775	481	73,023	353,461	130,040	4,234	42,694	450,797	1,460,631	1.11	140,736	4,361	61,600	493,286	4,892,468	1.02	145,541	29,334	6,000	605,360	4,593,555	0.99
Associate Professor	97,831	358	65,288	249,904	93,712	3,218	32,498	294,921	382,660	1.04	99,949	2,267	44,125	350,675	1,889,870	0.98	98,255	19,779	17,375	581,237	887,970	1.00
Assistant Professor	81,829	307	20,029	217,404	84,803	2,860	35,707	228,000	589,587	0.96	91,650	1,928	52,065	245,045	2,286,243	0.89	86,482	18,114	20,029	252,975	902,212	0.95
All Ranks	112,828	1,146			106,157	10,312			2,432,878	1.06	118,868	8,556			9,068,581	0.95	115,716	67,227			6,383,737	0.98
<b>Agricultural Sciences &amp; Natural Resources</b>																						
Total																						
Professor	111,288	60	80,914	181,723	115,614	1,028	42,694	258,211	433,875	0.96	125,454	1,180	67,895	323,735	838,799	0.89	124,766	4,022	30,000	333,042	905,528	0.89
Associate Professor	84,937	25	70,462	99,254	89,134	519	48,684	145,050	133,484	0.95	94,594	478	56,641	172,197	242,929	0.90	92,230	1,913	38,766	212,000	183,983	0.92
Assistant Professor	73,238	23	63,132	84,776	79,345	507	58,332	120,400	139,869	0.92	81,361	573	68,715	123,283	199,295	0.90	79,357	2,138	36,409	175,000	143,737	0.92
All Ranks	97,085	108			99,970	2,054			707,228	0.97	107,517	2,231			1,281,023	0.90	105,030	8,073			1,233,248	0.92
Agricultural and Resource Economics																						
Professor	112,494	7	92,885	145,052	132,348	63	70,790	257,274	138,978	0.85	140,622	71	73,139	231,364	196,896	0.80	141,464	248	70,790	257,274	202,790	0.80
Associate Professor	85,194	2	84,852	85,535	103,330	24	65,133	140,000	36,272	0.82	112,412	31	75,119	172,197	54,436	0.76	108,456	112	54,863	188,300	46,524	0.79
Assistant Professor	71,416	3	69,545	73,710	89,715	38	70,789	120,400	54,897	0.80	92,607	25	71,182	123,283	63,573	0.77	92,501	132	43,376	175,000	63,255	0.77
All Ranks	97,675	12			113,816	125			230,147	0.86	124,284	127			314,905	0.79	120,814	492			312,569	0.81
Agricultural Leadership, Education, and Communications																						
Professor	100,532	1	100,532	100,532	124,965	5	102,886	140,000	24,433	0.80	116,629	6	100,586	148,573	16,097	0.86	122,854	33	84,370	200,000	22,322	0.82
Associate Professor	88,322	1	88,322	88,322	79,329	2	73,657	85,000	0	1.11	87,038	5	83,513	91,918	0	1.01	83,850	37	55,797	131,256	0	1.05
Assistant Professor	75,772	3	69,285	79,126	68,725	6	58,600	75,000	0	1.10	78,688	9	70,555	91,661	8,748	0.96	72,142	39	54,818	91,661	0	1.05
All Ranks	83,234	5			91,987	13			24,433	0.90	92,158	20			24,845	0.90	91,469	109			22,322	0.91
Agricultural Sciences and Natural Resources																						
Professor					116,877	389	42,694	257,274			126,396	495	73,139	323,735			124,577	1,564	42,694	333,042		
Associate Professor	84,368	1	84,368	84,368	90,246	209	59,942	145,050	5,878	0.93	94,219	193	56,641	172,197	9,851	0.90	92,341	742	38,766	188,300	7,973	0.91
Assistant Professor					80,381	196	61,364	120,400			81,734	241	68,722	123,283			79,652	842	36,409	175,000		
All Ranks	84,368	1			100,858	794			5,878	0.84	108,125	929			9,851	0.78	104,963	3,148			7,973	0.80
Animal Science																						
Professor	110,483	5	94,187	149,302	118,197	103	76,939	250,429	38,570	0.93	119,951	79	81,875	230,428	47,340	0.92	120,339	382	67,399	283,203	49,280	0.92
Associate Professor	87,407	3	83,735	93,406	91,398	52	67,817	145,050	11,973	0.96	90,306	45	56,641	126,592	8,697	0.97	90,411	193	51,006	168,129	9,012	0.97
Assistant Professor	75,346	5	71,862	84,776	79,314	45	63,818	98,829	19,840	0.95	80,675	53	68,722	117,000	26,645	0.93	76,382	240	36,818	117,000	5,180	0.99
All Ranks	91,644	13			102,481	200			70,383	0.89	100,654	177			82,682	0.91	100,307	815			63,472	0.91
Biosystems Engineering and Soil Science																						
Professor	111,068	13	80,914	135,952	122,245	50	72,536	258,211	145,301	0.91	138,355	98	80,918	323,735	354,731	0.80	142,754	384	72,536	323,735	411,918	0.78
Associate Professor	90,747	4	83,145	99,254	96,167	28	79,122	115,220	21,680	0.94	99,454	37	69,225	147,248	34,828	0.91	99,406	182	68,645	212,000	34,636	0.91
Assistant Professor	76,425	1	76,425	76,425	81,313	32	68,320	99,200	4,888	0.94	83,756	39	71,067	103,045	7,331	0.91	82,758	193	36,409	144,100	6,333	0.92
All Ranks	104,628	18			103,699	110			171,869	1.01	117,845	174			396,890	0.89	117,104	759			452,887	0.89
Entomology and Plant Pathology																						
Professor	112,658	8	96,697	136,771	107,992	103	64,510	257,208	0	1.04	117,966	120	81,810	201,772	42,464	0.96	117,510	384	30,000	299,654	38,816	0.96
Associate Professor	82,416	3	79,565	87,885	87,171	27	69,033	104,838	14,265	0.95	90,757	45	61,916	131,772	25,023	0.91	90,094	130	61,916	136,725	23,034	0.91
Assistant Professor	73,360	2	72,186	74,534	78,427	41	63,735	90,581	10,134	0.94	78,999	53	69,545	99,122	11,278	0.93	78,184	163	40,910	108,135	9,648	0.94
All Ranks	99,633	13			97,616	171			24,399	1.02	102,876	218			78,765	0.97	102,777	677			71,498	0.97
Food Science and Technology																						
Professor	127,302	2	118,733	135,870	112,921	41	77,065	186,640	0	1.13	139,173	48	84,438	250,967	23,742	0.91	129,119	129	77,065	265,574	3,634	0.99
Associate Professor	75,678	3	70,462	84,573	89,823	36	59,942	115,069	42,435	0.84	94,742	20	74,660	136,859	57,192	0.80	89,652	71	38,766	136,859	41,922	0.84
Assistant Professor	73,287	4	68,294	84,039	81,725	28	66,881	95,118	33,752	0.90	82,042	23	71,182	93,172	35,020	0.89	81,132	86	49,582	113,585	31,380	0.90
All Ranks	86,087	9			96,683	105			76,187	0.89	114,968	91			115,954	0.75	104,892	286			76,936	0.82
Forestry, Wildlife, and Fisheries																						
Professor	104,267	13	83,401	152,416	110,928	109	61,509	221,188	86,593	0.94	114,243	82	67,895	236,184	129,688	0.91	117,312	341	61,509	269,470	169,585	0.89
Associate Professor	80,397	3	76,970	84,343	80,724	66	48,684	98,132	981	1.00	94,856	45	61,304	139,913	43,377	0.85	86,491	204	48,684	139,913	18,282	0.93
Assistant Professor	69,568	4	63,132	79,308	72,595	62	58,332	88,400	12,108	0.96	79,403	37	68,715	92,250	39,340	0.88	75,473	193	47,939	101,100	23,620	0.92
All Ranks	93,747	20			92,489	237			99,682	1.01	101,063	164			212,405	0.93	97,851	738			211,487	0.96
Plant Sciences																						
Professor	116,512	11	85,141	181,723	110,864	165	42,694	254,441	0	1.05	119,043	181	73,414	305,875	27,841	0.98	117,165	557	42,694	333,042	7,183	0.99
Associate Professor	87,933	5	82,297	95,237	85,333	75	67,011	118,760	0	1.03	89,838	57	70,568	117,852	9,525	0.98	88,453	242	54,527	160,138	2,600	0.99
Assistant Professor	71,612	1	71,612	71,612	75,862	59	61,364	91,895	4,250	0.94	78,972	93	69,125	118,000	7,360	0.91	75,933	250	44,386	151,410	4,321	0.94
All Ranks	105,465	17			97,553	299			4,250	1.08	102,755	331			44,726	1.03	100,715	1,049			14,104	1.05

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum		
<b>Architecture &amp; Design</b>																						
Total																						
Professor	133,378	10	104,785	166,769	112,969	61	62,830	186,885	0	1.18	126,783	33	88,472	194,803	0	1.05	123,636	338	50,000	241,900	0	1.08
Associate Professor	95,294	10	78,901	109,339	87,185	110	65,000	130,912	0	1.09	91,179	53	74,983	119,361	8,805	1.05	88,198	468	58,702	129,903	0	1.08
Assistant Professor	80,678	5	79,228	84,164	69,692	61	56,176	92,925	0	1.16	77,045	23	67,442	91,200	2,219	1.05	70,857	320	45,000	99,942	0	1.14
All Ranks	107,604	25			89,365	232			0	1.20	98,976	109			11,024	1.09	93,908	1,126			0	1.15
Architecture																						
Professor	133,414	9	104,785	166,769	114,877	49	62,830	186,885	0	1.16	132,882	26	91,619	194,803	0	1.00	125,871	283	69,734	241,900	0	1.06
Associate Professor	96,667	7	87,614	109,339	88,006	90	65,000	130,912	0	1.10	89,669	46	74,983	119,361	0	1.08	87,959	398	58,702	129,903	0	1.10
Assistant Professor	81,388	3	80,000	84,164	70,764	48	63,934	92,925	0	1.15	75,406	14	67,442	91,200	0	1.08	70,939	254	45,000	99,942	0	1.15
All Ranks	111,661	19			90,621	187			0	1.23	100,412	86			0	1.11	94,810	935			0	1.18
Interior Design																						
Professor	133,052	1	133,052	133,052	110,283	1	110,283	110,283	0	1.21	95,141	3	88,472	104,563	0	1.40	104,846	10	88,472	133,052	0	1.27
Associate Professor	87,050	2	78,901	95,199	79,862	6	66,155	99,594	0	1.09	89,709	2	88,632	90,786	5,318	0.97	85,843	17	66,155	115,065	0	1.01
Assistant Professor	79,228	1	79,228	79,228	67,690	3	56,176	89,530	0	1.17	81,447	4	73,000	89,650	2,219	0.97	67,354	20	45,000	89,650	0	1.18
All Ranks	96,595	4			79,253	10			0	1.22	87,848	9			7,537	1.10	82,019	47			0	1.18
Landscape Architecture																						
Professor					104,715	11	85,215	139,339			110,870	4	94,448	133,971			113,756	45	50,000	156,492		
Associate Professor	102,172	1	102,172	102,172	85,047	14	69,714	110,000	0	1.20	105,659	5	85,269	119,026	3,487	0.97	90,751	53	62,635	122,400	0	1.13
Assistant Professor	80,000	1	80,000	80,000	65,147	10	58,910	70,115	0	1.23	78,114	5	72,420	82,000	0	1.02	71,930	46	55,000	97,300	0	1.11
All Ranks	91,086	2			85,543	35			0	1.06	97,310	14			3,487	0.94	91,928	144			0	0.99
<b>Haslam College of Business</b>																						
Total																						
Professor	227,354	36	127,325	353,461	186,485	353	61,844	450,797	0	1.22	222,731	257	61,600	493,286	529,704	1.02	210,309	2,393	40,000	605,360	77,995	1.08
Associate Professor	168,828	27	97,357	249,904	149,660	316	59,325	294,921	0	1.13	172,159	148	85,740	350,675	301,027	0.98	159,370	1,818	50,000	375,000	296	1.06
Assistant Professor	153,966	19	117,438	217,404	145,328	335	41,300	228,000	0	1.06	166,233	188	82,617	245,045	204,526	0.93	149,630	2,072	40,000	252,975	37,402	1.03
All Ranks	191,078	82			161,162	1,004			0	1.19	192,198	593			1,035,257	0.99	175,559	6,283			115,693	1.09
Accounting and Information Management																						
Professor	261,608	7	156,026	353,461	217,124	51	148,150	355,159	0	1.20	253,842	25	165,000	317,500	0	1.03	224,505	213	63,000	445,003	0	1.17
Associate Professor	226,514	2	206,728	246,300	175,738	52	108,436	260,000	0	1.29	215,674	16	101,500	242,334	0	1.05	188,888	203	64,538	284,175	0	1.20
Assistant Professor	190,386	3	152,115	215,044	185,511	68	98,088	225,000	0	1.03	212,986	32	168,883	226,189	67,800	0.89	189,819	285	65,455	252,975	0	1.00
All Ranks	237,954	12			191,968	171			0	1.24	227,567	73			67,800	1.05	200,089	701			0	1.19
Business Analytics and Statistics																						
Professor	191,678	6	127,325	240,000	157,082	93	61,844	275,000	0	1.22	178,560	84	101,335	315,475	0	1.07	173,546	373	61,844	316,778	0	1.10
Associate Professor	151,578	4	147,997	159,116	123,465	89	59,325	215,000	0	1.23	139,057	50	85,740	220,659	0	1.09	126,117	275	59,325	220,800	0	1.20
Assistant Professor	141,947	5	135,000	153,378	109,578	66	67,525	167,000	0	1.30	136,545	51	82,617	190,000	0	1.04	114,005	303	43,075	190,000	0	1.25
All Ranks	164,408	15			132,376	248			0	1.24	156,301	185			0	1.05	140,861	951			0	1.17
Economics																						
Professor	203,364	4	157,977	243,238	171,617	85	104,651	326,500	0	1.18	225,038	47	124,286	391,202	86,696	0.90	196,435	613	40,000	436,100	0	1.04
Associate Professor	136,767	8	97,357	161,151	133,651	55	83,226	260,000	0	1.02	165,515	15	103,239	350,675	229,984	0.83	136,804	384	61,311	375,000	296	1.00
Assistant Professor	122,466	4	117,438	129,747	118,139	56	80,000	220,000	0	1.04	127,785	17	123,212	135,592	21,276	0.96	118,538	420	40,000	192,900	0	1.03
All Ranks	149,841	16			145,684	196			0	1.03	192,808	79			337,956	0.78	157,187	1,417			296	0.95
Finance																						
Professor	220,856	5	128,096	342,795	208,962	47	105,844	341,209	0	1.06	256,388	28	61,600	493,286	177,660	0.86	236,455	246	61,600	531,617	77,995	0.93
Associate Professor	205,792	4	167,281	249,904	184,847	42	79,854	294,921	0	1.11	205,996	13	140,292	249,688	816	1.00	190,866	171	70,730	294,921	0	1.08
Assistant Professor	213,765	2	210,125	217,404	182,194	49	124,343	228,000	0	1.17	217,582	16	193,819	245,045	7,634	0.98	185,343	244	66,998	245,045	0	1.15
All Ranks	214,089	11			192,118	138			0	1.11	234,002	57			186,110	0.91	205,794	661			77,995	1.04
Management																						
Professor	229,212	6	193,716	275,519	204,832	47	122,774	288,443	0	1.12	239,082	46	122,264	386,038	59,220	0.96	228,142	715	57,000	457,875	0	1.00
Associate Professor	177,741	2	175,417	180,065	152,868	47	105,027	215,793	0	1.16	183,668	35	127,545	288,000	11,854	0.97	171,252	601	50,000	311,429	0	1.04
Assistant Professor	137,700	2	132,600	142,800	132,009	55	41,300	205,020	0	1.04	160,936	49	120,347	225,000	46,472	0.86	156,401	628	41,300	252,800	37,402	0.88
All Ranks	200,615	10			161,560	149			0	1.24	194,708	130			117,546	1.03	187,379	1,944			37,402	1.07
Marketing and Supply Chain Management																						
Professor	238,800	8	193,162	312,349	203,719	30	141,653	450,797	0	1.17	264,566	27	141,259	401,645	206,128	0.90	210,354	233	97,130	605,360	0	1.14
Associate Professor	175,176	7	129,589	211,423	156,987	31	100,589	215,036	0	1.12	183,515	19	113,507	247,674	58,373	0.95	155,518	184	77,318	247,674	0	1.13
Assistant Professor	150,553	3	140,000	158,660	147,178	41	118,737	168,958	0	1.02	171,001	23	152,681	205,000	61,344	0.88	146,673	192	56,000	205,000	0	1.03
All Ranks	199,350	18			166,789	102			0	1.20	211,059	69			325,845	0.94	173,709	609			0	1.15

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Comp Avg	Comp Avg	Average	Number	Minimum	Maximum	Aspr Avg	Aspr Avg	Average	Number	Minimum	Maximum	R1 Avg	R1 Avg
<b>Education, Health, &amp; Human Sciences</b>																						
Total	122,219	34	79,385	351,770	119,988	240	57,936	230,300	199,481	1.02	127,749	277	73,927	255,940	336,456	0.96	126,820	1,827	54,378	475,675	277,926	0.96
Professor	86,590	57	66,475	109,913	85,997	289	59,020	163,228	103,996	1.01	90,954	210	60,145	135,840	227,698	0.95	88,672	1,977	45,000	185,585	172,532	0.98
Associate Professor	70,462	45	40,466	148,881	71,049	351	50,000	100,665	155,305	0.99	80,516	168	64,540	110,855	465,477	0.88	72,657	2,102	36,000	163,636	195,321	0.97
Assistant Professor	90,161	136			89,305	880			458,782	1.01	103,837	655			1,029,631	0.87	94,773	5,906			645,779	0.95
Child and Family Studies																						
Professor	121,941	2	106,222	137,660	137,922	28	93,351	230,300	31,962	0.88	127,721	31	91,231	195,732	11,560	0.95	126,221	132	57,273	269,350	8,560	0.97
Associate Professor	92,781	7	80,000	99,592	86,006	33	61,931	123,000	0	1.08	93,555	36	81,191	127,765	5,418	0.99	87,867	158	49,500	130,000	0	1.06
Assistant Professor	64,346	5	40,466	79,000	72,211	44	52,594	86,390	39,325	0.89	82,258	31	65,455	100,000	89,560	0.78	73,372	164	40,466	109,811	45,130	0.88
All Ranks	86,791	14			94,070	105			71,287	0.92	100,789	98			106,538	0.86	93,782	454			53,690	0.93
Educational Leadership and Policy Studies																						
Professor	198,852	3	110,419	351,770	123,586	34	63,189	192,574	0	1.61	135,763	23	99,150	218,596	0	1.46	128,677	225	63,189	351,770	0	1.55
Associate Professor	84,192	6	66,475	98,757	83,128	32	63,070	136,255	0	1.01	90,199	25	75,653	127,060	36,042	0.93	87,991	239	45,000	150,000	22,794	0.96
Assistant Professor	105,321	2	61,760	148,881	69,382	37	58,000	81,350	0	1.52	76,691	11	69,307	85,690	0	1.37	70,481	239	43,605	163,636	0	1.49
All Ranks	119,305	11			91,545	103			0	1.30	105,443	59			36,042	1.13	95,060	703			22,794	1.26
Educational Psychology and Counseling																						
Professor	114,663	9	94,693	147,810	115,641	24	81,910	148,000	8,802	0.99	111,142	42	81,313	178,472	0	1.03	117,738	230	67,776	321,620	27,675	0.97
Associate Professor	87,113	9	79,383	109,913	81,527	23	67,850	103,973	0	1.07	87,747	23	71,876	108,327	5,706	0.99	85,352	196	61,792	145,795	0	1.02
Assistant Professor	69,433	5	68,249	70,566	69,736	37	61,200	90,000	1,515	1.00	78,257	19	69,863	88,871	44,120	0.89	72,103	203	36,000	110,039	13,350	0.96
All Ranks	94,050	23			86,080	84			10,317	1.09	97,298	84			49,826	0.97	92,918	629			41,025	1.01
Kinesiology, Recreation, and Sport Studies																						
Professor	101,629	5	85,664	130,167	114,755	38	72,301	189,567	65,630	0.89	131,342	47	73,927	251,452	148,565	0.77	120,888	306	65,000	251,452	96,295	0.84
Associate Professor	78,074	8	73,367	86,337	83,219	46	59,020	132,194	41,160	0.94	90,343	31	60,145	117,750	98,152	0.86	86,192	320	49,511	132,194	64,944	0.91
Assistant Professor	65,520	8	51,800	71,466	70,265	64	50,000	85,000	37,960	0.93	77,650	39	64,540	103,607	97,040	0.84	72,185	358	42,611	109,276	53,320	0.91
All Ranks	78,900	21			85,714	148			144,750	0.92	102,582	117			343,757	0.77	91,886	984			214,559	0.86
Nutrition																						
Professor	161,145	2	154,202	168,088	117,897	18	57,936	174,427	0	1.37	127,704	36	77,646	211,150	0	1.26	137,004	148	57,936	326,084	0	1.18
Associate Professor	90,952	6	79,684	97,924	93,639	26	60,791	163,228	16,122	0.97	91,093	17	69,522	115,948	846	1.00	93,362	101	56,291	163,228	14,460	0.97
Assistant Professor	78,741	3	73,566	82,199	75,036	35	64,801	89,209	0	1.05	89,162	20	81,600	104,157	31,263	0.88	75,565	179	41,727	106,700	0	1.04
All Ranks	100,384	11			90,924	79			16,122	1.10	108,619	73			32,109	0.92	101,010	428			14,460	0.99
Public Health																						
Professor	143,452	1	143,452	143,452	114,029	5	105,513	122,561	0	1.26	167,911	20	116,621	255,940	24,459	0.85	161,327	186	69,119	475,675	17,875	0.89
Associate Professor	89,193	4	86,316	96,021	98,905	12	71,496	159,500	38,848	0.90	105,665	11	87,249	126,716	65,888	0.84	105,386	182	64,640	159,500	64,772	0.85
Assistant Professor	80,253	4	76,966	82,064	72,323	5	63,360	88,730	0	1.11	89,244	9	80,959	110,855	35,964	0.90	81,948	175	40,748	118,200	6,780	0.98
All Ranks	91,248	9			96,301	22			38,848	0.95	133,093	40			126,311	0.69	116,994	543			89,427	0.78
Retail, Hospitality, and Tourism Management																						
Professor	123,408	3	102,869	145,493	133,035	25	88,214	205,000	28,881	0.93	127,358	21	93,787	185,883	11,850	0.97	132,339	144	81,612	216,023	26,793	0.93
Associate Professor	91,438	2	87,388	95,488	95,371	28	76,887	150,182	7,866	0.96	91,911	26	73,640	112,281	946	0.99	94,219	160	62,444	185,585	5,562	0.97
Assistant Professor	76,993	5	70,000	84,049	74,454	36	61,365	100,665	0	1.03	82,029	17	66,953	98,533	25,180	0.94	78,426	162	52,500	111,418	7,165	0.98
All Ranks	93,807	10			97,490	89			36,747	0.96	100,917	64			37,976	0.93	100,508	466			39,520	0.93
Theory and Practice in Teacher Education																						
Professor	104,325	9	79,385	132,196	111,459	68	68,178	170,561	64,206	0.94	119,883	57	88,466	200,691	140,022	0.87	115,517	456	54,378	285,142	100,728	0.90
Associate Professor	85,802	15	69,790	108,804	82,693	89	67,869	148,577	0	1.04	86,782	41	75,728	135,840	14,700	0.99	84,373	621	48,700	174,615	0	1.02
Assistant Professor	63,453	13	47,982	77,550	69,338	93	50,000	93,000	76,505	0.92	74,403	22	69,367	81,295	142,350	0.85	68,805	622	45,000	122,727	69,576	0.92
All Ranks	82,455	37			85,549	250			140,711	0.96	100,235	120			297,072	0.82	87,032	1,699			170,304	0.95

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Comp Avg	Comp Avg	Average	Number	Minimum	Maximum	Aspr Avg	Aspr Avg	Average	Number	Minimum	Maximum	R1 Avg	R1 Avg
<b>Engineering</b>																						
Total																						
Professor	182,651	81	80,363	303,594	149,902	772	61,998	326,016	0	1.22	164,020	618	73,198	344,602	0	1.11	163,646	4,824	6,000	510,000	0	1.12
Associate Professor	117,622	40	80,352	152,167	107,959	487	45,862	189,435	0	1.09	115,361	275	69,804	175,179	47,453	1.02	111,650	2,470	17,375	258,708	0	1.05
Assistant Professor	101,582	40	82,255	117,592	92,987	455	36,001	126,157	0	1.09	98,753	298	83,580	132,605	0	1.03	95,221	2,684	29,749	196,208	0	1.07
All Ranks	146,353	161			122,876	1,714			0	1.19	136,454	1,191			47,453	1.07	132,369	9,978			0	1.11
<b>Chemical and Biomolecular Engineering</b>																						
Professor	181,889	8	82,596	280,974	153,031	73	63,663	249,540	0	1.19	171,280	81	73,198	344,602	0	1.06	170,557	480	59,228	510,000	0	1.07
Associate Professor	125,407	6	116,390	141,955	111,391	37	88,552	135,000	0	1.13	112,799	36	88,149	173,118	0	1.11	111,877	211	75,440	173,118	0	1.12
Assistant Professor	106,874	3	105,561	109,091	91,563	54	36,001	126,157	0	1.17	96,181	19	87,000	117,256	0	1.11	93,369	244	36,000	196,208	0	1.14
All Ranks	148,716	17			123,397	164			0	1.21	145,308	136			0	1.02	137,172	935			0	1.08
<b>Civil and Environmental Engineering</b>																						
Professor	172,833	11	122,481	242,961	142,217	135	96,602	255,850	0	1.22	140,732	75	98,265	227,749	0	1.23	147,057	681	74,569	309,901	0	1.18
Associate Professor	110,614	4	108,118	113,343	101,808	77	45,862	148,537	0	1.09	105,277	39	69,804	122,741	0	1.05	107,192	355	26,000	192,000	0	1.03
Assistant Professor	94,467	7	90,880	102,000	91,046	82	82,000	99,497	0	1.04	94,153	42	87,500	115,595	0	1.00	91,496	380	42,236	135,819	0	1.03
All Ranks	136,586	22			117,362	294			0	1.16	119,328	156			0	1.14	122,152	1,416			0	1.12
<b>Electrical Engineering and Computer Science</b>																						
Professor	186,679	23	80,363	303,594	148,981	289	61,998	326,016	0	1.25	170,809	266	92,415	327,099	0	1.09	165,816	2,035	61,998	357,100	0	1.13
Associate Professor	118,976	8	114,574	121,720	109,854	183	63,500	168,678	0	1.08	120,091	106	74,148	172,270	8,920	0.99	114,686	949	17,375	258,708	0	1.04
Assistant Professor	105,659	6	100,940	109,537	96,821	129	83,396	118,977	0	1.09	104,111	111	83,580	132,605	0	1.01	100,962	958	29,749	171,849	0	1.05
All Ranks	158,902	37			125,871	601			0	1.26	144,350	483			8,920	1.10	137,746	3,942			0	1.15
<b>Industrial and Systems Engineering</b>																						
Professor	171,321	3	134,050	209,985	159,914	35	97,913	202,699	0	1.07	160,451	23	120,297	221,962	0	1.07	157,517	170	87,750	282,966	0	1.09
Associate Professor	111,625	2	107,192	116,057	110,033	38	90,021	130,404	0	1.01	118,117	12	105,441	134,727	12,984	0.95	108,692	128	75,240	178,500	0	1.03
Assistant Professor	98,101	3	95,802	101,613	93,163	30	82,080	122,010	0	1.05	96,978	25	92,820	107,307	0	1.01	92,859	138	57,273	122,865	0	1.06
All Ranks	128,940	8			122,069	103			0	1.06	125,537	60			12,984	1.03	122,718	436			0	1.05
<b>Materials Science and Engineering</b>																						
Professor	179,839	15	125,723	274,081	168,940	42	111,683	269,778	0	1.06	164,267	47	108,716	293,712	0	1.09	174,315	265	65,455	375,700	0	1.03
Associate Professor	118,707	3	112,428	128,300	109,436	21	97,258	150,122	0	1.08	123,406	12	90,735	175,179	14,097	0.96	115,060	97	73,011	175,179	0	1.03
Assistant Professor	102,756	2	101,956	103,555	93,910	14	90,000	97,593	0	1.09	94,767	14	86,063	117,691	0	1.08	88,419	116	36,818	120,200	0	1.16
All Ranks	162,961	20			139,070	77			0	1.17	144,221	73			14,097	1.13	141,445	478			0	1.15
<b>Mechanical, Aerospace, and Biomedical Engineering</b>																						
Professor	182,011	14	127,815	235,794	149,525	198	88,338	303,943	0	1.22	159,440	126	109,988	265,008	0	1.14	164,637	1,155	6,000	465,500	0	1.11
Associate Professor	112,464	14	80,352	133,254	107,119	131	73,684	189,435	0	1.05	113,282	70	89,509	155,481	11,452	0.99	109,626	708	33,147	211,783	0	1.03
Assistant Professor	101,511	14	82,255	117,592	91,093	146	51,110	111,204	0	1.11	95,851	87	87,125	117,000	0	1.06	92,016	823	38,844	144,600	0	1.10
All Ranks	131,995	42			119,870	475			0	1.10	128,474	283			11,452	1.03	127,885	2,686			0	1.03
<b>Nuclear Engineering</b>																						
Professor	197,877	7	128,529	264,860													180,319	38	128,529	264,860	0	1.10
Associate Professor	134,773	3	101,105	152,167													117,804	22	89,679	152,167	0	1.14
Assistant Professor	105,292	5	99,930	110,067													99,994	25	67,204	115,600	0	1.05
All Ranks	154,395	15															140,514	85			0	1.10

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Comp Avg	Comp Avg	Average	Number	Minimum	Maximum	Aspr Avg	Aspr Avg	Average	Number	Minimum	Maximum	R1 Avg	R1 Avg
<b>Communication &amp; Information</b>																						
Total																						
Professor	130,045	24	92,746	224,730	112,121	72	60,078	155,462	0	1.16	125,169	105	65,045	201,000	112,750	1.04	125,414	630	60,078	322,265	0	1.04
Associate Professor	89,200	19	73,691	147,161	82,391	103	60,885	155,616	0	1.08	90,718	71	52,075	137,598	94,412	0.98	87,975	690	41,728	198,900	62,356	1.01
Assistant Professor	73,163	7	69,952	78,118	68,361	110	58,416	97,476	0	1.07	75,267	84	52,065	92,250	38,914	0.97	73,865	663	40,964	145,000	9,105	0.99
All Ranks	106,561	50			84,486	285			0	1.26	99,639	260			246,076	1.07	95,152	1,983			71,461	1.12
Advertising and Public Relations																						
Professor	127,401	7	92,746	156,193	115,995	16	92,370	147,290	0	1.10	126,755	18	103,000	154,141	0	1.01	126,505	66	92,746	213,597	0	1.01
Associate Professor	89,769	4	79,788	102,729	84,228	13	74,350	95,473	0	1.07	98,673	12	87,258	122,727	35,616	0.91	95,691	75	73,416	126,000	23,688	0.94
Assistant Professor	72,991	1	72,991	72,991	68,895	26	65,000	74,694	0	1.06	80,913	24	72,000	92,250	7,922	0.90	74,941	121	61,860	92,250	1,950	0.97
All Ranks	110,323	12			86,221	55			0	1.28	100,140	54			43,538	1.10	93,870	262			25,638	1.18
Communication Studies																						
Professor	135,466	2	110,394	160,538	107,628	18	83,966	154,003	0	1.26	122,960	37	88,198	190,173	0	1.10	121,887	155	79,925	322,265	0	1.11
Associate Professor	96,128	5	80,750	147,161	84,655	25	63,714	155,616	0	1.14	87,597	21	52,075	103,510	0	1.10	84,938	148	52,075	155,616	0	1.13
Assistant Professor	71,334	3	71,000	72,001	70,116	27	60,600	97,476	0	1.02	78,613	15	73,529	86,500	21,837	0.91	71,444	160	40,964	114,665	330	1.00
All Ranks	96,557	10			84,954	70			0	1.14	103,675	73			21,837	0.93	92,644	463			330	1.04
Information Sciences																						
Professor	145,012	5	109,200	224,730	107,923	12	60,078	150,000	0	1.34	88,091	9	65,045	113,309	0	1.65	134,691	120	60,078	241,300	0	1.08
Associate Professor	87,415	6	73,691	94,087	78,467	22	63,498	108,528	0	1.11	73,866	12	54,643	91,591	0	1.18	91,837	153	41,728	198,900	26,532	0.95
Assistant Professor	77,599	2	77,080	78,118	67,571	25	58,416	79,726	0	1.15	56,703	16	52,065	74,000	0	1.37	80,148	129	41,149	145,000	5,098	0.97
All Ranks	108,058	13			79,841	59			0	1.35	69,904	37			0	1.55	100,878	402			31,630	1.07
Journalism and Electronic Media																						
Professor	123,329	10	93,984	181,801	114,784	26	86,250	155,462	0	1.07	134,604	41	108,570	201,000	112,750	0.92	123,205	289	63,205	262,500	0	1.00
Associate Professor	82,647	4	80,211	85,024	82,526	43	60,885	115,016	0	1.00	97,346	26	81,944	137,598	58,796	0.85	85,681	314	49,826	152,461	12,136	0.96
Assistant Professor	69,952	1	69,952	69,952	67,062	32	61,746	85,000	0	1.04	79,107	29	69,360	92,000	9,155	0.88	71,679	253	42,750	100,000	1,727	0.98
All Ranks	108,922	15			85,931	101			0	1.27	107,749	96			180,701	1.01	94,211	856			13,863	1.16
<b>Law</b>																						
Total																						
Professor	158,607	19	127,000	230,435	177,337	107	113,621	334,067	355,870	0.89	199,616	99	128,246	336,310	779,171	0.79	193,648	1,054	40,909	406,800	665,779	0.82
Associate Professor	119,134	10	111,400	137,413	129,362	34	100,000	177,212	102,280	0.92	147,488	21	128,074	173,401	283,540	0.81	128,849	244	55,964	234,600	97,150	0.92
Assistant Professor	101,677	3	100,000	104,030	111,980	21	93,910	137,500	30,909	0.91	132,748	7	130,000	140,233	93,213	0.77	99,538	136	35,450	218,000	0	1.02
All Ranks	140,935	32			158,796	162			489,059	0.89	187,311	127			1,155,924	0.75	173,697	1,434			762,929	0.81
<b>Nursing</b>																						
Total																						
Professor	113,226	7	87,276	138,243	123,557	31	91,495	185,731	72,317	0.92	130,278	26	98,218	225,962	119,364	0.87	125,711	247	68,860	261,165	87,395	0.90
Associate Professor	95,581	11	81,734	124,585	91,562	54	69,547	143,185	0	1.04	99,323	31	62,679	143,701	41,162	0.96	95,776	385	56,960	162,177	2,145	1.00
Assistant Professor	80,867	23	68,576	142,181	75,683	76	61,365	110,158	0	1.07	85,207	34	75,485	97,068	99,820	0.95	76,954	671	21,004	142,181	0	1.05
All Ranks	90,339	41			90,227	161			72,317	1.00	102,893	91			260,346	0.88	91,758	1,303			89,540	0.98
<b>Social Work</b>																						
Total																						
Professor	147,596	7	94,781	186,591	117,151	14	79,083	193,406	0	1.26	133,255	32	85,301	276,000	0	1.11	125,737	207	75,157	276,000	0	1.17
Associate Professor	80,354	6	73,077	91,101	86,918	45	62,069	110,406	39,384	0.92	87,814	26	71,258	101,208	44,760	0.92	84,569	258	48,278	121,715	25,290	0.95
Assistant Professor	60,835	20	20,029	84,420	72,808	48	46,965	95,853	239,460	0.84	81,059	18	73,349	97,000	404,480	0.75	70,523	331	20,029	149,500	193,760	0.86
All Ranks	82,788	33			84,544	107			278,844	0.98	105,347	76			449,240	0.79	89,434	796			219,050	0.93

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Comp Avg	Comp Avg	Average	Number	Minimum	Maximum	Aspr Avg	Aspr Avg	Average	Number	Minimum	Maximum	R1 Avg	R1 Avg
<b>Arts and Sciences (All)</b>																						
Total																						
Professor	128,322	203	73,023	347,366	116,952	1,556	56,665	398,094	399,088	1.10	130,901	1,734	64,118	306,509	2,176,224	0.98	134,942	13,792	23,650	475,865	2,578,932	0.95
Associate Professor	87,115	153	65,288	128,123	78,711	1,261	32,498	152,680	3,516	1.11	89,445	954	44,125	186,004	598,084	0.97	87,278	9,556	21,438	581,237	344,218	1.00
Assistant Professor	73,610	122	55,000	94,104	70,320	896	35,707	133,024	24,044	1.05	79,429	535	55,000	118,000	778,299	0.93	74,085	6,997	30,000	163,500	322,887	0.99
All Ranks	101,168	478			92,712	3,713			426,648	1.09	110,086	3,223			3,552,607	0.92	105,900	30,345			3,246,037	0.96
<b>Arts &amp; Sciences - Humanities</b>																						
Total																						
Professor	109,830	61	79,278	261,386	101,863	467	56,665	236,958	79,800	1.08	110,924	552	73,636	226,116	292,813	0.99	119,581	4,638	31,000	342,300	762,519	0.92
Associate Professor	81,379	68	65,288	128,123	72,692	605	32,498	117,412	0	1.12	81,465	433	44,125	132,024	132,727	1.00	80,606	4,468	32,498	175,000	87,706	1.01
Assistant Professor	63,428	43	55,000	72,627	62,334	339	51,250	88,248	0	1.02	69,250	197	60,000	111,130	257,285	0.92	66,037	2,753	30,000	144,175	114,407	0.96
All Ranks	86,982	172			79,858	1,411			79,800	1.09	93,187	1,182			682,825	0.93	92,467	11,859			964,632	0.94
<b>Art</b>																						
Professor	103,957	8	84,062	129,820	91,929	66	68,500	169,125	0	1.13	100,936	78	73,636	207,112	0	1.03	111,143	595	37,051	255,400	57,488	0.94
Associate Professor	86,084	11	72,443	107,846	71,614	108	32,498	104,030	0	1.20	80,617	82	59,454	132,024	0	1.07	78,372	694	32,498	132,024	0	1.10
Assistant Professor	63,625	4	62,000	65,500	62,611	66	54,000	79,140	0	1.02	67,750	37	62,814	78,058	16,500	0.94	65,699	432	32,400	110,400	8,296	0.97
All Ranks	88,395	23			74,725	240			0	1.18	86,245	197			16,500	1.02	86,521	1,721			65,784	1.02
<b>Classics</b>																						
Professor	165,566	3	113,429	261,386	97,415	6	77,576	132,344	0	1.70	112,230	12	88,000	151,000	0	1.48	123,252	118	53,845	274,200	0	1.34
Associate Professor	82,769	2	81,846	83,692	66,978	9	55,975	86,207	0	1.24	82,968	8	75,737	100,331	398	1.00	84,373	111	55,975	121,396	3,208	0.98
Assistant Professor	65,037	3	62,678	67,653	62,775	4	61,050	65,000	0	1.04	70,441	9	64,266	78,054	16,212	0.92	71,588	74	32,400	144,175	19,653	0.91
All Ranks	107,168	8			75,705	19			0	1.42	91,189	29			16,610	1.18	96,392	303			22,861	1.11
<b>English</b>																						
Professor	105,776	19	86,772	138,000	109,976	156	65,370	236,958	79,800	0.96	116,024	143	76,241	200,070	194,712	0.91	124,639	1,271	31,000	342,300	358,397	0.85
Associate Professor	80,124	16	72,607	87,093	76,766	173	40,455	105,770	0	1.04	83,472	86	56,238	108,303	53,568	0.96	83,949	1,107	35,400	175,000	61,200	0.95
Assistant Professor	67,659	7	64,000	71,000	66,367	91	51,250	88,248	0	1.02	73,111	36	65,130	90,000	38,164	0.93	68,163	635	32,400	120,000	3,528	0.99
All Ranks	89,651	42			86,848	420			79,800	1.03	99,630	265			286,444	0.90	97,787	3,013			423,125	0.92
<b>Modern Foreign Languages and Literature</b>																						
Professor	107,320	13	79,278	158,402	103,241	70	66,495	195,240	0	1.04	107,281	128	81,834	192,822	0	1.00	123,040	1,006	57,360	283,400	204,360	0.87
Associate Professor	80,910	11	65,288	99,834	70,441	148	57,139	94,198	0	1.15	80,235	127	58,195	110,000	0	1.01	80,738	1,247	38,438	155,200	0	1.00
Assistant Professor	64,546	9	61,623	69,947	60,749	60	56,650	68,923	0	1.06	67,825	46	60,186	83,500	29,511	0.95	65,784	667	30,000	104,600	11,142	0.98
All Ranks	86,851	33			76,608	278			0	1.13	89,840	301			29,511	0.97	91,896	2,920			215,502	0.95
<b>Music</b>																						
Professor	107,276	7	83,198	157,636	90,926	72	61,980	175,567	0	1.18	106,243	104	74,696	226,116	0	1.01	107,368	871	60,781	271,200	644	1.00
Associate Professor	79,243	19	67,582	128,123	70,840	73	52,254	117,412	0	1.12	81,762	69	44,125	122,450	47,861	0.97	76,310	690	35,350	140,100	0	1.04
Assistant Professor	58,197	12	55,000	62,523	57,849	50	52,000	70,784	0	1.01	67,803	28	60,000	111,130	115,272	0.86	62,351	470	32,500	112,591	49,848	0.93
All Ranks	77,761	38			74,925	195			0	1.04	92,484	201			163,133	0.84	86,399	2,031			50,492	0.90
<b>Philosophy</b>																						
Professor	114,049	3	100,532	131,899	105,844	64	56,665	200,000	0	1.08	128,512	45	88,737	216,360	43,389	0.89	133,610	406	44,290	339,000	58,683	0.85
Associate Professor	75,363	3	71,872	78,094	73,288	56	63,141	94,577	0	1.03	85,663	26	57,967	108,597	30,900	0.88	83,129	254	54,391	170,300	23,298	0.91
Assistant Professor	69,159	3	66,070	72,627	63,588	35	57,500	79,646	0	1.09	72,347	19	66,000	78,600	9,564	0.96	69,732	172	36,450	105,700	1,719	0.99
All Ranks	86,190	9			84,540	155			0	1.02	104,276	90			83,853	0.83	104,993	832			83,700	0.82
<b>Religious Studies</b>																						
Professor	113,232	3	95,602	134,303	107,311	6	89,573	137,616	0	1.06	130,621	15	86,119	185,639	52,167	0.87	131,936	121	67,431	286,000	56,112	0.86
Associate Professor	96,112	2	89,424	102,800	69,725	7	61,206	83,216	0	1.38	85,560	10	74,469	107,466	0	1.12	83,579	111	50,429	118,700	0	1.15
Assistant Professor	66,393	3	59,895	70,971	61,874	10	60,029	63,500	0	1.07	72,887	5	70,745	75,000	19,482	0.91	70,740	82	35,000	116,100	13,041	0.94
All Ranks	91,387	8			76,117	23			0	1.20	105,978	30			71,649	0.86	98,861	314			69,153	0.92
<b>Theatre</b>																						
Professor	106,722	5	81,340	157,546	95,202	27	66,187	143,032	0	1.12	107,231	27	86,725	178,159	2,545	1.00	112,089	250	53,085	240,261	26,835	0.95
Associate Professor	81,351	4	70,077	93,972	70,080	31	60,970	84,719	0	1.16	76,287	25	60,372	89,510	0	1.07	77,688	254	42,124	117,300	0	1.05
Assistant Professor	59,124	2	59,088	59,160	57,686	23	52,000	66,502	0	1.02	65,414	17	60,075	74,379	12,580	0.90	62,714	221	30,000	100,000	7,180	0.94
All Ranks	88,842	11			74,935	81			0	1.19	85,717	69			15,125	1.04	84,986	725			34,015	1.05

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College Department Rank	UTK				Comparable Peer				Cost to increase to	Ratio UTK Avg to	Aspirational Peer				Cost to increase to	Ratio UTK Avg to	R1: Doctoral-Highest Research				Cost to increase to	Ratio UTK Avg to
	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Comp Avg	Comp Avg	Average	Number	Minimum	Maximum	Aspr Avg	Aspr Avg	Average	Number	Minimum	Maximum	R1 Avg	R1 Avg
<b>Arts &amp; Sciences - Social Sciences</b>																						
Total																						
Professor	131,018	48	92,247	347,366	119,713	393	65,598	374,930	157,708	1.09	141,818	444	64,118	300,000	944,354	0.92	141,263	3,660	23,650	404,736	815,659	0.93
Associate Professor	85,447	44	73,891	108,400	81,326	369	42,463	152,680	3,516	1.05	94,730	308	46,245	186,004	382,532	0.90	92,212	2,883	34,146	581,237	234,847	0.93
Assistant Professor	71,470	33	63,500	83,938	70,507	280	35,707	133,024	24,036	1.01	82,006	161	66,550	118,000	338,179	0.87	77,290	1,976	30,000	163,500	165,202	0.92
All Ranks	99,256	125			92,897	1,042			185,260	1.07	115,385	913			1,665,065	0.86	109,825	8,519			1,215,708	0.90
Anthropology																						
Professor	204,895	4	141,253	347,366	105,116	18	65,598	155,204	0	1.95	123,537	39	94,750	181,605	0	1.66	131,112	385	63,456	347,366	0	1.56
Associate Professor	87,784	6	84,712	91,813	78,200	30	56,452	107,474	0	1.12	86,294	45	73,093	107,352	0	1.02	87,210	341	56,340	200,200	0	1.01
Assistant Professor	67,880	3	66,000	70,250	64,876	16	53,757	69,230	0	1.05	75,519	21	67,670	88,200	22,917	0.90	74,799	197	45,000	132,400	20,757	0.91
All Ranks	119,225	13			82,439	64			0	1.45	97,972	105			22,917	1.22	102,873	923			20,757	1.16
Geography																						
Professor	134,175	7	98,415	225,476	106,325	32	70,683	195,254	0	1.26	126,836	41	78,999	248,839	0	1.06	133,398	242	70,591	285,300	0	1.01
Associate Professor	88,259	4	79,902	99,954	81,895	35	58,013	125,324	0	1.08	88,724	33	75,258	120,000	1,860	0.99	88,093	188	58,013	133,900	0	1.00
Assistant Professor	76,109	5	72,800	83,938	70,125	25	54,656	84,618	0	1.09	78,097	15	70,000	90,037	9,940	0.97	76,113	153	49,999	109,600	20	1.00
All Ranks	104,550	16			87,194	92			0	1.20	104,490	89			11,800	1.00	103,755	583			20	1.01
History																						
Professor	126,336	6	94,306	164,944	112,216	89	67,566	168,327	0	1.13	128,501	96	64,118	300,000	12,990	0.98	129,208	736	55,656	340,100	17,232	0.98
Associate Professor	81,006	15	74,350	97,915	76,118	97	42,463	152,680	0	1.06	88,795	86	46,245	160,000	116,835	0.91	86,286	713	38,063	170,700	79,200	0.94
Assistant Professor	66,934	6	64,500	69,575	64,524	54	35,707	85,000	0	1.04	76,003	27	66,550	90,000	54,414	0.88	69,360	328	35,707	119,200	14,556	0.97
All Ranks	87,952	27			86,896	240			0	1.01	105,381	209			184,239	0.83	100,939	1,777			110,988	0.87
Political Science																						
Professor	110,044	9	96,816	144,010	123,364	62	70,316	277,997	119,880	0.89	157,882	78	89,177	276,000	430,542	0.70	151,908	748	31,744	395,054	376,776	0.72
Associate Professor	90,822	6	81,031	108,400	84,318	57	65,770	130,810	0	1.08	105,744	62	72,366	160,889	89,532	0.86	101,015	688	34,146	210,100	61,158	0.90
Assistant Professor	70,734	4	64,085	78,000	73,093	72	60,000	133,024	9,436	0.97	88,056	31	66,722	105,000	69,288	0.80	83,275	487	30,000	163,500	50,164	0.85
All Ranks	95,698	19			92,761	191			129,316	1.03	126,320	171			589,362	0.76	116,318	1,923			488,098	0.82
Psychology																						
Professor	135,417	15	93,234	210,565	131,099	135	76,471	374,930	0	1.03	152,112	124	86,600	253,928	250,425	0.89	146,546	1,055	23,650	404,736	166,935	0.92
Associate Professor	87,682	9	76,818	96,184	84,387	88	61,200	147,506	0	1.04	98,767	53	73,000	135,100	99,765	0.89	95,099	569	43,500	581,237	66,753	0.92
Assistant Professor	75,581	10	72,000	83,188	74,888	63	42,956	92,984	0	1.01	86,654	42	77,120	118,000	110,730	0.87	79,313	493	30,461	139,469	37,320	0.95
All Ranks	105,182	34			104,344	286			0	1.01	126,648	219			460,920	0.83	117,061	2,117			271,008	0.90
Sociology																						
Professor	107,200	7	92,247	133,075	112,604	57	76,331	189,870	37,828	0.95	142,971	66	87,349	225,954	250,397	0.75	143,588	494	74,781	336,700	254,716	0.75
Associate Professor	82,690	4	73,891	89,260	83,569	62	60,639	125,000	3,516	0.99	101,325	29	81,301	186,004	74,540	0.82	89,624	384	43,216	186,004	27,736	0.92
Assistant Professor	66,798	5	63,500	70,074	69,718	50	58,240	89,649	14,600	0.96	80,976	25	69,530	100,000	70,890	0.82	75,275	318	36,000	140,800	42,385	0.89
All Ranks	88,447	16			89,264	169			55,944	0.99	119,991	120			395,827	0.74	108,098	1,196			324,837	0.82

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College Department Rank	UTK				Comparable Peer				Cost to increase to	Ratio UTK Avg to	Aspirational Peer				Cost to increase to	Ratio UTK Avg to	R1: Doctoral-Highest Research				Cost to increase to	Ratio UTK Avg to
	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Comp Avg	Comp Avg	Average	Number	Minimum	Maximum	Aspr Avg	Aspr Avg	Average	Number	Minimum	Maximum	R1 Avg	R1 Avg
<b>Arts &amp; Sciences - Natural Sciences</b>																						
Total																						
Professor	138,945	94	73,023	279,985	125,517	696	69,160	398,094	161,580	1.11	139,275	738	81,133	306,509	939,057	1.00	143,699	5,494	40,910	475,865	1,000,754	0.97
Associate Professor	98,418	41	80,600	123,750	88,035	287	54,237	130,000	0	1.12	98,025	213	63,158	150,000	82,825	1.00	94,349	2,205	21,438	241,337	21,665	1.04
Assistant Professor	84,662	46	75,970	94,104	79,903	277	50,000	109,382	8	1.06	88,415	177	55,000	104,407	182,835	0.96	81,062	2,268	30,927	143,925	43,278	1.04
All Ranks	115,969	181			106,952	1,260			161,588	1.08	123,505	1,128			1,204,717	0.94	118,528	9,967			1,065,697	0.98
Biochemistry and Cellular and Molecular Biology																						
Professor	132,744	12	100,221	279,985	136,408	52	87,212	282,835	43,968	0.97	151,382	75	84,083	255,025	223,656	0.88	152,371	579	53,903	405,500	235,524	0.87
Associate Professor	93,901	7	90,051	106,754	91,226	33	73,783	107,180	0	1.03	102,884	24	87,564	120,996	62,881	0.91	96,996	263	47,324	219,249	21,665	0.97
Assistant Professor	82,744	7	75,970	86,901	81,669	19	67,598	97,446	0	1.01	89,983	22	81,500	104,407	50,673	0.92	82,145	264	33,055	130,800	0	1.01
All Ranks	108,825	26			112,071	104			43,968	0.97	130,599	121			337,210	0.83	122,440	1,106			257,189	0.89
Chemistry																						
Professor	136,808	15	97,735	245,319	138,892	134	75,524	278,913	31,260	0.98	156,899	136	99,280	306,509	301,365	0.87	156,069	1,075	40,910	399,400	288,915	0.88
Associate Professor	102,880	3	93,718	111,778	90,862	71	64,910	130,000	0	1.13	99,980	47	71,397	150,000	0	1.03	95,260	413	52,500	201,372	0	1.08
Assistant Professor	83,506	8	80,000	87,669	83,507	58	68,326	109,382	8	1.00	87,616	28	81,259	94,000	32,880	0.95	80,489	467	31,419	122,800	0	1.04
All Ranks	116,493	26			113,712	263			31,268	1.02	135,026	211			334,245	0.86	125,169	1,955			288,915	0.93
Earth and Planetary Sciences																						
Professor	131,431	8	109,005	213,539	121,083	71	79,290	253,148	0	1.09	124,281	80	82,956	217,609	0	1.06	136,688	546	69,695	293,500	42,056	0.96
Associate Professor	98,304	5	95,300	101,497	84,500	35	54,237	107,000	0	1.16	92,227	18	63,158	109,698	0	1.07	92,631	259	37,201	168,606	0	1.06
Assistant Professor	84,046	3	83,545	84,592	76,190	45	64,640	95,127	0	1.10	83,350	21	76,508	93,281	0	1.01	79,193	261	45,855	115,895	0	1.06
All Ranks	112,194	16			99,225	151			0	1.13	112,209	119			0	1.00	111,907	1,066			42,056	1.00
Ecology and Evolutionary Biology																						
Professor	160,094	13	107,027	251,480	127,304	4	113,220	143,224	0	1.26	128,241	45	100,130	251,370	0	1.25	147,252	312	77,232	394,173	0	1.09
Associate Professor	104,707	9	95,798	123,750	94,500	10	71,120	143,224	0	1.11	94,290	18	78,838	104,569	0	1.11	103,364	144	59,166	241,337	0	1.01
Assistant Professor	84,500	6	81,500	88,500	77,628	4	71,120	94,390	0	1.09	84,102	22	76,500	92,131	0	1.00	89,831	121	39,273	143,925	31,986	0.94
All Ranks	126,092	28			102,466	8			0	1.23	109,627	85			0	1.15	124,258	577			31,986	1.01
Mathematics																						
Professor	114,015	21	73,023	156,420	118,127	242	77,399	300,000	86,352	0.97	133,731	178	81,620	229,656	414,036	0.85	134,694	1,409	47,224	458,300	434,259	0.85
Associate Professor	94,733	8	80,600	102,630	86,254	78	62,618	113,646	0	1.10	97,226	57	69,330	119,625	19,944	0.97	91,715	595	51,945	159,000	0	1.03
Assistant Professor	86,828	8	82,000	94,104	79,294	90	50,000	93,350	0	1.10	91,790	45	55,000	102,000	39,696	0.95	77,517	638	40,749	125,115	0	1.12
All Ranks	103,968	37			103,539	410			86,352	1.00	119,559	280			473,676	0.87	111,207	2,642			434,259	0.93
Microbiology																						
Professor	184,887	4	133,249	226,404							131,235	25	81,133	236,500	0	1.41	144,991	133	81,133	313,907	0	1.28
Associate Professor	96,635	6	92,182	101,816							94,244	5	90,225	99,824	0	1.03	94,006	68	25,528	127,833	0	1.03
Assistant Professor	80,209	4	76,687	83,888							90,103	5	85,517	98,000	39,576	0.89	83,032	66	52,200	104,854	11,292	0.97
All Ranks	117,157	14									120,075	35			39,576	0.98	116,690	267			11,292	1.00
Physics and Astronomy																						
Professor	149,964	21	86,710	257,582	124,158	193	69,160	398,094	0	1.21	137,158	199	87,177	236,411	0	1.09	141,558	1,440	56,558	475,865	0	1.06
Associate Professor	99,212	3	84,267	109,378	87,417	70	59,892	104,202	0	1.13	98,652	44	78,113	131,300	0	1.01	93,623	463	21,438	161,000	0	1.06
Assistant Professor	87,259	10	80,000	92,501	79,715	61	69,000	92,446	0	1.09	89,260	34	81,500	95,409	20,010	0.98	84,475	451	30,927	136,200	0	1.03
All Ranks	127,043	34			107,853	324			0	1.18	125,162	277			20,010	1.02	121,193	2,354			0	1.05