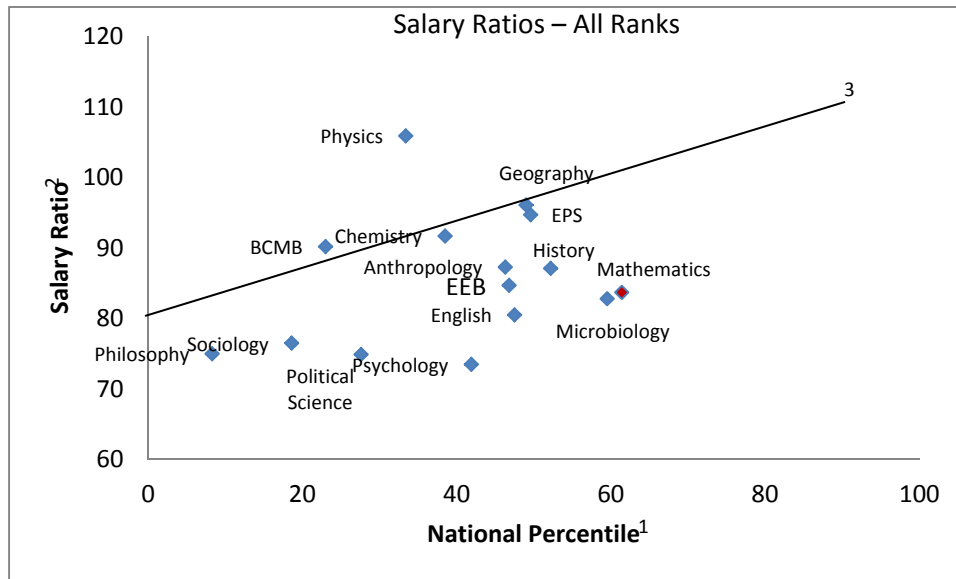


College		UTK				UT Average Salary as a Ratio to		
Department		Average	Number	Minimum	Maximum	Research Very High	THEC Peer	Top 25
	Rank							
Arts & Sciences								
	Total							
	Professor	97,906	205	58,770	207,059	0.85	0.86	0.83
	Assoc. Prof.	68,069	120	48,454	102,000	0.90	0.91	0.88
	Asst. Prof.	58,835	114	46,000	78,000	0.92	0.93	0.91
	All Ranks	63,570	439			0.90	0.91	0.88
Arts & Sciences - Humanities								
	Total							
	Professor	82,450	70	58,770	159,313	0.78	0.83	0.77
	Assoc. Prof.	63,397	59	50,751	89,780	0.88	0.91	0.86
	Asst. Prof.	51,941	38	46,000	58,000	0.88	0.91	0.87
	All Ranks	68,777	167			0.84	0.88	0.82
Classics								
	Professor	90,359	2	80,967	99,750	0.87	0.92	0.89
	Assoc. Prof.	62,065	4	56,621	66,300	0.88	0.88	0.85
	Asst. Prof.		0					
	All Ranks	71,496	6			0.87	0.87	0.86
English								
	Professor	84,193	20	61,346	104,000	0.75	0.82	0.74
	Assoc. Prof.	65,256	10	58,977	83,900	0.88	0.92	0.87
	Asst. Prof.	54,771	11	52,000	58,000	0.89	0.91	0.88
	All Ranks	71,680	41			0.81	0.85	0.78
Modern Foreign Languages & Lit								
	Professor	75,818	14	58,770	97,669	0.73	0.76	0.72
	Assoc. Prof.	59,414	9	56,568	62,153	0.83	0.87	0.82
	Asst. Prof.	52,284	7	51,000	53,516	0.91	0.94	0.90
	All Ranks	65,406	30			0.84	0.87	0.81
Philosophy								
	Professor	77,112	4	66,036	82,579	0.67	0.74	0.65
	Assoc. Prof.	77,647	2	65,513	89,780	1.05	1.12	1.04
	Asst. Prof.	50,000	3	50,000	50,000	0.85	0.89	0.83
	All Ranks	68,193	9			0.75	0.84	0.72
Religious Studies								
	Professor	90,440	4	72,807	115,531	0.83	0.79	0.81
	Assoc. Prof.	68,871	2	61,206	76,535	0.96	0.92	0.93
	Asst. Prof.	55,991	1	55,991	55,991	0.94	0.93	0.93
	All Ranks	79,356	7			0.98	0.94	0.94

College		UTK				UT Average Salary as a Ratio to		
Department		Average	Number	Minimum	Maximum	Research Very High	THEC Peer	Top 25
	Rank							
School Of Art								
	Professor	80,224	12	62,885	119,685	0.79	0.87	0.76
	Assoc. Prof.	66,052	8	56,459	86,659	0.93	1.00	0.94
	Asst. Prof.	51,818	5	49,225	55,000	0.90	0.93	0.89
	All Ranks	70,008	25			0.87	0.96	0.85
School Of Music								
	Professor	84,543	11	68,587	159,313	0.91	0.91	0.89
	Assoc. Prof.	60,932	19	50,751	80,720	0.90	0.90	0.85
	Asst. Prof.	47,297	7	46,000	50,782	0.85	0.86	0.81
	All Ranks	65,372	37			0.86	0.86	0.82
Theatre								
	Professor	94,213	3	82,633	116,900	0.99	1.00	0.99
	Assoc. Prof.	65,148	5	59,907	73,202	0.96	0.97	0.95
	Asst. Prof.	52,278	4	49,900	54,000	0.95	0.95	0.93
	All Ranks	68,124	12			0.94	0.98	0.94
Arts & Sciences - Soc Sci								
	Total							
	Professor	91,056	43	62,245	131,883	0.76	0.77	0.74
	Assoc. Prof.	69,821	27	58,875	102,000	0.89	0.92	0.87
	Asst. Prof.	57,885	34	52,830	73,620	0.88	0.90	0.86
	All Ranks	74,699	104			0.80	0.83	0.77
Anthropology								
	Professor	85,344	6	62,245	103,785	0.80	0.79	0.77
	Assoc. Prof.		0					
	Asst. Prof.	57,710	5	56,820	59,395	0.93	0.95	0.93
	All Ranks	72,783	11			0.87	0.90	0.85
Geography								
	Professor	100,595	6	69,955	127,000	0.93	0.96	0.89
	Assoc. Prof.	72,357	2	66,014	78,699	0.94	0.97	0.94
	Asst. Prof.	63,938	4	56,000	73,620	1.00	1.03	0.99
	All Ranks	83,670	12			0.96	1.01	0.93
History								
	Professor	97,342	8	76,820	123,395	0.87	0.88	0.85
	Assoc. Prof.	66,990	6	58,875	73,300	0.90	0.92	0.88
	Asst. Prof.	54,167	6	53,000	55,000	0.90	0.93	0.89
	All Ranks	75,284	20			0.87	0.89	0.84

College		UTK				UT Average Salary as a Ratio to		
Department		Average	Number	Minimum	Maximum	Research Very High	THEC Peer	Top 25
	Rank							
	Political Science							
	Professor	83,069	10	73,611	102,177	0.65	0.63	0.61
	Assoc. Prof.	72,000	1	72,000	72,000	0.85	0.85	0.81
	Asst. Prof.	55,555	5	52,830	59,350	0.80	0.81	0.76
	All Ranks	73,779	16			0.75	0.74	0.70
	Psychology							
	Professor	88,380	10	70,105	131,883	0.71	0.74	0.69
	Assoc. Prof.	72,881	10	62,630	102,000	0.92	0.98	0.90
	Asst. Prof.	59,718	10	56,463	64,000	0.87	0.89	0.85
	All Ranks	73,660	30			0.74	0.78	0.70
	Sociology							
	Professor	102,178	3	81,835	121,204	0.84	0.85	0.83
	Assoc. Prof.	67,213	8	63,570	73,757	0.86	0.91	0.84
	Asst. Prof.	55,958	4	53,830	57,000	0.85	0.87	0.83
	All Ranks	71,204	15			0.77	0.76	0.73
Arts & Sciences - Nat Sci								
	Total							
	Professor	112,868	92	66,247	207,059	0.93	0.94	0.91
	Assoc. Prof.	74,784	34	48,454	101,240	0.90	0.92	0.89
	Asst. Prof.	65,842	42	60,000	78,000	0.93	0.92	0.92
	All Ranks	93,404	168			0.91	0.91	0.89
	Biochem/Cell & Molec Biology							
	Professor	119,622	12	76,928	197,847	0.95	0.95	0.95
	Assoc. Prof.	73,506	8	65,876	80,523	0.88	0.88	0.88
	Asst. Prof.	68,307	8	66,966	70,000	0.98	1.04	0.97
	All Ranks	91,785	28			0.90	0.91	0.89
	Chemistry							
	Professor	115,622	18	74,416	207,059	0.89	0.89	0.87
	Assoc. Prof.	70,760	2	67,206	74,313	0.84	0.91	0.82
	Asst. Prof.	61,659	6	60,000	66,652	0.86	0.90	0.86
	All Ranks	99,718	26			0.92	0.92	0.88
	Earth & Planetary Sciences							
	Professor	126,696	6	72,753	168,533	1.12	1.09	1.11
	Assoc. Prof.	71,304	6	48,454	77,384	0.89	0.86	0.88
	Asst. Prof.	61,528	3	61,000	62,000	0.89	0.83	0.87
	All Ranks	91,506	15			0.95	0.92	0.93

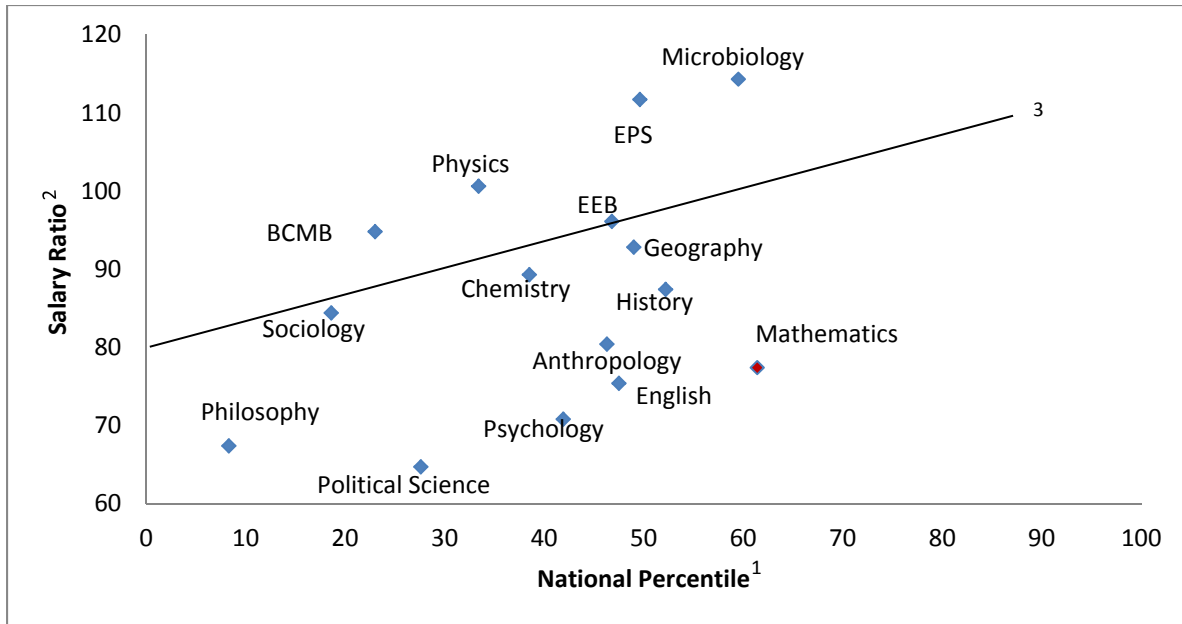
College	Department	Rank	UTK				UT Average Salary as a Ratio to		
			Average	Number	Minimum	Maximum	Research Very High	THEC Peer	Top 25
	Ecology & Evolutionary Biology								
		Professor	120,865	10	66,247	192,460	0.96	0.88	0.96
		Assoc. Prof.	75,133	6	61,046	83,347	0.83	0.79	0.85
		Asst. Prof.	66,019	11	62,000	78,000	0.89	0.82	0.87
		All Ranks	88,357	27			0.85	0.79	0.85
	Mathematics								
		Professor	91,721	23	66,868	123,810	0.77	0.81	0.75
		Assoc. Prof.	74,689	8	64,325	101,240	0.92	0.93	0.91
		Asst. Prof.	65,798	4	65,000	67,000	0.96	0.92	0.96
		All Ranks	84,865	35			0.84	0.85	0.81
	Microbiology								
		Professor	144,839	2	100,596	189,082	1.14	1.24	1.14
		Assoc. Prof.		0					
		Asst. Prof.	66,465	7	62,349	75,005	0.95	1.00	0.98
		All Ranks	83,882	9			0.83	0.95	0.84
	Physics								
		Professor	119,005	21	71,819	199,274	1.01	1.03	0.99
		Assoc. Prof.	84,239	4	78,991	89,791	1.03	1.05	1.01
		Asst. Prof.	69,911	3	69,000	71,732	0.96	0.98	0.94
		All Ranks	108,779	28			1.06	1.08	1.04



1. National Percentiles are based on the midpoints of the S-rank ranges from the 2010 National Research Council assessments (specifically, National percentile = 100 – midpoint of S-rank range). A department at the p-th percentile is ranked above p% of departments in the same field.
2. Salary Ratio = T/N, where T = the average salary of a full professor in the UT department and N = the average salary of all professors in the same field among all universities with Carnegie designation *Research University – Very High*.
3. The “aspirational salary line,” with equation: Salary ratio = 80 + 1/3 National Percentile.
Example: A department at UT ranked better than 60% of departments in its field should have an average professor salary at least as good as the *average* professor salary in the same field at RU-VH institutions.

*Spanish (National Percentile = 64.1) omitted since only salary data for MFLC departments available.

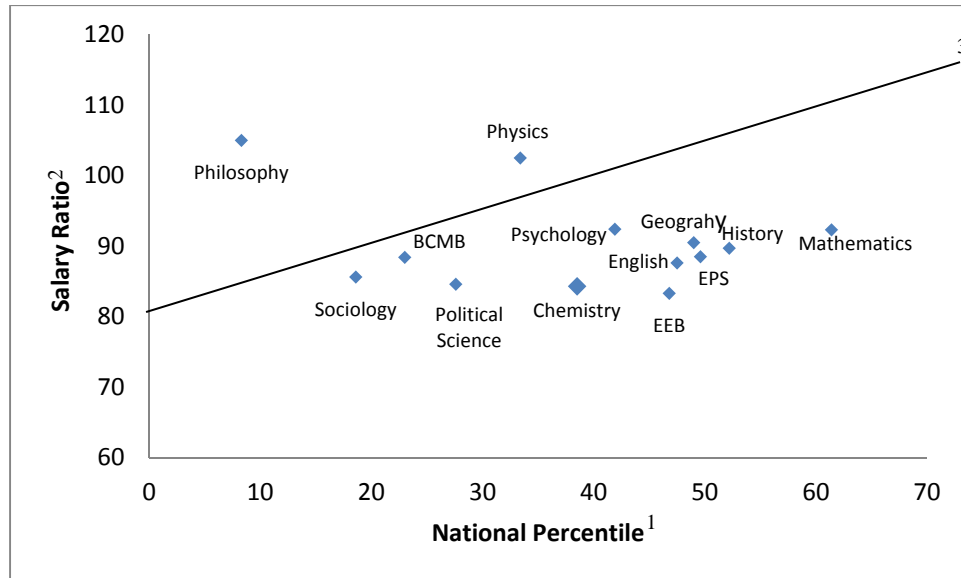
Salary Ratios-Full Professors



1. National Percentiles are based on the midpoints of the S-rank ranges from the 2010 National Research Council assessments (specifically, National percentile = 100 – midpoint of S-rank range). A department at the p-th percentile is ranked above p% of departments in the same field.
2. Salary Ratio = T/N, where T = the average salary of a full professor in the UT department and N = the average salary of a full professor in the same field among all universities with Carnegie designation *Research University – Very High*.
3. The “aspirational salary line,” with equation: Salary ratio = 80 + 1/3 National Percentile.
Example: A department at UT ranked better than 60% of departments in its field should have an average full professor salary at least as good as the *average* full professor salary in the same field at RU-VH institutions.

*Spanish (National Percentile = 64.1) omitted since only salary data for MFL departments available.

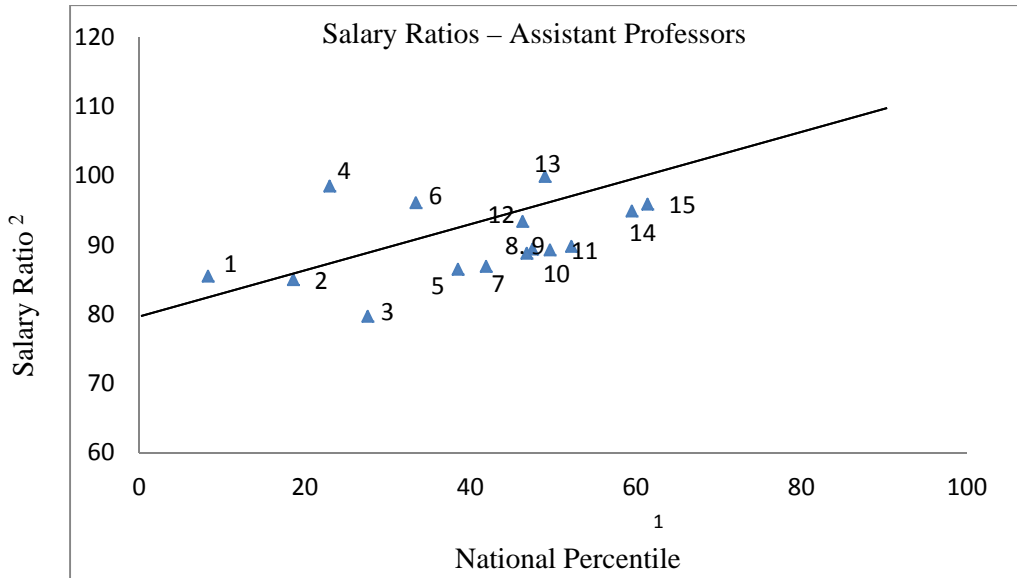
Salary Ratios- Associate Professors



1. National Percentiles are based on the midpoints of the S-rank ranges from the 2010 National Research Council assessments (specifically, National percentile = 100 – midpoint of S-rank range). A department at the p-th percentile is ranked above p% of departments in the same field.
2. Salary Ratio = T/N, where T = the average salary of an associate professor in the UT department and N = the average salary of an associate professor in the same field among all universities with Carnegie designation *Research University – Very High*.
3. The “aspirational salary line,” with equation: Salary ratio = 80 + 1/3 National Percentile.
Example: A department at UT ranked better than 60% of departments in its field should have an average associate professor salary at least as good as the *average* associate professor salary in the same field at RU-VH institutions.

*Spanish (National Percentile = 64.1) omitted since only salary data for MFL departments available.

** Data not available for Anthropology and Microbiology



1 Philosophy	8 EEB	15 Mathematics
2 Sociology	9 EPS	
3 Political Science	10 English	
4 BCMB	11 History	
5 Chemistry	12 Anthropology	
6 Physics	13 Geography	
7 Psychology	14 Microbiology	

- National Percentiles are based on the midpoints of the S-rank ranges from the 2010 National Research Council assessments (specifically, National percentile = 100 – midpoint of S-rank range). A department at the p-th percentile is ranked above p% of departments in the same field.
- Salary Ratio = T/N, where T = the average salary of an assistant professor in the UT department and N = the average salary of an assistant professor in the same field among all universities with Carnegie designation *Research University – Very High*.
- The “aspirational salary line,” with equation: Salary ratio = 80 + 1/3 National Percentile.
Example: A department at UT ranked better than 60% of departments in its field should have an average assistant professor salary at least as good as the *average* assistant professor salary in the same field at RU-VH institutions.

*Spanish (National Percentile = 64.1) omitted since only salary data for MFLL departments available.