

**2016-17  
Instructional Faculty Salary Survey by Discipline  
(APLU Institutions)**

College Department Rank	UTK				R1: Doctoral-Highest Research				Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg	Comparable Peer				Cost to increase to Comp Avg	Ratio UTK Avg to Comp Avg	Aspirational Peer				Cost to increase to Aspr P Avg	Ratio UTK Avg to Aspr Avg
	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum		
<b>Agricultural Sciences &amp; Natural Resources</b>																						
Total																						
Professor	108,814	59	78,940	177,451	125,579	3,962	57,400	298,560	801,854	0.87	114,746	1,007	61,509	258,211	440,009	0.95	124,637	1,023	67,895	298,560	1,015,501	0.87
Associate Professor	82,623	23	67,774	96,601	91,985	1,867	47,338	168,129	179,379	0.90	86,660	506	48,684	142,100	98,748	0.95	96,929	447	55,482	167,197	335,644	0.85
Assistant Professor	70,851	25	61,364	78,122	79,969	1,964	40,000	142,114	192,846	0.89	78,587	421	50,319	120,000	177,139	0.90	83,398	511	43,860	123,944	324,376	0.85
All Ranks	94,315	107			106,036	7,793			1,174,079	0.89	99,527	1,934			715,896	0.95	107,747	1,981			1,675,521	0.88
<b>Agricultural and Resource Economics</b>																						
Professor	106,166	6	89,973	119,392	146,406	504	70,407	257,274	241,440	0.73	130,502	65	79,558	257,274	146,016	0.81	131,890	61	70,407	241,577	154,344	0.80
Associate Professor	82,189	1	82,189	82,189	103,704	180	60,092	167,197	21,515	0.79	96,837	25	63,235	135,000	14,648	0.85	113,186	27	73,646	167,197	30,997	0.73
Assistant Professor	72,075	3	69,599	75,483	89,505	211	51,113	142,114	52,290	0.81	87,441	34	52,160	120,000	46,098	0.82	91,494	26	69,539	123,944	58,257	0.79
All Ranks	93,541	10			124,403	895			315,245	0.75	111,908	124			206,762	0.84	118,247	114			243,598	0.79
<b>Agricultural Leadership, Education, and Communications</b>																						
Professor	97,544	1	97,544	97,544	127,195	27	81,320	200,000	29,651	0.77	129,868	7	101,253	181,848	32,324	0.75	134,353	5	119,927	153,439	36,809	0.73
Associate Professor	0	0	0	0	85,390	28	65,196	134,672	0	0.00	91,593	6	73,657	134,672	0	0.00	97,690	4	90,291	102,500	0	0.00
Assistant Professor	74,699	4	67,267	78,122	77,163	44	60,545	101,966	9,856	0.97	76,870	13	57,000	101,966	8,684	0.97	84,494	14	73,000	94,702	39,180	0.88
All Ranks	79,268	5			93,135	99			39,507	0.85	94,536	26			41,008	0.84	97,628	23			75,989	0.81
<b>Agricultural Sciences and Natural Resources</b>																						
Professor	0	0	0	0	127,188	1,607	59,518	298,560	0	0.00	116,265	370	71,201	257,274	0	0.00	124,814	417	70,407	298,560	0	0.00
Associate Professor	82,323	1	82,323	82,323	92,430	742	50,957	168,129	10,107	0.89	87,534	183	59,942	142,100	5,211	0.94	95,714	178	55,482	167,197	13,391	0.86
Assistant Professor	0	0	0	0	80,500	798	40,000	142,114	0	0.00	79,590	155	52,160	120,000	0	0.00	83,496	204	45,945	123,944	0	0.00
All Ranks	82,323	1			107,154	3,147			10,107	0.77	100,810	708			5,211	0.82	107,782	799			13,391	0.76
<b>Animal Science</b>																						
Professor	107,296	5	91,380	144,804	117,976	350	67,101	250,429	53,400	0.91	116,905	106	71,201	250,429	48,045	0.92	118,582	66	81,925	223,067	56,430	0.90
Associate Professor	84,995	3	81,018	92,736	89,904	175	50,957	168,129	14,727	0.95	89,144	47	67,817	142,100	12,447	0.95	92,995	40	55,482	143,912	24,000	0.91
Assistant Professor	70,363	5	69,104	71,627	76,069	203	40,000	116,500	28,530	0.92	78,390	36	61,773	98,829	40,135	0.90	81,600	50	47,500	116,500	56,185	0.86
All Ranks	87,945	13			99,542	728			96,657	0.88	102,665	189			100,627	0.86	100,168	156			136,615	0.88
<b>Biosystems Engineering and Soil Science</b>																						
Professor	108,057	13	78,940	132,042	131,037	298	57,400	270,000	298,740	0.82	120,720	49	72,536	258,211	164,619	0.90	136,150	70	79,121	256,869	365,209	0.79
Associate Professor	87,445	4	77,275	96,601	96,364	166	70,040	147,248	35,676	0.91	96,377	36	75,580	127,906	35,728	0.91	102,742	31	82,444	147,248	61,188	0.85
Assistant Professor	74,143	1	74,143	74,143	80,409	140	42,545	113,696	6,266	0.92	82,323	24	66,000	96,500	8,180	0.90	87,596	23	71,894	108,407	13,453	0.85
All Ranks	101,592	18			109,773	604			340,682	0.93	104,226	109			208,527	0.97	118,792	124			439,850	0.86
<b>Entomology and Plant Pathology</b>																						
Professor	111,622	7	94,985	132,955	113,162	323	64,510	290,751	10,780	0.99	106,814	102	64,510	257,208	0	1.05	118,787	116	70,000	237,258	50,155	0.94
Associate Professor	81,973	4	78,297	85,449	89,318	134	64,428	153,747	29,380	0.92	83,000	37	65,540	102,616	4,108	0.99	94,007	46	68,155	153,747	48,136	0.87
Assistant Professor	69,104	2	68,014	70,193	78,512	120	42,995	115,882	18,816	0.88	76,214	34	50,319	88,805	14,220	0.91	80,387	59	43,860	115,882	22,566	0.86
All Ranks	95,958	13			100,418	577			58,976	0.96	95,707	173			18,328	1.00	103,378	221			120,857	0.93
<b>Food Science and Technology</b>																						
Professor	114,808	3	100,217	131,703	126,634	93	74,821	294,835	35,478	0.91	112,604	40	74,821	182,549	0	1.02	143,668	34	82,352	294,835	86,580	0.80
Associate Professor	75,285	2	67,774	82,795	91,070	55	59,942	160,000	31,570	0.83	88,588	29	59,942	110,000	26,606	0.85	96,483	18	74,190	160,000	42,396	0.78
Assistant Professor	68,248	3	66,273	69,271	79,821	69	59,565	111,207	34,719	0.86	79,443	25	59,565	89,466	33,585	0.86	82,170	21	60,000	102,000	41,766	0.83
All Ranks	87,467	8			102,735	217			101,767	0.85	96,375	94			60,191	0.91	114,342	73			170,742	0.76

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			
Forestry, Wildlife, and Fisheries																							
Professor	104,086	11	81,925	147,935	113,414	281	61,509	231,871	102,608	0.92	108,541	123	61,509	216,851	49,005	0.96	116,894	85	67,895	231,871	140,888	0.89	
Associate Professor	79,687	4	75,846	83,558	84,999	168	47,338	145,096	21,248	0.94	78,469	74	48,684	95,739	0	1.02	98,447	49	71,241	145,096	75,040	0.81	
Assistant Professor	68,144	5	61,364	77,770	75,135	149	48,750	105,499	34,955	0.91	72,249	55	58,332	85,000	20,525	0.94	82,853	39	63,000	105,499	73,545	0.82	
All Ranks	90,221	20			95,893	598			158,811	0.94	91,789	252			69,530	0.98	103,995	173			289,473	0.87	
Plant Sciences																							
Professor	113,351	13	83,178	177,451	115,640	479	61,297	298,560	29,757	0.98	110,915	145	74,521	254,441	0	1.02	122,973	169	72,227	298,560	125,086	0.92	
Associate Professor	83,463	4	79,333	87,297	87,252	219	52,430	161,147	15,156	0.96	83,404	69	61,831	124,464	0	1.00	93,587	54	73,051	161,147	40,496	0.89	
Assistant Professor	73,316	2	69,998	76,634	77,023	230	45,945	119,073	7,414	0.95	76,172	45	61,364	107,699	5,712	0.96	83,028	75	45,945	115,000	19,424	0.88	
All Ranks	102,845	19			99,370	928			52,327	1.03	97,549	259			5,712	1.05	107,595	298			185,006	0.96	
Architecture & Design																							
Total									0	1.06	112,890	58	87,764	211,862	0	1.17	126,926	30	85,812	209,200	13,368	1.04	
Professor	132,187	9	102,649	165,444	124,360	311	66,984	211,862	0	1.06	112,890	58	87,764	211,862	0	1.17	126,926	30	85,812	209,200	13,368	1.04	
Associate Professor	94,249	9	76,514	106,098	85,814	440	49,991	143,779	3,669	1.10	84,663	103	51,192	143,779	510	1.11	86,885	40	68,182	114,172	5,374	1.08	
Assistant Professor	80,115	3	69,259	89,449	69,806	286	46,550	99,042	0	1.15	69,378	64	56,176	92,925	0	1.15	73,213	25	60,000	86,000	11,408	1.09	
All Ranks	108,489	21			92,959	1,037			3,669	1.17	87,592	225			510	1.24	95,932	95			30,150	1.13	
Architecture																							
Professor	132,573	8	102,649	165,444	126,877	260	66,984	211,862	0	1.04	115,026	45	88,722	211,862	0	1.15	134,244	20	85,812	209,200	13,368	0.99	
Associate Professor	96,088	7	86,672	106,098	86,471	361	49,991	143,779	0	1.11	85,561	80	51,192	143,779	0	1.12	87,997	25	68,182	114,172	0	1.09	
Assistant Professor	85,543	2	81,636	89,449	70,734	218	46,550	99,042	0	1.21	70,507	48	61,310	92,925	0	1.21	71,452	15	60,000	80,800	0	1.20	
All Ranks	112,017	17			94,904	839			0	1.18	89,048	173			0	1.26	99,276	60			13,368	1.13	
Interior Design																							
Professor	129,096	1	129,096	129,096	101,316	8	86,737	129,096	0	1.27	110,283	1	110,283	110,283	0	1.17	93,761	2	86,737	100,784	0	1.38	
Associate Professor	76,514	1	76,514	76,514	80,183	25	64,875	119,212	3,669	0.95	77,024	6	65,815	105,140	510	0.99	81,888	3	77,404	86,981	5,374	0.93	
Assistant Professor	69,259	1	69,259	69,259	66,182	26	50,000	86,000	0	1.05	66,751	5	56,176	86,500	0	1.04	80,667	3	75,000	86,000	11,408	0.86	
All Ranks	91,623	3			76,879	59			3,669	1.19	75,515	12			510	1.21	84,398	8			16,782	1.09	
Landscape Architecture																							
Professor	0	0	0	0	113,429	43	81,996	175,909	0	0.00	105,098	12	87,764	135,617	0	0.00	116,924	8	92,596	175,909	0	0.00	
Associate Professor	99,108	1	99,108	99,108	84,029	54	61,108	107,968	0	1.18	83,133	17	68,150	97,203	0	1.19	85,816	12	69,939	103,601	0	1.15	
Assistant Professor	0	0	0	0	67,233	42	47,136	82,508	0	0.00	65,647	11	61,774	70,115	0	0.00	73,792	7	67,000	82,508	0	0.00	
All Ranks	99,108	1			88,049	139			0	1.13	84,914	40			0	1.17	91,916	27			0	1.08	
Haslam College of Business																							
Total									112,152	1.09	180,161	348	21,998	441,797	0	1.23	225,974	285	25,714	479,100	755,086	0.98	
Professor	221,169	37	126,094	373,676	203,411	2,291	21,998	592,000	112,152	1.09	180,161	348	21,998	441,797	0	1.23	225,974	285	25,714	479,100	755,086	0.98	
Associate Professor	168,501	27	92,350	280,943	156,079	1,782	48,530	345,000	6,545	1.08	142,892	311	57,598	294,921	0	1.18	173,519	179	78,772	345,000	653,595	0.97	
Assistant Professor	147,767	20	64,996	207,000	148,418	1,937	41,300	252,000	133,158	1.00	141,399	312	41,300	252,000	46,245	1.05	158,595	217	78,800	222,300	335,695	0.93	
All Ranks	186,763	84			171,653	6,010			251,855	1.09	155,770	971			46,245	1.20	190,716	681			1,744,376	0.98	

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum				
Accounting and Information Management																								
Professor	262,342	8	154,408	373,676	211,049	206	60,000	373,676	0	1.24	210,486	47	143,280	347,404	0	1.25	252,341	18	151,016	300,000	0	0	1.04	
Associate Professor	219,875	2	199,539	240,210	181,387	199	64,538	280,200	0	1.21	170,739	50	89,000	230,133	0	1.29	212,262	11	100,000	235,000	0	0	1.04	
Assistant Professor	184,506	4	141,375	200,600	180,767	264	61,354	249,000	0	1.02	180,218	62	77,000	210,000	0	1.02	206,872	29	150,000	220,748	89,464	0.89		
All Ranks	234,036	14			190,276	669			0	1.23	186,184	159			0	1.26	222,005	58			89,464	1.05		
Business Analytics and Statistics																								
Professor	187,022	6	126,094	235,000	169,863	322	25,714	307,551	0	1.10	154,242	98	82,223	274,165	0	1.21	176,160	80	25,714	306,305	0	0	1.06	
Associate Professor	147,882	3	142,563	155,596	124,238	240	57,598	215,672	0	1.19	120,247	88	57,598	208,066	0	1.23	133,131	46	83,990	215,672	0	0	1.11	
Assistant Professor	138,971	4	130,000	147,318	114,172	231	47,101	186,000	0	1.22	102,997	61	67,155	167,000	0	1.35	133,633	48	80,861	186,000	0	0	1.04	
All Ranks	163,205	13			139,832	793			0	1.17	129,475	247			0	1.26	153,053	174			0	0	1.07	
Economics																								
Professor	199,691	5	154,587	263,931	180,018	490	21,998	403,000	0	1.11	162,109	81	21,998	293,230	0	1.23	249,275	53	107,100	400,858	247,920	0.80		
Associate Professor	128,076	7	92,350	142,573	129,011	342	48,530	345,000	6,545	0.99	120,155	53	61,004	225,947	0	1.07	180,948	20	89,583	345,000	370,104	0.71		
Assistant Professor	116,858	4	110,529	123,293	112,944	357	53,000	160,000	0	1.03	113,945	47	94,000	195,000	0	1.03	130,061	22	119,862	148,300	52,812	0.90		
All Ranks	147,651	16			145,207	1,189			6,545	1.02	137,317	181			0	1.08	207,283	95			670,836	0.71		
Finance																								
Professor	209,084	4	126,926	323,300	222,352	223	61,600	479,100	53,072	0.94	200,621	44	110,736	321,665	0	1.04	228,961	22	61,600	479,100	79,508	0.91		
Associate Professor	212,884	5	163,508	280,943	182,691	164	78,922	294,921	0	1.17	173,459	45	78,922	294,921	0	1.23	223,631	8	176,000	256,667	53,735	0.95		
Assistant Professor	206,000	2	205,000	207,000	180,157	230	75,000	252,000	0	1.14	177,281	50	77,372	252,000	0	1.16	198,835	13	150,000	221,098	0	0	1.04	
All Ranks	210,251	11			196,081	617			53,072	1.07	183,432	139			0	1.15	218,862	43			133,243	0.96		
Management																								
Professor	215,471	7	183,696	246,286	223,911	818	56,000	399,072	59,080	0.96	206,346	46	111,437	336,468	0	1.04	239,960	89	57,000	393,100	171,423	0.90		
Associate Professor	170,730	2	168,500	172,960	168,232	656	73,636	275,000	0	1.01	145,888	44	80,006	210,099	0	1.17	180,692	81	78,772	272,855	19,924	0.94		
Assistant Professor	111,665	3	64,996	140,000	156,051	697	41,300	236,500	133,158	0.72	127,080	49	41,300	186,383	46,245	0.88	155,113	87	78,800	222,300	130,344	0.72		
All Ranks	182,063	12			185,300	2,171			192,238	0.98	159,266	139			46,245	1.14	192,558	257			321,691	0.95		
Marketing and Supply Chain Management																								
Professor	231,326	7	182,595	300,117	202,115	232	95,880	592,000	0	1.14	194,924	32	121,860	441,797	0	1.19	267,931	23	203,168	385,098	256,235	0.86		
Associate Professor	170,465	8	128,221	206,931	153,461	181	76,144	238,380	0	1.11	152,514	31	100,589	210,000	0	1.12	196,694	13	171,048	235,667	209,832	0.87		
Assistant Professor	149,000	3	140,000	157,000	144,709	158	62,284	200,000	0	1.03	144,506	43	118,737	170,362	0	1.03	170,025	18	146,046	200,000	63,075	0.88		
All Ranks	190,556	18			170,808	571			0	1.12	162,068	106			0	1.18	218,146	54			529,142	0.87		
Communication & Information																								
Total																								
Professor	124,644	26	89,480	218,507	122,708	575	61,364	290,931	57,112	1.02	115,390	55	79,700	227,436	6,600	1.08	120,318	79	63,335	201,000	76,320	1.04		
Associate Professor	86,796	18	71,816	143,730	86,341	652	28,140	158,578	73,219	1.01	80,909	106	60,566	113,139	5,892	1.07	83,627	56	52,075	134,903	34,437	1.04		
Assistant Professor	72,850	7	68,962	77,097	72,372	624	38,865	144,191	10,405	1.01	67,445	100	56,500	94,062	0	1.08	68,647	58	50,869	83,000	12,775	1.06		
All Ranks	104,177	51			92,929	1,851			140,736	1.12	83,016	261			12,492	1.25	94,144	193			123,532	1.11		
Advertising and Public Relations																								
Professor	117,932	8	89,610	153,067	125,071	41	80,019	290,931	57,112	0.94	111,057	12	80,019	144,405	0	1.06								
Associate Professor	82,585	4	75,531	86,605	92,444	52	71,149	123,600	39,436	0.89	84,058	17	71,149	104,581	5,892	0.98								
Assistant Professor	70,574	1	70,574	70,574	73,586	52	60,000	88,000	3,012	0.96	69,068	22	63,612	75,002	0	1.02								
All Ranks	103,413	13			94,907	145			99,560	1.09	83,944	51			5,892	1.23								

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum				
Communication Studies																								
Professor	138,310	2	105,147	171,473	119,648	149	78,296	206,079	0	1.16	109,031	14	79,700	154,003	0	1.27	120,647	33	86,048	181,699	0	1.15		
Associate Professor	94,271	5	80,650	143,730	83,953	143	52,075	143,730	0	1.12	81,670	21	64,149	100,706	0	1.15	82,760	13	52,075	101,341	0	1.14		
Assistant Professor	69,345	1	69,345	69,345	69,364	157	40,000	111,674	19	1.00	67,883	20	58,714	94,062	0	1.02	74,708	16	68,435	83,000	5,363	0.93		
All Ranks	102,165	8			90,697	449			19	1.13	83,621	55			0	1.22	100,848	62			5,363	1.01		
Information Sciences																								
Professor	136,625	6	103,607	218,507	134,914	122	63,335	262,006	0	1.01	118,331	6	93,069	150,000	0	1.15	88,658	9	63,335	115,110	0	1.54		
Associate Professor	85,952	6	71,816	91,724	90,540	179	28,140	158,578	27,528	0.95	79,812	22	61,418	108,474	0	1.08	68,316	16	53,025	86,086	0	1.26		
Assistant Professor	76,495	3	76,073	77,097	78,953	150	38,865	144,191	7,374	0.97	67,627	25	56,500	79,871	0	1.13	57,091	19	50,869	73,447	0	1.34		
All Ranks	104,330	15			98,690	451			34,902	1.06	78,425	53			0	1.33	67,630	44			0	1.54		
Journalism and Electronic Media																								
Professor	120,093	10	89,480	180,000	118,411	263	61,364	227,436	0	1.01	120,753	23	80,054	227,436	6,600	0.99	127,725	37	93,174	201,000	76,320	0.94		
Associate Professor	81,639	3	79,578	82,872	83,724	278	38,500	150,000	6,255	0.98	79,922	46	60,566	113,139	0	1.02	93,118	27	74,708	134,903	34,437	0.88		
Assistant Professor	70,272	2	68,962	71,581	70,190	265	44,014	92,471	0	1.00	65,961	33	61,000	75,000	0	1.07	73,978	23	63,525	80,631	7,412	0.95		
All Ranks	105,759	15			90,593	806			6,255	1.17	84,612	102			6,600	1.25	102,776	87			118,169	1.03		
<b>Education, Health, &amp; Human Sciences</b>																								
<b>Total</b>																								
Professor	117,422	28	77,319	163,022	122,165	1,740	36,271	465,208	140,475	0.96	119,698	254	63,189	236,260	123,629	0.98	123,997	291	64,144	313,855	166,508	0.95		
Associate Professor	85,330	55	67,724	122,482	85,830	1,889	22,675	198,374	117,281	0.99	83,865	306	48,935	159,137	69,528	1.02	88,317	235	22,675	136,632	169,245	0.97		
Assistant Professor	70,774	41	38,500	147,273	71,290	2,068	28,636	147,273	142,616	0.99	70,768	335	54,920	119,269	128,410	1.00	76,474	238	50,320	107,106	293,367	0.93		
All Ranks	87,764	124			91,650	5,697			400,372	0.96	89,132	895			321,567	0.98	98,218	764			629,120	0.89		
Child and Family Studies																								
Professor	163,022	1	163,022	163,022	126,845	127	73,448	266,600	0	1.29	137,067	26	97,316	236,260	0	1.19	130,043	32	86,685	190,788	0	1.25		
Associate Professor	97,573	7	87,500	122,482	88,322	148	56,191	127,765	0	1.10	86,225	27	61,931	120,000	0	1.13	96,912	34	80,615	127,765	0	1.01		
Assistant Professor	67,281	5	38,500	87,905	74,217	153	34,364	100,000	34,680	0.91	71,997	40	62,880	89,301	23,580	0.93	80,961	41	56,273	100,000	68,400	0.83		
All Ranks	90,957	13			94,711	428			34,680	0.96	94,319	93			23,580	0.96	100,708	107			68,400	0.90		
Educational Leadership and Policy Studies																								
Professor	130,368	1	130,368	130,368	125,919	266	63,189	313,855	0	1.04	119,386	34	63,189	186,405	0	1.09	138,016	30	72,482	313,855	7,648	0.94		
Associate Professor	87,652	5	76,050	96,215	85,868	298	45,000	198,374	0	1.02	81,943	32	63,070	131,648	0	1.07	87,953	26	74,453	108,200	1,505	1.00		
Assistant Professor	97,333	3	68,824	147,273	69,625	289	43,605	147,273	0	1.40	69,042	31	58,976	80,000	0	1.41	75,669	26	58,909	102,927	0	1.29		
All Ranks	95,625	9			92,854	853			0	1.03	90,944	97			0	1.05	102,374	82			9,153	0.93		
Educational Psychology and Counseling																								
Professor	117,420	7	95,798	143,778	119,117	267	62,131	321,620	11,879	0.99	116,538	20	79,450	148,000	0	1.01	112,798	55	79,613	245,618	0	1.04		
Associate Professor	83,608	12	76,334	101,664	84,555	220	55,868	142,587	11,364	0.99	78,042	21	63,430	92,867	0	1.07	84,919	30	57,273	110,618	15,732	0.98		
Assistant Professor	63,094	6	43,416	68,000	71,403	225	43,416	92,448	49,854	0.88	69,898	31	59,360	86,468	40,824	0.90	72,787	37	56,000	86,000	58,158	0.87		
All Ranks	88,152	25			93,360	712			73,097	0.94	85,229	72			40,824	1.03	93,808	122			73,890	0.94		
Kinesiology, Recreation, and Sport Studies																								
Professor	99,053	3	84,295	126,067	115,818	248	60,127	296,359	50,295	0.86	117,224	36	70,892	189,567	54,513	0.84	108,729	37	64,144	162,642	29,028	0.91		
Associate Professor	79,659	8	73,266	102,438	83,268	249	56,372	132,194	28,872	0.96	82,423	53	59,020	132,194	22,112	0.97	79,095	19	60,145	106,936	0	1.01		
Assistant Professor	67,064	7	63,971	71,000	70,648	276	40,925	110,422	25,088	0.95	69,412	58	55,000	90,000	16,436	0.97	72,964	23	56,758	92,400	41,300	0.92		
All Ranks	77,993	18			89,205	773			104,255	0.87	85,812	147			93,061	0.91	91,189	79			70,328	0.86		

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	RU/VH Avg	RU/VH Avg	Average	Number	Minimum	Maximum	Comp Avg	Comp Avg	Average	Number	Minimum	Maximum	Aspr P Avg	Aspr Avg
Nutrition																						
Professor	149,385	2	149,056	149,713	134,894	145	55,330	310,783	0	1.11	121,089	15	83,865	174,427	0	1.23	125,160	35	76,726	206,000	0	1.19
Associate Professor	88,976	5	77,618	94,875	89,335	111	54,241	159,137	1,795	1.00	91,786	27	60,791	159,137	14,050	0.97	87,457	19	68,643	113,120	0	1.02
Assistant Professor	76,053	3	71,500	79,150	74,016	182	28,636	102,504	0	1.03	74,197	31	65,456	84,978	0	1.03	82,778	23	57,000	101,617	20,175	0.92
All Ranks	97,181	10			98,052	438			1,795	0.99	90,338	73			14,050	1.08	103,197	77			20,175	0.94
Public Health																						
Professor	140,079	1	140,079	140,079	146,983	114	67,598	465,208	6,904	0.95	140,205	10	105,513	228,346	126	1.00	167,745	23	116,621	264,491	27,666	0.84
Associate Professor	87,077	4	84,050	93,955	99,137	131	63,373	145,777	48,240	0.88	92,623	11	71,496	123,349	22,184	0.94	111,798	15	87,249	136,632	98,884	0.78
Assistant Professor	77,941	4	75,000	80,000	77,358	153	39,949	119,269	0	1.01	80,352	11	65,168	119,269	9,644	0.97	85,291	14	78,141	107,106	29,400	0.91
All Ranks	88,906	9			104,469	398			55,144	0.85	103,274	32			31,954	0.86	129,407	52			155,950	0.69
Retail, Hospitality, and Tourism Management																						
Professor	120,008	3	100,803	141,393	128,377	111	77,354	200,446	25,107	0.93	127,138	21	85,646	193,538	21,390	0.94	122,620	12	94,713	183,937	7,836	0.98
Associate Professor	88,389	2	84,339	92,439	90,038	144	48,935	148,876	3,298	0.98	92,114	30	48,935	145,814	7,450	0.96	84,806	22	71,086	106,896	0	1.04
Assistant Professor	75,888	4	70,000	80,800	75,872	147	45,950	110,768	0	1.00	72,752	39	61,050	99,669	0	1.04	76,111	14	59,248	93,849	892	1.00
All Ranks	93,373	9			95,444	402			28,405	0.98	91,896	90			28,840	1.02	91,723	48			8,728	1.02
Theory and Practice in Teacher Education																						
Professor	107,646	10	77,319	139,024	112,275	462	36,271	285,142	46,290	0.96	112,406	92	68,178	192,074	47,600	0.96	117,079	67	72,148	190,829	94,330	0.92
Associate Professor	80,114	12	67,724	92,231	82,090	588	22,675	150,811	23,712	0.98	80,425	105	64,346	110,309	3,732	1.00	84,541	70	22,675	129,886	53,124	0.95
Assistant Professor	64,649	9	51,000	74,400	68,315	643	40,000	134,970	32,994	0.95	68,863	94	54,920	81,200	37,926	0.94	72,987	60	50,320	96,300	75,042	0.89
All Ranks	84,505	31			85,095	1,693			102,996	0.99	86,801	291			89,258	0.97	92,088	197			222,496	0.92
Engineering																						
Total																						
Professor	175,213	85	77,250	290,818	158,221	4,765	22,909	365,040	0	1.11	148,659	748	62,040	306,229	0	1.18	158,966	609	26,580	340,028	0	1.10
Associate Professor	113,963	42	79,487	147,467	109,897	2,470	49,245	293,333	4,466	1.04	106,785	522	58,549	293,333	9,954	1.07	112,414	299	55,000	168,730	59,250	1.01
Assistant Professor	98,807	41	79,568	110,096	93,365	2,481	26,250	168,000	0	1.06	92,080	396	67,147	123,413	0	1.07	96,248	297	45,000	128,093	8,488	1.03
All Ranks	141,254	168			129,375	9,716			4,466	1.09	122,091	1,666			9,954	1.16	131,957	1,205			67,738	1.07
Chemical and Biomolecular Engineering																						
Professor	176,859	8	77,250	274,237	162,417	391	59,228	337,857	0	1.09	156,358	73	86,000	243,000	0	1.13	165,390	71	72,116	337,857	0	1.07
Associate Professor	122,449	5	113,000	138,491	108,404	171	85,149	163,600	0	1.13	108,701	35	88,552	130,300	0	1.13	108,789	21	85,149	130,000	0	1.13
Assistant Professor	105,403	4	103,298	110,096	90,774	199	34,866	167,000	0	1.16	92,958	50	85,099	122,657	0	1.13	95,583	19	68,400	112,400	0	1.10
All Ranks	144,043	17			131,546	761			0	1.10	125,738	158			0	1.15	142,733	111			0	1.01
Civil and Environmental Engineering																						
Professor	165,685	12	119,193	235,833	142,271	574	72,300	309,901	0	1.16	139,329	134	81,096	249,714	0	1.19	140,500	66	98,265	243,000	0	1.18
Associate Professor	109,147	3	105,601	111,656	104,353	341	52,750	163,636	0	1.05	101,701	86	83,046	148,537	0	1.07	108,516	38	82,467	163,636	0	1.01
Assistant Professor	92,081	6	89,006	97,498	88,863	330	31,691	122,589	0	1.04	89,020	72	72,250	98,811	0	1.03	93,465	28	86,000	102,000	8,304	0.99
All Ranks	136,578	21			117,729	1,245			0	1.16	115,842	292			0	1.18	121,315	132			8,304	1.13
Electrical Engineering and Computer Science																						
Professor	178,279	24	78,023	290,818	158,467	1,795	24,000	340,028	0	1.13	146,528	272	62,040	306,229	0	1.22	166,886	253	92,415	340,028	0	1.07
Associate Professor	115,328	9	113,410	117,518	112,369	903	52,253	293,333	0	1.03	109,711	194	79,665	293,333	0	1.05	116,747	107	74,148	168,730	12,771	0.99
Assistant Professor	102,563	8	98,000	105,868	98,079	818	29,455	168,000	0	1.05	94,987	106	67,147	123,413	0	1.08	102,586	105	60,000	128,093	184	1.00
All Ranks	149,687	41			132,579	3,516			0	1.13	124,490	572			0	1.20	140,829	465			12,955	1.06

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			
Industrial and Systems Engineering																							
Professor	160,758	4	117,950	204,130	154,897	153	84,750	278,784	0	1.04	158,284	34	103,953	200,000	0	1.02	151,939	24	116,160	215,820	0	1.06	
Associate Professor	103,697	2	102,380	105,014	105,930	119	49,245	175,000	4,466	0.98	108,674	38	87,183	128,904	9,954	0.95	114,968	14	99,819	134,764	22,542	0.90	
Assistant Professor	95,574	4	92,720	98,097	92,195	123	67,248	122,010	0	1.04	91,876	29	76,320	122,010	0	1.04	94,524	25	90,780	104,418	0	1.01	
All Ranks	123,272	10			120,620	395			4,466	1.02	120,551	101			9,954	1.02	120,939	63			22,542	1.02	
Materials Science and Engineering																							
Professor	175,197	16	119,679	266,042	160,189	230	26,580	303,832	0	1.09	167,124	45	118,542	261,667	0	1.05	158,515	58	26,580	303,832	0	1.11	
Associate Professor	114,224	3	105,680	124,475	113,253	94	54,758	183,618	0	1.01	105,790	22	90,059	147,178	0	1.08	122,203	16	88,956	167,235	23,937	0.93	
Assistant Professor	99,682	2	98,912	100,451	84,905	108	45,000	115,364	0	1.17	94,006	16	88,416	99,960	0	1.06	92,136	13	45,000	115,364	0	1.08	
All Ranks	159,295	21			131,155	432			0	1.21	136,772	83			0	1.16	141,918	87			23,937	1.12	
Mechanical, Aerospace, and Biomedical Engineering																							
Professor	171,424	14	98,639	229,196	162,215	1,587	22,909	365,040	0	1.06	149,237	190	87,593	300,933	0	1.15	151,330	137	43,230	267,129	0	1.13	
Associate Professor	109,944	16	79,487	129,373	109,769	819	55,000	211,783	0	1.00	105,103	147	58,549	184,814	0	1.05	108,221	103	55,000	151,364	0	1.02	
Assistant Professor	97,720	12	79,568	106,848	92,361	880	26,250	138,215	0	1.06	90,808	123	80,000	108,392	0	1.08	91,778	107	48,540	113,236	0	1.06	
All Ranks	126,945	42			130,436	3,286			0	0.97	119,510	460			0	1.06	120,171	347			0	1.06	
Nuclear Engineering																							
Professor	195,034	7	125,604	257,057	180,785	35	125,604	257,057	0	1.08													
Associate Professor	124,907	4	98,780	147,467	117,475	23	86,205	147,467	0	1.06													
Assistant Professor	100,440	5	96,930	103,314	97,100	23	66,058	120,000	0	1.03													
All Ranks	147,942	16			139,046	81			0	1.06													
Law																							
Total																							
Professor	158,622	17	126,669	224,835	195,810	1,091	50,000	362,000	632,196	0.81	174,576	103	113,621	325,455	271,218	0.91	209,908	172	78,146	362,000	871,862	0.76	
Associate Professor	118,761	14	107,300	150,800	128,709	255	55,964	193,500	139,272	0.92	124,280	36	96,041	163,092	77,266	0.96	134,500	45	56,523	193,500	220,346	0.88	
Assistant Professor	0	0	0	0	97,672	136	35,450	150,800	0	0.00	108,362	23	40,909	139,900	0	0.00	100,923	20	54,000	137,592	0	0.00	
All Ranks	140,620	31			175,258	1,482			771,468	0.80	153,998	162			348,484	0.91	186,393	237			1,092,208	0.75	
Arts and Sciences (All)																							
Total																							
Professor	126,423	204	74,162	343,956	128,234	12,588	29,455	460,678	2,120,419	0.99	115,584	1,543	59,396	390,289	374,890	1.09	127,683	1,778	32,185	330,545	2,007,127	0.99	
Associate Professor	84,962	143	64,214	126,040	84,339	9,199	30,125	238,895	258,901	1.01	77,701	1,258	33,133	144,614	3,678	1.09	86,979	1,012	38,438	194,100	623,455	0.98	
Assistant Professor	72,301	107	54,796	91,951	71,910	6,652	14,263	191,132	198,691	1.01	69,043	917	31,012	129,200	35,666	1.05	75,795	644	20,000	150,000	516,566	0.95	
All Ranks	100,608	454			100,861	28,439			2,578,011	1.00	91,287	3,718			414,234	1.10	105,957	3,434			3,147,148	0.95	
Arts & Sciences - Humanities																							
Total																							
Professor	106,380	64	74,162	253,860	118,122	4,711	32,000	295,261	945,256	0.90	100,651	445	59,396	236,958	123,934	1.06	111,567	621	49,550	262,100	558,071	0.95	
Associate Professor	78,355	64	64,214	126,040	79,547	4,527	30,125	154,570	154,403	0.99	71,808	596	33,133	115,668	3,453	1.09	80,636	494	38,438	140,500	219,583	0.97	
Assistant Professor	63,413	37	54,796	74,153	65,332	2,748	14,263	153,838	77,485	0.97	61,203	351	31,012	80,228	8,465	1.04	66,514	246	42,500	108,845	139,422	0.95	
All Ranks	85,875	165			91,449	11,986			1,177,144	0.94	78,355	1,392			135,852	1.10	92,196	1,361			917,076	0.93	

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	RU/VH Avg	UTK Avg to RU/VH Avg	Average	Number	Minimum	Maximum	Comp Avg	UTK Avg to Comp Avg	Average	Number	Minimum	Maximum	Aspr P Avg	UTK Avg to Aspr Avg
Art																						
Professor	102,267	8	74,162	128,927	119,024	813	35,867	243,512	134,056	0.86	90,421	67	59,997	169,125	0	1.13	100,267	79	72,346	242,132	0	1.02
Associate Professor	83,623	10	69,593	105,246	79,866	792	30,125	154,570	0	1.05	71,505	113	55,834	114,846	0	1.17	78,317	68	58,954	126,285	0	1.07
Assistant Professor	60,164	5	57,000	65,546	65,621	519	38,953	153,838	27,285	0.92	61,857	72	53,000	78,022	8,465	0.97	62,123	55	42,500	73,000	9,795	0.97
All Ranks	85,008	23			91,374	2,124			161,341	0.93	73,778	252			8,465	1.15	82,492	202			9,795	1.03
Classics																						
Professor	161,139	3	110,473	253,860	112,348	98	49,550	253,860	0	1.43	98,193	3	77,576	130,610	0	1.64	108,019	21	49,550	185,700	0	1.49
Associate Professor	81,150	2	80,946	81,354	80,724	91	55,975	118,450	0	1.01	67,369	10	55,975	86,077	0	1.20	84,351	9	73,537	100,819	6,402	0.96
Assistant Professor	63,119	3	61,000	65,603	66,609	71	29,455	89,058	10,470	0.95	62,417	5	60,000	65,000	0	1.01	67,237	11	64,266	73,920	12,354	0.94
All Ranks	104,384	8			88,789	260			10,470	1.18	71,131	18			0	1.47	91,882	41			18,756	1.14
English																						
Professor	102,617	19	84,672	135,000	128,885	1,450	32,000	274,405	499,092	0.80	109,101	150	64,920	236,958	123,196	0.94	117,925	162	71,500	262,100	290,852	0.87
Associate Professor	76,456	15	71,007	83,154	84,363	1,221	33,463	140,500	118,605	0.91	75,405	166	33,133	104,500	0	1.01	82,937	102	56,238	140,500	97,215	0.92
Assistant Professor	68,211	6	65,000	74,153	69,228	675	31,012	120,000	6,102	0.99	64,036	89	31,012	80,228	0	1.07	69,627	43	53,678	90,000	8,496	0.98
All Ranks	87,646	40			100,604	3,346			623,799	0.87	85,387	405			123,196	1.03	99,535	307			396,563	0.88
Modern Foreign Languages and Literature																						
Professor	103,478	15	78,529	154,501	117,958	977	58,465	224,400	217,200	0.88	101,089	72	66,495	190,480	0	1.02	113,129	169	76,367	224,400	144,765	0.91
Associate Professor	76,022	11	64,214	87,983	78,468	1,211	38,438	124,867	26,906	0.97	68,636	134	57,139	90,240	0	1.11	79,677	172	38,438	120,000	40,205	0.95
Assistant Professor	62,627	7	60,000	66,725	65,471	627	36,818	87,200	19,908	0.96	60,408	63	53,690	72,326	0	1.04	67,432	69	50,258	84,000	33,635	0.93
All Ranks	85,661	33			89,279	2,815			264,014	0.96	75,395	269			0	1.14	91,405	410			218,605	0.94
Music																						
Professor	104,561	7	80,349	153,436	98,008	755	56,444	194,990	0	1.07	90,023	66	62,530	172,124	0	1.16	96,768	86	64,188	168,933	0	1.08
Associate Professor	77,143	19	65,754	126,040	73,648	640	35,001	137,708	0	1.05	70,430	77	52,254	115,668	0	1.10	80,297	65	63,077	132,709	59,926	0.96
Assistant Professor	57,708	5	54,796	60,773	60,450	426	14,263	108,845	13,710	0.95	56,614	47	49,398	68,856	0	1.02	64,438	26	51,000	108,845	33,650	0.90
All Ranks	80,199	31			80,660	1,821			13,710	0.99	73,818	190			0	1.09	85,970	177			93,576	0.93
Philosophy																						
Professor	108,953	3	97,895	128,131	122,939	348	34,634	295,261	41,958	0.89	102,947	59	59,396	164,530	0	1.06	122,731	50	60,500	214,823	41,334	0.89
Associate Professor	69,943	1	69,943	69,943	78,835	218	55,804	123,578	8,892	0.89	73,396	50	62,871	92,270	3,453	0.95	84,442	24	56,034	106,845	14,499	0.83
Assistant Professor	67,519	6	64,308	70,909	65,828	151	44,000	93,302	0	1.03	62,870	41	57,100	77,779	0	1.07	70,382	12	60,400	77,700	17,178	0.96
All Ranks	80,192	10			97,502	717			50,850	0.82	82,142	150			3,453	0.98	104,741	86			73,011	0.77
Religious Studies																						
Professor	107,928	3	94,054	123,103	125,578	111	65,455	191,864	52,950	0.86	108,174	5	87,672	140,654	738	1.00	129,218	29	82,946	191,864	63,870	0.84
Associate Professor	92,410	2	84,820	100,000	81,037	114	44,500	113,173	0	1.14	72,112	7	61,206	91,118	0	1.28	83,797	19	44,500	107,000	0	1.10
Assistant Professor	67,436	2	66,149	68,722	67,441	92	42,500	84,704	10	1.00	61,927	12	60,029	67,807	0	1.09	70,524	13	60,186	78,700	6,176	0.96
All Ranks	91,925	7			92,688	317			52,960	0.99	74,532	24			738	1.23	102,562	61			70,046	0.90
Theatre																						
Professor	103,717	6	79,699	153,246	99,690	159	50,000	192,669	0	1.04	97,272	23	67,847	134,668	0	1.07	106,592	25	76,352	178,159	17,250	0.97
Associate Professor	78,163	4	68,959	92,055	74,652	240	50,760	106,796	0	1.05	70,045	39	55,659	89,680	0	1.12	78,497	35	59,469	105,000	1,336	1.00
Assistant Professor	59,980	3	57,635	64,306	59,193	187	32,000	83,495	0	1.01	55,904	22	50,000	62,316	0	1.07	66,026	17	57,000	75,000	18,138	0.91
All Ranks	85,761	13			76,512	586			0	1.12	73,796	84			0	1.16	84,865	77			36,724	1.01

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College Department Rank	UTK				R1: Doctoral-Highest Research				Cost to increase to RU/VH Avg	Ratio UTK Avg to RU/VH Avg	Comparable Peer				Cost to increase to Comp Avg	Ratio UTK Avg to Comp Avg	Aspirational Peer				Cost to increase to Aspr P Avg	Ratio UTK Avg to Aspr Avg
	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum		
<b>Arts &amp; Sciences - Social Sciences</b>																						
Total																						
Professor	128,471	45	89,796	343,956	132,287	3,181	32,185	372,452	584,685	0.97	119,018	402	59,634	364,895	183,720	1.08	138,083	470	32,185	330,545	779,823	0.93
Associate Professor	84,671	40	73,506	108,498	87,364	2,654	36,795	194,100	97,322	0.97	79,814	367	34,250	144,614	225	1.06	92,325	306	45,550	194,100	279,007	0.92
Assistant Professor	69,935	32	62,540	83,838	74,706	1,887	20,000	150,000	104,623	0.94	69,335	289	50,000	129,200	22,378	1.01	82,664	198	20,000	150,000	293,762	0.85
All Ranks	97,487	117			102,776	7,722			786,630	0.95	91,848	1,058			206,323	1.06	112,441	974			1,352,592	0.87
Anthropology																						
Professor	186,863	4	93,984	343,956	117,309	299	59,634	343,956	0	1.59	104,177	17	59,634	151,863	0	1.79	122,626	47	90,000	296,700	0	1.52
Associate Professor	85,399	5	82,461	88,713	82,102	312	39,544	194,100	0	1.04	75,832	30	57,609	105,086	0	1.13	87,910	46	71,027	194,100	12,555	0.97
Assistant Professor	67,693	4	63,500	74,733	70,422	173	45,000	98,100	10,916	0.96	65,387	17	60,000	71,506	0	1.04	74,263	21	50,000	98,100	26,280	0.91
All Ranks	111,171	13			92,952	784			10,916	1.20	80,587	64			0	1.38	99,709	114			38,835	1.11
Geography																						
Professor	134,047	6	96,308	220,499	119,457	181	70,591	221,834	0	1.12	105,854	28	76,219	195,254	0	1.27	114,729	29	77,263	163,200	0	1.17
Associate Professor	88,731	4	84,206	94,684	83,528	170	47,476	125,324	0	1.06	82,491	35	62,864	125,324	0	1.08	83,998	23	69,212	100,100	0	1.06
Assistant Professor	74,349	7	70,800	83,838	72,942	134	49,092	93,782	0	1.02	68,814	27	61,500	79,618	0	1.08	76,273	14	66,363	92,250	13,468	0.97
All Ranks	98,803	17			94,012	485			0	1.05	85,656	90			0	1.15	95,862	66			13,468	1.03
History																						
Professor	129,551	6	106,111	161,344	118,001	614	48,727	372,452	0	1.10	110,017	92	67,566	168,327	0	1.18	125,665	102	64,950	252,500	0	1.03
Associate Professor	79,348	12	73,506	89,092	80,886	614	37,500	165,900	18,456	0.98	74,148	95	34,250	113,500	0	1.07	86,627	77	45,550	165,900	87,348	0.92
Assistant Professor	64,727	7	62,540	66,965	66,089	318	35,250	96,000	9,534	0.98	63,648	62	50,000	71,414	0	1.02	74,341	36	64,800	90,000	67,298	0.87
All Ranks	87,303	25			92,583	1,546			27,990	0.94	84,786	249			0	1.03	103,090	215			154,646	0.85
Political Science																						
Professor	107,994	8	94,816	140,110	141,464	680	32,185	330,545	267,760	0.76	121,502	68	70,316	271,997	108,064	0.89	157,227	105	32,185	330,545	393,864	0.69
Associate Professor	89,845	5	78,561	105,500	95,336	633	36,795	185,700	27,455	0.94	82,353	54	65,770	127,000	0	1.09	100,804	79	69,031	185,700	54,795	0.89
Assistant Professor	68,061	3	63,985	70,199	81,099	501	20,000	150,000	39,114	0.84	71,560	75	60,300	129,200	10,497	0.95	93,383	59	20,000	150,000	75,966	0.73
All Ranks	94,835	16			108,696	1,814			334,329	0.87	91,757	197			118,561	1.03	123,383	243			524,625	0.77
Psychology																						
Professor	132,584	14	89,796	206,512	141,425	1,026	59,428	364,895	123,774	0.94	129,744	139	76,471	364,895	0	1.02	142,972	124	71,436	242,249	145,432	0.93
Associate Professor	87,204	11	74,755	108,498	90,861	573	45,000	169,262	40,227	0.96	83,379	90	60,300	144,614	0	1.05	95,312	45	69,765	138,523	89,188	0.91
Assistant Professor	73,351	8	71,795	76,495	77,657	498	29,864	128,373	34,448	0.94	74,337	58	53,252	90,000	7,888	0.99	82,658	46	43,696	128,373	74,456	0.89
All Ranks	103,098	33			112,465	2,097			198,449	0.92	104,007	287			7,888	0.99	120,092	215			309,076	0.86
Sociology																						
Professor	104,576	7	90,147	129,375	132,169	381	38,530	274,285	193,151	0.79	115,384	58	76,331	236,649	75,656	0.91	138,937	63	86,811	218,000	240,527	0.75
Associate Professor	81,423	3	73,791	85,960	85,151	352	46,834	184,520	11,184	0.96	81,498	63	60,639	107,475	225	1.00	93,130	36	60,000	137,700	35,121	0.87
Assistant Professor	67,539	3	65,313	70,581	71,076	263	36,000	100,000	10,611	0.95	68,870	50	57,050	85,350	3,993	0.98	79,637	22	72,000	85,850	36,294	0.85
All Ranks	90,686	13			99,420	996			214,946	0.91	89,299	171			79,874	1.02	114,527	121			311,942	0.79



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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum		
<b>Arts &amp; Sciences - Natural Sciences</b>																						
Total	138,956	95	82,000	271,762	135,633	4,696	29,455	460,678	590,478	1.02	123,149	696	63,988	390,289	67,236	1.13	135,138	687	67,019	302,109	669,233	1.03
Professor	96,102	39	79,186	120,000	91,112	2,018	36,000	238,895	7,176	1.05	86,976	295	54,203	130,000	0	1.10	94,043	212	51,182	156,076	124,865	1.02
Associate Professor	82,947	38	74,500	91,951	78,257	2,017	31,419	191,132	16,583	1.06	78,673	277	62,050	104,175	4,823	1.05	80,412	200	45,000	114,151	83,382	1.03
Assistant Professor	116,865	172			112,088	8,731			614,237	1.04	105,017	1,268			72,059	1.11	117,251	1,099			877,480	1.00
All Ranks																						
Biochemistry and Cellular and Molecular Biology	135,614	13	96,921	271,762	141,669	441	63,101	343,376	78,715	0.96	138,448	48	86,803	276,747	36,842	0.98	148,545	66	82,674	255,025	168,103	0.91
Professor	91,258	8	87,334	98,954	92,155	232	46,495	163,386	7,176	0.99	88,587	32	73,783	105,337	0	1.03	101,910	20	93,555	117,700	85,216	0.90
Associate Professor	82,612	5	78,500	85,151	75,015	220	38,005	109,586	0	1.10	81,152	19	67,598	95,629	0	1.02	84,177	15	50,408	99,118	7,825	0.98
Assistant Professor	111,773	26			112,384	893			85,891	0.99	111,335	99			36,842	1.00	129,751	101			261,144	0.86
All Ranks																						
Chemistry	133,868	14	95,335	231,228	143,796	878	51,875	341,041	138,992	0.93	136,039	134	63,988	274,116	30,394	0.98	148,432	135	72,000	302,109	203,896	0.90
Professor	98,812	4	90,668	108,478	91,091	367	37,500	156,076	0	1.08	89,992	64	70,216	130,000	0	1.10	93,909	44	61,460	156,076	0	1.05
Associate Professor	81,456	7	80,000	84,815	78,144	419	31,419	107,376	0	1.07	82,145	57	67,169	104,175	4,823	0.99	82,446	36	54,746	94,700	6,930	0.99
Assistant Professor	113,584	25			115,137	1,664			138,992	0.99	112,435	255			35,217	1.01	126,225	215			210,826	0.90
All Ranks																						
Earth and Planetary Sciences	129,982	9	103,151	207,407	126,480	459	67,019	262,001	0	1.03	118,168	68	69,650	247,648	0	1.10	119,902	75	67,019	211,446	0	1.08
Professor	98,156	4	95,000	105,431	89,579	240	38,447	165,300	0	1.10	85,650	36	68,175	124,724	0	1.15	86,706	16	65,000	106,245	0	1.13
Associate Professor	82,576	3	81,615	83,987	76,971	279	47,000	129,945	0	1.07	74,403	45	62,050	93,011	0	1.11	79,610	22	72,468	91,821	0	1.04
Assistant Professor	113,137	16			103,301	978			0	1.10	97,094	149			0	1.17	107,357	113			0	1.05
All Ranks																						
Ecology and Evolutionary Biology	153,852	13	104,227	247,880	133,623	186	78,444	378,928	0	1.15	112,032	19	85,363	157,918	0	1.37	129,361	17	100,077	199,003	0	1.19
Professor	101,864	8	92,198	120,000	97,564	101	59,166	238,895	0	1.04	91,025	8	82,863	109,620	0	1.12	91,541	14	73,902	101,857	0	1.11
Associate Professor	78,000	2	78,000	78,000	85,899	79	38,976	191,132	15,798	0.91	77,920	10	63,530	91,350	0	1.00	80,656	12	75,000	87,550	5,312	0.97
Assistant Professor	129,173	23			113,371	366			15,798	1.14	98,270	37			0	1.31	103,455	43			5,312	1.25
All Ranks																						
Mathematics	116,461	21	82,000	175,000	134,212	1,434	38,741	391,880	372,771	0.87	115,848	228	76,852	231,415	0	1.01	130,615	168	78,444	226,556	297,234	0.89
Professor	91,568	7	79,186	100,227	89,855	605	36,000	150,000	0	1.02	84,978	81	54,203	102,713	0	1.08	95,465	55	67,320	115,000	27,279	0.96
Associate Professor	85,211	7	81,000	89,803	78,779	570	40,000	113,871	0	1.08	78,249	82	68,250	91,350	0	1.09	75,981	70	45,000	98,400	0	1.12
Assistant Professor	105,232	35			111,815	2,609			372,771	0.94	101,568	391			0	1.04	110,964	293			324,513	0.95
All Ranks																						
Microbiology	192,705	5	130,251	238,533	137,133	82	29,455	300,000	0	1.41	119,966	5	85,250	150,795	0	1.61	129,174	24	81,133	215,000	0	1.49
Professor	93,275	5	89,672	99,620	90,871	36	73,036	125,639	0	1.03	83,697	7	70,000	95,143	0	1.11	95,749	4	90,948	107,580	12,370	0.97
Associate Professor	79,070	5	74,500	84,402	79,227	35	36,819	114,151	785	1.00	77,438	1	77,438	77,438	0	1.02	91,733	8	83,767	114,151	63,315	0.86
Assistant Professor	121,683	15			113,001	153			785	1.08	97,165	13			0	1.25	117,140	36			76,685	1.04
All Ranks																						
Physics and Astronomy	149,226	20	84,613	253,734	132,887	1,216	44,000	460,678	0	1.12	121,956	194	67,806	390,289	0	1.22	132,485	202	76,100	229,923	0	1.13
Professor	102,592	3	83,462	117,832	91,687	437	41,985	160,000	0	1.12	86,312	67	70,753	101,593	0	1.19	92,617	59	51,182	131,300	0	1.11
Associate Professor	85,907	9	80,000	91,951	80,720	415	33,800	115,788	0	1.06	78,526	63	67,000	90,000	0	1.09	83,239	37	45,000	93,000	0	1.03
Assistant Professor	127,046	32			113,712	2,068			0	1.12	106,140	324			0	1.20	118,477	298			0	1.07
All Ranks																						

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	Average	Number	Minimum	Maximum	Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum			Average	Number	Minimum	Maximum		
<b>Nursing</b>																						
Total																						
Professor	110,551	8	85,476	123,392	121,180	196	69,337	276,358	85,032	0.91	117,337	22	74,167	168,279	54,288	0.94	123,362	45	69,337	265,000	102,488	0.90
Associate Professor	90,469	11	78,000	120,380	92,769	327	46,000	169,000	25,300	0.98	88,341	50	66,175	127,801	0	1.02	97,172	69	46,000	169,000	73,733	0.93
Assistant Professor	79,221	24	66,049	140,445	78,108	550	51,251	142,400	0	1.01	73,625	76	60,547	110,273	0	1.08	82,918	112	60,593	110,453	88,728	0.96
All Ranks	87,927	43			90,444	1,073			110,332	0.97	85,094	148			54,288	1.03	95,323	226			264,949	0.92
<b>Social Work</b>																						
Total																						
Professor	173,279	11	92,281	364,738	133,743	195	78,440	364,738	0	1.30	120,711	13	84,555	193,406	0	1.44	127,403	26	83,875	240,000	0	1.36
Associate Professor	80,451	6	74,886	88,701	85,762	242	49,273	155,693	31,866	0.94	83,110	42	60,228	107,214	15,954	0.97	82,257	14	62,208	98,576	10,836	0.98
Assistant Professor	59,159	19	20,029	82,375	70,430	300	20,029	111,944	214,149	0.84	71,251	46	44,510	90,559	229,748	0.83	74,925	19	62,176	84,348	299,554	0.79
All Ranks	97,578	36			92,216	737			246,015	1.06	82,549	101			245,702	1.18	99,791	59			310,390	0.98
<b>University</b>																						
Total																						
Professor	141,512	484	74,162	373,676	141,335	27,714	21,998	592,000	3,949,240	1.00	128,455	4,151	21,998	441,797	1,270,634	1.10	140,641	4,338	25,714	479,100	5,008,260	1.01
Associate Professor	96,638	348	64,214	280,943	96,075	19,123	22,675	345,000	839,898	1.01	91,704	3,240	33,133	294,921	281,530	1.05	99,684	2,396	22,675	345,000	2,185,915	0.97
Assistant Professor	80,806	287	20,029	207,000	84,978	16,998	14,263	252,000	891,865	0.95	82,987	2,690	31,012	252,000	617,208	0.97	89,291	2,141	20,000	222,300	1,890,957	0.90
All Ranks	111,987	1,119			112,770	63,835			5,681,003	0.99	104,511	10,081			2,169,372	1.07	117,196	8,875			9,085,132	0.96

Note: There is not sufficient peer data to produce comparison figures for Nuclear Engineering (all peers) and Advertising and Public Relations (aspirational peers).