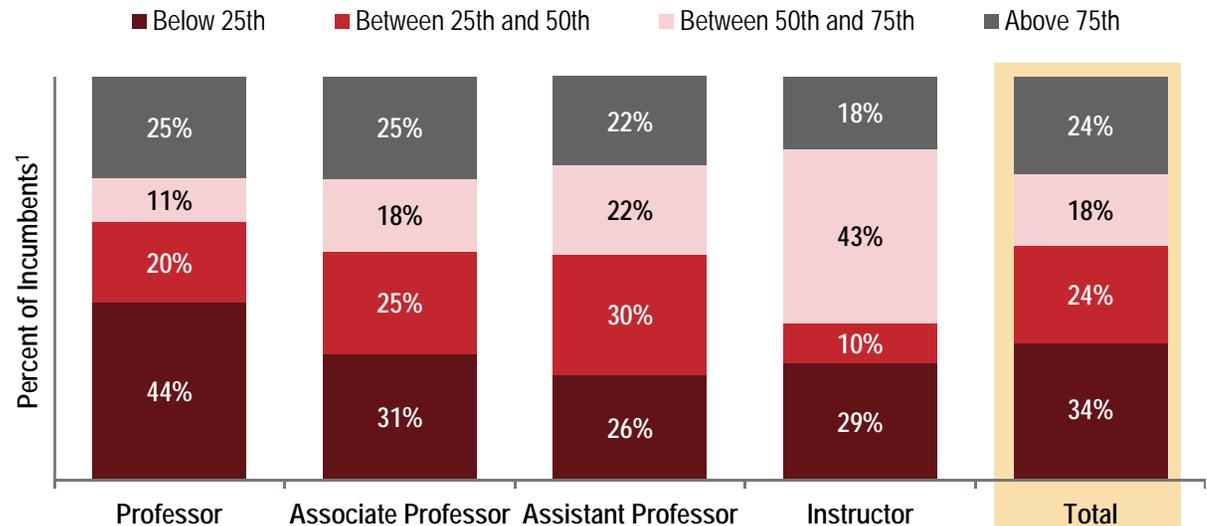


Faculty Market Assessment

Aggregate Results By Rank: CUPA-HR Peer & Aspirant Group

- As with the results by entity, competitiveness for each rank only changed by two to three percentage points by adding aspirants to the comparison group

COMPARISON OF BASE SALARY



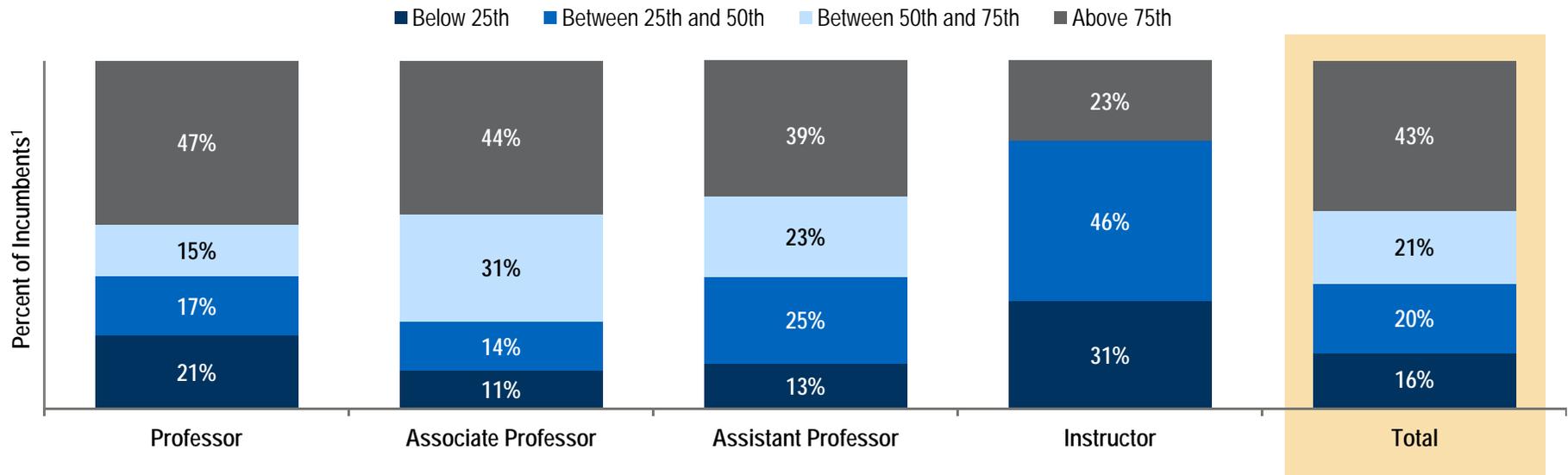
Rank	# of Incs.	# of Incs. Priced	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			UT as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	769	756	98%	\$96,814,135	\$87,260,172	\$95,638,284	\$105,042,039	111%	101%	92%
Associate Professor	607	581	96%	\$52,829,133	\$49,688,919	\$53,220,038	\$56,882,486	106%	99%	93%
Assistant Professor	654	611	93%	\$48,946,121	\$45,570,363	\$50,458,913	\$53,942,153	107%	97%	91%
Instructor	69	68	99%	\$3,722,825	\$3,424,025	\$3,663,931	\$4,124,068	109%	102%	90%
TOTAL	2,099	2,016	96%	\$202,312,213	\$185,943,480	\$202,981,166	\$219,990,746	109%	100%	92%

¹ Percentages may not add up to 100% due to rounding.

Faculty Market Assessment

Results By Entity & Rank: CUPA-HR Peer Group

CHATTANOOGA—COMPARISON OF BASE SALARY



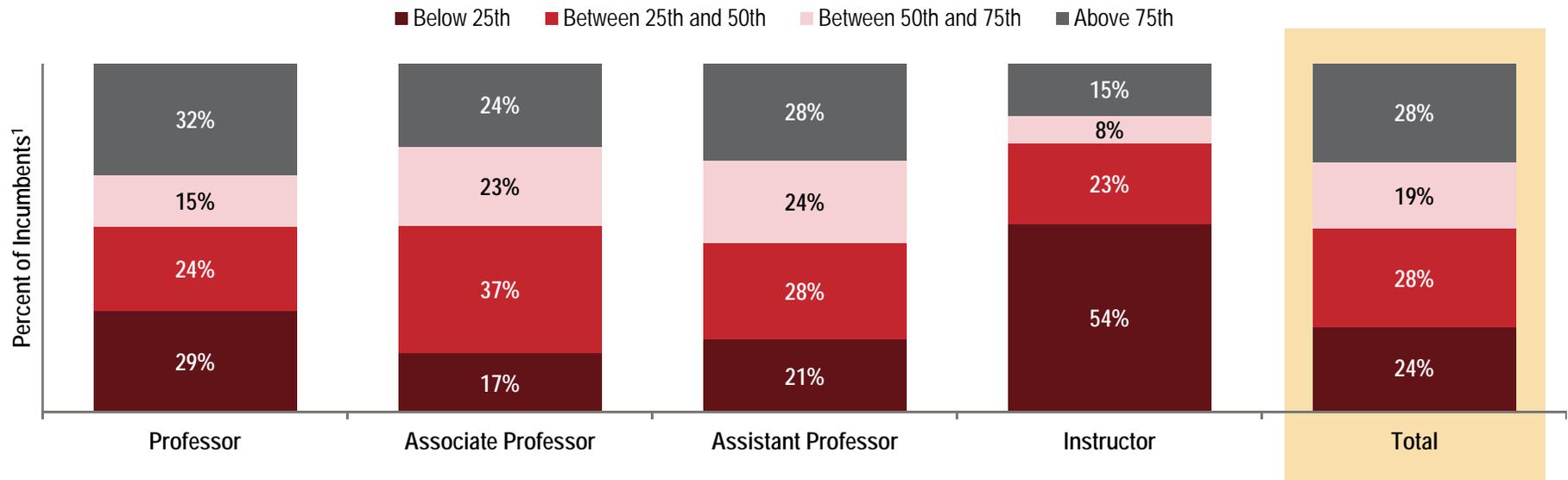
Rank	# of Incs.	# of Incs. Priced	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			Chattanooga as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	137	125	91%	\$12,742,284	\$10,799,738	\$11,333,693	\$12,056,160	118%	112%	106%
Associate Professor	91	84	92%	\$6,394,101	\$5,541,073	\$5,872,810	\$6,170,114	115%	109%	104%
Assistant Professor	142	114	80%	\$7,886,838	\$7,084,608	\$7,532,523	\$7,942,283	111%	105%	99%
Instructor	14	13	93%	\$689,148	\$657,386	\$715,127	\$768,236	105%	96%	90%
TOTAL	384	336	88%	\$27,712,370	\$24,082,805	\$25,454,153	\$26,936,794	115%	109%	103%

¹ Percentages may not add up to 100% due to rounding.

Faculty Market Assessment

Results By Entity & Rank: CUPA-HR Peer & Aspirant Group

CHATTANOOGA—COMPARISON OF BASE SALARY



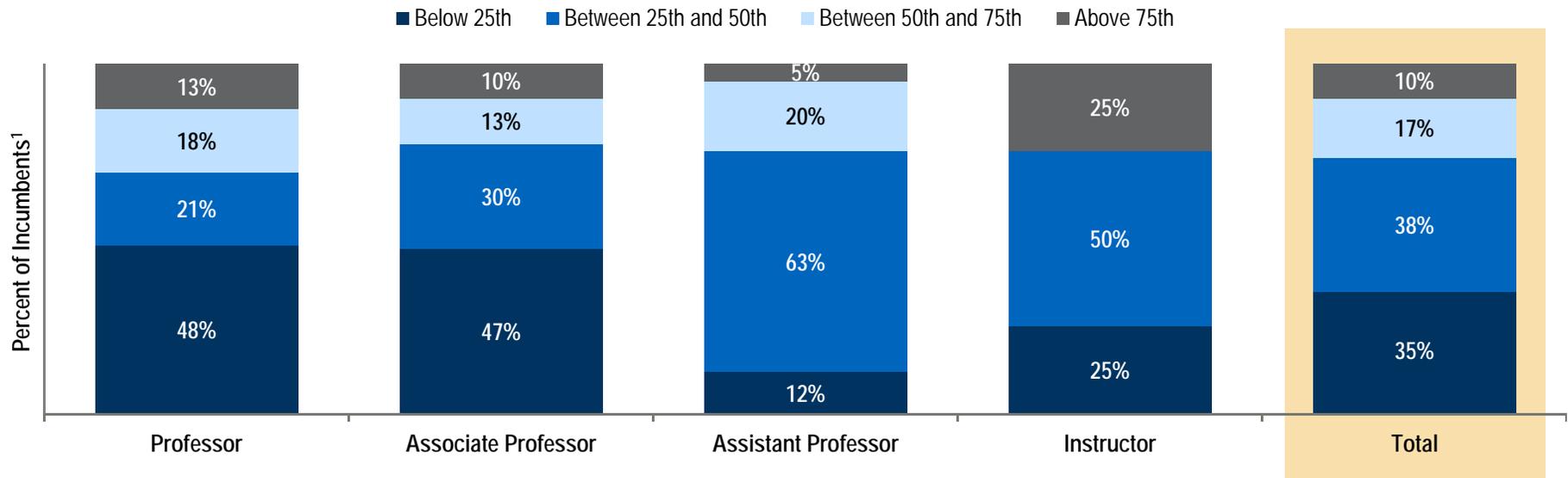
Rank	# of Incs.	# of Incs. Priced	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			Chattanooga as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	137	135	99%	\$14,088,595	\$12,342,566	\$13,298,731	\$14,472,357	114%	106%	97%
Associate Professor	91	84	92%	\$6,394,101	\$5,724,711	\$6,180,274	\$6,620,538	112%	103%	97%
Assistant Professor	142	127	89%	\$9,020,389	\$8,332,720	\$8,887,349	\$9,521,569	108%	101%	95%
Instructor	14	13	93%	\$689,148	\$674,874	\$743,713	\$787,974	102%	93%	87%
TOTAL	384	359	93%	\$30,192,233	\$27,074,872	\$29,110,066	\$31,402,437	112%	104%	96%

¹ Percentages may not add up to 100% due to rounding.

Faculty Market Assessment

Results By Entity & Rank: CUPA-HR Peer Group

INSTITUTE OF AGRICULTURE—COMPARISON OF BASE SALARY



Rank	# of Incs.	# of Incs. Priced ²	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			Institute Of Agriculture as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	106	106	100%	\$13,947,041	\$13,750,939	\$15,098,390	\$16,642,618	101%	92%	84%
Associate Professor	60	60	100%	\$6,447,247	\$6,636,009	\$7,006,889	\$7,490,818	97%	92%	86%
Assistant Professor	91	91	100%	\$8,606,763	\$7,915,691	\$9,207,328	\$9,888,918	109%	93%	87%
Instructor	4	4	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL	261	261	100%	\$29,273,576	\$28,558,746	\$31,585,240	\$34,326,444	103%	93%	85%

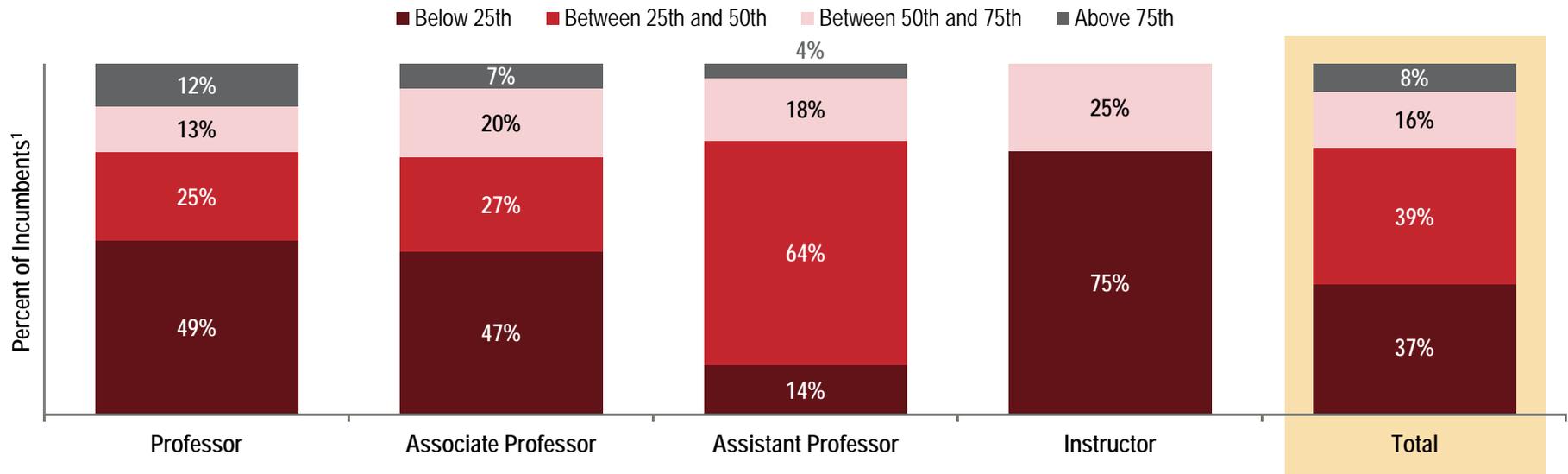
¹ Percentages may not add up to 100% due to rounding.

² Results not displayed if fewer than five incumbents benchmarked.

Faculty Market Assessment

Results By Entity & Rank: CUPA-HR Peer & Aspirant Group

INSTITUTE OF AGRICULTURE—COMPARISON OF BASE SALARY



Rank	# of Incs.	# of Incs. Priced ²	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			Institute of Agriculture as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	106	106	100%	\$13,947,041	\$13,823,201	\$15,269,559	\$16,866,761	101%	91%	83%
Associate Professor	60	60	100%	\$6,447,247	\$6,479,063	\$6,877,117	\$7,558,230	100%	94%	85%
Assistant Professor	91	91	100%	\$8,606,763	\$7,846,401	\$9,198,315	\$9,858,375	110%	94%	87%
Instructor	4	4	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL	261	261	100%	\$29,273,576	\$28,418,652	\$31,642,611	\$34,643,410	103%	93%	84%

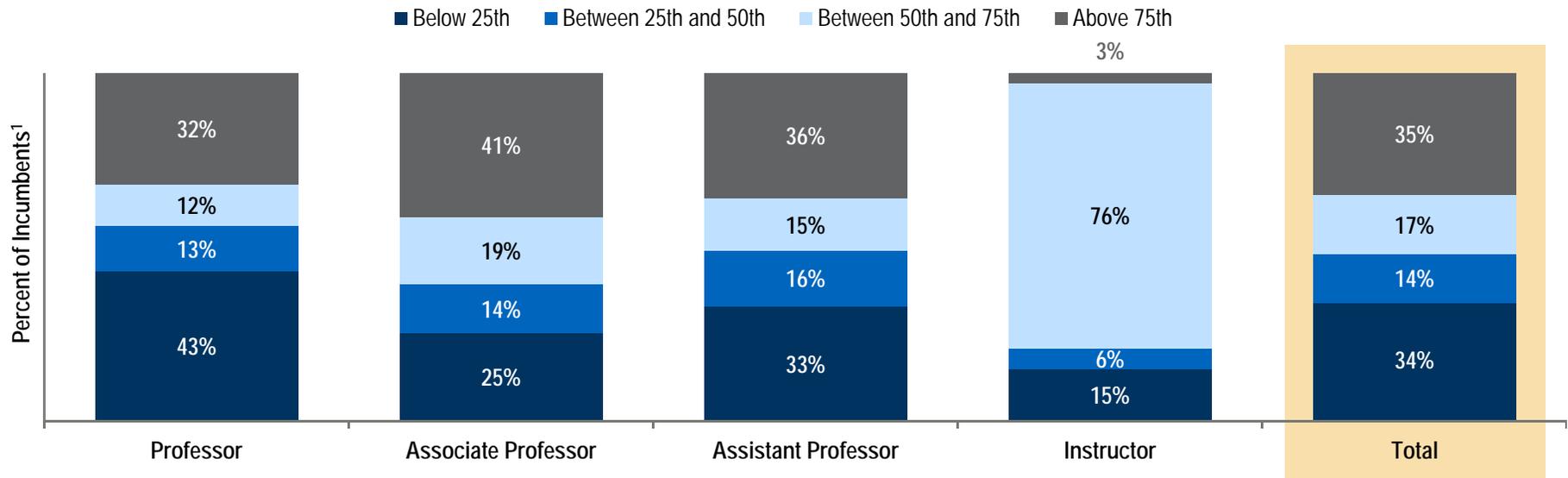
¹ Percentages may not add up to 100% due to rounding.

² Results not displayed if fewer than five incumbents benchmarked.

Faculty Market Assessment

Results By Entity & Rank: CUPA-HR Peer Group

KNOXVILLE—COMPARISON OF BASE SALARY



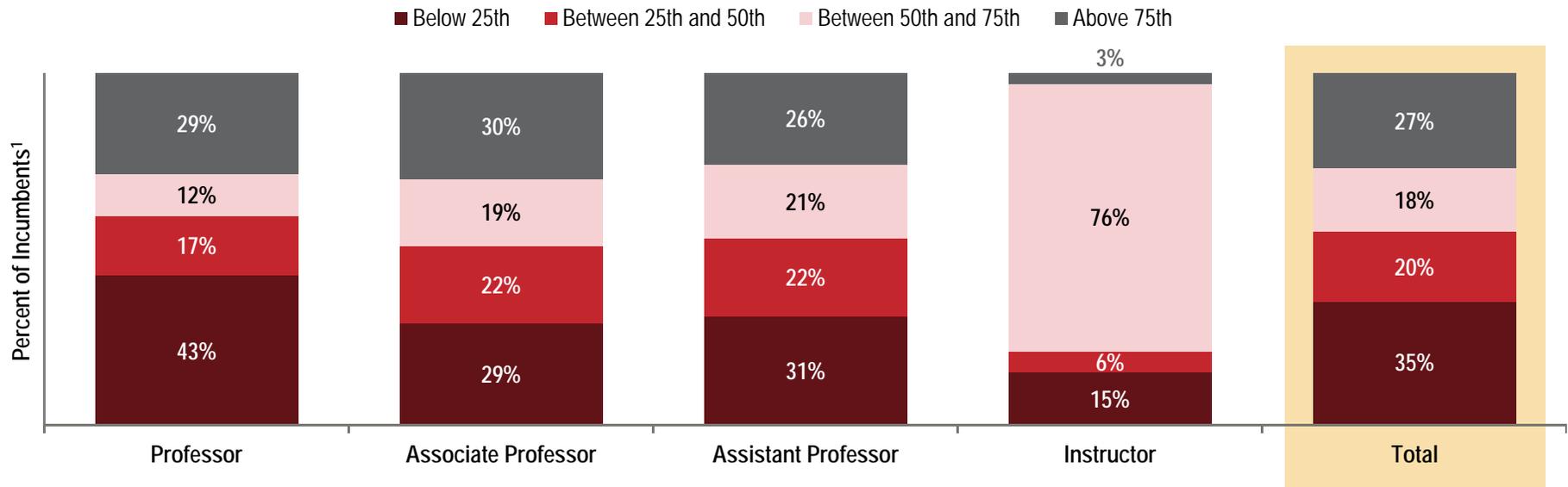
Rank	# of Incs.	# of Incs. Priced	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			Knoxville as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	446	415	93%	\$58,998,643	\$51,290,162	\$55,302,486	\$60,205,418	115%	107%	98%
Associate Professor	376	336	89%	\$32,381,243	\$29,333,003	\$31,002,259	\$32,914,492	110%	104%	98%
Assistant Professor	362	342	94%	\$28,124,652	\$26,264,553	\$28,435,059	\$30,434,914	107%	99%	92%
Instructor	33	33	100%	\$1,946,969	\$1,740,589	\$1,812,083	\$2,248,389	112%	107%	87%
TOTAL	1,217	1,126	93%	\$121,451,507	\$108,628,307	\$116,551,886	\$125,803,213	112%	104%	97%

¹ Percentages may not add up to 100% due to rounding.

Faculty Market Assessment

Results By Entity & Rank: CUPA-HR Peer & Aspirant Group

KNOXVILLE—COMPARISON OF BASE SALARY



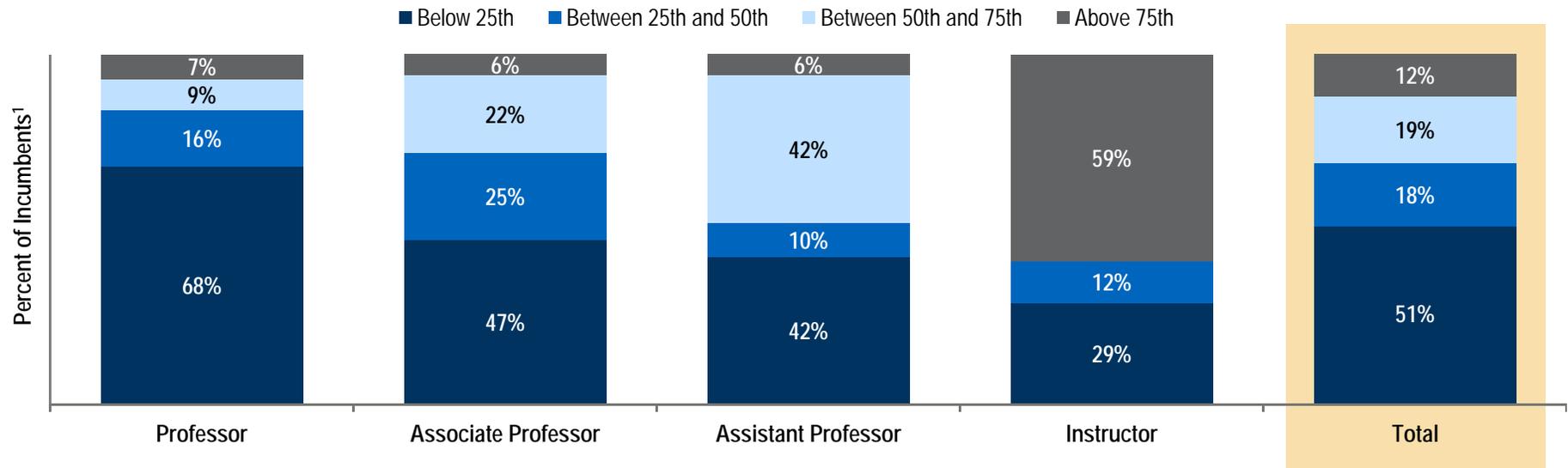
Rank	# of Incs.	# of Incs. Priced	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			Knoxville as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	446	440	99%	\$62,575,101	\$54,884,753	\$60,466,793	\$66,791,850	114%	103%	94%
Associate Professor	376	358	95%	\$34,568,382	\$32,215,908	\$34,606,689	\$36,838,855	107%	100%	94%
Assistant Professor	362	342	94%	\$28,124,652	\$26,272,711	\$29,012,030	\$30,912,867	107%	97%	91%
Instructor	33	33	100%	\$1,946,969	\$1,745,195	\$1,824,740	\$2,137,199	112%	107%	91%
TOTAL	1,217	1,173	96%	\$127,215,105	\$115,118,567	\$125,910,251	\$136,680,771	111%	101%	93%

¹ Percentages may not add up to 100% due to rounding.

Faculty Market Assessment

Results By Entity & Rank: CUPA-HR Peer Group

MARTIN—COMPARISON OF BASE SALARY



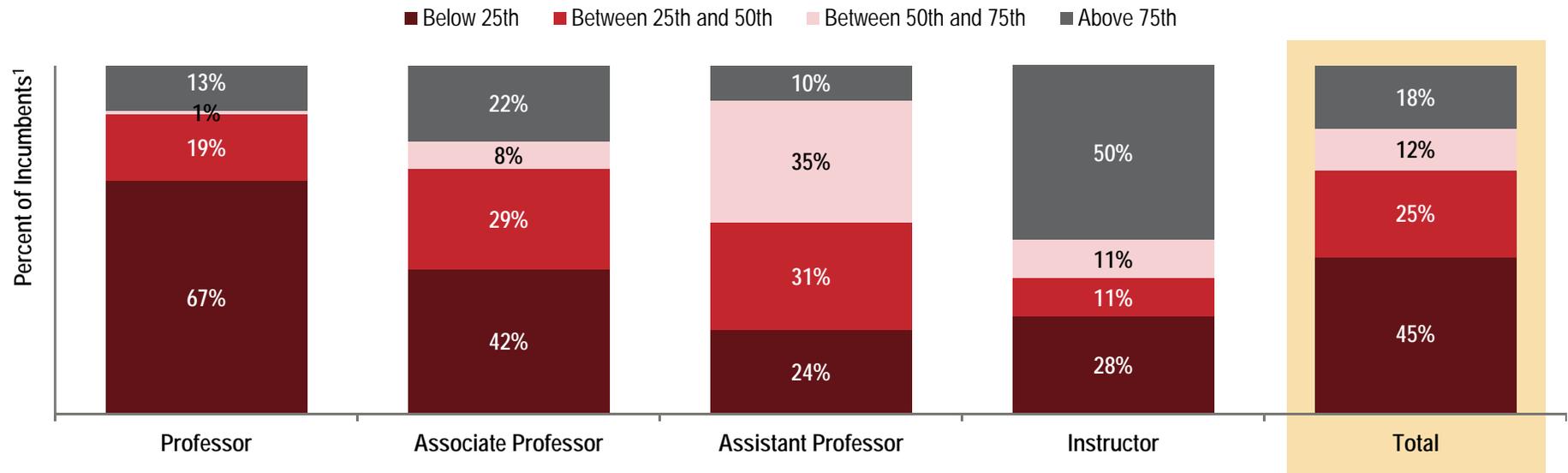
Rank	# of Incs.	# of Incs. Priced	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			Martin as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	80	57	71%	\$4,621,874	\$4,676,803	\$4,929,676	\$5,290,572	99%	94%	87%
Associate Professor	80	64	80%	\$4,226,484	\$4,277,171	\$4,441,304	\$4,688,380	99%	95%	90%
Assistant Professor	59	31	53%	\$2,047,229	\$2,011,730	\$2,070,069	\$2,355,877	102%	99%	87%
Instructor	18	17	94%	\$783,579	\$724,111	\$750,962	\$790,581	108%	104%	99%
TOTAL	237	169	71%	\$11,679,166	\$11,689,815	\$12,192,011	\$13,125,410	100%	96%	89%

¹ Percentages may not add up to 100% due to rounding.

Faculty Market Assessment

Results By Entity & Rank: CUPA-HR Peer & Aspirant Group

MARTIN—COMPARISON OF BASE SALARY



Rank	# of Incs.	# of Incs. Priced	% of Incs. Priced	UT Aggregate Spend	Market Aggregate Spend			Martin as a % of Market		
					25 th PCTL.	50 th PCTL.	75 th PCTL.	% to 25 th PCTL.	% to 50 th PCTL.	% to 75 th PCTL.
Professor	80	75	94%	\$6,203,397	\$6,209,651	\$6,603,202	\$6,911,071	100%	94%	90%
Associate Professor	80	79	99%	\$5,419,403	\$5,269,237	\$5,555,959	\$5,864,864	103%	98%	92%
Assistant Professor	59	51	86%	\$3,194,316	\$3,118,531	\$3,361,219	\$3,649,342	102%	95%	88%
Instructor	18	18	100%	\$814,182	\$733,968	\$797,858	\$838,852	111%	102%	97%
TOTAL	237	223	94%	\$15,631,299	\$15,331,388	\$16,318,238	\$17,264,129	102%	96%	91%

¹ Percentages may not add up to 100% due to rounding.



1. Board-Elected Executive Staff Market Assessment
2. Chief Executive / Executive Staff Market Assessment
3. Faculty Market Assessment
4. Appendix
 - I. UT President and UTK Chancellor Compensation Details
 - II. How to Read and Interpret Exhibits
 - III. Peer Group Lists
 - IV. Chief Executive / Executive Staff Matching Details
 - V. Faculty Market Assessment: Tenure-Status Data Comparison



I. UT President and UTK Chancellor Compensation Details

Data Sources and Definitions

Compensation Component	Data Source				
	The Chronicle of Higher Education Compensation Database	University of Tennessee System President		University of Tennessee – Knoxville Chancellor	
Base Salary	Total base salary provided to the chief executive, including compensation from private university-related foundations	\$539,011	Contractual Salary for FY 2018	\$585,000	Contractual Salary for FY 2018
Bonus and Incentive Compensation	The value of all bonuses and incentive compensation paid out to the chief executive	\$101,816	Performance-Based (April 2017)	\$87,775	Performance-Based maximum opportunity of \$87,775 not guaranteed
Other Compensation (Taxable)	Miscellaneous pay and benefits, including, tax gross-ups (money an employer provides an employee for taxes paid on benefits), vacation leave cashed out, debt forgiveness, fellowships, employer-provided vehicles and parking, housing payments, travel, meals, moving expenses, entertainment, spending accounts, and club dues. May also include interest accrued on deferred compensation.	\$48,530	Discretionary (Non-Accountable Expense Allowance), Housing Allowance, Imputed Life Insurance Premium, Other (Cell Phone, Other Fringe Benefits-Bowl Game, Clothing)	\$41,550	Discretionary (Non-Accountable Expense Allowance), Housing Allowance, Imputed Life Insurance Premium, Other (Cell Phone)
Retirement and Deferred Compensation	Payments made by the university on behalf of the chief executive to a retirement plan that is available to any university employee during the fiscal year. This can include 401(k) plans, state pension plans, and other retirement plans that are broadly available <i>plus</i> deferred compensation set aside in the fiscal year covered that is to be paid out in future years. This includes contributions to supplemental executive retirement plans and does not overlap with any compensation paid out in the reported year.	\$40,403	Pension / Retirement Contribution, Other Retirement (401k Match)	\$24,900 ¹	Pension / Retirement Contribution, Other Retirement (401k Match)
Nontaxable Benefits	Health and medical benefits, life insurance, housing provided by the employer, personal legal and financial services, dependent care, adoption assistance, tuition assistance, and cafeteria plans.	\$15,096	Employer Provided Benefits incl. Health and Welfare Benefits	\$10,284	Employer Provided Benefits incl. Health and Welfare Benefits

¹ Deferred compensation is limited by Tennessee state law.

II. How to Read and Interpret Exhibits

Relationship to Market

The chart illustrates how an institution's salaries are compared to the market:

1. Total all base salaries for incumbents included in a particular group
2. Total all the market base salaries for incumbents included in that group
3. Divide the total institution salaries from Step 1 by the total market salaries from Step 2 to obtain a percentage (i.e., UT as a percent of market)

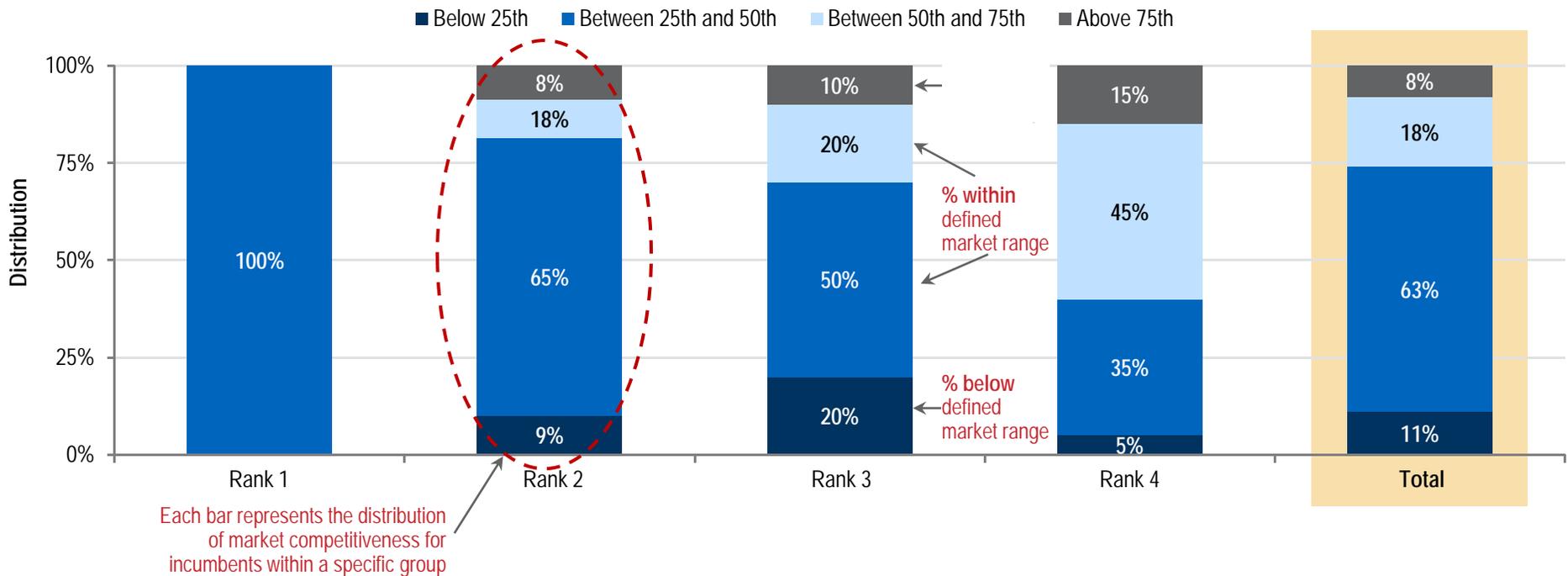
EXAMPLE: There are three incumbents in an institution. Their base salary data, as well as the survey data for their job, are shown in the table below:

Incumbent	Incumbent Base Salary (\$000)	Market Data (\$000)		
		25 th Percentile	50 th Percentile	75 th Percentile
Incumbent A	\$55.0	\$43.0	\$53.0	\$60.0
Incumbent B	\$57.0	\$49.0	\$61.0	\$76.0
Incumbent C	\$62.0	\$57.0	\$60.0	\$72.0
TOTAL	\$174.0	\$149.0	\$174.0	\$208.0
Institution as a % of Market		117%	100%	84%

II. How to Read and Interpret Exhibits

Distribution of Competitiveness

EXAMPLE



- Provides a view of where salaries fall relative to the defined market range (25th – 75th percentile is used as market cutoffs for display purposes)
- Can highlight general concerns within a group (e.g., a large proportion of incumbents are paid below the defined market range, yet the population is highly skilled and experienced)
- Note that this analysis is intended to provide a snapshot of the current state and is not an indicator of whether or not individual salaries are appropriate

III. Peer Group Lists

Board-Approved CUPA-HR Peer & Aspirant Groups¹

Chattanooga

Institution Name	Location	CUPA-HR Administrators Survey Participant	CUPA-HR 4-Yr. Faculty Survey Participant
Florida Gulf Coast University	Fort Myers, Florida	X	X
Georgia College and State University	Milledgeville, Georgia		X
Jacksonville State University	Jacksonville, Alabama		
Murray State University	Murray, Kentucky	X	X
Northeastern State University	Tahlequah, Oklahoma	X	X
Southeast Missouri State University	Cape Girardeau, Missouri	X	X
Stephen F. Austin State University	Nacogdoches, Texas	X	X
Tennessee Technological University	Cookeville, Tennessee	X	X
University of Central Arkansas	Conway, Arkansas	X	X
University of Nebraska at Omaha	Omaha, Nebraska		X
Valdosta State University	Valdosta, Georgia	X	X
University of West Georgia	Carrollton, Georgia	X	X
Appalachian State University	Boone, North Carolina	X	X
University of Arkansas at Little Rock	Little Rock, Arkansas		X
College of Charleston	Charleston, South Carolina	X	X
University of North Carolina at Greensboro	Greensboro, North Carolina	X	X
University of North Carolina Wilmington	Wilmington, North Carolina	X	X
University of North Florida	Jacksonville, Florida	X	X

¹ Aspirant institutions indicated with yellow highlighting.

III. Peer Group Lists

Board-Approved CUPA-HR Peer & Aspirant Groups¹

Health Science Center

Institution Name	Location	CUPA-HR Administrators Survey Participant	CUPA-HR 4-Yr. Faculty Survey Participant ²
Louisiana State University Health Sciences Center-New Orleans	New Orleans, Louisiana	X	X
Medical University of South Carolina	Charleston, South Carolina	X	
Texas Tech University Health Sciences Center	Lubbock, Texas	X	
The University of Texas Health Science Center at San Antonio	San Antonio, Texas	X	
University of Arkansas for Medical Sciences	Little Rock, Arkansas		
University of Nebraska Medical Center	Omaha, Nebraska		
University of Oklahoma-Health Sciences Center	Oklahoma City, Oklahoma	X	
Oregon Health & Science University	Portland, Oregon		
The University of Texas Health Science Center at Houston	Houston, Texas	X	
University of Maryland, Baltimore	Baltimore, Maryland	X	X

¹ Aspirant institutions indicated with yellow highlighting.

² UTHSC faculty will be assessed separately due to the complexity of their compensation packages and market surveys sources.

III. Peer Group Lists

Board-Approved CUPA-HR Peer & Aspirant Groups continued

Institute for Public Service

Institution Name	Location	CUPA-HR Administrators Survey Participant	CUPA-HR 4-Yr. Faculty Survey Participant
Georgia Institute of Technology-Main Campus	Atlanta, Georgia	X	
North Carolina State University at Raleigh	Raleigh, North Carolina	X	X
Purdue University-Main Campus	West Lafayette, Indiana	X	
University of Georgia	Athens, Georgia	X	X
University of Maryland-College Park	Baltimore, Maryland	X	X
University of Missouri-Columbia	Columbia, Missouri	X	
University of North Carolina at Chapel Hill	Chapel Hill, North Carolina	X	
University of North Florida	Jacksonville, Florida	X	X
University of Virginia-Main Campus	Charlottesville, Virginia	X	X

III. Peer Group Lists

Board-Approved CUPA-HR Peer & Aspirant Groups¹ continued

Institute of Agriculture

Institution Name	Location	CUPA-HR Administrators Survey Participant	CUPA-HR 4-Yr. Faculty Survey Participant
Auburn University	Auburn, Alabama	X	X
Clemson University	Clemson, South Carolina	X	X
Louisiana State University and Agricultural & Mechanical College	Baton Rouge, Louisiana	X	X
Mississippi State University	Mississippi State, Mississippi	X	X
Oklahoma State University-Main Campus	Stillwater, Oklahoma	X	
Rutgers University-New Brunswick	New Brunswick, New Jersey	X	
University of Arkansas	Fayetteville, Arkansas		
University of Georgia	Athens, Georgia	X	X
University of Kentucky	Lexington, Kentucky	X	X
University of Maryland-College Park	Baltimore, Maryland	X	X
University of Missouri-Columbia	Columbia, Missouri	X	
University of Nebraska-Lincoln	Lincoln, Nebraska	X	
Virginia Polytechnic Institute and State University	Blacksburg, Virginia	X	X
Michigan State University	East Lansing, Michigan	X	
Ohio State University-Main Campus	Columbus, Ohio	X	
Purdue University-Main Campus	West Lafayette, Indiana	X	
University of Florida	Gainesville, Florida	X	X
University of Illinois at Urbana-Champaign	Champaign, Illinois	X	X
University of Wisconsin-Madison	Madison, Wisconsin	X	

¹ Aspirant institutions indicated with yellow highlighting.

III. Peer Group Lists

Board-Approved CUPA-HR Peer & Aspirant Groups¹ continued

Knoxville

Institution Name	Location	CUPA-HR Administrators Survey Participant	CUPA-HR 4-Yr. Faculty Survey Participant
Auburn University	Auburn, Alabama	X	X
Clemson University	Clemson, South Carolina	X	X
Iowa State University	Ames, Iowa	X	
Louisiana State University and Agricultural & Mechanical College	Baton Rouge, Louisiana	X	X
North Carolina State University at Raleigh	Raleigh, North Carolina	X	X
University of Alabama	Tuscaloosa, Alabama	X	
University of Kentucky	Lexington, Kentucky	X	X
University of Missouri-Columbia	Columbia, Missouri	X	
University of Nebraska-Lincoln	Lincoln, Nebraska	X	
University of South Carolina-Columbia	Columbia, South Carolina	X	X
Virginia Polytechnic Institute and State University	Blacksburg, Virginia	X	X
Michigan State University	East Lansing, Michigan	X	
Purdue University-Main Campus	West Lafayette, Indiana	X	
University of Florida	Gainesville, Florida	X	X
University of Georgia	Athens, Georgia	X	X
University of Minnesota-Twin Cities	Minneapolis, Minnesota	X	X
University of Wisconsin-Madison	Madison, Wisconsin	X	

¹ Aspirant institutions indicated with yellow highlighting.

III. Peer Group Lists

Board-Approved CUPA-HR Peer & Aspirant Groups¹ continued

Martin

Institution Name	Location	CUPA-HR Administrators Survey Participant	CUPA-HR 4-Yr. Faculty Survey Participant
Arkansas State University-Main Campus	Jonesboro, Arkansas		
Arkansas Tech University	Russellville, Arkansas	X	X
Auburn University at Montgomery	Montgomery, Alabama	X	X
Austin Peay State University	Clarksville, Tennessee	X	X
Frostburg State University	Frostburg, Maryland	X	
McNeese State University	Lake Charles, Louisiana	X	X
Midwestern State University	Wichita Falls, Texas		
Morehead State University	Morehead, Kentucky	X	X
The University of Texas at Tyler	Tyler, Texas	X	X
West Texas A & M University	Canyon, Texas		
Marshall University	Huntington, West Virginia	X	X
Murray State University	Murray, Kentucky	X	X
Southeast Missouri State University	Cape Girardeau, Missouri	X	X
Stephen F Austin State University	Nacogdoches, Texas	X	X
University of Central Arkansas	Conway, Arkansas	X	X
Western Carolina University	Cullowhee, North Carolina	X	X

¹ Aspirant institutions indicated with yellow highlighting.

III. Peer Group Lists

Board-Approved CUPA-HR Peer & Aspirant Groups continued

University Administration¹

Institution Name	Location	CUPA-HR Administrators Survey Participant	CUPA-HR 4-Yr. Faculty Survey Participant ²
Rutgers University-New Brunswick	New Brunswick, New Jersey	X	
Texas Tech University	Lubbock, Texas	X	X
University of Alabama	Tuscaloosa, Alabama	X	
University of Colorado Boulder	Boulder, Colorado	X	
University of Illinois at Urbana-Champaign	Champaign, Illinois	X	X
Louisiana State University and Agricultural and Mechanical College	Baton Rouge, Louisiana	X	X
University of Massachusetts	Amherst, Massachusetts	X	X
University of Missouri - Columbia	Columbia, Missouri	X	
University of Nebraska-Lincoln	Lincoln, Nebraska	X	

¹ Given the lack of participation of System peers (for University Administration), each System's flagship was used to gather CUPA-HR market data.

² The University Administration peer & aspirant group was not used for the faculty assessment as no faculty exist in this entity.

IV. Chief Executive / Executive Staff Matching Details

The following CUPA-HR matches were used for each of the Chief Executive / Executive Staff members in scope for the assessment:

Incumbent	Job Title	Entity	CUPA-HR Job Title (Market Match)
Steve Angle	Chancellor-UTC	Chattanooga	Chief Executive Officer, Single Institution or Campus within a System
Steve Schwab	Chancellor-UTHSC	Health Science Center	Chief Executive Officer, Single Institution or Campus within a System
Tim Cross	Chancellor-UTIA	Institute of Agriculture	Dean Agriculture ¹
Keith Carver	Chancellor-UTM	Martin	Chief Executive Officer, Single Institution or Campus within a System
Tonja Johnson	EVP & COO	University Administration	Executive Vice President/Vice Chancellor
David Miller	CFO	University Administration	Chief Business Officer
Stacey Patterson	VP-Research	University Administration	Chief Research Officer
Catherine Mizell	Secretary-Board of Trustees	University Administration	N/A
Matthew Scoggins	General Counsel	University Administration	Chief Legal Affairs Officer
Ron Maples	Treasurer	University Administration	N/A
Vacant	VP-Dev & Alumni Affrs	University Administration	Chief Development /Advancement Officer

¹ 20% premium applied to market data for scope and level.

V. Faculty Market Assessment

Tenure-Status Data Comparison

The summary statistics below were used to assess current market coverage for 4-digit CIP code market data and the relationship between the tenure-specific (i.e., tenured and tenure-track **vs.** non-tenure track teaching) and combined (i.e., tenured and tenure-track **plus** non-tenure track teaching together) CUPA-HR data

CUPA-HR PEER GROUP

Entity	# of Incs.	% of Incs. Priced (Tenure-Specific)	% of Incs. Priced (Combined)	Tenured/Tenure-Track		Non-Tenure Track	
				# of Incs. Priced (in both data sets)	Tenure-Specific 50th PCTL. as a % of Combined 50th PCTL.	# of Incs. Priced (in both data sets)	Tenure-Specific 50th PCTL. as a % of Combined 50th PCTL.
Chattanooga	384	67%	70%	245	101%	14	98%
Institute of Agriculture	261	70%	90%	182	105%	0	N/A
Knoxville	1,217	55%	60%	665	101%	2	99%
Martin	237	49%	51%	107	100%	9	100%
TOTAL	3,583	34%	38%	1,199	101%	25	99%

CUPA-HR PEER & ASPIRANT GROUP

Entity	# of Incs.	% of Incs. Priced (Tenure-Specific)	% of Incs. Priced (Combined)	Tenured/Tenure-Track		Non-Tenure Track	
				# of Incs. Priced (in both data sets)	Tenure-Specific 50th PCTL. as a % of Combined 50th PCTL.	# of Incs. Priced (in both data sets)	Tenure-Specific 50th PCTL. as a % of Combined 50th PCTL.
Chattanooga	384	75%	78%	274	101%	14	98%
Institute of Agriculture	261	91%	96%	200	105%	38	101%
Knoxville	1,217	72%	82%	878	102%	2	99%
Martin	237	77%	79%	173	101%	10	99%
TOTAL	3,583	44%	48%	1,525	102%	64	100%

EXAMPLE

Tenured/Tenure-Track Assistant Professor at Chattanooga			Non-Tenure Track Assistant Professor at Chattanooga		
Tenure-Specific 50th PCTL.	Combined 50th PCTL.	Tenure-Specific 50th PCTL. as a % of Combined 50th PCTL.	Tenure-Specific 50th PCTL.	Combined 50th PCTL.	Tenure-Specific 50th PCTL. as a % of Combined 50th PCTL.
\$99,513	\$98,602	101%	\$57,577	\$60,121	96%