



Higher Education and Higher Debts:

Which College Degrees in Tennessee
Cost More Than They're Worth?



Introduction

The cost of higher education has been a topic of debate for decades, yet the discussion has never held more of a policy focus as it does now. On August 24, 2022, President Joe Biden announced canceling \$10,000 in student loan debt for those making less than \$125,000 a year, and up to \$20,000 for Pell Grant recipients.¹ Analysis of the plan estimates the first year of debt cancellation will cost \$469 billion in taxpayer dollars. Including loan forbearance and new income-driven repayments, the first year total rises to over \$526 billion.² The analysis assumes no changes to the program but states if conditions change, the debt cancellation, loan forbearance, and income-driven repayments could cost taxpayers more than \$1 trillion over the next decade.³

In addition to using taxpayer dollars to wipe out loans, a recent report showed the federal student loans program itself is a loss for taxpayers. While

student loans were projected to generate \$114 billion for the government through interest payments, the report shows the program actually cost taxpayers \$197 billion in the last 25 years.⁴ With studies showing how the cost of higher education has substantially increased due in part to the availability of student loans, growth in administrative positions, and overbuilding of amenities, canceling loans or increasing the availability of loans does nothing to address this root problem of surging costs.⁵ Even worse, some students graduate with degrees that leave them without the skills to earn a better living despite the mountains of student loan debt. With billions of tax dollars going to higher education, taxpayers deserve to know which programs at public colleges and universities are leaving graduates in a position where they are unlikely to repay their loans.

¹ “FACT SHEET: President Biden Announces Student Loan Relief for Borrowers 1 Who Need It Most.” The White House. August 24, 2022. <https://www.whitehouse.gov/briefing-room/statements-releases/2022/08/24/fact-sheet-president-biden-announces-student-loan-relief-for-borrowers-who-need-it-most/>.

² “The Biden Student Loan Forgiveness Plan: Budgetary Costs and Distributional Impact.” Penn Wharton, University of Pennsylvania. August 26, 2022. <https://budgetmodel.wharton.upenn.edu/issues/2022/8/26/bidenstudent-loan-forgiveness>.

³ Zach Schonfeld, “Biden student debt plan could cost as much as \$1 trillion over a decade.” *The Hill*. August 26, 2022. <https://thehill.com/homenews/administration/3616846-biden-student-debt-plan-could-cost-as-much-as-1-trillion-over-a-decade/>.

⁴ Zack Friedman, “Student Loans Will Cost Government \$200 Billion Loss, Shocking Report Says.” *Forbes*. July 31, 2022. <https://www.forbes.com/sites/zackfriedman/2022/07/31/student-loans-will-cost-government-200-billion-loss-shocking-report-says/>.

⁵ David Boaz, “Federal Student Loans and Rising Tuition Costs: An Insider Speaks Up.” Cato Institute. July 28, 2021. <https://www.cato.org/blog/federal-student-loans-rising-tuition-costs-insider-speaks>;

Preston Cooper, “A New Study Investigates Why College Tuition is So Expensive.” *Forbes*. August 31, 2020.

<https://www.forbes.com/sites/prestoncooper2/2020/08/31/a-new-study-investigates-why-college-tuition-is-so-expensive/?sh=575614ba17a0>.

Here in Tennessee, institutions of higher education, including community colleges and four-year universities, look to open doors to career opportunities for their students with the promise of providing education at an affordable cost. The majority of programs at public institutions are able to meet these expectations, yet some programs graduate students with excessive student loan debt for a degree that will not provide high earnings. This leaves graduates stuck in a cycle of having spent years earning a degree that does not set them up for making enough to repay their loans, let alone get ahead in life. Perhaps worse, many of these poor performing programs are kept alive in part due to taxpayer funding.

Thankfully, programs that fail to give a good return-on-investment can now be identified from data published by the U.S. Department of Education. This data allows us to objectively

analyze programs and determine which ones provide opportunities to increase incomes and which ones will likely leave students with excessive debt and a salary that does not allow them to get out of it. Prospective students can now make an informed decision on their financial future, and universities can see if they really are providing value to students and the community. In addition, policymakers can use this information to hold these public colleges and universities accountable for their poor performing programs and look for solutions to rein in wasteful spending on degrees that support students entering a cycle of debt.



The Cost of Higher Education

Tennessee is unique in that it provides two years of free community college to high school graduates and adults without an associates or bachelor's degree.⁶ Yet even without financial cost to the student, it still begs the question: should state tax dollars support a program that does not prepare a graduate to make a better living? The most recent totals show Tennessee

taxpayers contribute over \$2 billion each year to higher education. Including federal funds, tuition, or other fees, public higher education costs \$4.9 billion in the 2020-2021 state budget.⁷ After adjusting for inflation, the total cost of higher education in the last decade has risen 12.24 percent, with state tax dollar funding rising more than double that at 28 percent.

Tennessee Higher Education Funding Sources

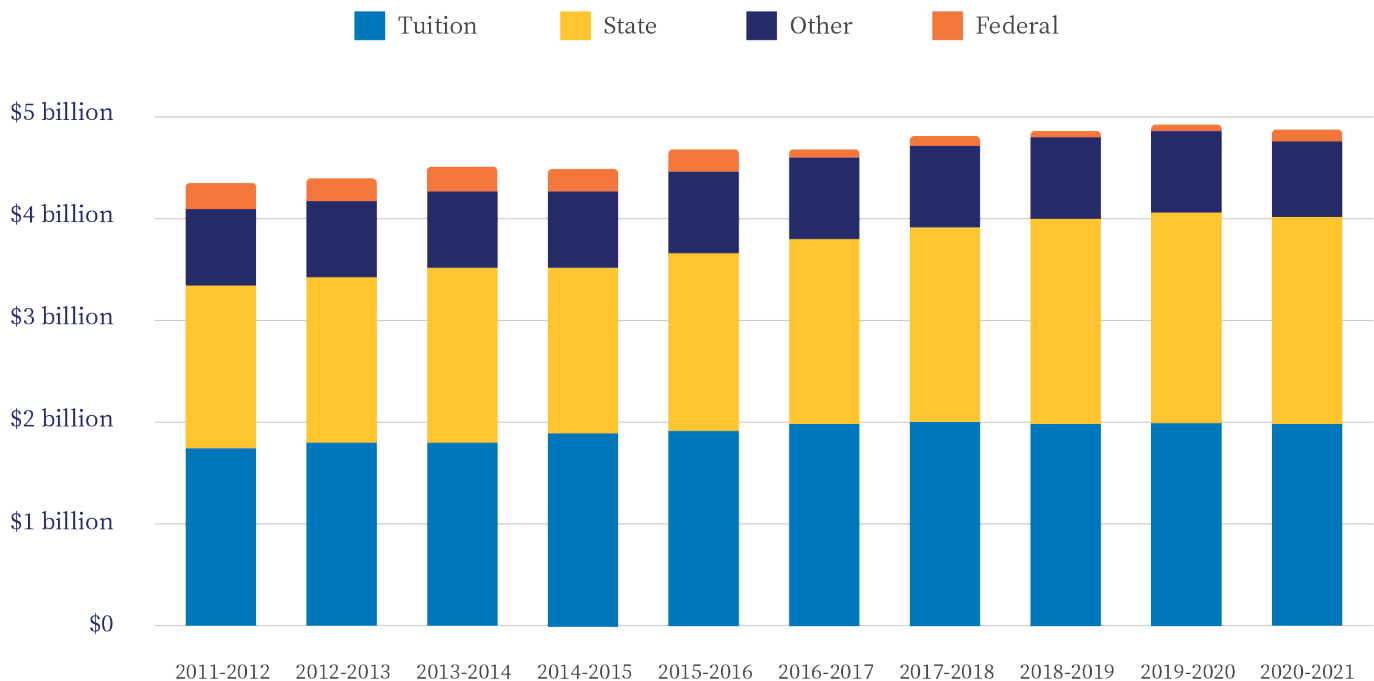


Figure 1 shows the inflation-adjusted funding in 2020 dollars spent on higher education in Tennessee.⁸

6 Katie Lobosco, "Tennessee makes community college free for all adults." CNN. May 11, 2017. <https://money.cnn.com/2017/05/11/pf/college/tennessee-free-community-college/index.html>.

7 "State of Tennessee Fiscal Year 2022-2023 Budget Document." State of Tennessee. February 1, 2022. <https://www.tn.gov/content/dam/tn/finance/budget/documents/2023BudgetDocumentVol1.pdf>.

8 "Budget Publications Archive." State of Tennessee. <https://www.tn.gov/finance/fa/fa-budget-information/fa-budget-archive.html>.

Just as Tennessee taxpayers have paid more and more for higher education, students' tuition has also increased, growing 12.14 percent after inflation over the last decade. Even with this rise, Tennessee taxpayers' investment in higher education has outpaced all other sources of funding, with state tax dollars in recent years

surpassing tuition for the largest funding source. The increase in cost for higher education is also followed by an increase in positions at Tennessee's colleges and universities. This rapid growth in administrative and professional positions is likely a partial explanation for the increase in education costs on students and taxpayers.

Change in Staff and Student Enrollment at Tennessee Colleges and Universities

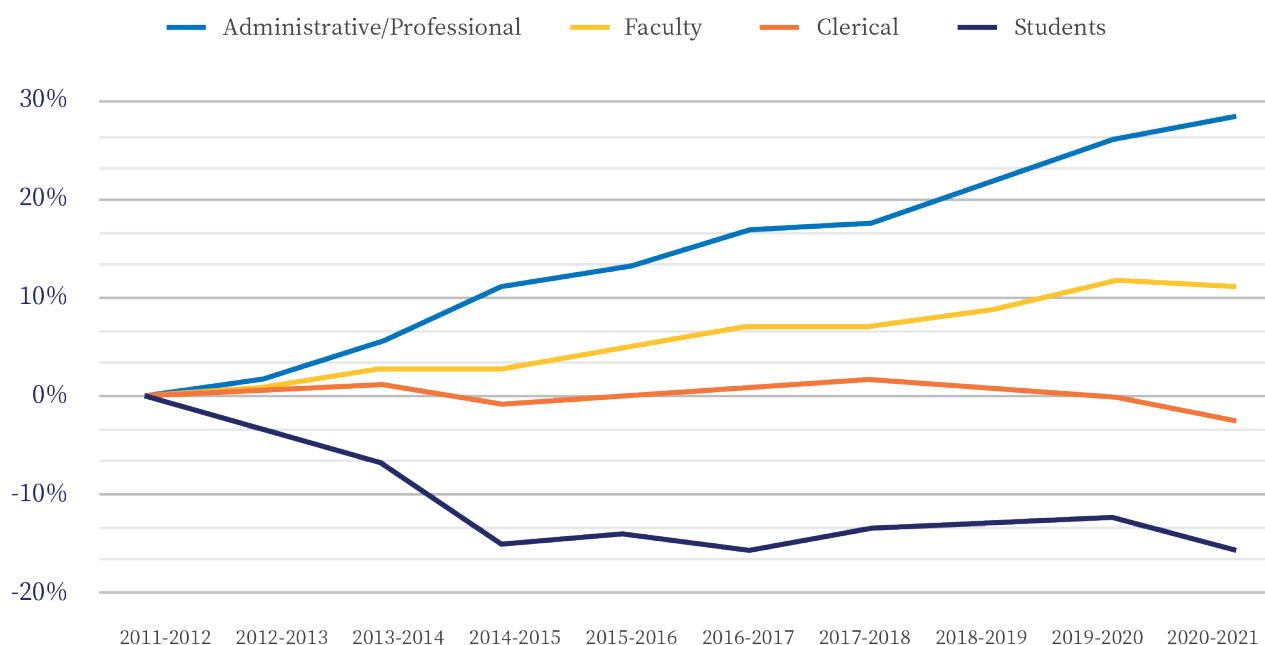


Figure 2. Despite a nearly 15 percent decrease in student enrollment, there has been an increase in both faculty and administrative/professional staff.⁹

Even with student numbers declining, administrative/professional staff and faculty have grown significantly at nearly 30 percent over the past decade. During this time period, taxpayer dollars and student tuition went to hire more staff while student populations have declined. With billions of state tax dollars along with billions

more in additional funding from student tuition, fees, and the federal government, public colleges and universities need to be accountable to every stakeholder. The programs offered at these colleges and universities should provide a good return on investment, both for students and for taxpayers.

⁹ "Budget Publications Archive," State of Tennessee.
<https://www.tn.gov/finance/fa/fa-budget-information/fabudget-archive.html>.

The College Scorecard

In 2015, the U.S. Department of Education created the College Scorecard, an online tool that displays the costs and value of higher education programs in addition to average loan amounts and graduation rates.¹⁰ A later regulation issued by the Obama administration implemented the “Gainful Employment” rule, which required for-profit colleges to meet minimum standards, notably debt-to-earning ratios. This rule required that all programs at for-profit colleges must graduate students without excessive debt that they could not likely repay from median earnings in the program of their studies.¹¹ If the institution had programs that failed to meet these requirements in two out of three years, or failed to meet the requirements four years in a row, federal financial aid would be pulled from those programs.¹² While the Trump administration removed these requirements due to it unfairly targeting for-profit businesses (yet a reinstatement of the rule is possibly coming in 2023), the idea behind the Gainful Employment rule was good policy, as it sought to remove taxpayer support from programs that left graduates upside down in debt.¹³ Public colleges should be held to the same standard as for-profit institutions should the rule be reinstated, and tax dollars should be removed from programs that leave graduates with excessive debt regardless of whether the institution is public or private.

The U.S. Department of Education’s College Scorecard tracks student loan debt and post-graduation earnings of recent college graduates. The data has only been tracked for the last few years, yet it provides a wealth of information on the return on investment for a 21st century college education. While many parents and students are aware of annual “college rankings,” the College Scorecard data allows us to forgo metrics that include sports and campus atmosphere and get to the heart of the matter: which programs at which universities will actually benefit a student’s life and career. The data is quite extensive and allows for programs to be ranked on their individual performance and outcomes. For example, instead of displaying the average earnings of a Tennessean with a bachelor’s degree in sociology, we can find the average earnings and debt of a graduate with a bachelor’s degree in sociology specifically from the University of Tennessee at Knoxville.

Using this data, Beacon identified 679 undergraduate programs at Tennessee colleges and universities. However, the Department of Education withholds data for programs with few graduates, few loan borrowers, or few graduates who are employed. For Tennessee, there are 320 programs with sufficient data for analysis, or just under half of all undergraduate programs.

10 “Weekly Address: A New College Scorecard.” The White House. September 12, 2015.
<https://obamawhitehouse.archives.gov/the-press-office/2015/09/12/weekly-address-new-college-scorecard>.

11 “Gainful Employment - Federal Student Aid.” U.S. Department of Education.
<https://studentaid.gov/data-center/school/ge>.

12 Andrew Vedder, “Obama Did Persecute For-Profit Colleges.” *Wall Street Journal*. February 25, 2020.
<https://www.wsj.com/articles/obama-did-persecute-for-profit-colleges-11582676219>.

13 “The Trump Administration is Repealing an Obama-era Policy of Policing For-Profit Colleges.” *USA Today*. June 28, 2019.
<https://www.usatoday.com/story/money/2019/06/28/trump-department-education-devos-remove-gainfulemployment-rule/1601251001/>;
Natalie Schwartz, “Education Department Delays gainful employment proposal until 2023.” *Higher Ed Dive*. June 22, 2022.
<https://www.highereddive.com/news/education-department-delaysgainful-employment-proposal-until-2023/625919/>.

Higher Education Accountability

While there are many opinions about whether a specific college is good or not, the College Scorecard data presents program-level specifics. This provides more precise information on which degrees and areas of study at public universities provide a good value for students. To focus solely on institution-level accountability or rankings would allow poor-performing programs to get aggregated with more well-performing programs at high-performing colleges while simultaneously punishing high-performing programs at struggling institutions. By presenting program-level data, a college's general ranking or perception is replaced with real metrics on what their programs provide their students and their real-world outcomes.

The College Scorecard offers multiple metrics for college program accountability, with data

on median federal loan debt, median earnings after graduation, and median loan payments. By dividing median debt by median earnings, you can find the Debt as a Percent of Earnings (DPE). This metric shows the median student loan debt as a percent of the median earnings two years after a student's graduation. Programs with a median debt of \$40,000 and median earnings of \$40,000 would have a DPE of 100 percent. A different program with a median debt of \$20,000 but median earnings of \$40,000 would have a DPE of 50 percent. Just like golf, the lower the score, the better. Following the same methodology of a recent report by the Texas Public Policy Foundation (TPPF), we use four categories to better analyze which programs offer graduates success and which ones leave them with crushing student debt.¹⁴

| Debt as a Percentage of Earnings Ratings | | | |
|--|---------------|----------------|--------|
| Reward | Monitor | Sanction | Sunset |
| <75% | >75% to <100% | >100% to <125% | >125% |

Figure 3. Debt as a percentage of earnings categories.

Programs that we would consider as a poor return on investment and have debt payments that students would likely be unable to repay have a DPE of 100 percent or more. College Scorecard data focuses on cohorts consisting of two years of graduates, with students pooled from the 2014-2015 and 2015-2016 academic years, with student

loan debt measured at the time of graduation and median earnings from the third full year after graduation.¹⁵ Earnings and debt were then adjusted for inflation to 2021 dollars. In following years, as more data is collected, the performance of these programs will become more refined.

14 Andrew Gillen, PhD, “College Student Loan Debt and Earnings 2021.” Texas Public Policy Foundation. September 2021. <https://www.texaspolicy.com/wp-content/uploads/2021/09/2021-07-RR-Gillen-NGT-College-Student-Loan-Debt-and-Earnings.pdf>.

15 “Glossary - College Scorecard.” U.S. Department of Education. <https://collegescorecard.ed.gov/data/glossary/#fos-median-earnings>.

Analyzing and ranking Tennessee's higher education programs gives a clearer view of which programs offer prospective students a future of debt or higher earnings. By using these metrics and methodology, Tennessee public universities have

24 programs that leave students with higher debt compared to their annual earnings (100 percent DPE or greater). Ranked from highest DPE, the 24 programs that will leave students straddled with debt are listed below.

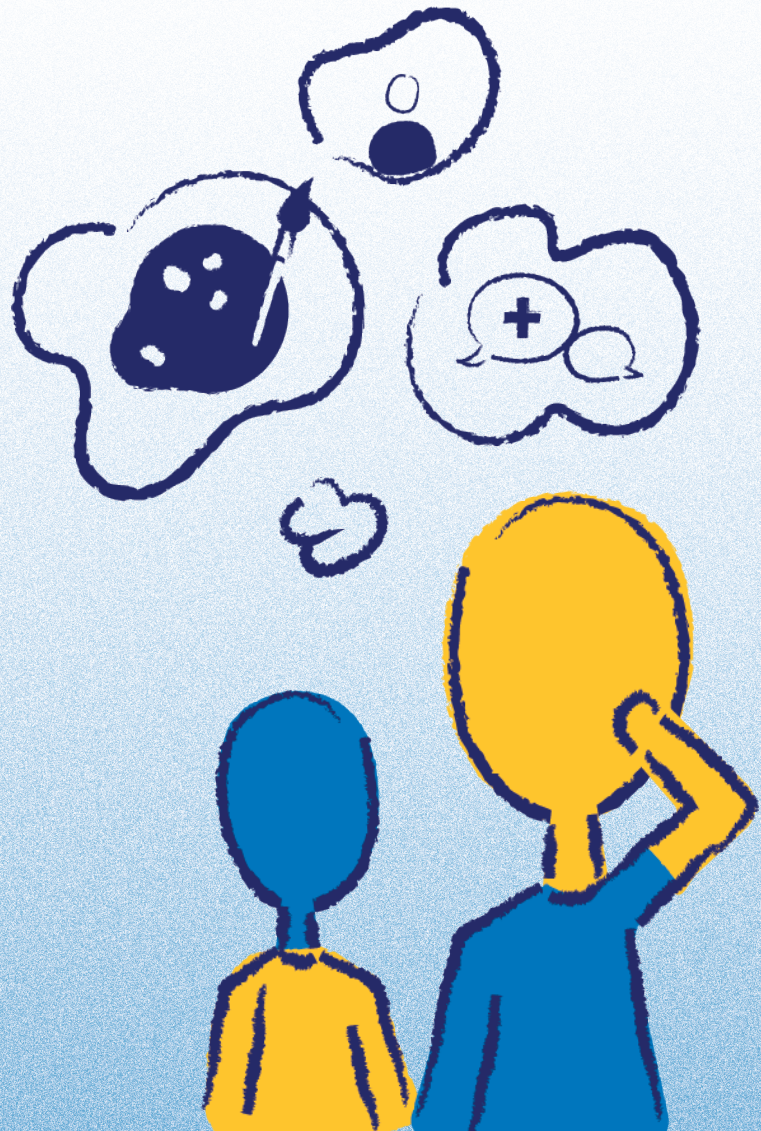
| University | Academic Field | Credential | Earnings | Debt | Monthly Debt Payment | Debt as a Percent of Earnings |
|---|--|-------------------|----------|----------|----------------------|-------------------------------|
| Middle Tennessee State University | Anthropology | Bachelor's Degree | \$21,651 | \$38,453 | \$387 | 178% |
| Tennessee State University | Agriculture, General | Bachelor's Degree | \$25,326 | \$38,461 | \$387 | 152% |
| The University of Tennessee-Martin | English Language and Literature, General | Bachelor's Degree | \$21,942 | \$30,693 | \$309 | 140% |
| Middle Tennessee State University | International/Global Studies | Bachelor's Degree | \$19,075 | \$25,056 | \$252 | 131% |
| University of Memphis | Drama/Theatre Arts and Stagecraft | Bachelor's Degree | \$23,720 | \$30,100 | \$303 | 127% |
| Middle Tennessee State University | Sociology | Bachelor's Degree | \$25,674 | \$32,330 | \$325 | 126% |
| University of Memphis | Sociology | Bachelor's Degree | \$28,748 | \$35,395 | \$356 | 123% |
| Austin Peay State University | English Language and Literature, General | Bachelor's Degree | \$24,106 | \$28,936 | \$291 | 120% |
| The University of Tennessee-Martin | Communication and Media Studies | Bachelor's Degree | \$28,883 | \$34,224 | \$344 | 118% |
| University of Memphis | Linguistic, Comparative, and Related Language Studies and Services | Bachelor's Degree | \$25,344 | \$28,598 | \$288 | 113% |
| Tennessee State University | Psychology, General | Bachelor's Degree | \$30,830 | \$34,559 | \$348 | 112% |
| The University of Tennessee-Chattanooga | Social Sciences, Other | Bachelor's Degree | \$24,898 | \$27,870 | \$280 | 112% |
| East Tennessee State University | Sociology | Bachelor's Degree | \$26,594 | \$28,985 | \$292 | 109% |
| Austin Peay State University | Sociology | Bachelor's Degree | \$30,973 | \$33,723 | \$339 | 109% |
| University of Memphis | Fine and Studio Arts | Bachelor's Degree | \$28,660 | \$30,385 | \$306 | 106% |
| East Tennessee State University | Liberal Arts and Sciences, General Studies and Humanities | Bachelor's Degree | \$30,467 | \$31,819 | \$320 | 104% |
| East Tennessee State University | Graphic Communications | Bachelor's Degree | \$27,380 | \$28,427 | \$286 | 104% |
| Austin Peay State University | Fine and Studio Arts | Bachelor's Degree | \$27,431 | \$28,427 | \$286 | 104% |
| University of Memphis | Anthropology | Bachelor's Degree | \$28,008 | \$28,985 | \$292 | 103% |
| Middle Tennessee State University | Fine and Studio Arts | Bachelor's Degree | \$33,398 | \$34,559 | \$348 | 103% |
| The University of Tennessee-Knoxville | Music | Bachelor's Degree | \$30,246 | \$31,168 | \$314 | 103% |
| University of Memphis | English Language and Literature, General | Bachelor's Degree | \$28,176 | \$28,427 | \$286 | 101% |
| University of Memphis | Psychology, General | Bachelor's Degree | \$31,573 | \$31,632 | \$318 | 100% |
| The University of Tennessee-Martin | Visual and Performing Arts, General | Bachelor's Degree | \$30,077 | \$30,100 | \$303 | 100% |

Table 1: Tennessee public colleges offer 24 undergraduate programs that leave graduates with more average debt than average earnings. Note: Full list of all programs available under Appendix A.

Of the 24 programs that leave graduates with a poor return on investment offered by Tennessee's public colleges and universities, they are heavily focused on liberal arts, such as sociology, psychology, and fine arts. Graduates of these programs will likely face a significant financial burden as their monthly debt repayments cost a large portion of their take home pay.

At the federal level, these metrics can introduce accountability that is similar to the original Gainful Employment rule (limiting federal financial aid for poor-performing programs) but is updated to include public college programs instead of only for-profit ones. At the state level, with government funding going directly to the institutions themselves, the state could limit or eliminate funding for consistently poor-performing programs.

This would protect both taxpayers and students from wasting dollars and potentially years of schooling. Fortunately only 24 out of the 320 measurable programs leave students with excessive debt-to-earnings ratios, roughly eight percent. Therefore, the vast majority of programs offered at Tennessee public colleges and universities are beneficial to Tennessee students, at least from a financial return-on-investment standpoint.



Well-Performing Programs

Of the remaining 296 programs, 230 of them (72 percent of all programs with available data) offer less than 75 percent debt as a percentage of earnings. In other words, these programs provide a manageable level of student debt in relation to the earnings graduates make. Narrowing in on the best-performing programs with relation to student debt and earnings, the top 10 programs are all associate degrees, with nursing, computer science, and engineering taking the top spots. Granted, Tennessee does offer two-year programs tuition-

free, yet that does not explain why these degrees perform well in states without such government-sponsored tuition programs. For example, a similar study on debt as a percentage of earnings in West Virginia found nearly all associate programs gave students excellent earnings to debt ratios.¹⁶ Though there are more programs that offer a good return on investment, we focus here on the top 24 to mirror the number of programs that offer a negative return on investment.

| University | Academic Field | Credential | Earnings | Debt | Monthly Debt Payment | Debt as a Percent of Earnings |
|-------------------------------------|---|-------------------|----------|----------|----------------------|-------------------------------|
| Walters State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$51,182 | \$3,902 | \$39 | 8% |
| Motlow State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$59,987 | \$5,017 | \$50 | 8% |
| Northeast State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$55,422 | \$5,693 | \$57 | 10% |
| Dyersburg State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$59,843 | \$8,292 | \$83 | 14% |
| Pellissippi State Community College | Computer and Information Sciences, General | Associate Degree | \$42,039 | \$7,246 | \$73 | 17% |
| Northeast State Community College | Electrical Engineering Technologies/Technicians | Associate Degree | \$34,601 | \$6,078 | \$61 | 18% |
| Motlow State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$30,735 | \$5,840 | \$59 | 19% |
| Chattanooga State Community College | Allied Health Diagnostic, Intervention, and Treatment Professions | Associate Degree | \$52,399 | \$10,591 | \$107 | 20% |
| Volunteer State Community College | Business Administration, Management and Operations | Associate Degree | \$37,994 | \$8,629 | \$87 | 23% |
| Northeast State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$26,500 | \$6,131 | \$62 | 23% |
| Tennessee Technological University | Electrical, Electronics and Communications Engineering | Bachelor's Degree | \$79,673 | \$18,450 | \$186 | 23% |

continued on next page →

16 Adam Kissel, "Bad Returns: West Virginia College Degrees That Fail Debt-Earnings 16 Tests." Cardinal Institute for West Virginia Policy. September 2021.
<https://www.cardinalinstitute.com/app/uploads/2021/09/Bad-Returns-Full-Paper-akissel-1.pdf>.

| University | Academic Field | Credential | Earnings | Debt | Monthly Debt Payment | Debt as a Percent of Earnings |
|---|---|-------------------|----------|----------|----------------------|-------------------------------|
| Volunteer State Community College | Allied Health Diagnostic, Intervention, and Treatment Professions | Associate Degree | \$44,080 | \$10,591 | \$107 | 24% |
| Walters State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$25,275 | \$6,131 | \$62 | 24% |
| Austin Peay State University | Clinical/Medical Laboratory Science/Research and Allied Professions | Bachelor's Degree | \$65,613 | \$16,053 | \$162 | 24% |
| The University of Tennessee-Chattanooga | Electrical, Electronics and Communications Engineering | Bachelor's Degree | \$81,300 | \$20,066 | \$202 | 25% |
| Middle Tennessee State University | Construction Management | Bachelor's Degree | \$72,206 | \$18,022 | \$181 | 25% |
| Volunteer State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$32,118 | \$8,082 | \$81 | 25% |
| The University of Tennessee-Knoxville | Nuclear Engineering | Bachelor's Degree | \$86,064 | \$22,114 | \$223 | 26% |
| The University of Tennessee Health Science Center | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$65,463 | \$17,279 | \$174 | 26% |
| Nashville State Community College | Computer Systems Networking and Telecommunications | Associate Degree | \$46,100 | \$12,263 | \$123 | 27% |
| Tennessee Technological University | Chemical Engineering | Bachelor's Degree | \$64,326 | \$17,279 | \$174 | 27% |
| Nashville State Community College | Health Professions and Related Clinical Sciences, Other | Associate Degree | \$39,388 | \$10,591 | \$107 | 27% |
| Cleveland State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$52,872 | \$14,305 | \$144 | 27% |
| The University of Tennessee-Knoxville | Electrical, Electronics and Communications Engineering | Bachelor's Degree | \$79,837 | \$21,851 | \$220 | 27% |

Table 2: Top 24 undergraduate programs at Tennessee public universities that offer an excellent return on investment. Note: Full list available under Appendix A.

These programs offer students the best opportunities for graduates to begin their careers without being straddled with excessive debt. A significant majority of the top 24 programs in the state are heavily focused on healthcare, science, and technology. Of the top 24 programs, 16 are associate degrees, and 18 of the programs are related to healthcare, technology, or engineering. Median salaries range from a low of \$25,300 for a liberal arts degree from Walters State Community College to over \$86,000 for a nuclear engineering degree

at the University of Tennessee at Knoxville. While these top programs do include four liberal arts degrees, it is worth noting that these programs provide the lowest median earnings of the top 24 programs, even with a good return-on-investment from debt to earnings standpoint. The monthly debt payments for the top return on investment degrees ranges from \$222 to as low as \$39. Finally, none of these programs have a debt per earnings ratio over 28 percent, with the lowest at under eight percent.

Technology Hub Tennessee

Unsurprisingly, the majority of programs that provide the best return-on-investment are focused on science, healthcare, and technology, which will likely continue to be a growing sector in Tennessee's workforce as companies continue fleeing higher taxed and heavily regulated states for places like Tennessee, Texas, and Florida.¹⁷ With the recent announcement of some of the largest technology companies in the world moving all or portions of their businesses to Tennessee, a ready workforce with knowledge and skills in science, technology, and innovative programs would encourage even more businesses to relocate to the state.¹⁸

Many public universities in the state have acknowledged that innovation plays a vital role in career opportunities for graduates and their communities, which is why many have appropriately responded by creating innovation-focused centers and programs.¹⁹ Whether working on emerging technologies or simply discovering new ways to solve old problems, offering innovation-focused education is beneficial to students, their community, and the state as a whole. One Tennessee university has already received high praise for their work in expanding and cultivating innovation. In 2020,

the University of Tennessee at Knoxville was one of only three institutions to be recognized as an "Innovation and Economic Prosperity University" by the Association of Public and Land-grant Universities.²⁰

Tennessee can build upon the healthcare industry that is already present in the state and meet the needs of the increasing technology sector through focusing on these programs that better prepare graduates for careers that will benefit them in the workforce. When discussing Oracle's announcement to build a campus in Nashville, Tennessee Economic and Community Development Commissioner Bob Rolfe admitted that while the state was offering tens of millions in incentives, the company wasn't looking just to hire Tennesseans, but was actively "...recruiting all over the globe."²¹ Policymakers can help Tennessee be better positioned in the future by recognizing the value of technology and innovation jobs in education. Through prioritizing higher education with an innovation focus, Tennessee public universities will play a large part in making Tennessee an innovation hub and let Tennessee natives meet the demand of growing technology employment opportunities.

17 "Tech company CEO announces move to Nashville, predicts growing tech scene in Middle Tennessee." NewsChannel 5. December 30, 2020. <https://www.newschannel5.com/news/tech-company-ceo-announces-move-tonashville-predicts-growing-tech-scene-in-middle-tennessee>.

18 Sandy Mazza, "Oracle America closes on Nashville riverfront site." *The Tennessean*. June 2, 2021. <https://www.tennessean.com/story/news/2021/06/02/oracle-nashville-riverfront-development/7513883002/>.

19 "Innovation & Entrepreneurship Program." Tennessee Technological University. <https://www.tntech.edu/innovation/>; "TSU Global Smart Technology Innovation Center." Tennessee State University. <https://www.tnstate.edu/smart/>.

20 "UT Named Innovation and Economic Prosperity University." University of Tennessee - Knoxville. November 10, 2020. <https://news.utk.edu/2020/11/10/ut-named-innovation-and-economic-prosperity-university/>.

21 Cassandra Stephenson and Yi Hyun Jeong, "What we know about the 8,500 jobs in Oracle's Nashville hub proposal." *The Tennessean*. April 19, 2021. <https://www.tennessean.com/story/money/2021/04/20/oracle-nashvillehub-proposal-jobs/7230101002/>.

Higher Funding Doesn't Always Equal Higher Performance

Nationally, Tennessee ranks 34th in debt as a percentage of earnings for public university programs on the College Scorecard calculations, with nearly 50 percent of all programs (including advanced degrees and programs with withheld information) offering an excellent return on investment and not saddling students with excessive debt.²² This fact could lead some to believe that Tennessee should expand its investment in public higher education to better increase student attainment and prepare them for better careers. While the state has richly increased its taxpayer-funded appropriations to higher education in the last decade, additional funding is not the answer to improving Tennessee's ranking.

According to 2020 data from the National Science Foundation, Tennessee ranks 12th for higher education funding per student from state sources.²³ When compared against the national rankings for DPE outcomes, there are 29 states that spend less per student than Tennessee, yet have greater DPE outcomes. Rhode Island, the state with the best outcomes, spends more than \$1,500 less per student than Tennessee. Alaska, which ranks dead last in national DPE outcomes - 16 spots below Tennessee - spends nearly \$20,000 per student, double what the Volunteer State spends.

Clearly, more state funding is not the definitive factor in positive graduate outcomes. A better approach would be to specifically target those programs that leave graduates with excessive debt. Policymakers and university leadership should be aware that increasing funding will not lead to better outcomes. Additional funding would only make it easier for students to enter these programs and graduate with a degree that has a poor return on investment. By addressing these poor-performing programs, potentially even eliminating them, and instead supporting high-performing programs, Tennessee will have a better prepared workforce ready to meet the demand for the jobs of tomorrow.



22 Andrew Gillen, PhD, "State Rankings of Public Higher Education Based on Student Loan Debt and Earnings 2022." September 2, 2022. Texas Public Policy Foundation.

<https://www.texaspolicy.com/state-ranking-of-public-higher-education-based-on-student-loan-debt-and-earnings-2022/>

23 "State Support for Higher Education per Full-Time Equivalent Student." National Science Foundation. 2020.

<https://nces.nsf.gov/indicators/states/indicator/state-support-for-higher-education-per-fte-student>.

Conclusion

Increased transparency on college debt and earnings can be a game-changer for higher education accountability. The College Scorecard allows for students and parents, colleges, and policymakers to approach college enrollment and funding decisions in a more informed manner. Students should no longer only ask, “Should I go to college?” but also, “Should I go to this particular college and major in that particular subject?” Similarly, policymakers can target failing programs for both students and taxpayers in addition to recognizing and supporting successful programs that provide a better future for students and the state.

Thousands of graduates each year leave their alma mater with degrees, full of excitement and hope for their future. The data on debt and earnings allows students to make more informed choices. For colleges and universities, the data gives

them the ability to serve their students better by addressing under-performing programs and building on high-performing ones. Finally, for policymakers, accountability for how tax dollars are being spent can now be directed at individual programs, resulting in more specific higher education funding decisions.

With targeted action on poor-performing programs and expanding innovation-centered education, Tennessee’s universities can better prepare students for meaningful careers with increased employment opportunities.



Appendix A

List of programs in Tennessee at public colleges and universities and their average earnings, debt, and monthly debt payments, based on information from the U.S. Department of Education's College Scorecard.

| University | Academic Field | Credential | Earnings | Debt | Monthly Debt Payment | Debt as a Percent of Earnings |
|---|---|-------------------|----------|----------|----------------------|-------------------------------|
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| Dyersburg State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$59,843 | \$8,292 | \$83 | 14% |
| Pellissippi State Community College | Computer and Information Sciences, General | Associate Degree | \$42,039 | \$7,246 | \$73 | 17% |
| Northeast State Community College | Electrical Engineering Technologies/Technicians | Associate Degree | \$34,601 | \$6,078 | \$61 | 18% |
| Motlow State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$30,735 | \$5,840 | \$59 | 19% |
| Chattanooga State Community College | Allied Health Diagnostic, Intervention, and Treatment Professions | Associate Degree | \$52,399 | \$10,591 | \$107 | 20% |
| Volunteer State Community College | Business Administration, Management and Operations | Associate Degree | \$37,994 | \$8,629 | \$87 | 23% |
| Northeast State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$26,500 | \$6,131 | \$62 | 23% |
| Tennessee Technological University | Electrical, Electronics and Communications Engineering | Bachelor's Degree | \$79,673 | \$18,450 | \$186 | 23% |
| Volunteer State Community College | Allied Health Diagnostic, Intervention, and Treatment Professions | Associate Degree | \$44,080 | \$10,591 | \$107 | 24% |
| Walters State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$25,275 | \$6,131 | \$62 | 24% |
| Austin Peay State University | Clinical/Medical Laboratory Science/Research and Allied Professions | Bachelor's Degree | \$65,613 | \$16,053 | \$162 | 24% |
| The University of Tennessee-Chattanooga | Electrical, Electronics and Communications Engineering | Bachelor's Degree | \$81,300 | \$20,066 | \$202 | 25% |
| Middle Tennessee State University | Construction Management | Bachelor's Degree | \$72,206 | \$18,022 | \$181 | 25% |
| Volunteer State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$32,118 | \$8,082 | \$81 | 25% |
| The University of Tennessee-Knoxville | Nuclear Engineering | Bachelor's Degree | \$86,064 | \$22,114 | \$223 | 26% |
| The University of Tennessee Health Science Center | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$65,463 | \$17,279 | \$174 | 26% |
| Nashville State Community College | Computer Systems Networking and Telecommunications | Associate Degree | \$46,100 | \$12,263 | \$123 | 27% |
| Tennessee Technological University | Chemical Engineering | Bachelor's Degree | \$64,326 | \$17,279 | \$174 | 27% |
| Nashville State Community College | Health Professions and Related Clinical Sciences, Other | Associate Degree | \$39,388 | \$10,591 | \$107 | 27% |
| Cleveland State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$52,872 | \$14,305 | \$144 | 27% |

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|---|---|-------------------|----------|----------|-------|-----|
| The University of Tennessee-Knoxville | Electrical, Electronics and Communications Engineering | Bachelor's Degree | \$79,837 | \$21,851 | \$220 | 27% |
| Roane State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$29,401 | \$8,361 | \$84 | 28% |
| The University of Tennessee-Knoxville | Computer Science | Bachelor's Degree | \$72,817 | \$20,902 | \$210 | 29% |
| Middle Tennessee State University | Computer Science | Bachelor's Degree | \$68,567 | \$19,788 | \$199 | 29% |
| Tennessee Technological University | Mechanical Engineering | Bachelor's Degree | \$72,185 | \$20,902 | \$210 | 29% |
| Tennessee State University | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$62,733 | \$18,394 | \$185 | 29% |
| Pellissippi State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$50,771 | \$15,050 | \$151 | 30% |
| Roane State Community College | Allied Health Diagnostic, Intervention, and Treatment Professions | Associate Degree | \$43,492 | \$12,932 | \$130 | 30% |
| Tennessee Technological University | Computer Science | Bachelor's Degree | \$69,610 | \$20,750 | \$209 | 30% |
| Roane State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$50,532 | \$15,254 | \$154 | 30% |
| Pellissippi State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$30,337 | \$9,309 | \$94 | 31% |
| The University of Tennessee-Chattanooga | Mechanical Engineering | Bachelor's Degree | \$77,688 | \$23,968 | \$241 | 31% |
| The University of Tennessee-Knoxville | Mechanical Engineering | Bachelor's Degree | \$76,675 | \$23,968 | \$241 | 31% |
| Roane State Community College | Allied Health and Medical Assisting Services | Associate Degree | \$45,483 | \$14,373 | \$145 | 32% |
| Volunteer State Community College | Allied Health and Medical Assisting Services | Associate Degree | \$39,621 | \$12,592 | \$127 | 32% |
| East Tennessee State University | Computer and Information Sciences, General | Bachelor's Degree | \$68,950 | \$22,296 | \$224 | 32% |
| Nashville State Community College | Accounting and Related Services | Associate Degree | \$32,455 | \$10,591 | \$107 | 33% |
| Chattanooga State Community College | Dental Support Services and Allied Professions | Associate Degree | \$42,676 | \$13,935 | \$140 | 33% |
| Nashville State Community College | Allied Health and Medical Assisting Services | Associate Degree | \$43,702 | \$14,492 | \$146 | 33% |
| The University of Tennessee-Chattanooga | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$56,528 | \$18,751 | \$189 | 33% |
| The University of Tennessee-Knoxville | Accounting and Related Services | Bachelor's Degree | \$64,133 | \$21,739 | \$219 | 34% |
| Chattanooga State Community College | Engineering Technology, General | Associate Degree | \$53,111 | \$18,030 | \$181 | 34% |
| The University of Tennessee-Chattanooga | Computer Science | Bachelor's Degree | \$64,016 | \$21,739 | \$219 | 34% |
| Tennessee Technological University | Civil Engineering | Bachelor's Degree | \$60,257 | \$20,624 | \$208 | 34% |
| Columbia State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$59,355 | \$20,331 | \$205 | 34% |
| Chattanooga State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$58,534 | \$20,066 | \$202 | 34% |
| Tennessee Technological University | Engineering Technology, General | Bachelor's Degree | \$68,163 | \$23,411 | \$236 | 34% |
| Tennessee Technological University | Marketing | Bachelor's Degree | \$42,151 | \$14,492 | \$146 | 34% |

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|---|---|-------------------|----------|----------|-------|-----|
| Columbia State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$59,355 | \$20,331 | \$205 | 34% |
| Chattanooga State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$58,534 | \$20,066 | \$202 | 34% |
| Tennessee Technological University | Engineering Technology, General | Bachelor's Degree | \$68,163 | \$23,411 | \$236 | 34% |
| Tennessee Technological University | Marketing | Bachelor's Degree | \$42,151 | \$14,492 | \$146 | 34% |
| Dyersburg State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$24,238 | \$8,361 | \$84 | 34% |
| The University of Tennessee-Knoxville | Chemical Engineering | Bachelor's Degree | \$80,595 | \$27,870 | \$280 | 35% |
| The University of Tennessee Health Science Center | Dental Support Services and Allied Professions | Bachelor's Degree | \$48,129 | \$16,722 | \$168 | 35% |
| The University of Tennessee-Knoxville | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$58,007 | \$20,902 | \$210 | 36% |
| Pellissippi State Community College | Engineering Technology, General | Associate Degree | \$42,924 | \$15,607 | \$157 | 36% |
| The University of Tennessee-Knoxville | Biomedical/Medical Engineering | Bachelor's Degree | \$66,861 | \$24,326 | \$245 | 36% |
| Tennessee Technological University | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$55,957 | \$20,490 | \$206 | 37% |
| Tennessee Technological University | Agriculture, General | Bachelor's Degree | \$44,878 | \$16,443 | \$165 | 37% |
| Chattanooga State Community College | Allied Health and Medical Assisting Services | Associate Degree | \$39,396 | \$14,492 | \$146 | 37% |
| Cleveland State Community College | Industrial Production Technologies/Technicians | Associate Degree | \$37,424 | \$13,878 | \$140 | 37% |
| Roane State Community College | Business Administration, Management and Operations | Associate Degree | \$34,190 | \$12,820 | \$129 | 37% |
| The University of Tennessee-Knoxville | Industrial Engineering | Bachelor's Degree | \$66,622 | \$25,083 | \$252 | 38% |
| The University of Tennessee-Knoxville | Business Administration, Management and Operations | Bachelor's Degree | \$63,162 | \$23,968 | \$241 | 38% |
| University of Memphis | Mathematics | Bachelor's Degree | \$56,624 | \$21,516 | \$217 | 38% |
| The University of Tennessee-Martin | Engineering, General | Bachelor's Degree | \$62,972 | \$23,968 | \$241 | 38% |
| Columbia State Community College | Allied Health Diagnostic, Intervention, and Treatment Professions | Associate Degree | \$48,180 | \$18,394 | \$185 | 38% |
| Tennessee Technological University | Finance and Financial Management Services | Bachelor's Degree | \$49,632 | \$18,952 | \$191 | 38% |
| The University of Tennessee-Chattanooga | Chemical Engineering | Bachelor's Degree | \$73,584 | \$28,107 | \$283 | 38% |
| Tennessee State University | Dental Support Services and Allied Professions | Associate Degree | \$58,001 | \$22,296 | \$224 | 38% |
| Columbia State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$30,293 | \$11,705 | \$118 | 39% |
| Austin Peay State University | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$61,568 | \$23,854 | \$240 | 39% |
| The University of Tennessee-Knoxville | Management Sciences and Quantitative Methods | Bachelor's Degree | \$63,951 | \$24,804 | \$250 | 39% |
| University of Memphis | Chemistry | Bachelor's Degree | \$46,071 | \$18,115 | \$182 | 39% |
| East Tennessee State University | Dental Support Services and Allied Professions | Bachelor's Degree | \$55,925 | \$22,037 | \$222 | 39% |

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|---|---|-------------------|----------|----------|-------|-----|
| Nashville State Community College | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Associate Degree | \$57,948 | \$22,850 | \$230 | 39% |
| Middle Tennessee State University | Mathematics | Bachelor's Degree | \$48,088 | \$19,161 | \$193 | 40% |
| University of Memphis | Electrical, Electronics and Communications Engineering | Bachelor's Degree | \$71,170 | \$28,625 | \$288 | 40% |
| Tennessee Technological University | Business Administration, Management and Operations | Bachelor's Degree | \$45,554 | \$18,394 | \$185 | 40% |
| The University of Tennessee-Knoxville | Civil Engineering | Bachelor's Degree | \$65,775 | \$26,581 | \$268 | 40% |
| The University of Tennessee-Knoxville | Hospitality Administration/Management | Bachelor's Degree | \$48,701 | \$19,788 | \$199 | 41% |
| The University of Tennessee-Chattanooga | Engineering-Related Fields | Bachelor's Degree | \$60,142 | \$24,526 | \$247 | 41% |
| East Tennessee State University | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$57,031 | \$23,308 | \$235 | 41% |
| Chattanooga State Community College | Computer and Information Sciences, General | Associate Degree | \$40,809 | \$16,722 | \$168 | 41% |
| Nashville State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$33,720 | \$13,935 | \$140 | 41% |
| Tennessee Technological University | Accounting and Related Services | Bachelor's Degree | \$48,529 | \$20,066 | \$202 | 41% |
| Cleveland State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$26,260 | \$10,869 | \$109 | 41% |
| Middle Tennessee State University | Biochemistry, Biophysics and Molecular Biology | Bachelor's Degree | \$46,535 | \$19,509 | \$196 | 42% |
| University of Memphis | Computer Science | Bachelor's Degree | \$60,252 | \$25,300 | \$255 | 42% |
| Roane State Community College | Health and Medical Administrative Services | Associate Degree | \$39,079 | \$16,578 | \$167 | 42% |
| Middle Tennessee State University | Management Information Systems and Services | Bachelor's Degree | \$53,657 | \$22,944 | \$231 | 43% |
| Pellissippi State Community College | Business Administration, Management and Operations | Associate Degree | \$33,635 | \$14,492 | \$146 | 43% |
| East Tennessee State University | Special Education and Teaching | Bachelor's Degree | \$38,692 | \$16,722 | \$168 | 43% |
| Tennessee State University | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$66,517 | \$28,845 | \$290 | 43% |
| Middle Tennessee State University | Engineering-Related Fields | Bachelor's Degree | \$64,105 | \$28,149 | \$283 | 44% |
| The University of Tennessee-Knoxville | Nutrition Sciences | Bachelor's Degree | \$41,377 | \$18,394 | \$185 | 44% |
| University of Memphis | Mechanical Engineering | Bachelor's Degree | \$74,317 | \$33,165 | \$334 | 45% |
| Tennessee Technological University | Teacher Education and Professional Development, Specific Levels and Methods | Bachelor's Degree | \$37,354 | \$16,722 | \$168 | 45% |
| The University of Tennessee-Martin | Accounting and Related Services | Bachelor's Degree | \$50,956 | \$22,853 | \$230 | 45% |
| East Tennessee State University | Teacher Education and Professional Development, Specific Levels and Methods | Bachelor's Degree | \$37,166 | \$16,722 | \$168 | 45% |
| East Tennessee State University | Finance and Financial Management Services | Bachelor's Degree | \$49,245 | \$22,296 | \$224 | 45% |
| The University of Tennessee-Knoxville | Aerospace, Aeronautical and Astronautical Engineering | Bachelor's Degree | \$66,270 | \$30,100 | \$303 | 45% |
| East Tennessee State University | Accounting and Related Services | Bachelor's Degree | \$47,313 | \$21,739 | \$219 | 46% |
| Middle Tennessee State University | Accounting and Related Services | Bachelor's Degree | \$56,061 | \$26,275 | \$264 | 47% |
| Middle Tennessee State University | Biological and Physical Sciences | Bachelor's Degree | \$41,589 | \$19,509 | \$196 | 47% |

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|---|---|-------------------|----------|----------|-------|-----|
| Middle Tennessee State University | Air Transportation | Bachelor's Degree | \$58,264 | \$27,731 | \$279 | 48% |
| Middle Tennessee State University | Marketing | Bachelor's Degree | \$49,549 | \$23,689 | \$238 | 48% |
| The University of Tennessee-Knoxville | Marketing | Bachelor's Degree | \$50,126 | \$24,024 | \$242 | 48% |
| The University of Tennessee-Knoxville | Public Relations, Advertising, and Applied Communication | Bachelor's Degree | \$44,932 | \$21,739 | \$219 | 48% |
| The University of Tennessee-Knoxville | Finance and Financial Management Services | Bachelor's Degree | \$57,491 | \$27,870 | \$280 | 48% |
| East Tennessee State University | Engineering Technology, General | Bachelor's Degree | \$60,829 | \$29,542 | \$297 | 49% |
| The University of Tennessee-Martin | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$56,768 | \$27,870 | \$280 | 49% |
| Austin Peay State University | Computer and Information Sciences, General | Bachelor's Degree | \$57,390 | \$28,427 | \$286 | 50% |
| Tennessee Technological University | Health and Physical Education/Fitness | Bachelor's Degree | \$34,312 | \$17,001 | \$171 | 50% |
| The University of Tennessee-Knoxville | Family and Consumer Economics and Related Studies | Bachelor's Degree | \$53,936 | \$27,034 | \$272 | 50% |
| University of Memphis | Finance and Financial Management Services | Bachelor's Degree | \$52,865 | \$27,313 | \$275 | 52% |
| Middle Tennessee State University | Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing | Bachelor's Degree | \$60,827 | \$31,493 | \$317 | 52% |
| The University of Tennessee-Knoxville | Human Resources Management and Services | Bachelor's Degree | \$53,477 | \$27,870 | \$280 | 52% |
| The University of Tennessee-Knoxville | Mathematics | Bachelor's Degree | \$42,621 | \$22,296 | \$224 | 52% |
| Austin Peay State University | Health/Medical Preparatory Programs | Bachelor's Degree | \$42,614 | \$22,296 | \$224 | 52% |
| The University of Tennessee-Knoxville | Business/Managerial Economics | Bachelor's Degree | \$53,204 | \$27,870 | \$280 | 52% |
| University of Memphis | Civil Engineering | Bachelor's Degree | \$64,884 | \$34,001 | \$342 | 52% |
| East Tennessee State University | Health Professions and Related Clinical Sciences, Other | Bachelor's Degree | \$46,694 | \$24,524 | \$247 | 53% |
| The University of Tennessee-Knoxville | Economics | Bachelor's Degree | \$52,967 | \$27,870 | \$280 | 53% |
| Tennessee Technological University | Wildlife and Wildlands Science and Management | Bachelor's Degree | \$34,415 | \$18,115 | \$182 | 53% |
| Tennessee Technological University | Sociology | Bachelor's Degree | \$34,388 | \$18,115 | \$182 | 53% |
| University of Memphis | Biology, General | Bachelor's Degree | \$39,832 | \$21,181 | \$213 | 53% |
| Pellissippi State Community College | Communications Technology/Technician | Associate Degree | \$23,963 | \$12,820 | \$129 | 54% |
| Middle Tennessee State University | Agricultural Business and Management | Bachelor's Degree | \$39,590 | \$21,181 | \$213 | 54% |
| The University of Tennessee-Knoxville | Special Education and Teaching | Bachelor's Degree | \$42,347 | \$22,714 | \$229 | 54% |
| Pellissippi State Community College | Business Operations Support and Assistant Services | Associate Degree | \$30,366 | \$16,322 | \$164 | 54% |
| The University of Tennessee-Knoxville | Sociology | Bachelor's Degree | \$40,385 | \$21,739 | \$219 | 54% |
| University of Memphis | Music | Bachelor's Degree | \$37,260 | \$20,066 | \$202 | 54% |
| The University of Tennessee-Chattanooga | Chemistry | Bachelor's Degree | \$43,304 | \$23,380 | \$235 | 54% |
| Middle Tennessee State University | Business Administration, Management and Operations | Bachelor's Degree | \$46,413 | \$25,091 | \$253 | 54% |

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|---|--|-------------------|----------|----------|-------|-----|
| Tennessee Technological University | Liberal Arts and Sciences, General Studies and Humanities | Bachelor's Degree | \$35,009 | \$18,952 | \$191 | 54% |
| Tennessee Technological University | Biology, General | Bachelor's Degree | \$33,022 | \$17,893 | \$180 | 54% |
| The University of Tennessee-Chattanooga | Linguistic, Comparative, and Related Language Studies and Services | Bachelor's Degree | \$32,724 | \$17,907 | \$180 | 55% |
| The University of Tennessee-Chattanooga | Business Administration, Management and Operations | Bachelor's Degree | \$47,445 | \$26,009 | \$262 | 55% |
| University of Memphis | Business Administration, Management and Operations | Bachelor's Degree | \$48,666 | \$26,755 | \$269 | 55% |
| East Tennessee State University | Chemistry | Bachelor's Degree | \$32,138 | \$17,687 | \$178 | 55% |
| University of Memphis | Accounting and Related Services | Bachelor's Degree | \$51,246 | \$28,204 | \$284 | 55% |
| Tennessee Technological University | Communication, Journalism, and Related Programs, Other | Bachelor's Degree | \$32,819 | \$18,115 | \$182 | 55% |
| The University of Tennessee-Knoxville | Communication and Media Studies | Bachelor's Degree | \$42,045 | \$23,411 | \$236 | 56% |
| The University of Tennessee-Chattanooga | Natural Resources Conservation and Research | Bachelor's Degree | \$34,734 | \$19,370 | \$195 | 56% |
| Chattanooga State Community College | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$28,575 | \$15,971 | \$161 | 56% |
| The University of Tennessee-Knoxville | Food Science and Technology | Bachelor's Degree | \$42,596 | \$23,968 | \$241 | 56% |
| The University of Tennessee-Knoxville | Soil Sciences | Bachelor's Degree | \$45,683 | \$25,919 | \$261 | 57% |
| The University of Tennessee-Martin | Agriculture, General | Bachelor's Degree | \$40,680 | \$23,147 | \$233 | 57% |
| The University of Tennessee-Knoxville | Social Work | Bachelor's Degree | \$36,240 | \$20,624 | \$208 | 57% |
| Austin Peay State University | Mathematics | Bachelor's Degree | \$39,865 | \$22,729 | \$229 | 57% |
| The University of Tennessee-Knoxville | Journalism | Bachelor's Degree | \$39,419 | \$22,809 | \$230 | 58% |
| Middle Tennessee State University | Entrepreneurial and Small Business Operations | Bachelor's Degree | \$36,405 | \$21,181 | \$213 | 58% |
| University of Memphis | Business/Managerial Economics | Bachelor's Degree | \$47,641 | \$27,870 | \$280 | 59% |
| Nashville State Community College | Business Administration, Management and Operations | Associate Degree | \$33,776 | \$19,799 | \$199 | 59% |
| University of Memphis | Management Information Systems and Services | Bachelor's Degree | \$55,414 | \$32,608 | \$328 | 59% |
| The University of Tennessee-Martin | Finance and Financial Management Services | Bachelor's Degree | \$47,232 | \$28,045 | \$282 | 59% |
| The University of Tennessee-Knoxville | Political Science and Government | Bachelor's Degree | \$40,349 | \$23,968 | \$241 | 59% |
| The University of Tennessee-Martin | Marketing | Bachelor's Degree | \$39,108 | \$23,244 | \$234 | 59% |
| The University of Tennessee-Knoxville | Health and Physical Education/Fitness | Bachelor's Degree | \$39,972 | \$23,801 | \$240 | 60% |
| East Tennessee State University | Business Administration, Management and Operations | Bachelor's Degree | \$41,092 | \$24,526 | \$247 | 60% |
| University of Memphis | Special Education and Teaching | Bachelor's Degree | \$40,509 | \$24,247 | \$244 | 60% |
| The University of Tennessee-Chattanooga | Health and Physical Education/Fitness | Bachelor's Degree | \$38,031 | \$22,853 | \$230 | 60% |
| Middle Tennessee State University | Criminal Justice and Corrections | Bachelor's Degree | \$42,647 | \$25,824 | \$260 | 61% |
| Middle Tennessee State University | English Language and Literature, General | Bachelor's Degree | \$36,950 | \$22,407 | \$226 | 61% |

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|---|---|-------------------|----------|----------|-------|-----|
| Tennessee Technological University | Music | Bachelor's Degree | \$34,718 | \$21,181 | \$213 | 61% |
| The University of Tennessee-Knoxville | Architecture | Bachelor's Degree | \$52,227 | \$31,939 | \$321 | 61% |
| Austin Peay State University | Business/Commerce, General | Bachelor's Degree | \$42,111 | \$25,871 | \$260 | 61% |
| The University of Tennessee-Knoxville | History | Bachelor's Degree | \$38,923 | \$23,968 | \$241 | 62% |
| East Tennessee State University | Marketing | Bachelor's Degree | \$34,090 | \$21,181 | \$213 | 62% |
| Tennessee State University | Business/Managerial Economics | Bachelor's Degree | \$43,269 | \$26,896 | \$271 | 62% |
| The University of Tennessee-Knoxville | Wildlife and Wildlands Science and Management | Bachelor's Degree | \$35,937 | \$22,580 | \$227 | 63% |
| Chattanooga State Community College | Health Professions and Related Clinical Sciences, Other | Associate Degree | \$33,615 | \$21,181 | \$213 | 63% |
| The University of Tennessee-Knoxville | Design and Applied Arts | Bachelor's Degree | \$43,265 | \$27,313 | \$275 | 63% |
| The University of Tennessee-Martin | Business Administration, Management and Operations | Bachelor's Degree | \$43,967 | \$27,870 | \$280 | 63% |
| The University of Tennessee-Chattanooga | Social Work | Bachelor's Degree | \$41,076 | \$26,198 | \$264 | 64% |
| The University of Tennessee-Chattanooga | Legal Support Services | Bachelor's Degree | \$41,132 | \$26,701 | \$269 | 65% |
| Tennessee Technological University | Family and Consumer Sciences/Human Sciences, General | Bachelor's Degree | \$33,908 | \$22,012 | \$222 | 65% |
| Tennessee Technological University | Fine and Studio Arts | Bachelor's Degree | \$29,587 | \$19,230 | \$194 | 65% |
| Middle Tennessee State University | Teacher Education and Professional Development, Specific Levels and Methods | Bachelor's Degree | \$39,154 | \$25,507 | \$257 | 65% |
| The University of Tennessee-Knoxville | Animal Sciences | Bachelor's Degree | \$34,276 | \$22,453 | \$226 | 66% |
| University of Memphis | Hospitality Administration/Management | Bachelor's Degree | \$45,725 | \$30,100 | \$303 | 66% |
| Tennessee State University | Allied Health Diagnostic, Intervention, and Treatment Professions | Bachelor's Degree | \$45,632 | \$30,100 | \$303 | 66% |
| Middle Tennessee State University | Animal Sciences | Bachelor's Degree | \$31,212 | \$20,596 | \$207 | 66% |
| Austin Peay State University | Special Education and Teaching | Bachelor's Degree | \$39,550 | \$26,125 | \$263 | 66% |
| East Tennessee State University | Biology, General | Bachelor's Degree | \$29,274 | \$19,484 | \$196 | 67% |
| University of Memphis | International Business | Bachelor's Degree | \$47,495 | \$31,772 | \$320 | 67% |
| Middle Tennessee State University | Health and Physical Education/Fitness | Bachelor's Degree | \$37,718 | \$25,255 | \$254 | 67% |
| East Tennessee State University | Public Health | Bachelor's Degree | \$42,450 | \$28,427 | \$286 | 67% |
| Chattanooga State Community College | Design and Applied Arts | Associate Degree | \$21,577 | \$14,490 | \$146 | 67% |
| The University of Tennessee-Chattanooga | Political Science and Government | Bachelor's Degree | \$38,487 | \$25,863 | \$260 | 67% |
| The University of Tennessee-Knoxville | English Language and Literature, General | Bachelor's Degree | \$33,880 | \$22,853 | \$230 | 67% |
| Middle Tennessee State University | Music | Bachelor's Degree | \$35,588 | \$24,041 | \$242 | 68% |
| Middle Tennessee State University | Communication and Media Studies | Bachelor's Degree | \$36,765 | \$24,860 | \$250 | 68% |
| University of Memphis | Engineering Technology, General | Bachelor's Degree | \$67,322 | \$45,707 | \$460 | 68% |

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|---|---|-------------------|----------|----------|-------|-----|
| Austin Peay State University | Criminal Justice and Corrections | Bachelor's Degree | \$40,917 | \$27,870 | \$280 | 68% |
| Austin Peay State University | Communication and Media Studies | Bachelor's Degree | \$37,241 | \$25,570 | \$257 | 69% |
| Middle Tennessee State University | Clinical, Counseling and Applied Psychology | Bachelor's Degree | \$45,369 | \$31,214 | \$314 | 69% |
| Middle Tennessee State University | Biology, General | Bachelor's Degree | \$37,029 | \$25,479 | \$256 | 69% |
| The University of Tennessee-Chattanooga | Criminal Justice and Corrections | Bachelor's Degree | \$36,827 | \$25,362 | \$255 | 69% |
| The University of Tennessee-Martin | Teacher Education and Professional Development, Specific Levels and Methods | Bachelor's Degree | \$37,229 | \$25,640 | \$258 | 69% |
| The University of Tennessee-Knoxville | Psychology, General | Bachelor's Degree | \$34,753 | \$23,968 | \$241 | 69% |
| Cleveland State Community College | Business Administration, Management and Operations | Associate Degree | \$32,816 | \$22,661 | \$228 | 69% |
| East Tennessee State University | Criminal Justice and Corrections | Bachelor's Degree | \$35,889 | \$24,804 | \$250 | 69% |
| The University of Tennessee-Knoxville | Geological and Earth Sciences/Geosciences | Bachelor's Degree | \$35,107 | \$24,526 | \$247 | 70% |
| The University of Tennessee-Chattanooga | Communication and Media Studies | Bachelor's Degree | \$37,994 | \$26,755 | \$269 | 70% |
| Middle Tennessee State University | Arts, Entertainment, and Media Management | Bachelor's Degree | \$33,302 | \$23,503 | \$237 | 71% |
| Nashville State Community College | Health and Medical Administrative Services | Associate Degree | \$31,564 | \$22,296 | \$224 | 71% |
| The University of Tennessee-Knoxville | Romance Languages, Literatures, and Linguistics | Bachelor's Degree | \$36,202 | \$25,640 | \$258 | 71% |
| Middle Tennessee State University | Liberal Arts and Sciences, General Studies and Humanities | Bachelor's Degree | \$38,768 | \$27,465 | \$276 | 71% |
| The University of Tennessee-Chattanooga | Fine and Studio Arts | Bachelor's Degree | \$39,336 | \$27,870 | \$280 | 71% |
| The University of Tennessee-Chattanooga | Biology, General | Bachelor's Degree | \$32,849 | \$23,411 | \$236 | 71% |
| The University of Tennessee-Chattanooga | Psychology, General | Bachelor's Degree | \$30,682 | \$21,877 | \$220 | 71% |
| Tennessee Technological University | Psychology, General | Bachelor's Degree | \$30,821 | \$22,017 | \$222 | 71% |
| The University of Tennessee-Knoxville | Multi/Interdisciplinary Studies, Other | Bachelor's Degree | \$33,511 | \$23,968 | \$241 | 72% |
| Pellissippi State Community College | Legal Support Services | Associate Degree | \$30,220 | \$21,683 | \$218 | 72% |
| Tennessee Technological University | Political Science and Government | Bachelor's Degree | \$27,841 | \$20,011 | \$201 | 72% |
| The University of Tennessee-Chattanooga | Teacher Education and Professional Development, Specific Levels and Methods | Bachelor's Degree | \$37,105 | \$26,755 | \$269 | 72% |
| The University of Tennessee-Knoxville | Human Development, Family Studies, and Related Services | Bachelor's Degree | \$33,507 | \$24,188 | \$243 | 72% |
| The University of Tennessee-Knoxville | Biology, General | Bachelor's Degree | \$34,251 | \$25,083 | \$252 | 73% |
| Tennessee State University | Business Administration, Management and Operations | Bachelor's Degree | \$47,168 | \$34,559 | \$348 | 73% |
| East Tennessee State University | Health and Physical Education/Fitness | Bachelor's Degree | \$32,282 | \$23,689 | \$238 | 73% |
| Middle Tennessee State University | Parks, Recreation and Leisure Facilities Management | Bachelor's Degree | \$32,570 | \$23,968 | \$241 | 74% |
| Middle Tennessee State University | Multi/Interdisciplinary Studies, Other | Bachelor's Degree | \$35,227 | \$26,058 | \$262 | 74% |

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|---------------------------------------|---|-------------------|----------|----------|-------|-----|
| University of Memphis | Marketing | Bachelor's Degree | \$40,479 | \$30,040 | \$302 | 74% |
| The University of Tennessee-Martin | Biology, General | Bachelor's Degree | \$34,991 | \$26,057 | \$262 | 74% |
| The University of Tennessee-Martin | Computer Science | Bachelor's Degree | \$52,658 | \$39,568 | \$398 | 75% |
| Austin Peay State University | History | Bachelor's Degree | \$36,979 | \$27,870 | \$280 | 75% |
| Middle Tennessee State University | History | Bachelor's Degree | \$33,978 | \$25,640 | \$258 | 75% |
| Middle Tennessee State University | Political Science and Government | Bachelor's Degree | \$37,950 | \$28,650 | \$288 | 75% |
| University of Memphis | Teacher Education and Professional Development, Specific Subject Areas | Bachelor's Degree | \$41,429 | \$31,326 | \$315 | 76% |
| Middle Tennessee State University | Psychology, General | Bachelor's Degree | \$32,920 | \$25,083 | \$252 | 76% |
| Middle Tennessee State University | Teacher Education and Professional Development, Specific Subject Areas | Bachelor's Degree | \$37,001 | \$28,355 | \$285 | 77% |
| East Tennessee State University | Psychology, General | Bachelor's Degree | \$30,280 | \$23,304 | \$235 | 77% |
| The University of Tennessee-Knoxville | Anthropology | Bachelor's Degree | \$35,487 | \$27,313 | \$275 | 77% |
| East Tennessee State University | History | Bachelor's Degree | \$34,625 | \$26,806 | \$270 | 77% |
| Austin Peay State University | Biology, General | Bachelor's Degree | \$28,370 | \$22,048 | \$222 | 78% |
| East Tennessee State University | Human Development, Family Studies, and Related Services | Bachelor's Degree | \$32,926 | \$25,780 | \$259 | 78% |
| University of Memphis | Health and Physical Education/Fitness | Bachelor's Degree | \$37,623 | \$29,542 | \$297 | 79% |
| Middle Tennessee State University | Social Work | Bachelor's Degree | \$33,748 | \$26,527 | \$267 | 79% |
| Austin Peay State University | Liberal Arts and Sciences, General Studies and Humanities | Associate Degree | \$33,868 | \$26,755 | \$269 | 79% |
| Chattanooga State Community College | Legal Support Services | Associate Degree | \$32,063 | \$25,332 | \$255 | 79% |
| The University of Tennessee-Martin | Music | Bachelor's Degree | \$38,024 | \$30,100 | \$303 | 79% |
| University of Memphis | Political Science and Government | Bachelor's Degree | \$37,950 | \$30,100 | \$303 | 79% |
| East Tennessee State University | Human Services, General | Bachelor's Degree | \$32,475 | \$25,919 | \$261 | 80% |
| East Tennessee State University | English Language and Literature, General | Bachelor's Degree | \$30,076 | \$24,137 | \$243 | 80% |
| University of Memphis | Criminal Justice and Corrections | Bachelor's Degree | \$37,940 | \$30,520 | \$307 | 80% |
| Middle Tennessee State University | Foods, Nutrition, and Related Services | Bachelor's Degree | \$33,990 | \$27,346 | \$275 | 80% |
| Austin Peay State University | Teacher Education and Professional Development, Specific Levels and Methods | Bachelor's Degree | \$37,177 | \$30,378 | \$306 | 82% |
| Cleveland State Community College | Business Operations Support and Assistant Services | Associate Degree | \$23,523 | \$19,230 | \$194 | 82% |
| Austin Peay State University | Health and Physical Education/Fitness | Bachelor's Degree | \$34,032 | \$27,870 | \$280 | 82% |
| Middle Tennessee State University | Family and Consumer Economics and Related Studies | Bachelor's Degree | \$35,511 | \$29,085 | \$293 | 82% |
| University of Memphis | Communication and Media Studies | Bachelor's Degree | \$33,975 | \$27,870 | \$280 | 82% |
| Austin Peay State University | Political Science and Government | Bachelor's Degree | \$35,319 | \$28,985 | \$292 | 82% |
| East Tennessee State University | Communication and Media Studies | Bachelor's Degree | \$29,645 | \$24,373 | \$245 | 82% |
| The University of Tennessee-Martin | Multi/Interdisciplinary Studies, Other | Bachelor's Degree | \$29,861 | \$24,643 | \$248 | 83% |

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|---|---|-------------------|----------|----------|-------|-----|
| The University of Tennessee-Martin | Health and Physical Education/Fitness | Bachelor's Degree | \$34,393 | \$28,427 | \$286 | 83% |
| The University of Tennessee-Chattanooga | English Language and Literature, General | Bachelor's Degree | \$33,014 | \$27,313 | \$275 | 83% |
| Tennessee State University | Health and Medical Administrative Services | Bachelor's Degree | \$46,234 | \$38,461 | \$387 | 83% |
| The University of Tennessee-Martin | Natural Resources Management and Policy | Bachelor's Degree | \$36,114 | \$30,100 | \$303 | 83% |
| Chattanooga State Community College | Business Administration, Management and Operations | Associate Degree | \$25,381 | \$21,242 | \$214 | 84% |
| East Tennessee State University | Social Work | Bachelor's Degree | \$33,057 | \$27,870 | \$280 | 84% |
| University of Memphis | History | Bachelor's Degree | \$32,684 | \$27,870 | \$280 | 85% |
| The University of Tennessee-Knoxville | Chemistry | Bachelor's Degree | \$32,524 | \$27,870 | \$280 | 86% |
| Middle Tennessee State University | Linguistic, Comparative, and Related Language Studies and Services | Bachelor's Degree | \$29,130 | \$25,300 | \$255 | 87% |
| Middle Tennessee State University | Apparel and Textiles | Bachelor's Degree | \$34,116 | \$30,100 | \$303 | 88% |
| Austin Peay State University | Geological and Earth Sciences/Geosciences | Bachelor's Degree | \$34,505 | \$30,513 | \$307 | 88% |
| The University of Tennessee-Knoxville | Drama/Theatre Arts and Stagecraft | Bachelor's Degree | \$26,590 | \$23,689 | \$238 | 89% |
| Austin Peay State University | Social Work | Bachelor's Degree | \$34,992 | \$31,287 | \$315 | 89% |
| The University of Tennessee-Knoxville | Fine and Studio Arts | Bachelor's Degree | \$30,727 | \$27,615 | \$278 | 90% |
| The University of Tennessee-Martin | Social Work | Bachelor's Degree | \$34,968 | \$31,493 | \$317 | 90% |
| The University of Tennessee-Martin | Political Science and Government | Bachelor's Degree | \$34,197 | \$31,075 | \$313 | 91% |
| University of Memphis | Journalism | Bachelor's Degree | \$33,122 | \$30,100 | \$303 | 91% |
| Tennessee State University | Communication and Media Studies | Bachelor's Degree | \$37,753 | \$34,559 | \$348 | 92% |
| The University of Tennessee-Martin | Family and Consumer Sciences/Human Sciences, General | Bachelor's Degree | \$31,341 | \$28,695 | \$289 | 92% |
| Tennessee State University | Biology, General | Bachelor's Degree | \$34,700 | \$32,329 | \$325 | 93% |
| The University of Tennessee-Martin | Criminal Justice and Corrections | Bachelor's Degree | \$31,301 | \$29,375 | \$296 | 94% |
| Austin Peay State University | Psychology, General | Bachelor's Degree | \$29,377 | \$27,587 | \$278 | 94% |
| Austin Peay State University | Agriculture, General | Bachelor's Degree | \$32,028 | \$30,100 | \$303 | 94% |
| The University of Tennessee-Martin | Psychology, General | Bachelor's Degree | \$30,126 | \$28,427 | \$286 | 94% |
| Tennessee State University | Health Professions and Related Clinical Sciences, Other | Bachelor's Degree | \$36,422 | \$34,473 | \$347 | 95% |
| University of Memphis | Teacher Education and Professional Development, Specific Levels and Methods | Bachelor's Degree | \$31,211 | \$29,542 | \$297 | 95% |
| University of Memphis | Social Work | Bachelor's Degree | \$37,971 | \$35,952 | \$362 | 95% |
| Tennessee State University | Social Work | Bachelor's Degree | \$33,381 | \$31,809 | \$320 | 95% |
| University of Memphis | Multi/Interdisciplinary Studies, Other | Bachelor's Degree | \$35,196 | \$33,723 | \$339 | 96% |
| Tennessee State University | Health and Physical Education/Fitness | Bachelor's Degree | \$35,852 | \$34,559 | \$348 | 96% |
| East Tennessee State University | Fine and Studio Arts | Bachelor's Degree | \$23,972 | \$23,132 | \$233 | 96% |
| University of Memphis | Liberal Arts and Sciences, General Studies and Humanities | Bachelor's Degree | \$35,535 | \$34,559 | \$348 | 97% |

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|---|---|-------------------|----------|----------|-------|------|
| The University of Tennessee-Knoxville | Plant Sciences | Bachelor's Degree | \$26,572 | \$25,919 | \$261 | 98% |
| Tennessee State University | Teacher Education and Professional Development, Specific Levels and Methods | Bachelor's Degree | \$36,741 | \$35,933 | \$362 | 98% |
| Tennessee State University | Family and Consumer Economics and Related Studies | Bachelor's Degree | \$33,198 | \$32,660 | \$329 | 98% |
| Tennessee State University | Criminal Justice and Corrections | Bachelor's Degree | \$34,905 | \$34,559 | \$348 | 99% |
| The University of Tennessee-Martin | Visual and Performing Arts, General | Bachelor's Degree | \$30,077 | \$30,100 | \$303 | 100% |
| University of Memphis | Psychology, General | Bachelor's Degree | \$31,573 | \$31,632 | \$318 | 100% |
| University of Memphis | English Language and Literature, General | Bachelor's Degree | \$28,176 | \$28,427 | \$286 | 101% |
| The University of Tennessee-Knoxville | Music | Bachelor's Degree | \$30,246 | \$31,168 | \$314 | 103% |
| Middle Tennessee State University | Fine and Studio Arts | Bachelor's Degree | \$33,398 | \$34,559 | \$348 | 103% |
| University of Memphis | Anthropology | Bachelor's Degree | \$28,008 | \$28,985 | \$292 | 103% |
| Austin Peay State University | Fine and Studio Arts | Bachelor's Degree | \$27,431 | \$28,427 | \$286 | 104% |
| East Tennessee State University | Graphic Communications | Bachelor's Degree | \$27,380 | \$28,427 | \$286 | 104% |
| East Tennessee State University | Liberal Arts and Sciences, General Studies and Humanities | Bachelor's Degree | \$30,467 | \$31,819 | \$320 | 104% |
| University of Memphis | Fine and Studio Arts | Bachelor's Degree | \$28,660 | \$30,385 | \$306 | 106% |
| Austin Peay State University | Sociology | Bachelor's Degree | \$30,973 | \$33,723 | \$339 | 109% |
| East Tennessee State University | Sociology | Bachelor's Degree | \$26,594 | \$28,985 | \$292 | 109% |
| The University of Tennessee-Chattanooga | Social Sciences, Other | Bachelor's Degree | \$24,898 | \$27,870 | \$280 | 112% |
| Tennessee State University | Psychology, General | Bachelor's Degree | \$30,830 | \$34,559 | \$348 | 112% |
| University of Memphis | Linguistic, Comparative, and Related Language Studies and Services | Bachelor's Degree | \$25,344 | \$28,598 | \$288 | 113% |
| The University of Tennessee-Martin | Communication and Media Studies | Bachelor's Degree | \$28,883 | \$34,224 | \$344 | 118% |
| Austin Peay State University | English Language and Literature, General | Bachelor's Degree | \$24,106 | \$28,936 | \$291 | 120% |
| University of Memphis | Sociology | Bachelor's Degree | \$28,748 | \$35,395 | \$356 | 123% |
| Middle Tennessee State University | Sociology | Bachelor's Degree | \$25,674 | \$32,330 | \$325 | 126% |
| University of Memphis | Drama/Theatre Arts and Stagecraft | Bachelor's Degree | \$23,720 | \$30,100 | \$303 | 127% |
| Middle Tennessee State University | International/Global Studies | Bachelor's Degree | \$19,075 | \$25,056 | \$252 | 131% |
| The University of Tennessee-Martin | English Language and Literature, General | Bachelor's Degree | \$21,942 | \$30,693 | \$309 | 140% |
| Tennessee State University | Agriculture, General | Bachelor's Degree | \$25,326 | \$38,461 | \$387 | 152% |
| Middle Tennessee State University | Anthropology | Bachelor's Degree | \$21,651 | \$38,453 | \$387 | 178% |



About Beacon

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