

TEXAS A&M UNIVERSITY

Faculty Salary Study Nine Month Salaries

2001–2002

2002–2003

2003–2004

2004–2005

2005–2006



Prepared by
Office of Institutional Studies
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TEXAS A&M FACULTY SALARY STUDY CHARACTERISTICS AND LIMITATIONS

DATA SOURCE

- Data used in this study are obtained from *Faculty Salary Survey by Discipline* collected by Oklahoma State University. For more information about the *Survey*, please refer to <http://vpaf.okstate.edu/IRIM/FacultySalary.html>

WHICH TEXAS A&M FACULTY ARE INCLUDED/EXCLUDED

- Definition of *Faculty* used for Texas A&M's submission of the survey is made consistent with requirements for other major surveys (e.g. *American Association of University Professors [AAUP] Faculty Compensation Survey*, and *AAUP Data Exchange [AAUDE] Faculty Salary Survey*).
- Included are Texas A&M faculty members on at least 9-month contracts, who are budgeted full-time and whose teaching responsibilities are at least 50% (except Veterinary Medicine faculty who are included regardless of their teaching load).
- Excluded from this study are those who did not satisfy the inclusion requirements above as well as all Administrators, Deans, Librarians, and Galveston faculty.
- Faculty members with the rank of *Lecturer* are not compared in this study.
- The Bush School of Government and Public Service chooses not to participate in the *Texas A&M Faculty Salary Study*.

COMPARING TEXAS A&M DEPARTMENTS TO PEER GROUP PROGRAMS

- Each institution participating in the *Survey*, including Texas A&M, submits its departments under six-digit Classification of Instructional Programs (CIP) codes. Although intended to help consistently identify similar programs across institutions, CIP codes still have limitations in locating peer programs which are similar to each TAMU department. For example, while Texas A&M has a department which combines together the programs of Biochemistry and Biophysics, another institution may have these programs in separate departments, while yet another may combine these programs with other bigger departments. These intricacies are not always evident from examination of CIP codes. For a listing of peer programs included for comparison against each Texas A&M department, please refer to *Appendix B*.

For more information on CIP codes, see <http://nces.ed.gov/pubs2002/cip2000/>

IMPORTANT SOURCES OF VARIATION IN DATA FROM YEAR TO YEAR.

- Variation in peer group average salaries is partially attributed to some peers not submitting their data in certain years. For the complete listing of peer participation for each TAMU college for the past 5 years, please refer to *Appendix A*.

CHANGES IN 2005

- Due to the change in survey requirements this year, all Texas A&M departments were submitted using CIP 2000 codes, instead of the CIP 1990 codes used in the past. The peer group file, created by OSU, also contained only CIP 2000 codes. This resulted in some CIP codes being deleted, some being consolidated and others being added. Some became too general and were thus dropped from the analysis. For more on CIP codes, see *Appendix B* and <http://nces.ed.gov/pubs2002/cip2000/>
- Peer study for the College of Veterinary Medicine was done as a pilot after the 2003–2004 edition of *TAMU Faculty Salary Study* was completed, therefore Veterinary Medicine was not included in the University total of that study. Veterinary Medicine is included in the 2004–2005 edition for the first time.
- The various departments in the College of Veterinary Medicine currently do not have enough peer data for each program to be compared individually. Therefore Veterinary Medicine is evaluated only at college level.
- College of Engineering and College of Science have changed their respective groups of peers. To see the changes, please refer to *Appendix A*.
- The Nutrition & Food Sciences department was not included in this study. Peer group average salaries reported for this CIP are as follows: 1) Professor: \$93,173 with a peer headcount of 308, 2) Associate Professor: \$71,049 with a peer headcount of 39 and 3) Assistant Professor: \$58,026 with a peer headcount of 100. Nutrition & Food Sciences will be included in the next faculty salary study.

Texas A&M University
University Summary
Salaries for 2005-2006

College	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
Agriculture & Life Sciences	Professor	\$87,727	152	\$95,801	(1) 1,370	0.92
	Assoc Prof	\$63,526	65	\$70,298	(1) 632	0.90
	Assist Prof	\$54,779	51	\$60,383	(1) 513	0.91
	All Ranks	\$75,588	268	\$82,876	(1) 2,515	0.91
Architecture	Professor	\$95,111	32	\$98,785	(1) 121	0.96
	Assoc Prof	\$66,035	28	\$74,429	(1) 151	0.89
	Assist Prof	\$55,638	23	\$57,723	(1) 110	0.96
	All Ranks	\$74,364	83	\$79,190	(1) 382	0.94
Business Administration	Professor	\$154,921	51	\$164,047	(1) 410	0.94
	Assoc Prof	\$134,058	24	\$120,306	(1) 204	1.11
	Assist Prof	\$122,463	20	\$113,977	(1) 304	1.07
	All Ranks	\$142,817	95	\$142,455	(1) 918	1.00
Education	Professor	\$97,952	44	\$97,533	(1) 293	1.00
	Assoc Prof	\$69,547	35	\$69,900	(1) 240	0.99
	Assist Prof	\$60,220	33	\$57,969	(1) 212	1.04
	All Ranks	\$77,958	112	\$77,241	(1) 745	1.01
Engineering	Professor	\$118,531	145	\$128,749	(1) 1,229	0.92
	Assoc Prof	\$83,850	72	\$91,238	(1) 480	0.92
	Assist Prof	\$75,691	86	\$80,677	(1) 473	0.94
	All Ranks	\$98,130	303	\$106,191	(1) 2,182	0.92
Geosciences	Professor	\$93,314	41	\$105,430	(1) 226	0.89
	Assoc Prof	\$66,312	20	\$72,080	(1) 78	0.92
	Assist Prof	\$55,861	24	\$58,482	(1) 66	0.96
	All Ranks	\$76,386	85	\$84,327	(1) 370	0.91
Liberal Arts	Professor	\$99,033	132	\$108,198	(1) 1,858	0.92
	Assoc Prof	\$63,895	86	\$69,370	(1) 1,163	0.92
	Assist Prof	\$57,599	88	\$60,318	(1) 860	0.95
	All Ranks	\$77,242	306	\$83,516	(1) 3,881	0.92
Science	Professor	\$106,497	133	\$111,714	(1) 1,216	0.95
	Assoc Prof	\$68,531	42	\$75,244	(1) 283	0.91
	Assist Prof	\$66,997	45	\$65,498	(1) 395	1.02
	All Ranks	\$91,169	220	\$95,298	(1) 1,894	0.96
Veterinary Medicine	Professor	\$91,237	61	\$102,694	(1) 248	0.89
	Assoc Prof	\$68,430	40	\$80,178	(1) 202	0.85
	Assist Prof	\$59,984	24	\$70,094	(1) 153	0.86
	All Ranks	\$77,938	125	\$89,230	(1) 603	0.87

* TAMU average salary divided by peer average salary
(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
University Summary
Salaries for 2005-2006

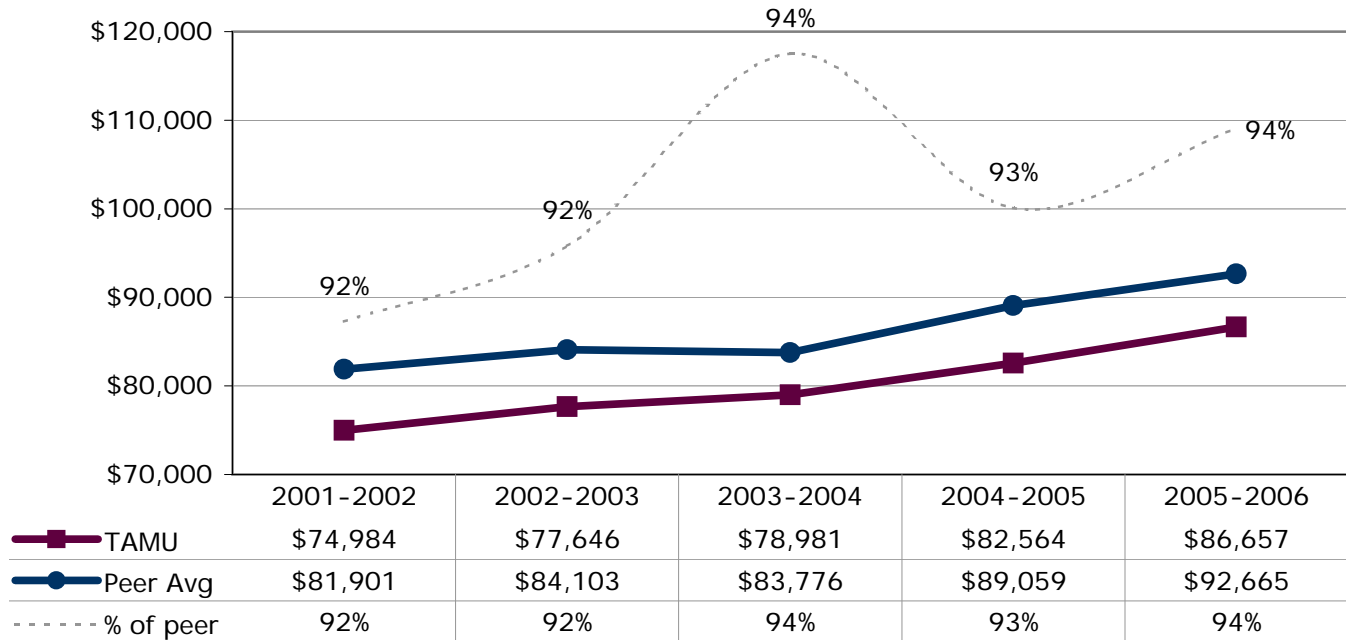
College	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
Texas A&M University	Professor	\$104,177	791	\$112,233	(1) 6,971	0.93
	Assoc Prof	\$73,067	412	\$78,474	(1) 3,433	0.93
	Assist Prof	\$65,693	394	\$68,221	(1) 3,086	0.96
	All Ranks	\$86,657	1,597	\$92,665	(1) 13,490	0.94

* TAMU average salary divided by peer average salary
(1) Peer averages are weighted by TAMU faculty distribution

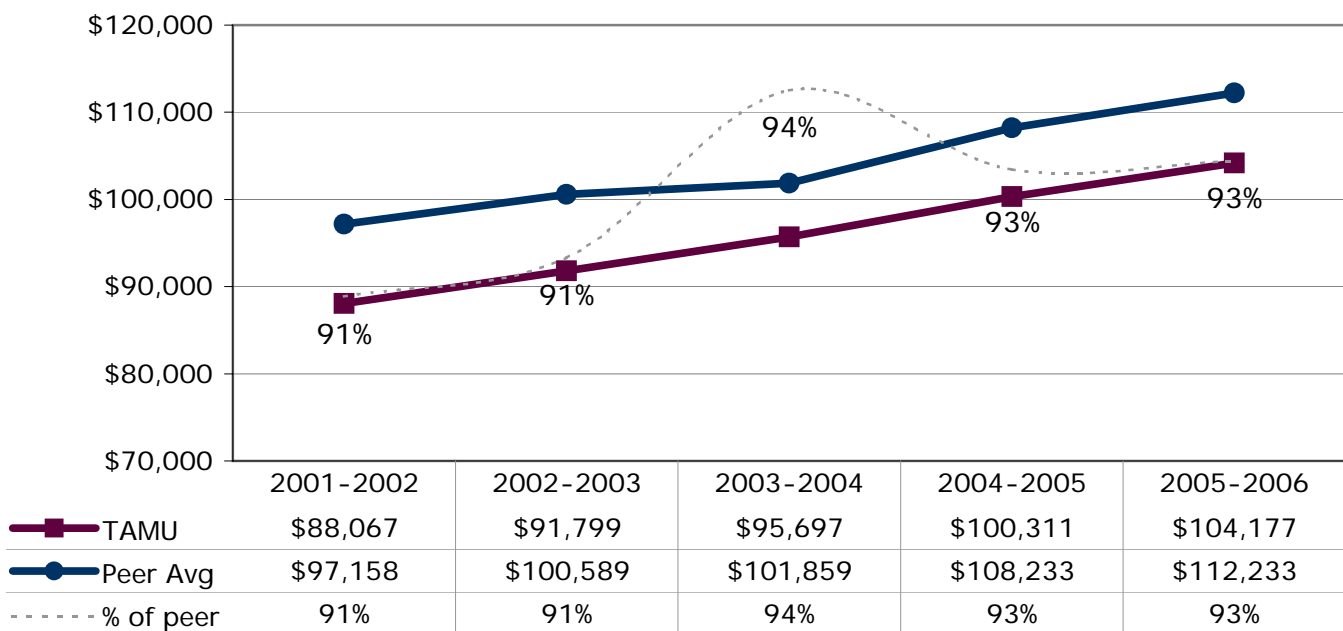
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

All Ranks



Professor

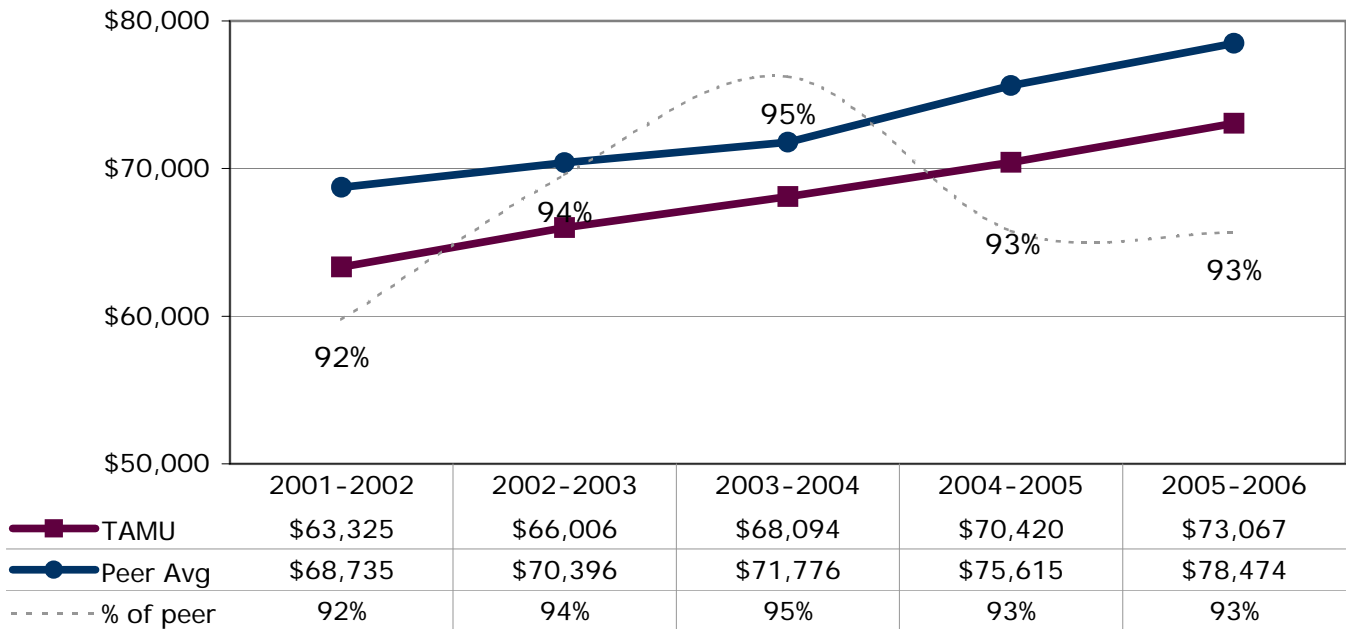


Note: Percentage labels represent TAMU average salary divided by peer average salary.
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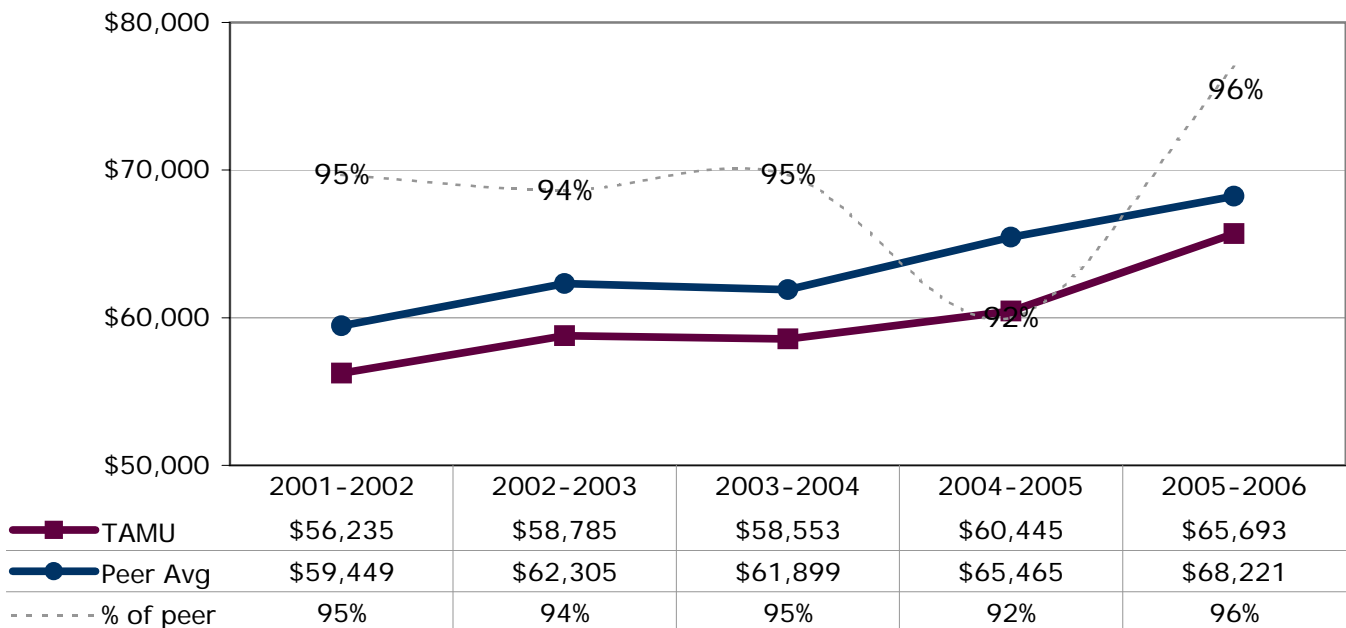
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
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Texas A&M University
College of Agriculture & Life Sciences
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AGED	Professor	\$93,396	23	\$104,096	155	0.90
	Assoc Prof	\$70,094	3	\$79,669	48	0.88
	Assist Prof	\$61,489	3	\$76,765	50	0.80
	All Ranks	\$87,685	29	\$98,742 (1)	253	0.89
AGED	Professor	\$88,735	5	\$102,817	13	0.86
	Assoc Prof	\$71,570	5	\$71,326	7	1.00
	Assist Prof	\$51,668	7	\$61,058	6	0.85
	All Ranks	\$68,424	17	\$76,360 (1)	26	0.90
ANSC	Professor	\$85,927	17	\$93,173	308	0.92
	Assoc Prof	\$69,158	9	\$71,049	146	0.97
	Assist Prof	\$55,115	5	\$58,026	100	0.95
	All Ranks	\$76,089	31	\$81,081 (1)	554	0.94
BAEN	Professor	\$97,728	12	\$100,411	86	0.97
	Assoc Prof	\$68,962	3	\$77,149	39	0.89
	Assist Prof	\$59,915	3	\$65,622	40	0.91
	All Ranks	\$86,632	18	\$90,736 (1)	165	0.95
BCBP	Professor	\$99,912	14	\$111,724	75	0.89
	Assoc Prof	\$61,035	6	\$72,071	27	0.85
	Assist Prof	\$56,746	5	\$63,395	24	0.90
	All Ranks	\$81,948	25	\$92,541 (1)	126	0.89
ENTO	Professor	\$90,654	13	\$90,703	128	1.00
	Assoc Prof	\$60,822	5	\$65,403	58	0.93
	Assist Prof	\$50,595	4	\$57,873	35	0.87
	All Ranks	\$76,591	22	\$78,984 (1)	221	0.97
FRSC	Professor	\$83,845	1	\$89,539	81	0.94
	Assoc Prof	\$56,411	6	\$67,167	52	0.84
	Assist Prof	\$53,608	3	\$55,628	43	0.96
	All Ranks	\$58,314	10	\$65,943 (1)	176	0.88
HRSC	Professor	\$88,854	8	\$84,654	151	1.05
	Assoc Prof	\$62,594	5	\$66,144	82	0.95
	Assist Prof	\$53,323	2	\$57,603	60	0.93
	All Ranks	\$75,363	15	\$74,877 (1)	293	1.01
PLPM	Professor	\$77,520	9	\$90,479	81	0.86
	Assoc Prof	\$59,127	1	\$66,070	24	0.89
	Assist Prof	\$55,442	5	\$57,850	26	0.96
	All Ranks	\$68,934	15	\$77,975 (1)	131	0.88

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Agriculture & Life Sciences
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
POSC	Professor	\$87,691	4	\$81,424	17	1.08
	Assoc Prof	\$67,076	3	\$67,963	7	0.99
	Assist Prof	\$52,849	2	\$61,051	5	0.87
	All Ranks	\$73,077	9	\$72,410 (1)	29	1.01
RLEM	Professor	\$77,048	8	\$106,021	49	0.73
	Assoc Prof	\$66,033	4	\$78,231	19	0.84
	Assist Prof	\$64,998	1	\$61,383	17	1.06
	All Ranks	\$72,732	13	\$94,036 (1)	85	0.77
RPTS	Professor	\$90,075	6	\$95,609	21	0.94
	Assoc Prof	\$60,917	7	\$71,411	33	0.85
	Assist Prof	\$53,119	5	\$56,576	21	0.94
	All Ranks	\$68,470	18	\$75,356 (1)	75	0.91
SCSC	Professor	\$75,270	17	\$85,794	173	0.88
	Assoc Prof	\$58,970	3	\$67,573	68	0.87
	Assist Prof	\$52,048	3	\$59,821	69	0.87
	All Ranks	\$70,115	23	\$80,030 (1)	310	0.88
WFSC	Professor	\$83,499	15	\$88,952	32	0.94
	Assoc Prof	\$56,438	5	\$64,836	22	0.87
	Assist Prof	\$56,350	3	\$56,405	17	1.00
	All Ranks	\$74,075	23	\$79,464 (1)	71	0.93
COLLEGE	Professor	\$87,727	152	\$95,801 (1)	1,370	0.92
	Assoc Prof	\$63,526	65	\$70,298 (1)	632	0.90
	Assist Prof	\$54,779	51	\$60,383 (1)	513	0.91
	All Ranks	\$75,588	268	\$82,876 (1)	2,515	0.91

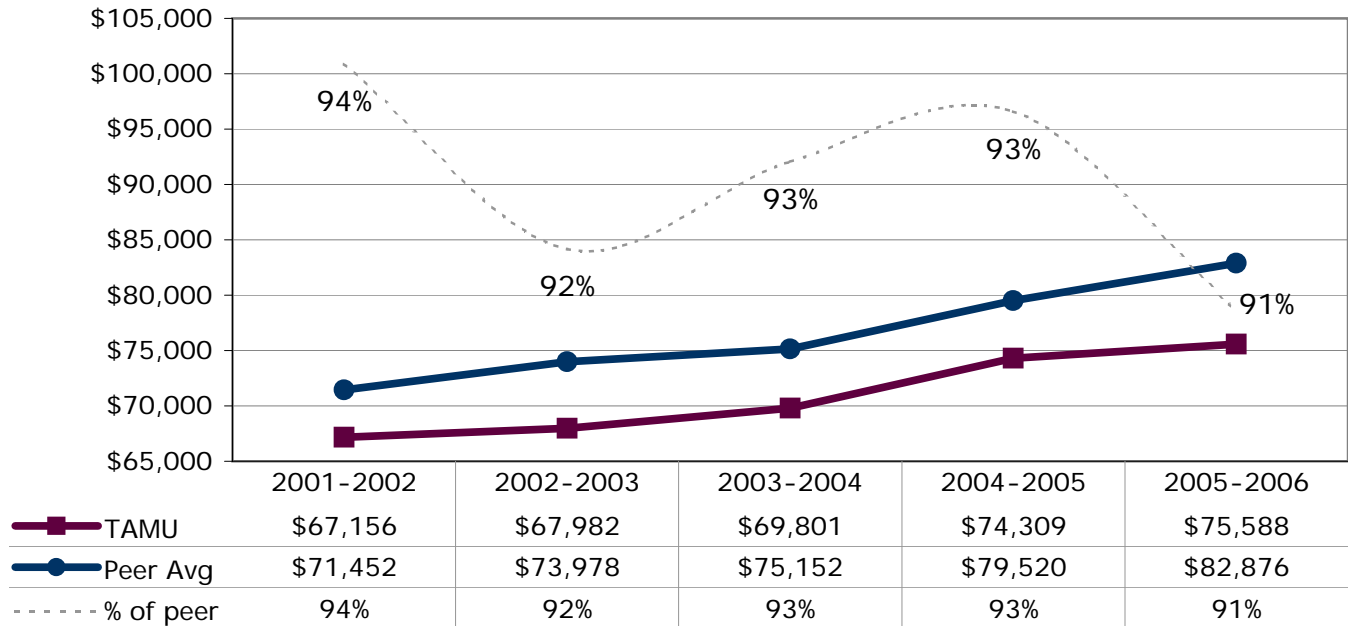
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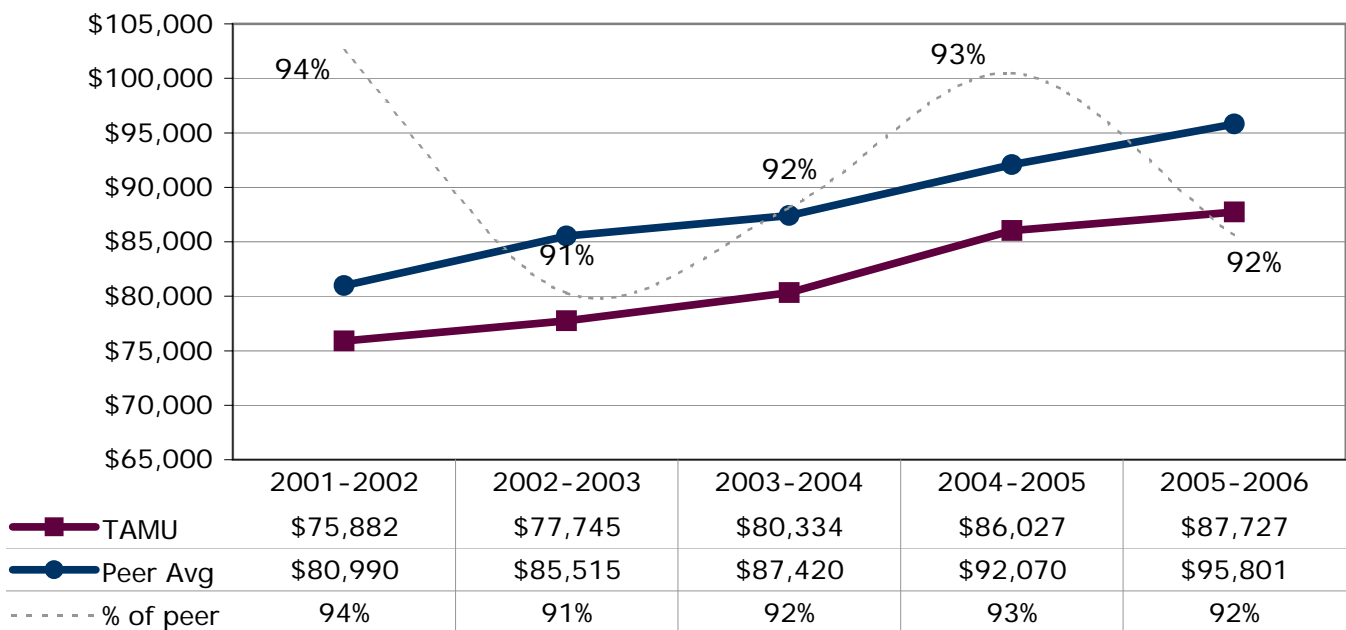
Texas A&M Salaries vs Aggregated College Peer Groups

College of Agriculture & Life Sciences

All Ranks



Professor

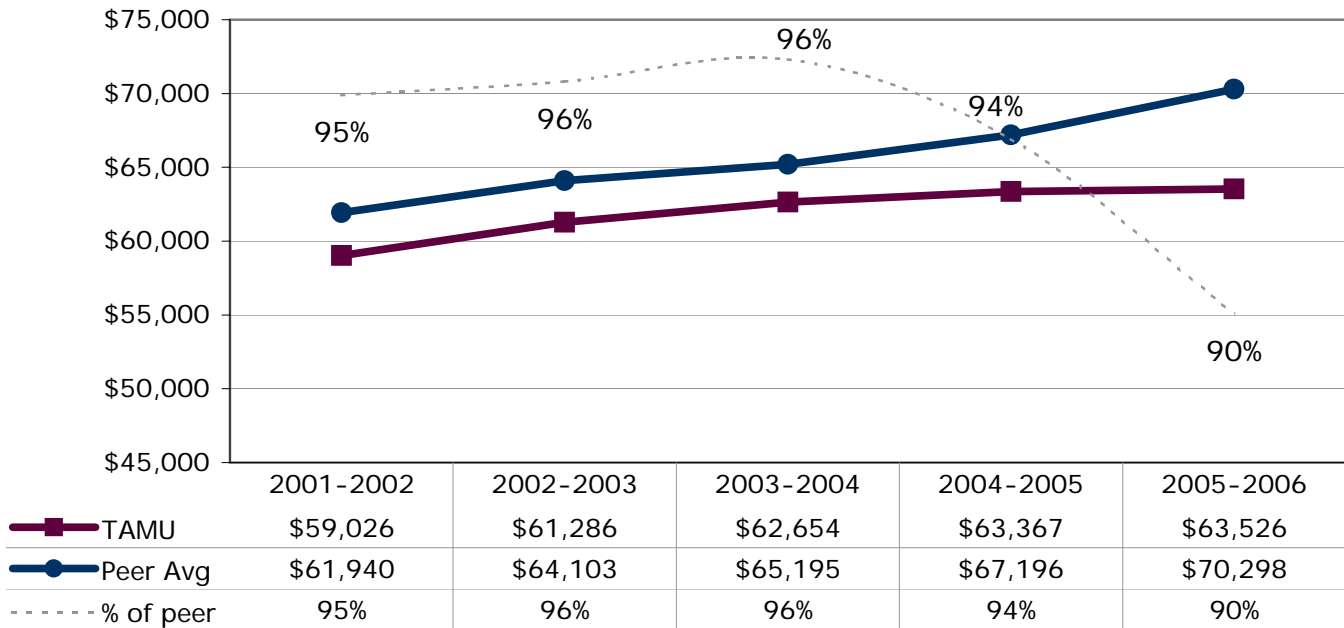


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 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

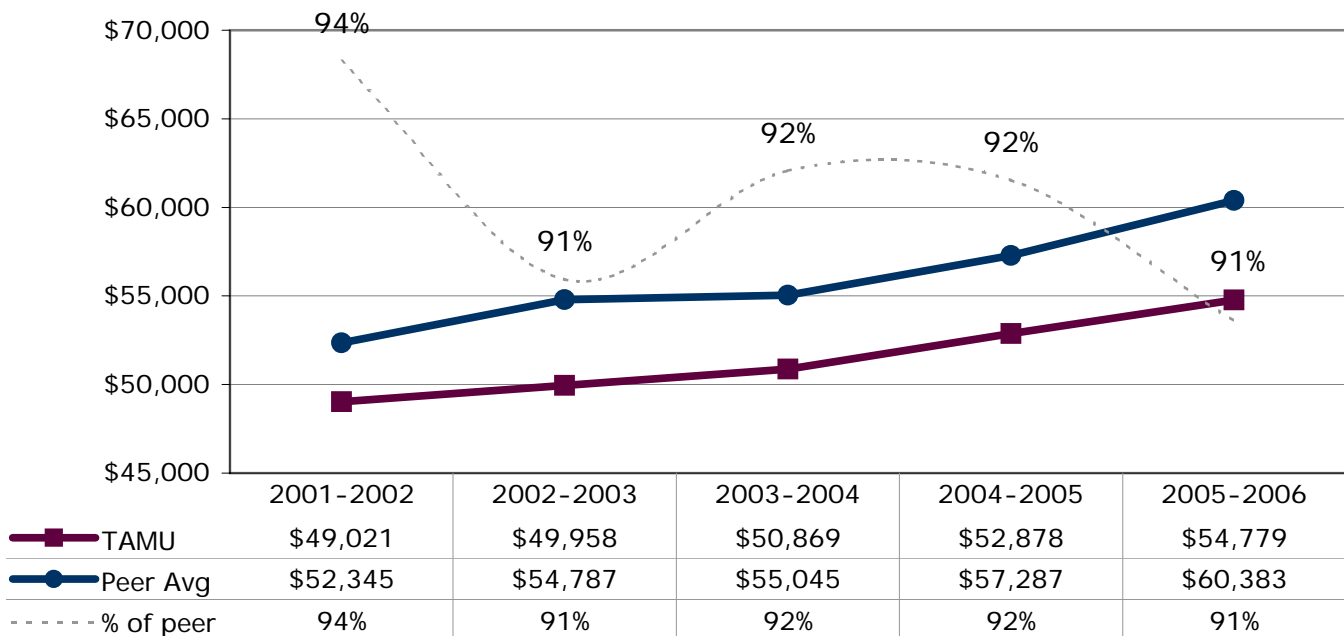
Texas A&M Salaries vs Aggregated College Peer Groups

College of Agriculture & Life Sciences

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

Texas A&M University
College of Architecture
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ARCH	Professor	\$92,070	18	\$96,396	88	0.96
	Assoc Prof	\$67,916	13	\$71,301	104	0.95
	Assist Prof	\$54,966	10	\$55,279	74	0.99
	All Ranks	\$75,362	41	\$78,411	(1) 266	0.96
COSC	Professor	\$92,827	4	\$104,376	7	0.89
	Assoc Prof	\$59,587	7	\$85,899	8	0.69
	Assist Prof	\$56,582	5	\$65,788	5	0.86
	All Ranks	\$66,958	16	\$84,234	(1) 20	0.79
LAUP	Professor	\$101,498	10	\$100,848	26	1.01
	Assoc Prof	\$68,621	8	\$69,477	39	0.99
	Assist Prof	\$55,887	8	\$55,739	31	1.00
	All Ranks	\$77,348	26	\$77,315	(1) 96	1.00
COLLEGE	Professor	\$95,111	32	\$98,785	(1) 121	0.96
	Assoc Prof	\$66,035	28	\$74,429	(1) 151	0.89
	Assist Prof	\$55,638	23	\$57,723	(1) 110	0.96
	All Ranks	\$74,364	83	\$79,190	(1) 382	0.94

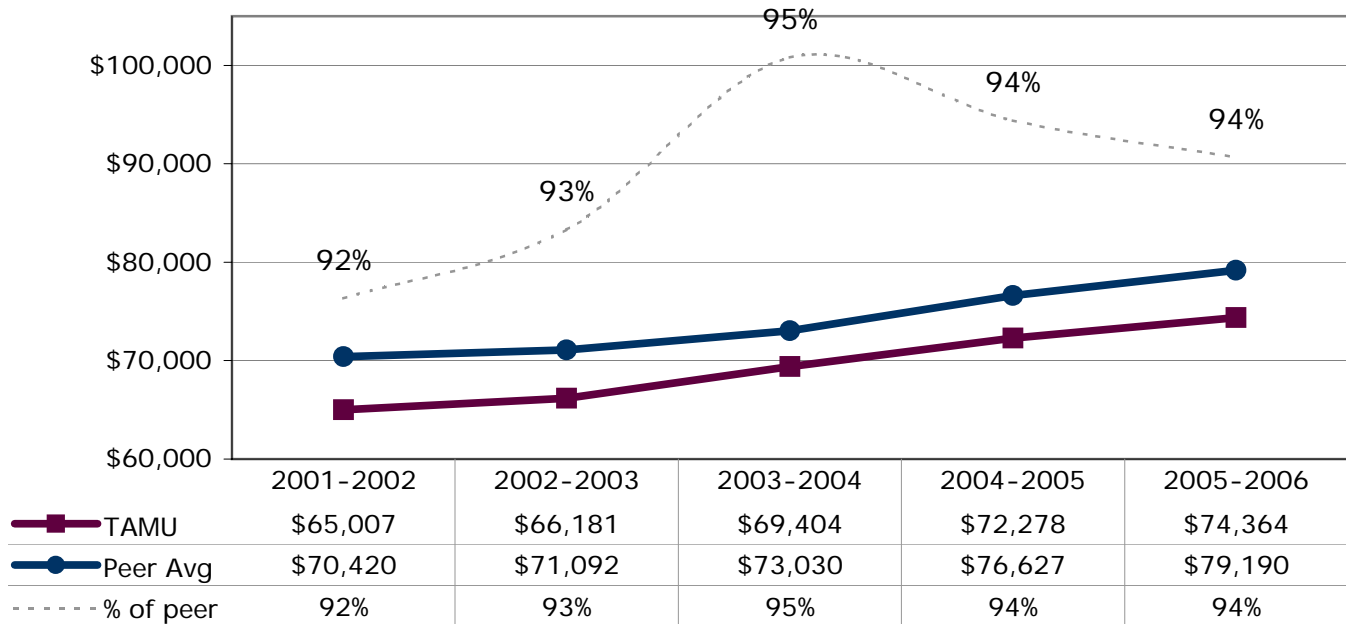
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

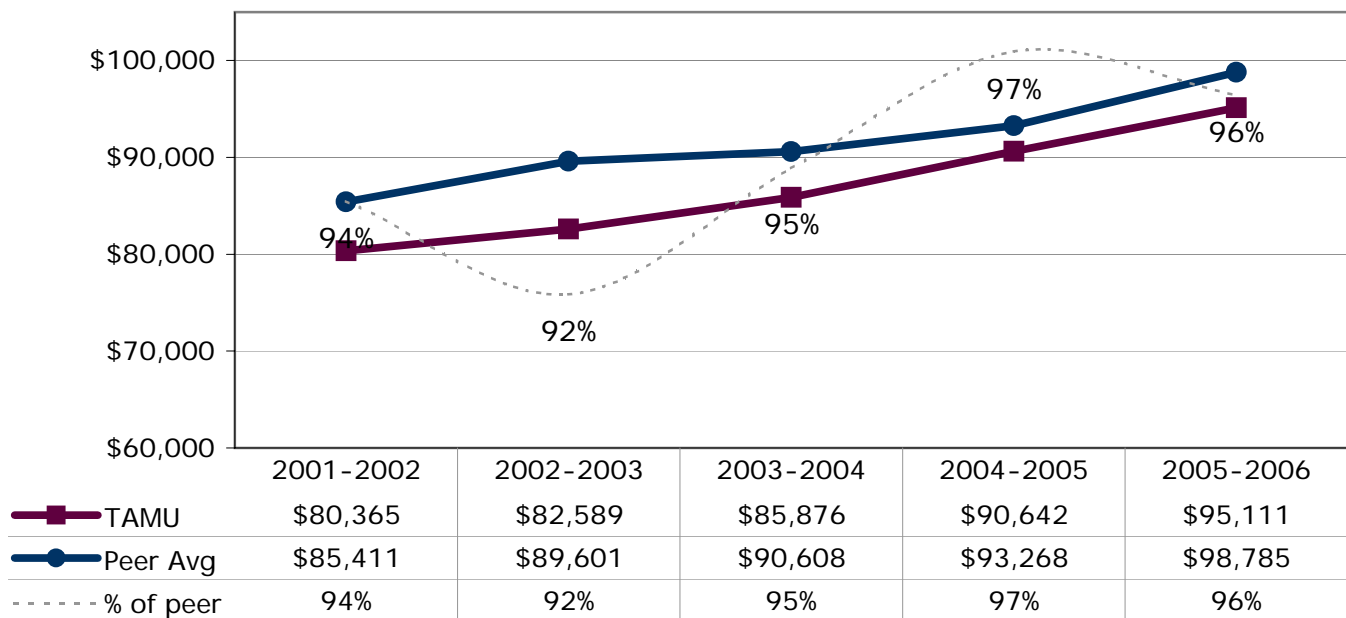
Texas A&M Salaries vs Aggregated College Peer Groups

College of Architecture

All Ranks



Professor

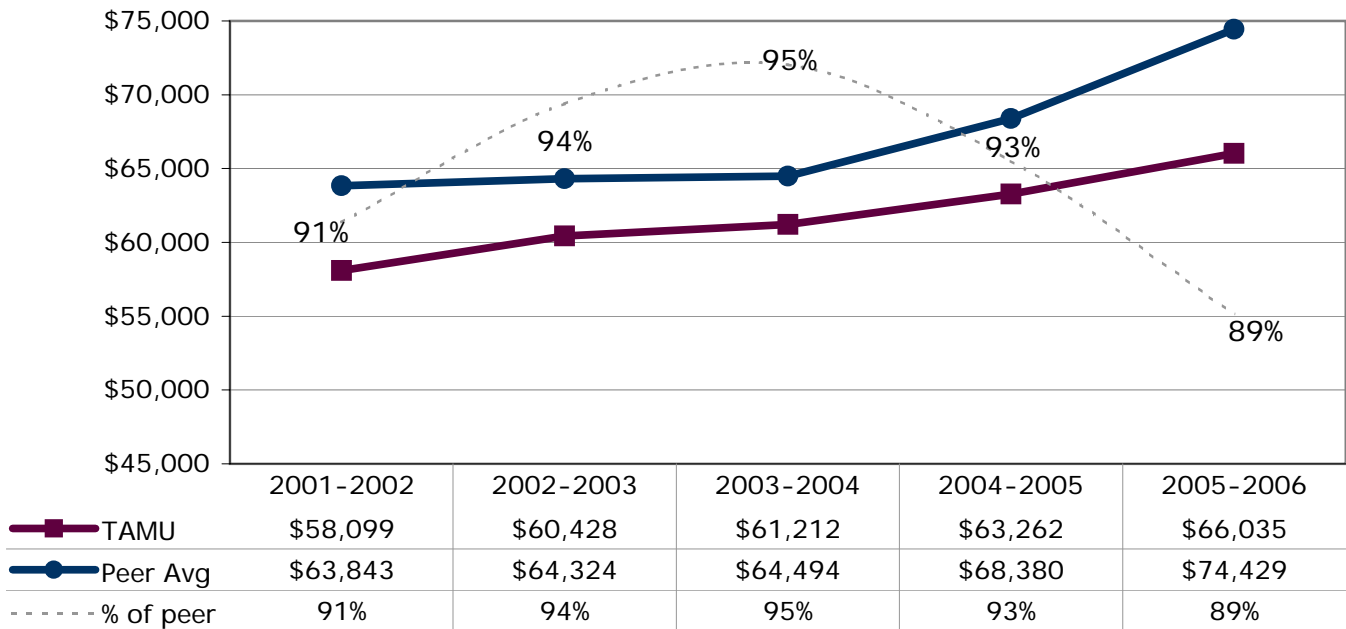


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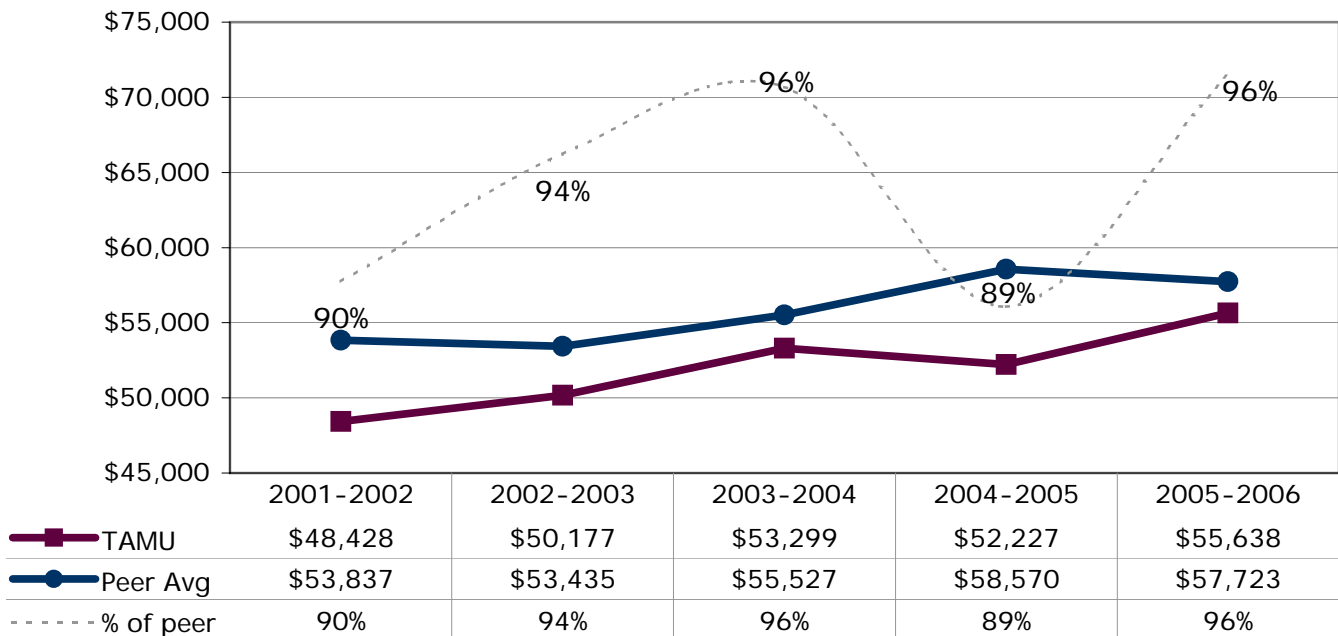
Texas A&M Salaries vs Aggregated College Peer Groups

College of Architecture

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
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Texas A&M University
College of Business Administration
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ACCT	Professor	\$146,859	15	\$168,013	61	0.87
	Assoc Prof	\$147,113	9	\$124,246	39	1.18
	Assist Prof	\$149,400	1	\$141,690	37	1.05
	All Ranks	\$147,052	25	\$151,204 (1)	137	0.97
FINC	Professor	\$173,671	9	\$170,361	56	1.02
	Assoc Prof	\$158,483	3	\$131,672	29	1.20
	Assist Prof	\$158,666	3	\$139,666	41	1.14
	All Ranks	\$167,632	15	\$156,484 (1)	126	1.07
INFO	Professor	\$138,844	8	\$144,718	30	0.96
	Assoc Prof	\$116,901	4	\$104,710	24	1.12
	Assist Prof	\$109,244	4	\$88,984	57	1.23
	All Ranks	\$125,958	16	\$120,783 (1)	111	1.04
MGMT	Professor	\$157,379	8	\$161,971	215	0.97
	Assoc Prof	\$122,547	5	\$121,689	87	1.01
	Assist Prof	\$118,298	8	\$113,143	141	1.05
	All Ranks	\$134,198	21	\$133,779 (1)	443	1.00
MKTG	Professor	\$160,479	11	\$169,038	48	0.95
	Assoc Prof	\$112,529	3	\$115,607	25	0.97
	Assist Prof	\$110,123	4	\$114,444	28	0.96
	All Ranks	\$141,297	18	\$148,001 (1)	101	0.95
COLLEGE	Professor	\$154,921	51	\$164,047 (1)	410	0.94
	Assoc Prof	\$134,058	24	\$120,306 (1)	204	1.11
	Assist Prof	\$122,463	20	\$113,977 (1)	304	1.07
	All Ranks	\$142,817	95	\$142,455 (1)	918	1.00

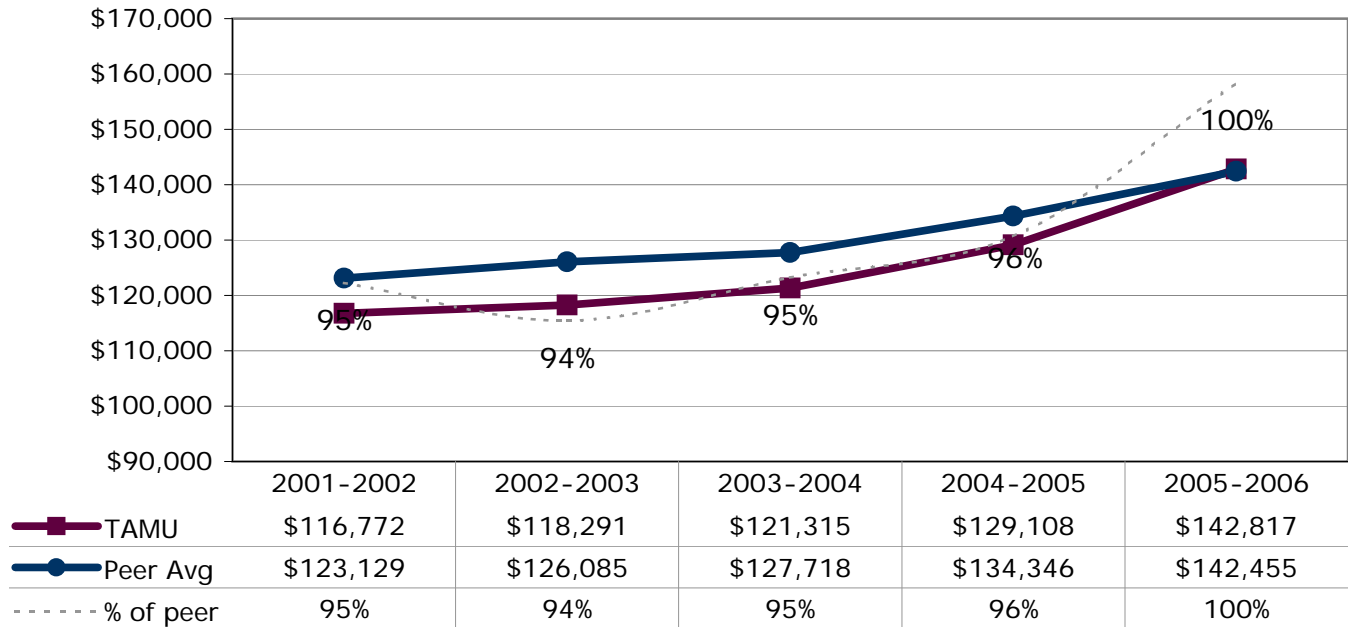
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

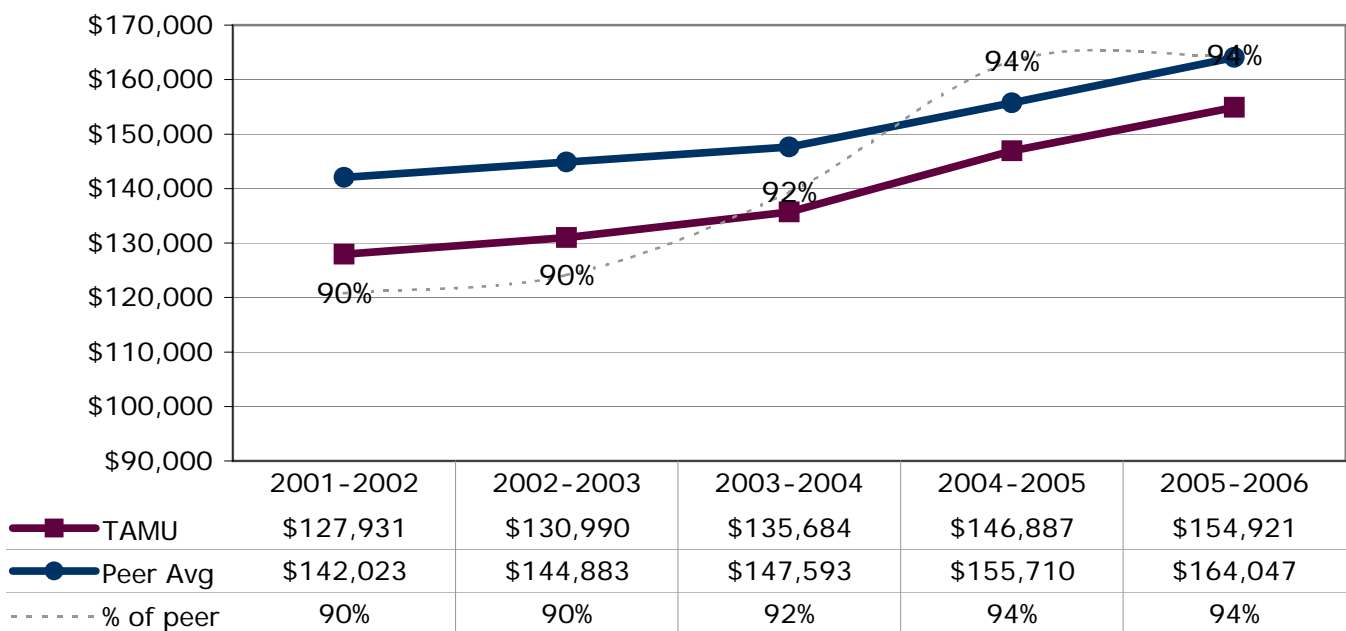
Texas A&M Salaries vs Aggregated College Peer Groups

College of Business Administration

All Ranks



Professor

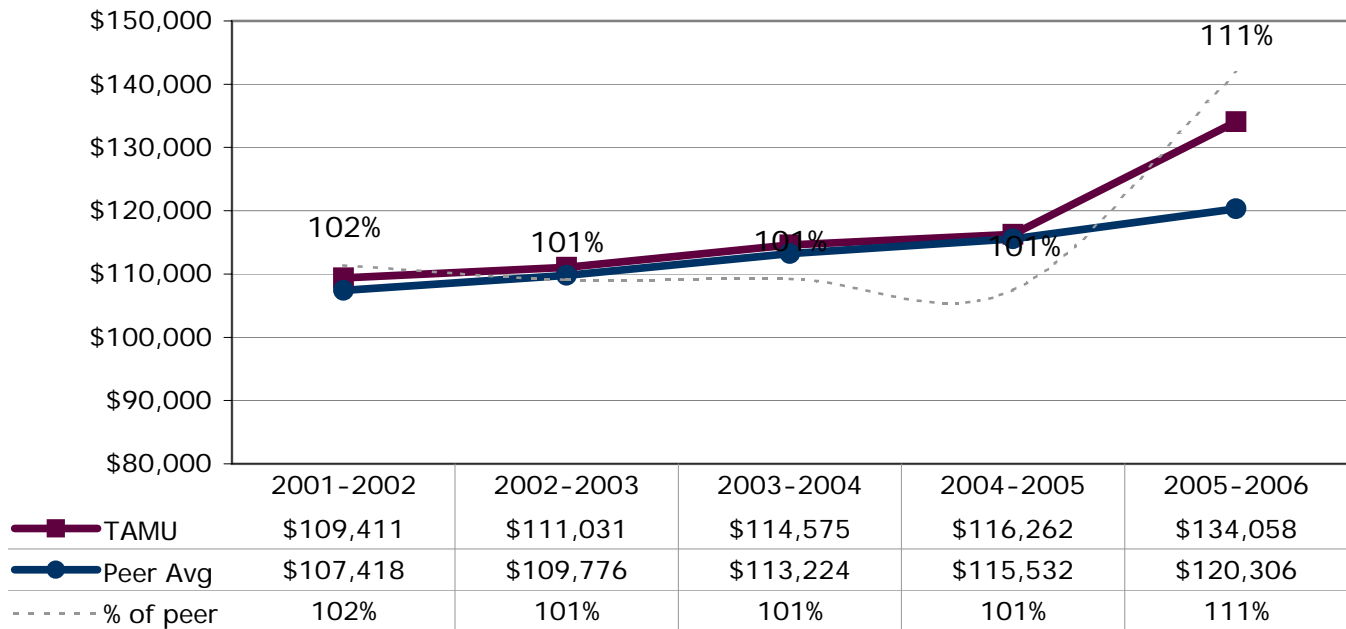


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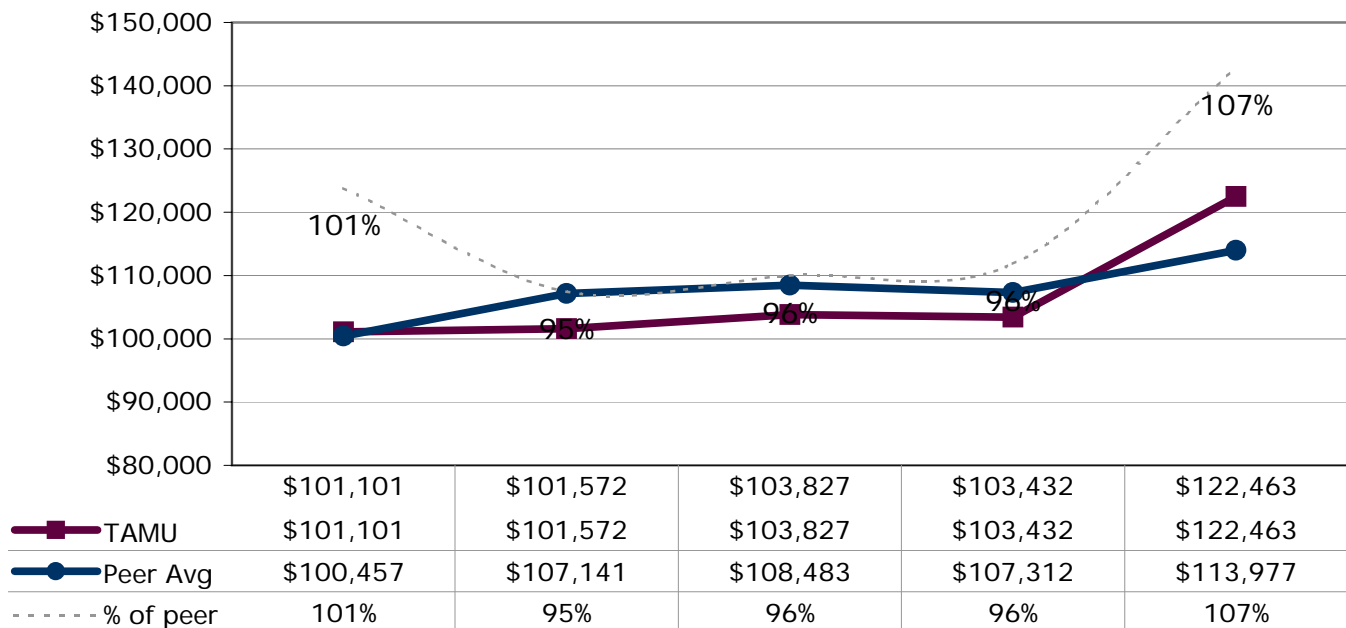
Texas A&M Salaries vs Aggregated College Peer Groups

College of Business Administration

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
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Texas A&M University
College of Education
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
EAHR	Professor	\$98,274	7	\$113,596	68	0.87
	Assoc Prof	\$72,172	6	\$83,331	42	0.87
	Assist Prof	\$58,502	9	\$61,119	30	0.96
	All Ranks	\$74,885	22	\$83,874 (1)	140	0.89
EPSY	Professor	\$97,760	15	\$92,444	85	1.06
	Assoc Prof	\$70,084	9	\$65,680	56	1.07
	Assist Prof	\$57,547	10	\$55,941	60	1.03
	All Ranks	\$78,607	34	\$74,623 (1)	201	1.05
HLKN	Professor	\$96,059	12	\$97,748	57	0.98
	Assoc Prof	\$68,894	10	\$67,609	89	1.02
	Assist Prof	\$67,247	9	\$57,968	62	1.16
	All Ranks	\$78,931	31	\$76,477 (1)	208	1.03
TLAC	Professor	\$100,284	10	\$93,664	83	1.07
	Assoc Prof	\$68,141	10	\$67,931	53	1.00
	Assist Prof	\$56,008	5	\$56,359	60	0.99
	All Ranks	\$78,572	25	\$75,910 (1)	196	1.04
COLLEGE	Professor	\$97,952	44	\$97,533 (1)	293	1.00
	Assoc Prof	\$69,547	35	\$69,900 (1)	240	0.99
	Assist Prof	\$60,220	33	\$57,969 (1)	212	1.04
	All Ranks	\$77,958	112	\$77,241 (1)	745	1.01

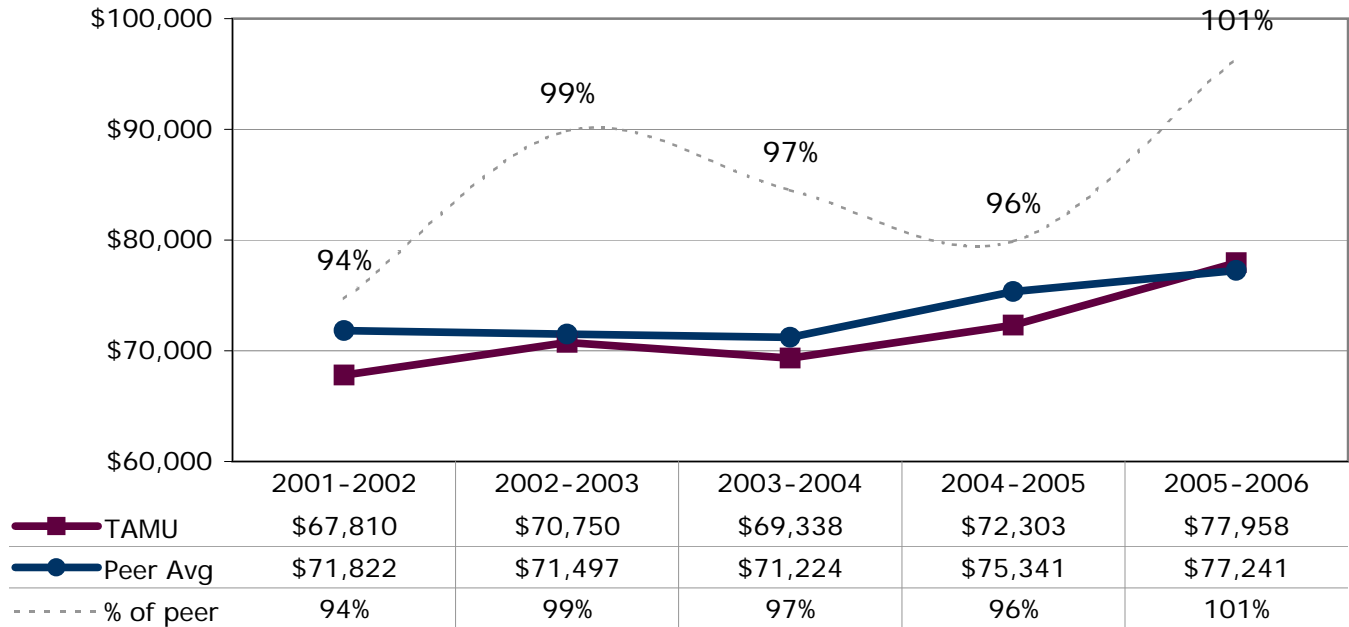
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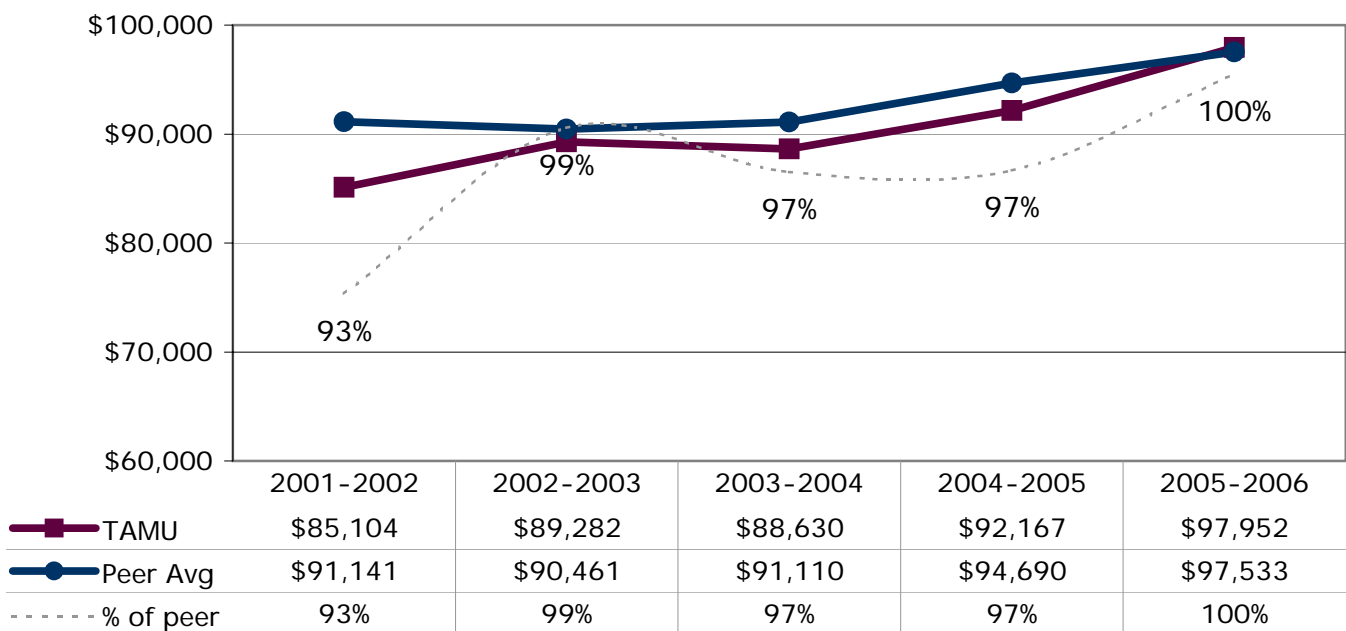
Texas A&M Salaries vs Aggregated College Peer Groups

College of Education

All Ranks



Professor

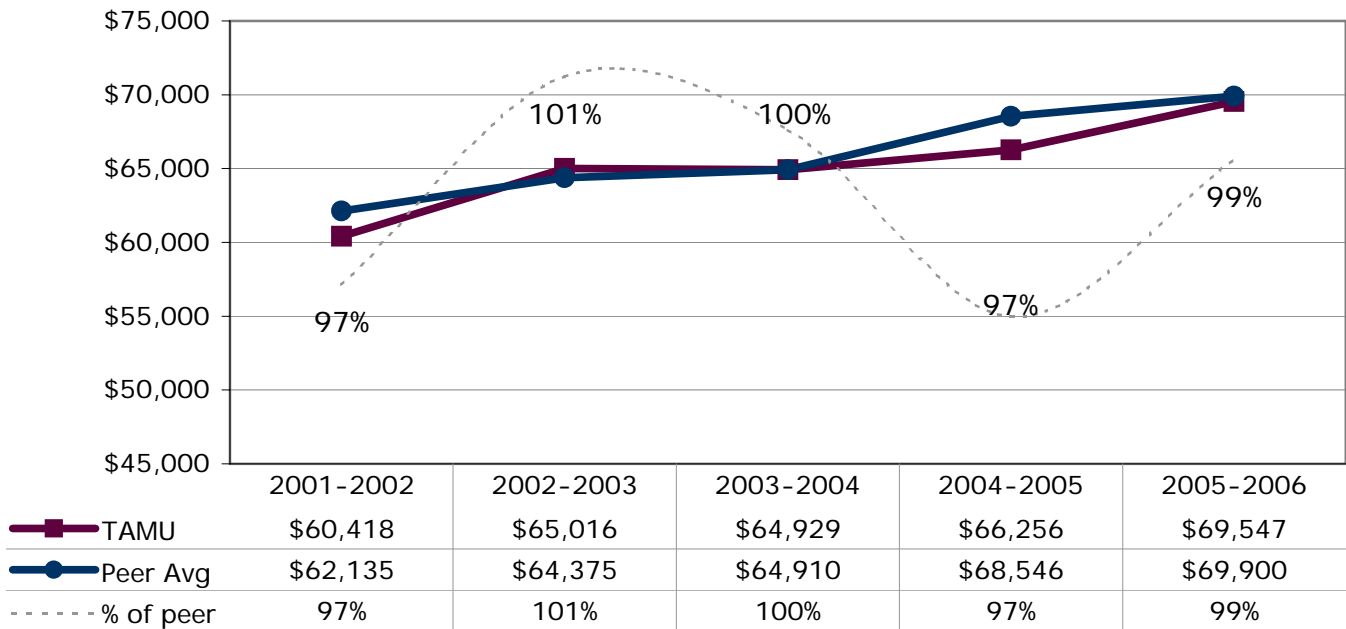


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

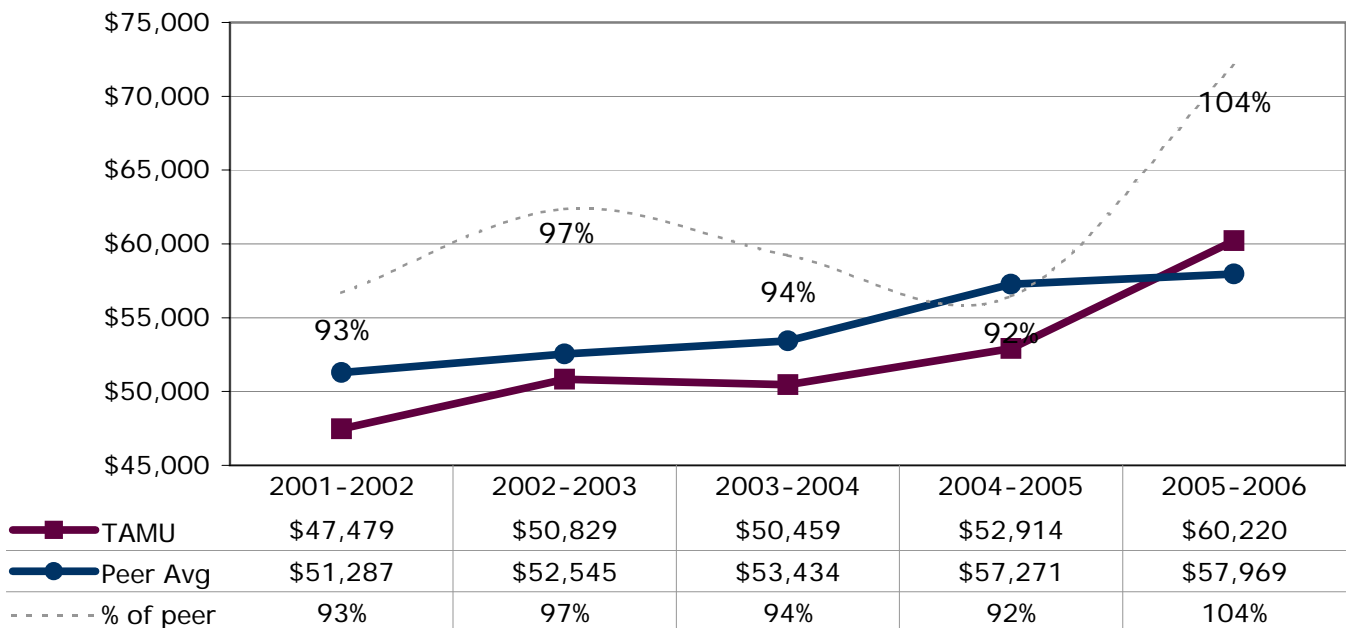
Texas A&M Salaries vs Aggregated College Peer Groups

College of Education

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

Texas A&M University
College of Engineering
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AERO	Professor	\$122,233	13	\$125,693	82	0.97
	Assoc Prof	\$84,513	7	\$93,761	25	0.90
	Assist Prof	\$78,152	7	\$79,372	17	0.98
	All Ranks	\$101,025	27	\$105,405 ⁽¹⁾	124	0.96
BMEN	Professor	\$112,829	6	\$137,598	19	0.82
	Assoc Prof	\$56,286	1	\$95,313	12	0.59
	Assist Prof	\$76,794	6	\$77,744	30	0.99
	All Ranks	\$91,848	13	\$106,720 ⁽¹⁾	61	0.86
CHEN	Professor	\$131,110	10	\$140,167	67	0.94
	Assoc Prof	\$90,000	1	\$92,098	25	0.98
	Assist Prof	\$76,508	7	\$81,842	23	0.93
	All Ranks	\$107,592	18	\$114,815 ⁽¹⁾	115	0.94
CPSC	Professor	\$116,855	13	\$130,902	147	0.89
	Assoc Prof	\$97,151	8	\$97,557	70	1.00
	Assist Prof	\$87,667	14	\$85,157	92	1.03
	All Ranks	\$100,676	35	\$104,982 ⁽¹⁾	309	0.96
CVEN	Professor	\$108,718	23	\$125,499	124	0.87
	Assoc Prof	\$78,273	15	\$87,704	63	0.89
	Assist Prof	\$68,852	12	\$77,675	61	0.89
	All Ranks	\$90,017	50	\$102,683 ⁽¹⁾	248	0.88
ECEN	Professor	\$121,771	26	\$130,788	242	0.93
	Assoc Prof	\$87,664	9	\$97,654	90	0.90
	Assist Prof	\$80,242	14	\$85,930	84	0.93
	All Ranks	\$103,641	49	\$111,886 ⁽¹⁾	416	0.93
ETID	Professor	\$103,806	5	\$124,041	302	0.84
	Assoc Prof	\$78,996	9	\$84,933	79	0.93
	Assist Prof	\$61,799	5	\$75,378	85	0.82
	All Ranks	\$80,999	19	\$92,710 ⁽¹⁾	466	0.87
ISEN	Professor	\$114,974	8	\$132,294	48	0.87
	Assoc Prof	\$90,013	4	\$87,866	23	1.02
	Assist Prof	\$73,504	6	\$80,772	25	0.91
	All Ranks	\$95,604	18	\$105,247 ⁽¹⁾	96	0.91
MEEN	Professor	\$125,364	22	\$124,070	168	1.01
	Assoc Prof	\$80,292	11	\$90,311	81	0.89
	Assist Prof	\$69,066	10	\$79,396	47	0.87
	All Ranks	\$100,741	43	\$105,045 ⁽¹⁾	296	0.96

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Engineering
Salaries for 2005-2006

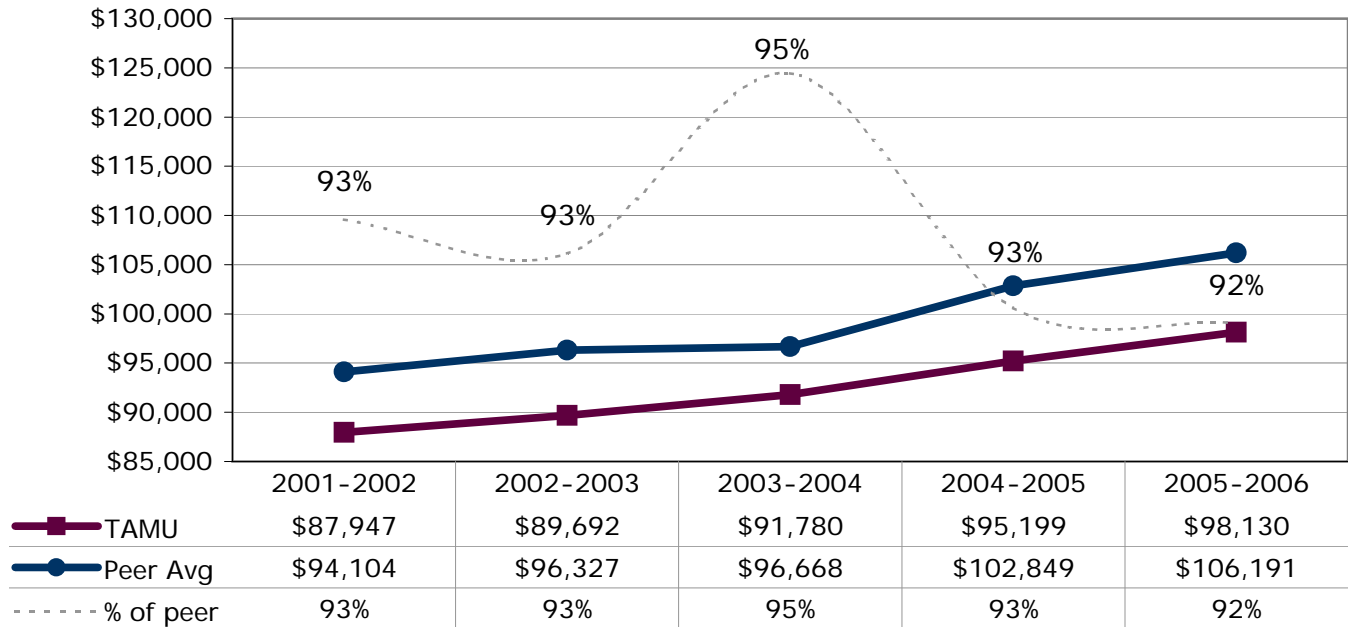
DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
NUEN	Professor	\$114,494	8	\$141,049	22	0.81
	Assoc Prof	\$86,888	1	\$96,260	9	0.90
	Assist Prof	\$67,136	3	\$64,172	5	1.05
	All Ranks	\$100,354	12	\$118,097 ⁽¹⁾	36	0.85
PETE	Professor	\$119,215	11	\$116,553	8	1.02
	Assoc Prof	\$86,325	6	\$90,832	3	0.95
	Assist Prof	\$73,482	2	\$83,978	4	0.88
	All Ranks	\$104,015	19	\$105,002 ⁽¹⁾	15	0.99
COLLEGE	Professor	\$118,531	145	\$128,749 ⁽¹⁾	1,229	0.92
	Assoc Prof	\$83,850	72	\$91,238 ⁽¹⁾	480	0.92
	Assist Prof	\$75,691	86	\$80,677 ⁽¹⁾	473	0.94
	All Ranks	\$98,130	303	\$106,191 ⁽¹⁾	2,182	0.92

* TAMU average salary divided by peer average salary
(1) Peer averages are weighted by TAMU faculty distribution

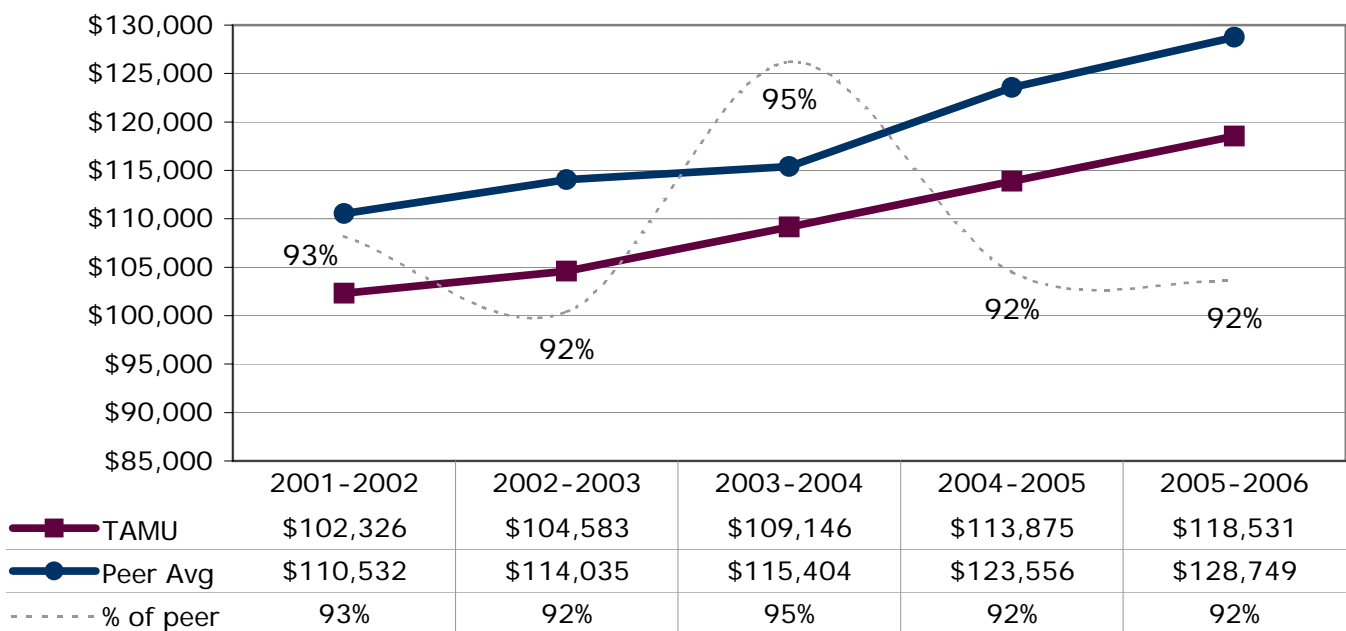
Texas A&M Salaries vs Aggregated College Peer Groups

College of Engineering

All Ranks



Professor

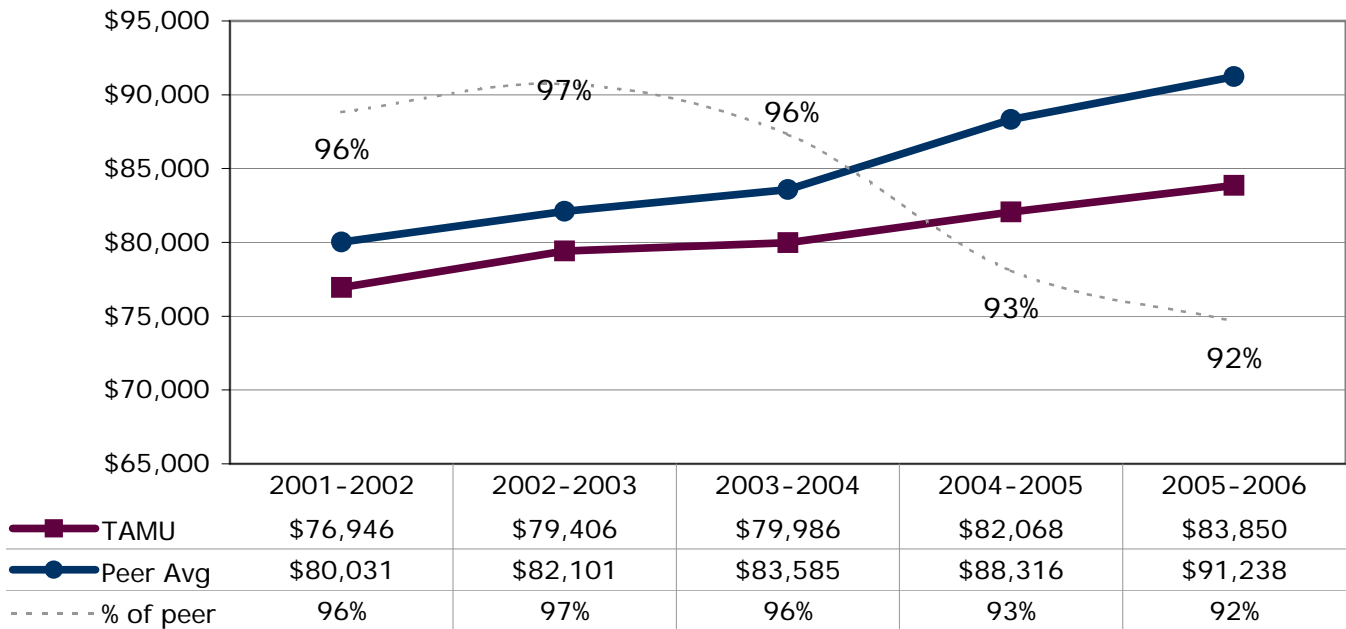


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

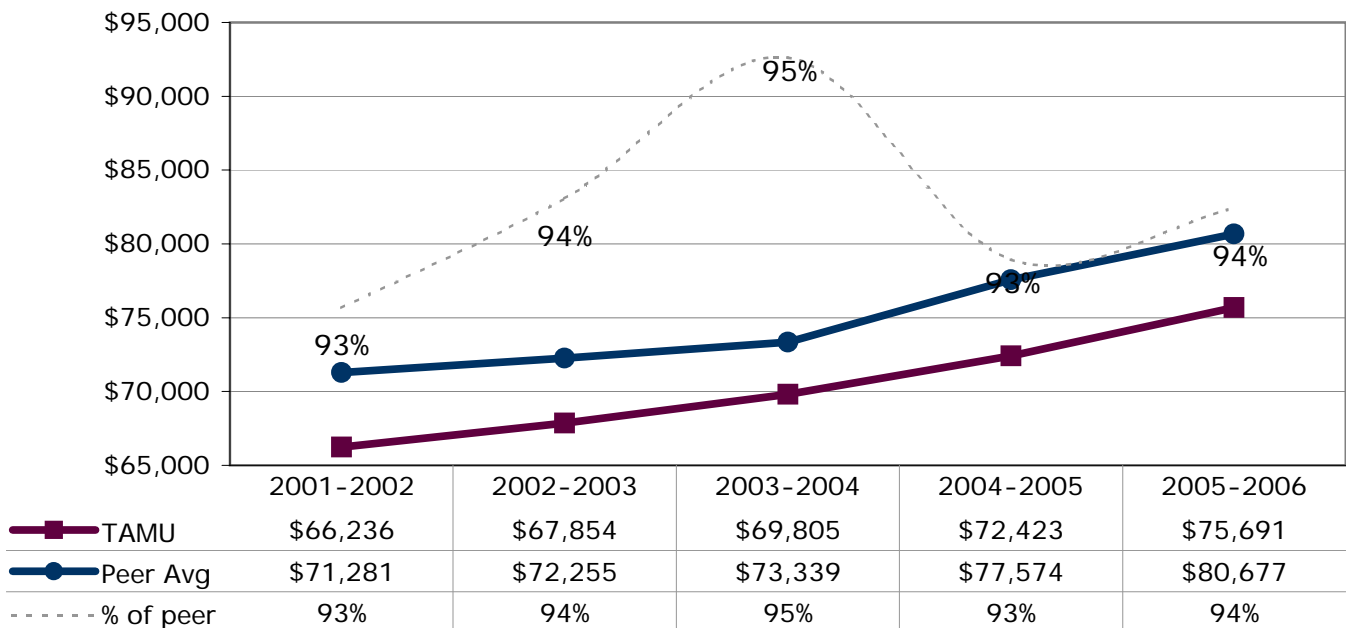
Texas A&M Salaries vs Aggregated College Peer Groups

College of Engineering

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

Texas A&M University
College of Geosciences
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ATMO	Professor	\$98,512	6	\$119,933	40	0.82
	Assoc Prof	\$67,694	4	\$80,828	14	0.84
	Assist Prof	\$58,426	6	\$60,827	9	0.96
	All Ranks	\$75,775	16	\$87,992 (1)	63	0.86
GEOG	Professor	\$85,529	5	\$103,290	46	0.83
	Assoc Prof	\$62,475	4	\$67,752	21	0.92
	Assist Prof	\$52,379	8	\$58,511	26	0.90
	All Ranks	\$64,505	17	\$73,856 (1)	93	0.87
GEPL	Professor	\$89,636	16	\$104,708	123	0.86
	Assoc Prof	\$69,660	7	\$72,118	34	0.97
	Assist Prof	\$59,397	4	\$65,463	27	0.91
	All Ranks	\$79,977	27	\$90,445 (1)	184	0.88
OCNG	Professor	\$98,071	14	\$100,803	17	0.97
	Assoc Prof	\$63,590	5	\$68,491	9	0.93
	Assist Prof	\$55,583	6	\$51,445	4	1.08
	All Ranks	\$80,978	25	\$82,495 (1)	30	0.98
COLLEGE	Professor	\$93,314	41	\$105,430 (1)	226	0.89
	Assoc Prof	\$66,312	20	\$72,080 (1)	78	0.92
	Assist Prof	\$55,861	24	\$58,482 (1)	66	0.96
	All Ranks	\$76,386	85	\$84,327 (1)	370	0.91

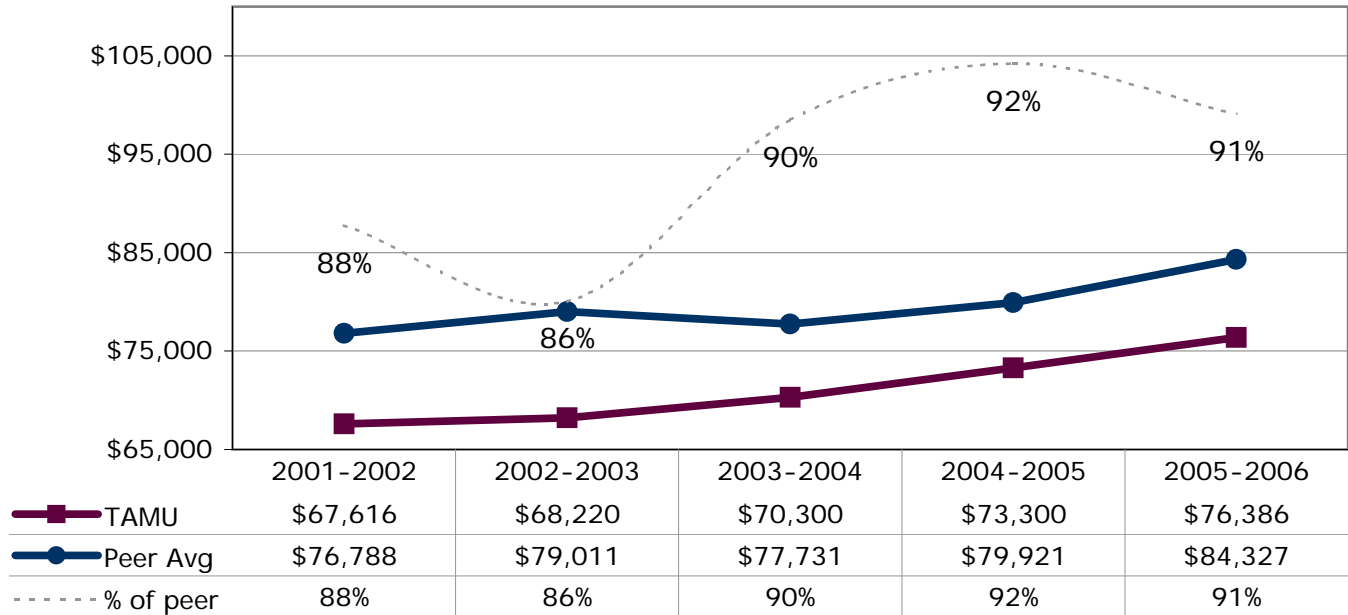
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

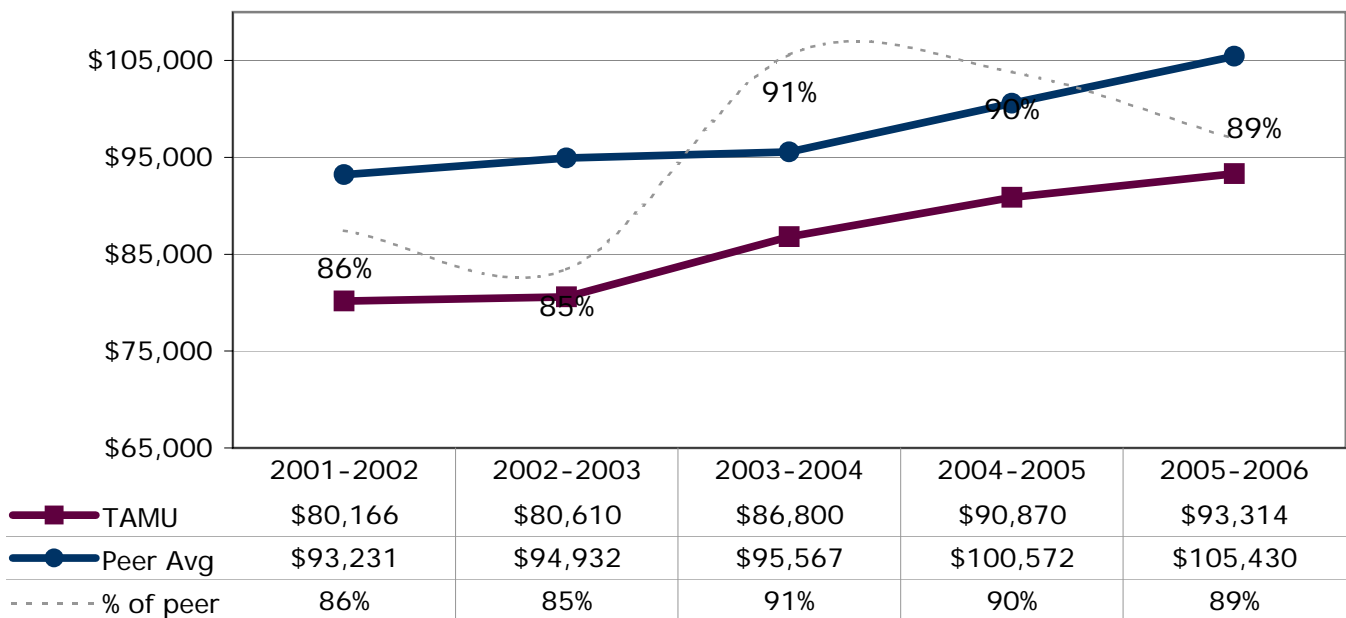
Texas A&M Salaries vs Aggregated College Peer Groups

College of Geosciences

All Ranks



Professor

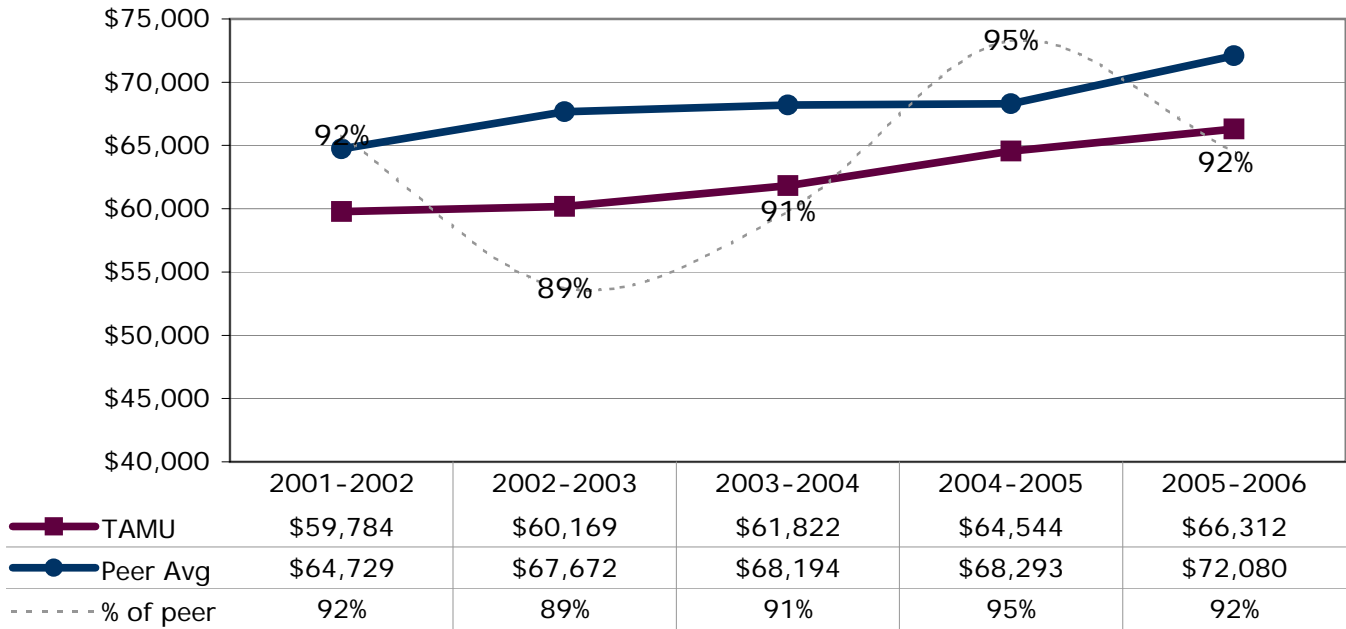


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

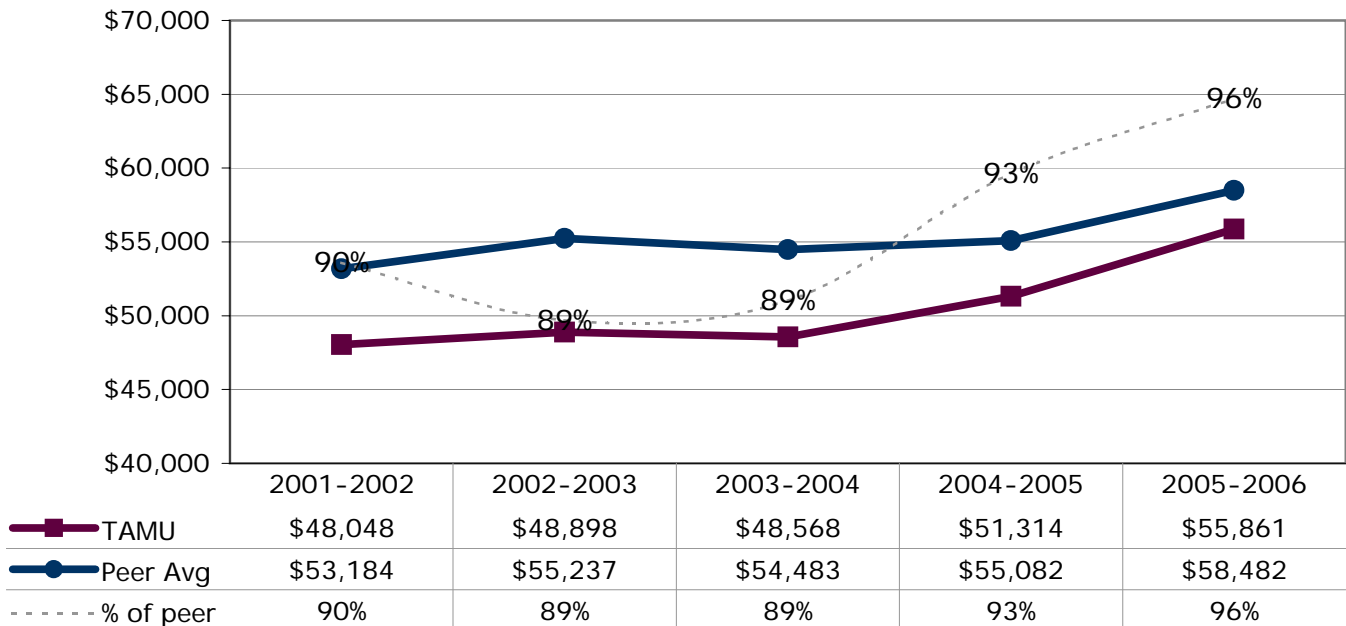
Texas A&M Salaries vs Aggregated College Peer Groups

College of Geosciences

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

Texas A&M University
College of Liberal Arts
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ANTH	Professor	\$78,718	5	\$93,083	77	0.85
	Assoc Prof	\$58,223	9	\$66,686	51	0.87
	Assist Prof	\$49,480	7	\$53,980	45	0.92
	All Ranks	\$60,188	21	\$68,736 (1)	173	0.88
COMM	Professor	\$95,460	8	\$102,730	54	0.93
	Assoc Prof	\$73,968	3	\$68,575	60	1.08
	Assist Prof	\$57,722	7	\$60,366	59	0.96
	All Ranks	\$77,202	18	\$80,562 (1)	173	0.96
ECON	Professor	\$119,027	12	\$146,598	132	0.81
	Assoc Prof	\$116,073	4	\$99,327	40	1.17
	Assist Prof	\$82,806	7	\$85,974	63	0.96
	All Ranks	\$107,489	23	\$119,926 (1)	235	0.90
ENGL	Professor	\$93,092	24	\$101,660	364	0.92
	Assoc Prof	\$62,209	16	\$66,610	233	0.93
	Assist Prof	\$53,238	9	\$55,410	144	0.96
	All Ranks	\$75,688	49	\$81,720 (1)	741	0.93
EURO	Professor	\$82,294	5	\$95,141	159	0.86
	Assoc Prof	\$50,320	10	\$65,309	99	0.77
	Assist Prof	\$45,414	3	\$54,588	59	0.83
	All Ranks	\$58,384	18	\$71,809 (1)	317	0.81
HISP	Professor	\$83,120	7	\$92,018	51	0.90
	Assoc Prof	\$59,568	3	\$65,801	58	0.91
	Assist Prof	\$49,716	4	\$53,471	42	0.93
	All Ranks	\$68,529	14	\$75,387 (1)	151	0.91
HIST	Professor	\$90,594	15	\$100,793	184	0.90
	Assoc Prof	\$57,560	15	\$68,398	135	0.84
	Assist Prof	\$52,391	11	\$54,520	79	0.96
	All Ranks	\$68,259	41	\$76,526 (1)	398	0.89
PHUM	Professor	\$86,793	7	\$95,232	103	0.91
	Assoc Prof	\$56,359	6	\$64,770	41	0.87
	Assist Prof	\$49,174	5	\$54,937	32	0.90
	All Ranks	\$66,199	18	\$73,885 (1)	176	0.90
POLS	Professor	\$116,876	17	\$116,452	127	1.00
	Assoc Prof	\$73,860	5	\$77,319	101	0.96
	Assist Prof	\$64,160	13	\$63,046	76	1.02
	All Ranks	\$91,151	35	\$91,025 (1)	304	1.00

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Liberal Arts
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
PRFM	Professor	\$82,325	4	\$82,586	252	1.00
	Assoc Prof	\$58,264	4	\$64,592	196	0.90
	Assist Prof	\$49,395	3	\$53,592	116	0.92
	All Ranks	\$64,595	11	\$68,135 (1)	564	0.95
PSYC	Professor	\$108,223	15	\$116,739	238	0.93
	Assoc Prof	\$74,640	6	\$70,300	96	1.06
	Assist Prof	\$62,330	10	\$62,666	84	0.99
	All Ranks	\$86,919	31	\$90,308 (1)	418	0.96
SOC1	Professor	\$104,095	13	\$110,493	117	0.94
	Assoc Prof	\$71,146	5	\$72,994	53	0.97
	Assist Prof	\$55,186	9	\$60,881	61	0.91
	All Ranks	\$81,690	27	\$87,011 (1)	231	0.94
COLLEGE	Professor	\$99,033	132	\$108,198 (1)	1,858	0.92
	Assoc Prof	\$63,895	86	\$69,370 (1)	1,163	0.92
	Assist Prof	\$57,599	88	\$60,318 (1)	860	0.95
	All Ranks	\$77,242	306	\$83,516 (1)	3,881	0.92

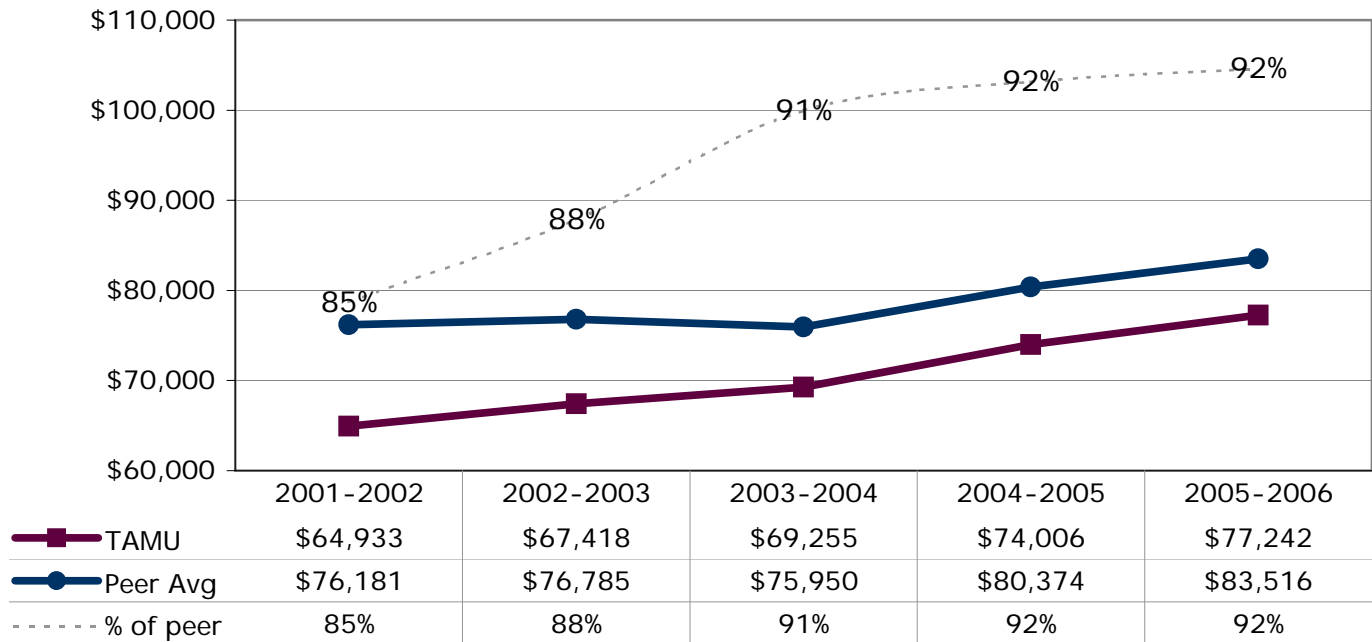
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

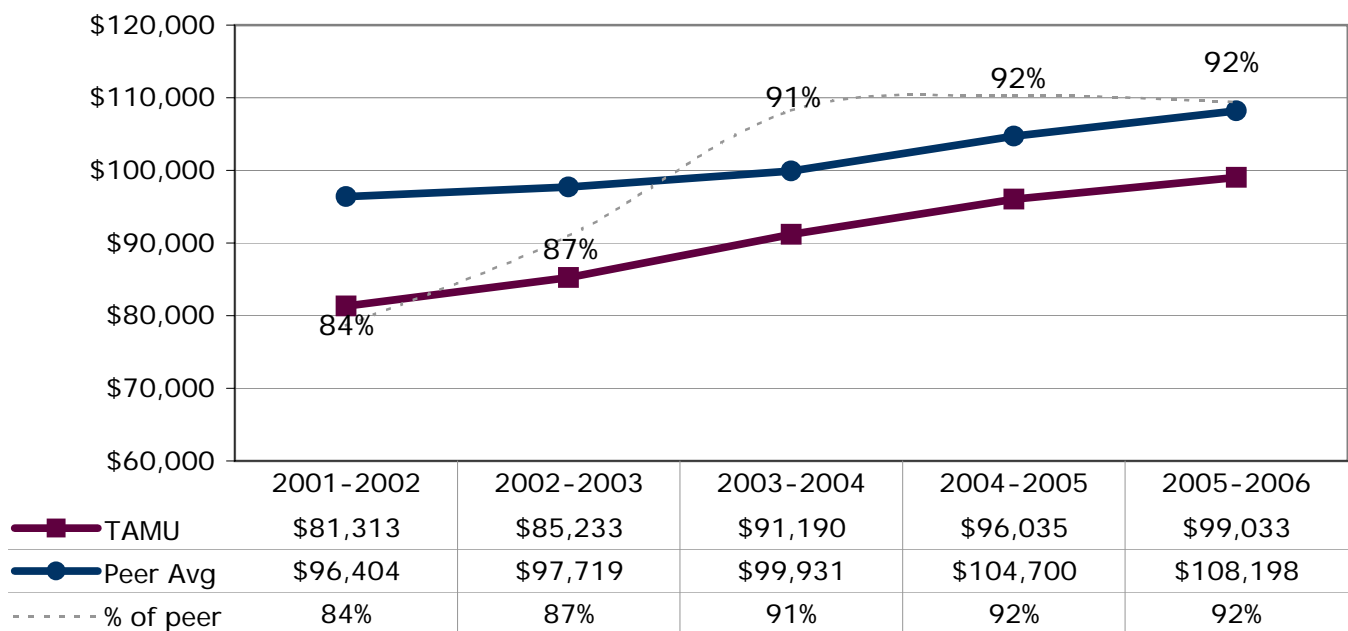
Texas A&M Salaries vs Aggregated College Peer Groups

College of Liberal Arts

All Ranks



Professor

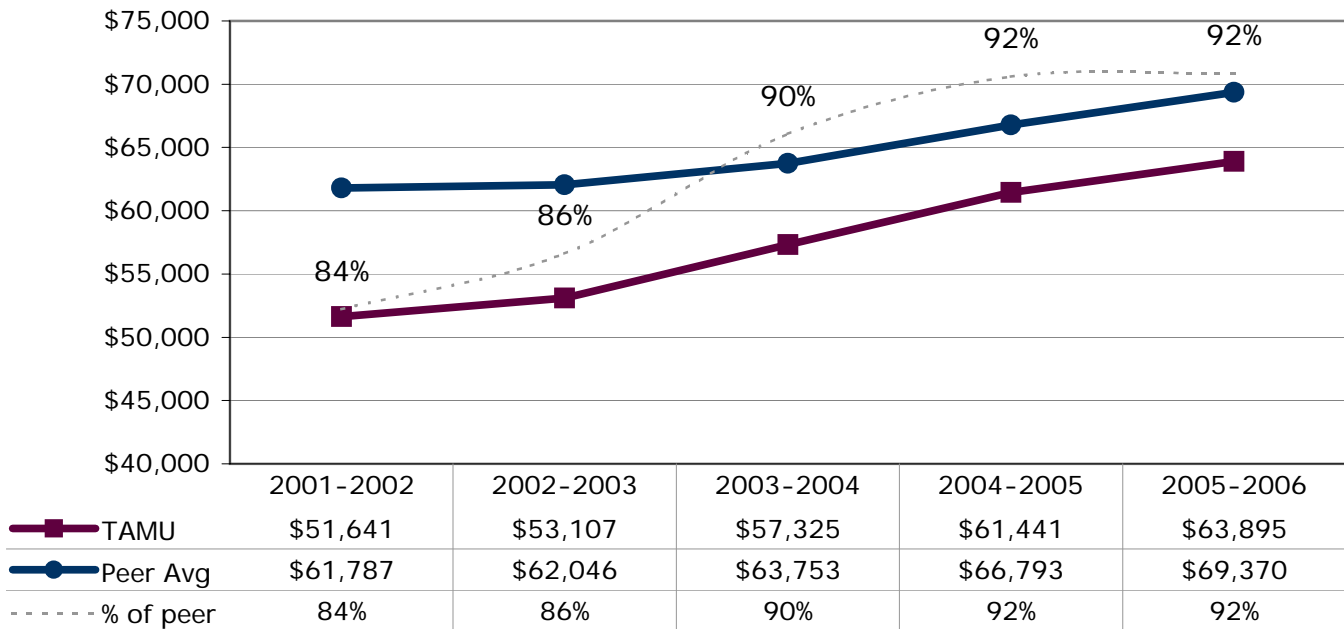


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

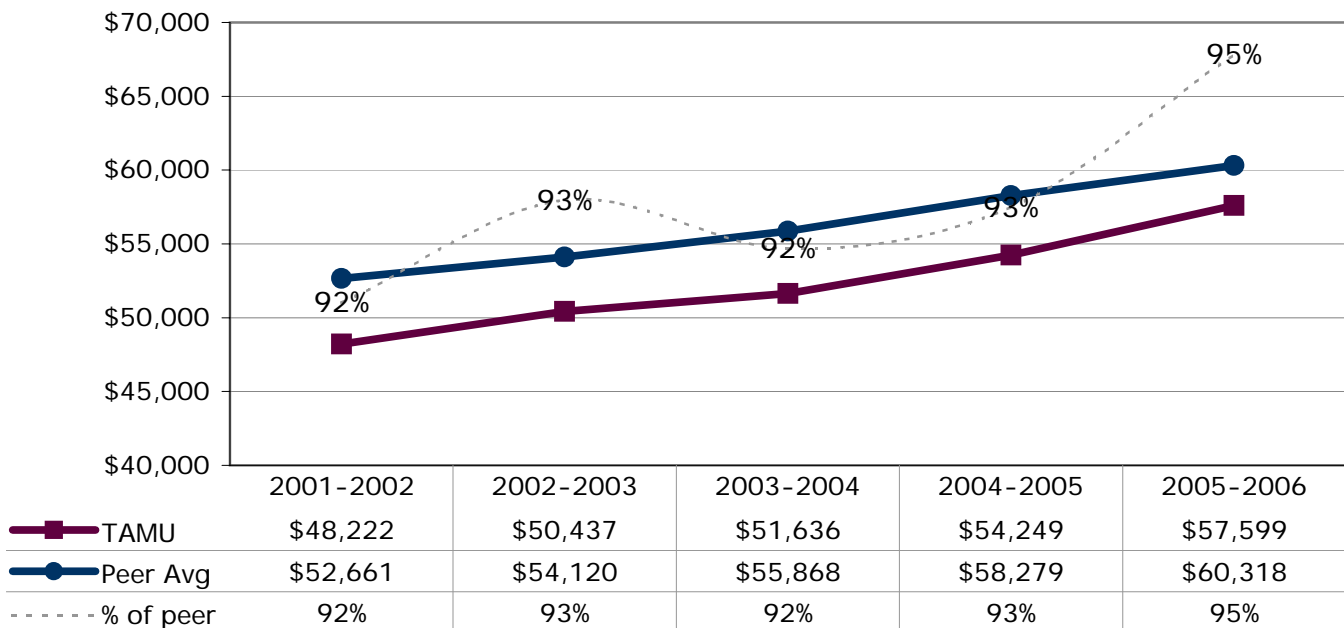
Texas A&M Salaries vs Aggregated College Peer Groups

College of Liberal Arts

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

Texas A&M University
College of Science
Salaries for 2005-2006

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
BIOL	Professor	\$96,406	13	\$107,400	213	0.90
	Assoc Prof	\$65,556	12	\$74,154	84	0.88
	Assist Prof	\$60,031	12	\$64,036	104	0.94
	All Ranks	\$74,603	37	\$82,553 (1)	401	0.90
CHEM	Professor	\$114,785	33	\$118,206	214	0.97
	Assoc Prof	\$79,254	5	\$73,341	50	1.08
	Assist Prof	\$66,564	6	\$65,353	67	1.02
	All Ranks	\$104,172	44	\$105,900 (1)	331	0.98
MATH	Professor	\$104,034	38	\$109,053	400	0.95
	Assoc Prof	\$64,173	18	\$74,830	84	0.86
	Assist Prof	\$66,887	11	\$59,664	111	1.12
	All Ranks	\$87,226	67	\$91,750 (1)	595	0.95
PHYS	Professor	\$100,546	36	\$109,085	321	0.92
	Assoc Prof	\$70,030	4	\$80,906	48	0.87
	Assist Prof	\$74,123	7	\$69,468	72	1.07
	All Ranks	\$94,014	47	\$100,786 (1)	441	0.93
STAT	Professor	\$119,226	13	\$114,604	68	1.04
	Assoc Prof	\$86,710	3	\$77,711	17	1.12
	Assist Prof	\$71,167	9	\$71,587	41	0.99
	All Ranks	\$98,023	25	\$94,691 (1)	126	1.04
COLLEGE	Professor	\$106,497	133	\$111,714 (1)	1,216	0.95
	Assoc Prof	\$68,531	42	\$75,244 (1)	283	0.91
	Assist Prof	\$66,997	45	\$65,498 (1)	395	1.02
	All Ranks	\$91,169	220	\$95,298 (1)	1,894	0.96

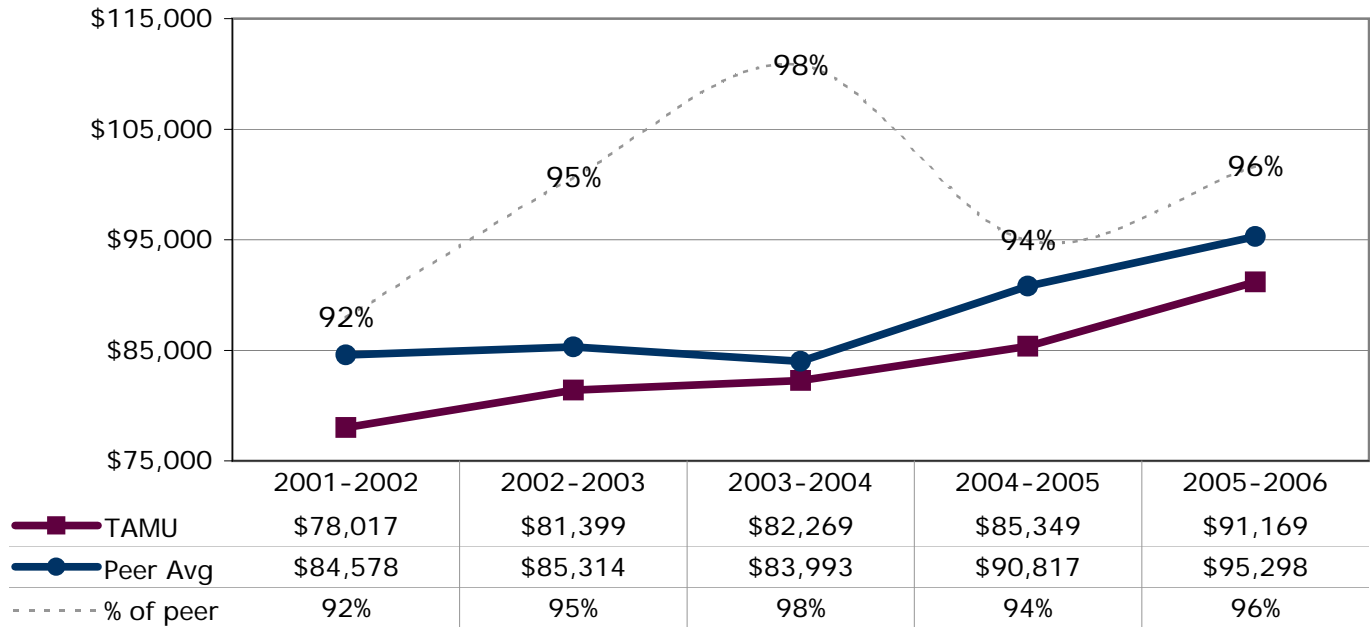
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

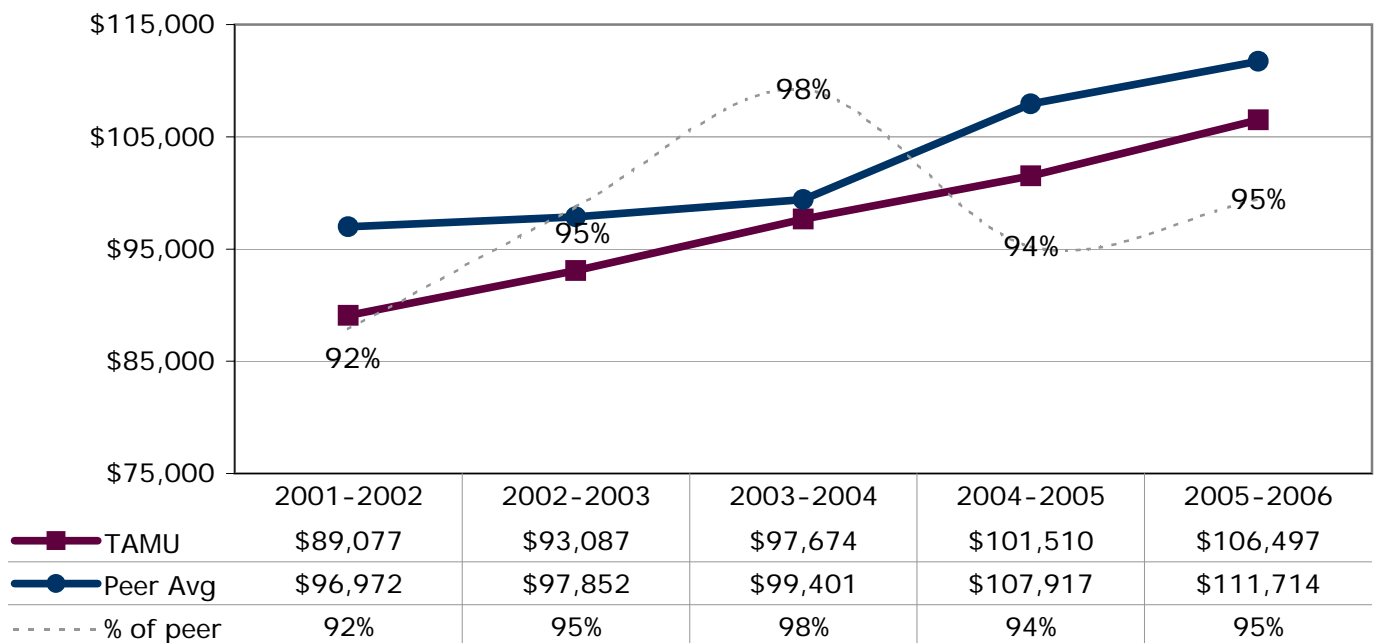
Texas A&M Salaries vs Aggregated College Peer Groups

College of Science

All Ranks



Professor

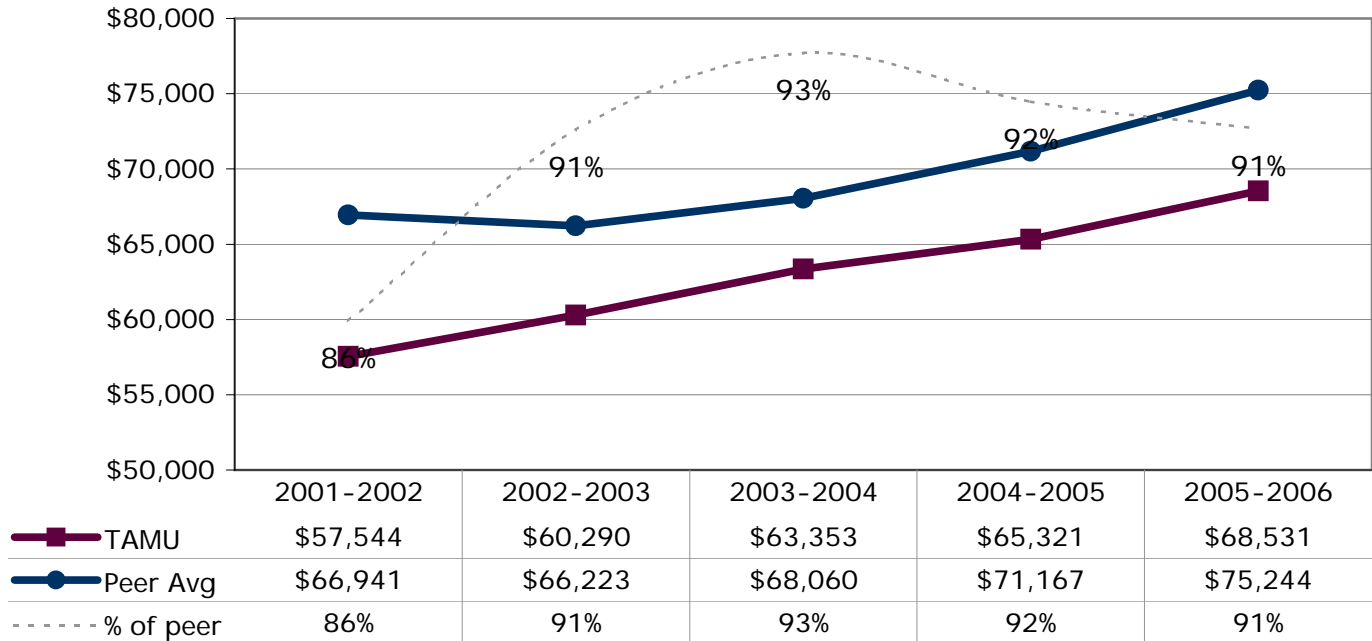


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

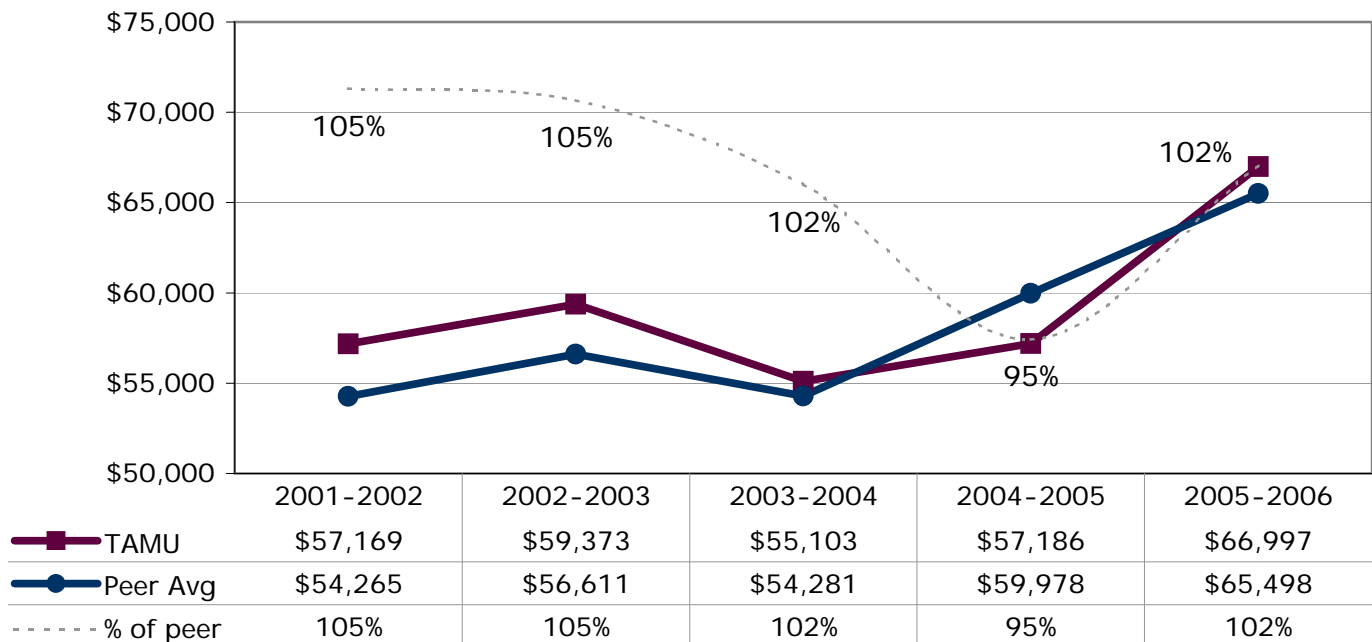
Texas A&M Salaries vs Aggregated College Peer Groups

College of Science

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

Texas A&M University
College of Veterinary Medicine
Salaries for 2005-2006

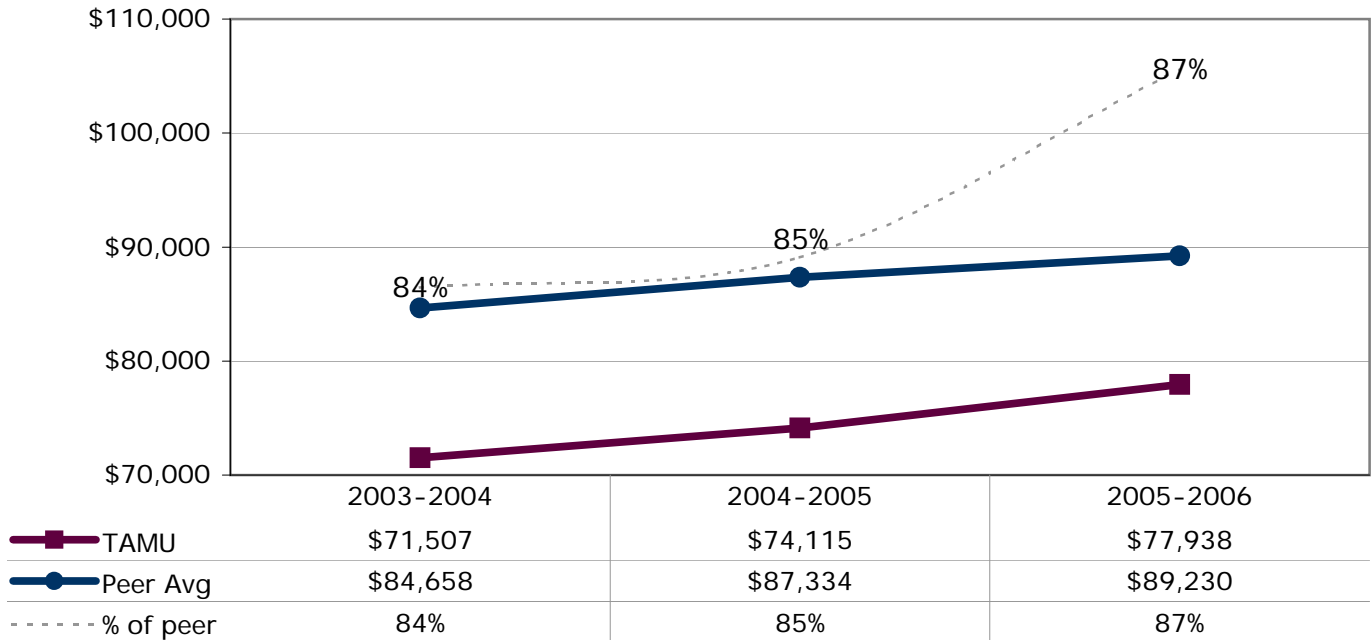
DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
CLVM	Professor	\$91,237	61	\$102,694	248	0.89
	Assoc Prof	\$68,430	40	\$80,178	202	0.85
	Assist Prof	\$59,984	24	\$70,094	153	0.86
	All Ranks	\$77,938	125	\$89,230 (1)	603	0.87
COLLEGE	Professor	\$91,237	61	\$102,694 (1)	248	0.89
	Assoc Prof	\$68,430	40	\$80,178 (1)	202	0.85
	Assist Prof	\$59,984	24	\$70,094 (1)	153	0.86
	All Ranks	\$77,938	125	\$89,230 (1)	603	0.87

* TAMU average salary divided by peer average salary
(1) Peer averages are weighted by TAMU faculty distribution

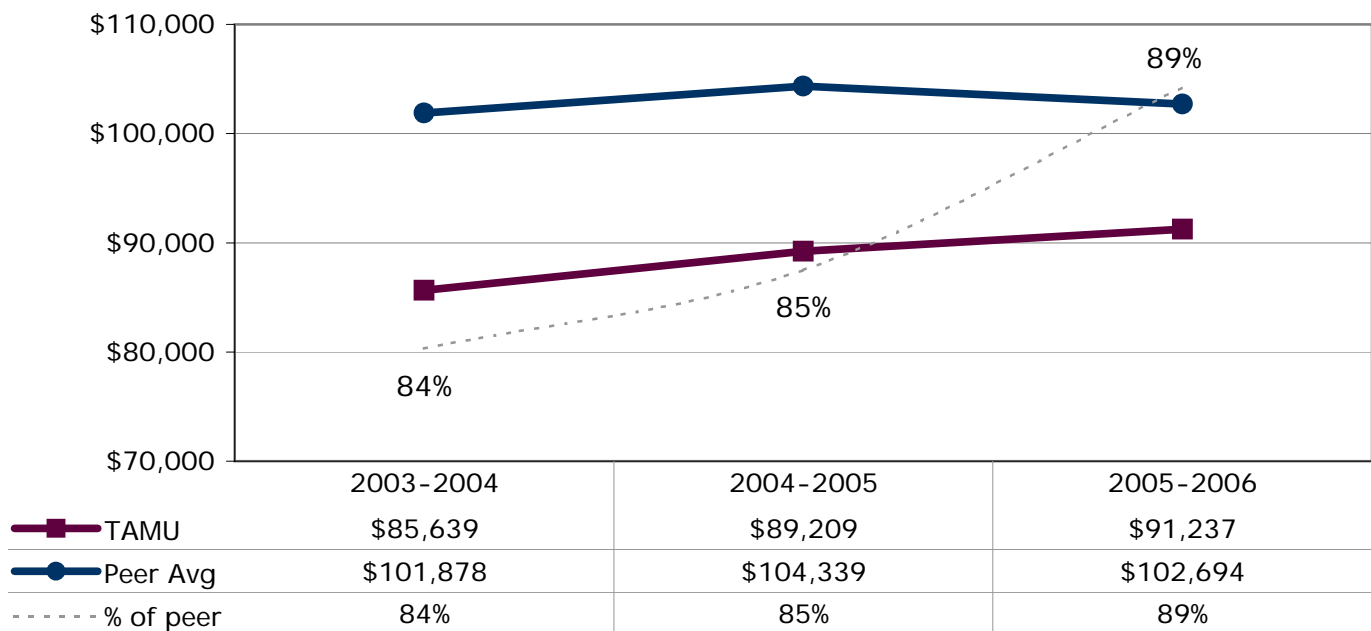
Texas A&M Salaries vs Aggregated College Peer Groups

College of Vet Medicine

All Ranks



Professor

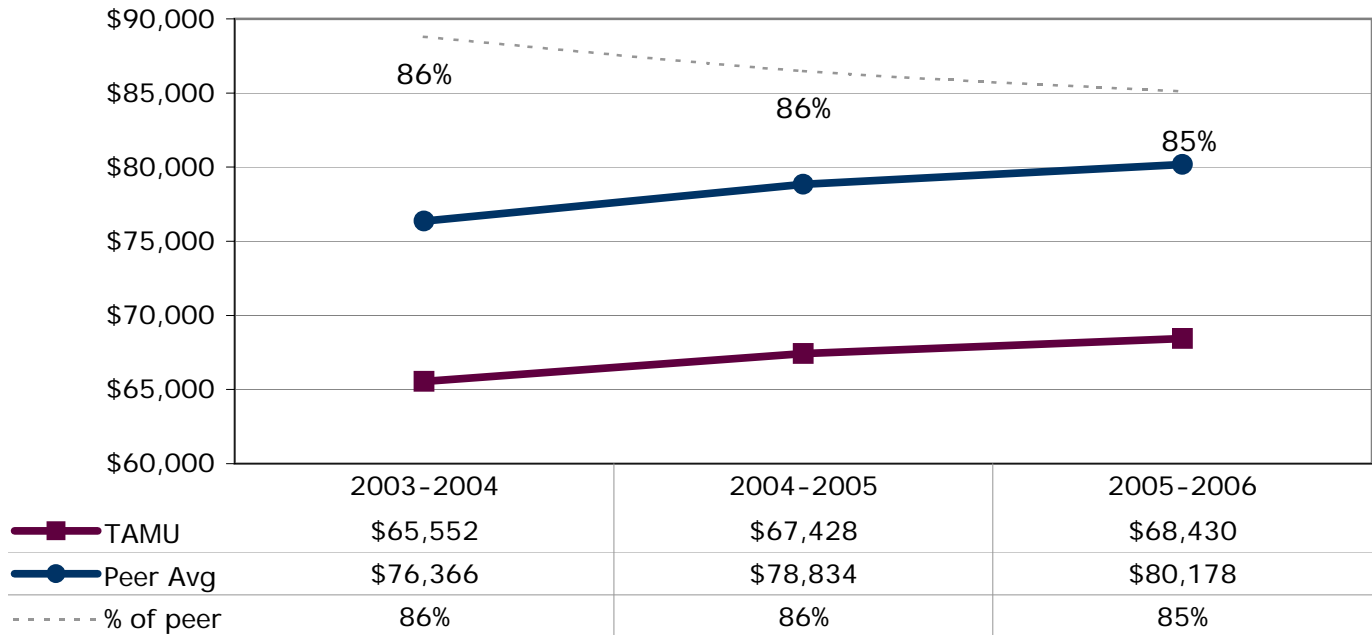


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

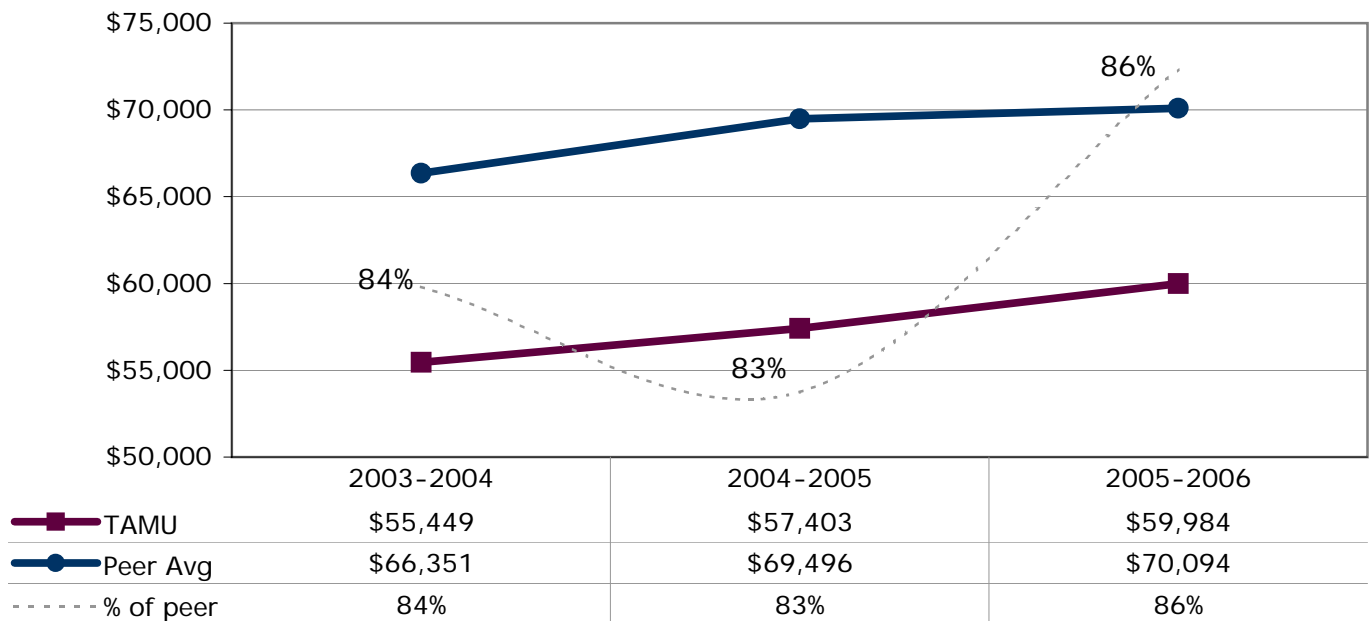
Texas A&M Salaries vs Aggregated College Peer Groups

College of Vet Medicine

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/1/2007

List of Institutions Participating in the *Oklahoma State Faculty Salary Survey* Included in Peer Groups by TAMU Colleges, by Year

Institution Name College	2001	2002	2003	2004	2005	2001	2002	2003	2004	2005 ⁽⁵⁾	2001	2002	2003	2004	2005	2001	2002	2003	2004 ⁽¹⁾	2005	2001	2002	2003	2004	2005 ⁽⁶⁾	2001	2002	2003	2004	2005	2001	2002	2003	2004 ⁽²⁾	2005	2003	2004 ⁽⁴⁾	2005 ⁽⁴⁾																	
	AG	AG	AG	AG	AG	AR	AR	AR	AR	AR	BA	BA	BA	BA	BA	ED	ED	ED	ED	ED	EN	EN	EN	EN	EN	GE	GE	GE	GE	GE	LA	LA	LA	LA	LA	SC	SC	SC	SC	SC	VM ⁽³⁾	VM ⁽⁴⁾	VM ⁽⁴⁾												
Arizona State University						X	X	X	X	X						X	X	X	X	X																																			
Auburn University (AL)						X	X	X	X	X																															X	X	X												
Colorado School of Mines																																																							
Colorado State University	X	X	X	X	X																																																		
Cornell University (NY)	X	X	X	X	X															X	X																					X	X	X											
Georgia Institute of Technology						X	X	X	X	X										X	X	X	X	X																															
Indiana University at Bloomington											X	X	X	X	X	X	X	X	X	X											X	X	X	X	X																				
Iowa State University																																				X	X	X								X	X	X							
Massachusetts Institute of Technology						X	O	O	O																											X	O	O																	
Michigan State University	O	O	O	X	X						O	O	O	X	X	O	O	O	X	X																																			
North Carolina State University at Raleigh	X	X	X	X	X											X	X	X																		X	X	X																	
Ohio State University	X	X	X	X	X						X	X	X	X	X	X	X	X																		X	X	X	X	X															
Pennsylvania State University at University Park											O	O	O	X	X	O	O	O	X	X	O	O	O	X	X	O	O	O	X	X	O	O	O	X	X				X	X															
Purdue University (IN)	X	X	X	X	X						X	X	X	X	X						X	X	X	X	X											X	X	X	X	X	X	X	X			X	X	X							
Rutgers University																										O	O	O	O																										
State University of New York at Stony Brook																										X	X	X	X																										
University of Arizona																																				X	X	X																	
University of California at Berkeley						X	X	X	X	X						X	X	X	X	X																																			
University of California at Davis																																														X	X	X							
University of California at Los Angeles																																																							
University of California at San Diego																																																							
University of Florida	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X																																								
University of Georgia	X	X	X	X	X						X	X	X	X	X	X	X	X	X	X																																			
University of Illinois at Urbana/Champaigne	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X											X	X	X	X	X	X	X	X	X	X															
University of Maryland at College Park																					X	X									X	X	X	X	X																				
University of Miami																																																							
University of Michigan						O	X	X	X	X	O	X	X	X	X	O	X	X	X	X	O	X	X	X	X	O	X	X	X	X	O	X	X	X	X	O	X	X	X	X															
University of Minnesota																																														O	O	O							
University of Missouri at Columbia																																				X	X	X								X	X	X							
University of North Carolina at Chapel Hill											X	X	X	X	O																																								
University of Texas at Austin						X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				X	X															
University of Virginia																																																							
University of Washington																										X	X	X	X	X	X	X	X	X	X																				
University of Wisconsin at Madison	X	X	X	X	X						X	X	X	X	X	X	X	X	X	X	X	X	X	X	X														X	X	X	X	X			X	X	X							
Virginia Polytechnic Institute & State University						X	X	X	X	X																																													
Participating Peer Count	9	9	9	10	10	9	9	9	9	9	7	8	8	10	9	8	9	9	10	10	8	9	9	10	10	7	8	8	9	9	9	9	9	10	10	9	9	9	10	10	7	7	7												

X = Institution participated in that year's *Survey* and was included in the peer group for the given TAMU college.
 O = Institution was selected into the peer group by the given TAMU college, but did not participate in the *Survey*.

Footnotes:

1. College of Engineering revised their group of peer institutions for the 2004-05 study.
2. College of Science revised their group of peer institutions for the 2004-05 study.
3. Peer study for Vet Medicine was done as a pilot after the 2003-04 edition of *TAMU Faculty Salary Study* was completed, thus Vet Medicine was not included in the grand total of that study.
4. Vet Medicine was included in the *TAMU Faculty Salary Study* for the first time in 2004-05 edition.
5. College of Science revised their group of peer institutions for the 2005-06 study.
6. College of Geosciences revised their group of peer institutions for the 2005-06 study.

List of Institutions Participating in the Oklahoma State Faculty Salary Survey Included in Peer Groups by TAMU Colleges, by Year

Institution Name	2000				2000		2001				2002				2003				2003		2004								
	AR	BA	ED	EN	LA	SC	AG	AR	ED	EN	GE	LA	SC	AG	AR	BA	ED	EN	GE	SC/M ⁽¹⁾	AG	AR	ED	EN	GE	LA	SC	VM ⁽⁴⁾	
Arizona State University	O		O				X		X					X		X						X		X					
Auburn University (AL)	X						X							X							X		X						X
Colorado School of Mines										O									O						O				
Colorado State University						X	X				X			X					X	X		X			X				
Cornell University (NY)							X							X						X	X	X		X					X
Georgia Institute of Technology	X			X			X		X					X				X					X						
Indiana University at Bloomington		X	X			X			X					X								X	X			X			
Iowa State University						X														X	X								X
Massachusetts Institute of Technology	X						X							O									O						
Michigan State University		X	X				O		O					O	O	O				O		X		X					
North Carolina State University at Raleigh				X		X	X		X					X	X					X	X	X							
Ohio State University	X	X	X		X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X	X
Pennsylvania State University at University Park	X		X		X					O	O	O				O			O	O					X	X			X
Purdue University (IN)		X	X			X	X			X				X	X					X	X	X		X			X	X	X
Rutgers University										O									O						O				
State University of New York at Stony Brook										X									X							X			
University of Arizona						X								X						X									
University of California at Berkeley	O		O				X		X					X		X						X	X	X					
University of California at Davis																				X			X	X					X
University of California at Los Angeles						O					X	X												X	X	X			X
University of California at San Diego										X														X	X				
University of Florida	X	X					X	X						X	X	X				X		X		X					
University of Georgia			X				X		X					X		X				X		X		X					
University of Illinois at Urbana/Champaign	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
University of Maryland at College Park				X		X				X	X															X			X
University of Miami																			O										
University of Michigan	O	O	O	O			O		O	O	O			X	X	X				X		X		X	X	X	X	X	
University of Minnesota																			O		O								O
University of Missouri at Columbia						X														X	X								X
University of North Carolina at Chapel Hill		O													X														
University of Texas at Austin	X	X	X	X	X		X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
University of Virginia						X																							X
University of Washington						X				X	X								X							X	X	X	X
University of Wisconsin at Madison			X	X	X		X		X	X	X			X						X		X		X	X	X	X	X	X
Virginia Polytechnic Institute & State University	X						X							X															
Participating Peer Count	7	8	7	9	9	9	9	9	8	8	7	9	9	9	8	9	9	9	8	9	7	10	9	10	10	9	10	10	7

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Faculty Salary Study: CIPs included in each Department

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
Agriculture & Life Sciences				
AGEC				
	010101	Agricultural Business and Management, General. Non-tenured Rank	\$42,250.00	4
	010102	Agribusiness/Agricultural Business Operations. Professor	\$115,752.00	15
		Non-tenured Rank	\$66,000.00	1
		Assoc Prof	\$89,336.00	10
		Assist Prof	\$77,099.00	10
	010103	Agricultural Economics. Professor	\$102,847.00	140
		Non-tenured Rank	\$73,383.00	6
		Non-tenured Rank	\$52,409.00	6
		Assoc Prof	\$77,125.00	38
		Assist Prof	\$76,682.00	40
	030101	Natural Resources/Conservation, General. Professor	\$101,398.00	15
		Assoc Prof	\$77,185.00	12
		Assist Prof	\$56,795.00	6
AGED				
	010000	Agriculture, General. Professor	\$105,006.00	11
		Non-tenured Rank	\$99,617.00	2
		Non-tenured Rank	\$59,500.00	3
		Assoc Prof	\$80,225.00	7
		Assist Prof	\$54,122.00	11
	010102	Agribusiness/Agricultural Business Operations. Professor	\$115,752.00	15
		Non-tenured Rank	\$66,000.00	1
		Assoc Prof	\$89,336.00	10
		Assist Prof	\$77,099.00	10
	010802	Agricultural Communication/Journalism. Professor	\$89,143.00	4
		Assoc Prof	\$64,437.00	2
	131301	Agricultural Teacher Education. Professor	\$114,145.00	7
		Professor	\$105,042.00	12
		Non-tenured Rank	\$55,598.00	2

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assoc Prof	\$71,326.00	7
		Assist Prof	\$61,058.00	6
		Assist Prof	\$59,096.00	1
ANSC				
	010901	Animal Sciences, General.		
		Professor	\$91,024.00	155
		Non-tenured Rank	\$53,369.00	3
		Non-tenured Rank	\$43,105.00	2
		Assoc Prof	\$70,478.00	73
		Assist Prof	\$58,617.00	50
	010905	Dairy Science.		
		Professor	\$90,563.00	9
		Assoc Prof	\$70,069.00	4
		Assist Prof	\$57,984.00	2
BAEN				
	010101	Agricultural Business and Management, General.		
		Non-tenured Rank	\$42,250.00	4
	140301	Agricultural/Biological Engineering and Bioengine		
		Professor	\$101,417.00	49
		Professor	\$114,263.00	36
		Professor	\$100,411.00	86
		Non-tenured Rank	\$66,254.00	5
		Non-tenured Rank	\$65,318.00	4
		Non-tenured Rank	\$67,485.00	2
		Non-tenured Rank	\$57,142.00	3
		Non-tenured Rank	\$47,107.00	6
		Assoc Prof	\$81,142.00	25
		Assoc Prof	\$77,149.00	39
		Assoc Prof	\$84,076.00	16
		Assist Prof	\$72,612.00	15
		Assist Prof	\$65,435.00	27
		Assist Prof	\$65,622.00	40
BCBP				
	260202	Biochemistry.		
		Professor	\$108,131.00	54
		Professor	\$111,724.00	75
		Professor	\$115,407.00	62
		Non-tenured Rank	\$45,954.00	2
		Non-tenured Rank	\$65,495.00	6
		Non-tenured Rank	\$63,300.00	2

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Non-tenured Rank	\$57,000.00	1
		Non-tenured Rank	\$59,920.00	5
		Assoc Prof	\$69,124.00	23
		Assoc Prof	\$72,877.00	15
		Assoc Prof	\$72,071.00	27
		Assist Prof	\$67,860.00	17
		Assist Prof	\$63,395.00	24
		Assist Prof	\$60,182.00	22
	260802	Molecular Genetics.		
		Professor	\$104,596.00	6
		Professor	\$118,743.00	19
		Assoc Prof	\$67,620.00	9
		Assoc Prof	\$70,546.00	6
		Assist Prof	\$54,999.00	15
		Assist Prof	\$62,848.00	3
CLAG				
	030301	Fishing and Fisheries Sciences and Management		
		Professor	\$82,892.00	5
		Non-tenured Rank	\$57,640.00	1
		Assoc Prof	\$61,648.00	5
		Assist Prof	\$57,199.00	5
ENTO				
	260702	Entomology.		
		Professor	\$99,430.00	51
		Professor	\$89,138.00	49
		Professor	\$90,703.00	128
		Non-tenured Rank	\$52,795.00	1
		Non-tenured Rank	\$42,388.00	1
		Non-tenured Rank	\$65,000.00	1
		Non-tenured Rank	\$51,445.00	3
		Non-tenured Rank	\$54,000.00	1
		Assoc Prof	\$63,813.00	24
		Assoc Prof	\$69,288.00	23
		Assoc Prof	\$65,403.00	58
		Assist Prof	\$61,157.00	15
		Assist Prof	\$58,854.00	22
		Assist Prof	\$57,873.00	35
FRSC				
	030101	Natural Resources/Conservation, General.		
		Professor	\$101,398.00	15

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assoc Prof	\$77,185.00	12
		Assist Prof	\$56,795.00	6
	030501	Forestry, General.		
		Professor	\$90,102.00	63
		Non-tenured Rank	\$45,289.00	2
		Non-tenured Rank	\$51,487.00	8
		Assoc Prof	\$67,007.00	49
		Assist Prof	\$55,315.00	37
	030506	Forest Management/Forest Resources Managem		
		Professor	\$87,568.00	18
		Non-tenured Rank	\$54,732.00	2
		Assoc Prof	\$69,787.00	3
		Assist Prof	\$57,555.00	6
HRSC				
	010601	Applied Horticulture/Horticulture Operations, Gen		
		Professor	\$78,617.00	15
		Assoc Prof	\$60,279.00	9
		Assist Prof	\$58,303.00	3
	011001	Food Science.		
		Professor	\$90,815.00	91
		Non-tenured Rank	\$44,978.00	4
		Assoc Prof	\$70,266.00	33
		Assist Prof	\$56,999.00	35
	011103	Horticultural Science.		
		Professor	\$85,320.00	136
		Non-tenured Rank	\$55,454.00	14
		Non-tenured Rank	\$43,749.00	3
		Assoc Prof	\$66,867.00	73
		Assist Prof	\$57,566.00	57
	011104	Agricultural and Horticultural Plant Breeding.		
		Professor	\$140,627.00	6
PLPM				
	260305	Plant Pathology/Phytopathology.		
		Professor	\$90,479.00	81
		Professor	\$94,107.00	23
		Professor	\$89,618.00	55
		Non-tenured Rank	\$53,182.00	1
		Assoc Prof	\$68,627.00	11
		Assoc Prof	\$66,070.00	24
		Assoc Prof	\$72,148.00	6

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assist Prof	\$57,850.00	26
		Assist Prof	\$61,019.00	6
		Assist Prof	\$60,608.00	12
POSC				
	010907	Poultry Science.		
		Professor	\$81,424.00	17
		Assoc Prof	\$67,963.00	7
		Assist Prof	\$61,051.00	5
	011001	Food Science.		
		Professor	\$90,815.00	91
		Non-tenured Rank	\$44,978.00	4
		Assoc Prof	\$70,266.00	33
		Assist Prof	\$56,999.00	35
RLEM				
	030101	Natural Resources/Conservation, General.		
		Professor	\$101,398.00	15
		Assoc Prof	\$77,185.00	12
		Assist Prof	\$56,795.00	6
	261301	Ecology.		
		Professor	\$108,060.00	34
		Professor	\$103,726.00	41
		Professor	\$86,739.00	18
		Non-tenured Rank	\$59,000.00	1
		Non-tenured Rank	\$34,217.00	1
		Non-tenured Rank	\$60,600.00	4
		Non-tenured Rank	\$60,135.00	9
		Assoc Prof	\$69,858.00	21
		Assoc Prof	\$74,792.00	7
		Assoc Prof	\$80,025.00	7
		Assist Prof	\$59,070.00	24
		Assist Prof	\$66,683.00	7
		Assist Prof	\$63,885.00	11
RPTS				
	310101	Parks, Recreation and Leisure Studies.		
		Professor	\$106,000.00	1
		Non-tenured Rank	\$36,139.00	1
		Non-tenured Rank	\$54,855.00	3
		Non-tenured Rank	\$52,500.00	1
		Assoc Prof	\$78,413.00	10
		Assoc Prof	\$81,557.00	6

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assist Prof	\$57,226.00	5
		Assist Prof	\$55,397.00	12
	310301	Parks, Recreation and Leisure Facilities Manage		
		Professor	\$101,168.00	13
		Professor	\$95,609.00	21
		Non-tenured Rank	\$38,314.00	1
		Non-tenured Rank	\$46,493.00	4
		Non-tenured Rank	\$51,625.00	3
		Assoc Prof	\$76,141.00	9
		Assoc Prof	\$69,156.00	27
		Assist Prof	\$56,373.00	16
		Assist Prof	\$67,469.00	3
SCSC				
	011001	Food Science.		
		Professor	\$90,815.00	91
		Non-tenured Rank	\$44,978.00	4
		Assoc Prof	\$70,266.00	33
		Assist Prof	\$56,999.00	35
	011104	Agricultural and Horticultural Plant Breeding.		
		Professor	\$140,627.00	6
	011201	Soil Science and Agronomy, General.		
		Professor	\$86,631.00	67
		Non-tenured Rank	\$58,490.00	4
		Non-tenured Rank	\$37,455.00	1
		Assoc Prof	\$66,653.00	16
		Assist Prof	\$58,605.00	27
WFSC				
	030101	Natural Resources/Conservation, General.		
		Professor	\$101,398.00	15
		Assoc Prof	\$77,185.00	12
		Assist Prof	\$56,795.00	6
	030301	Fishing and Fisheries Sciences and Management		
		Professor	\$82,892.00	5
		Non-tenured Rank	\$57,640.00	1
		Assoc Prof	\$61,648.00	5
		Assist Prof	\$57,199.00	5
	030601	Wildlife and Wildlands Science and Management		
		Professor	\$88,952.00	32
		Non-tenured Rank	\$59,617.00	3
		Assoc Prof	\$64,836.00	22

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assist Prof	\$56,405.00	17
	260701	Zoology/Animal Biology.		
		Professor	\$94,797.00	55
		Professor	\$86,801.00	17
		Professor	\$89,561.00	20
		Non-tenured Rank	\$59,662.00	6
		Non-tenured Rank	\$55,930.00	1
		Non-tenured Rank	\$57,167.00	2
		Non-tenured Rank	\$43,671.00	3
		Assoc Prof	\$67,810.00	13
		Assoc Prof	\$67,507.00	27
		Assoc Prof	\$61,149.00	8
		Assist Prof	\$59,550.00	11
		Assist Prof	\$59,749.00	8
		Assist Prof	\$53,637.00	36
	261301	Ecology.		
		Professor	\$103,726.00	41
		Professor	\$86,739.00	18
		Professor	\$108,060.00	34
		Non-tenured Rank	\$60,600.00	4
		Non-tenured Rank	\$60,135.00	9
		Non-tenured Rank	\$59,000.00	1
		Non-tenured Rank	\$34,217.00	1
		Assoc Prof	\$69,858.00	21
		Assoc Prof	\$80,025.00	7
		Assoc Prof	\$74,792.00	7
		Assist Prof	\$66,683.00	7
		Assist Prof	\$63,885.00	11
		Assist Prof	\$59,070.00	24

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members	
Architecture ARCH	040201	Architecture (BArch, BA/BS, MArch, MA/MS, PhD			
		Professor	\$93,751.00	60	
		Non-tenured Rank	\$52,335.00	1	
		Non-tenured Rank	\$54,804.00	7	
		Assoc Prof	\$71,514.00	88	
	040401	Assist Prof	\$54,855.00	65	
		Environmental Design/Architecture.			
		Professor	\$108,337.00	23	
	309999	Assoc Prof	\$72,508.00	14	
		Assist Prof	\$59,937.00	8	
		Multi-/Interdisciplinary Studies, Other.			
	500401	Professor	\$95,598.00	24	
		Assoc Prof	\$65,686.00	2	
		Assist Prof	\$61,186.00	4	
		Design and Visual Communications, General.			
		Professor	\$102,570.00	4	
		Professor	\$73,215.00	5	
		Non-tenured Rank	\$55,008.00	1	
	COSC	151001	Assoc Prof	\$68,085.00	4
			Assoc Prof	\$53,490.00	2
			Assist Prof	\$45,540.00	1
			Assist Prof	\$56,755.00	5
			Construction Engineering Technology/Technician		
Professor			\$99,044.00	6	
Professor			\$87,825.00	4	
Non-tenured Rank	\$55,231.00		3		
Non-tenured Rank	\$64,000.00		2		
520205	Non-tenured Rank	\$42,137.00	1		
	Assoc Prof	\$62,199.00	7		
	Assoc Prof	\$74,310.00	5		
	Assist Prof	\$57,748.00	4		
	Assist Prof	\$61,962.00	3		
	Operations Management and Supervision.				
	Professor	\$107,713.00	8		
	Professor	\$136,370.00	1		
520205	Professor	\$74,412.00	4		
	Professor	\$141,013.00	4		

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assoc Prof	\$57,887.00	5
		Assoc Prof	\$77,888.00	8
		Assoc Prof	\$105,213.00	3
		Assoc Prof	\$111,224.00	3
		Assist Prof	\$97,950.00	1
		Assist Prof	\$58,139.00	4
		Assist Prof	\$79,047.00	8
		Assist Prof	\$99,954.00	4
LAUP				
	040301	City/Urban, Community and Regional Planning.		
		Professor	\$102,902.00	20
		Non-tenured Rank	\$54,316.00	6
		Assoc Prof	\$68,470.00	24
		Assist Prof	\$57,365.00	23
	040601	Landscape Architecture (BS, BSLA, BLA, MSLA,		
		Professor	\$94,000.00	6
		Non-tenured Rank	\$57,060.00	1
		Non-tenured Rank	\$48,250.00	2
		Assoc Prof	\$71,087.00	15
		Assist Prof	\$51,064.00	8
	521501	Real Estate.		
		Professor	\$170,200.00	4
		Professor	\$170,200.00	4
		Assoc Prof	\$144,940.00	1
		Assoc Prof	\$144,940.00	1

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
Business Administration ACCT	520301	Accounting.		
		Professor	\$168,013.00	61
		Professor	\$162,813.00	46
		Professor	\$161,129.00	53
		Professor	\$166,335.00	68
		Non-tenured Rank	\$134,333.00	6
		Non-tenured Rank	\$135,857.00	7
		Non-tenured Rank	\$51,492.00	6
		Non-tenured Rank	\$118,000.00	4
		Non-tenured Rank	\$59,017.00	9
		Non-tenured Rank	\$57,985.00	8
		Non-tenured Rank	\$139,433.00	7
		Non-tenured Rank	\$55,193.00	14
		Assoc Prof	\$115,377.00	25
		Assoc Prof	\$128,057.00	39
		Assoc Prof	\$120,836.00	41
		Assoc Prof	\$124,246.00	39
		Assist Prof	\$133,323.00	34
		Assist Prof	\$141,690.00	37
		Assist Prof	\$126,876.00	40
		Assist Prof	\$137,262.00	44
CLBA	520201	Business Administration and Management, Gene		
		Professor	\$149,718.00	100
		Professor	\$156,949.00	96
		Professor	\$156,262.00	108
		Professor	\$152,798.00	92
		Non-tenured Rank	\$44,000.00	3
		Non-tenured Rank	\$116,758.00	15
		Non-tenured Rank	\$94,627.00	8
		Non-tenured Rank	\$105,393.00	14
		Non-tenured Rank	\$63,495.00	13
		Non-tenured Rank	\$100,036.00	14
		Non-tenured Rank	\$111,637.00	10
		Assoc Prof	\$118,024.00	56
		Assoc Prof	\$113,140.00	71
		Assoc Prof	\$115,371.00	57
		Assoc Prof	\$122,921.00	47

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assist Prof	\$114,370.00	72
		Assist Prof	\$104,948.00	110
		Assist Prof	\$106,350.00	95
		Assist Prof	\$116,592.00	77
FINC				
	520801	Finance, General.		
		Professor	\$170,361.00	56
		Professor	\$162,608.00	45
		Professor	\$157,583.00	55
		Professor	\$172,000.00	49
		Non-tenured Rank	\$131,250.00	4
		Non-tenured Rank	\$148,000.00	1
		Non-tenured Rank	\$144,001.00	7
		Non-tenured Rank	\$100,825.00	3
		Non-tenured Rank	\$98,800.00	5
		Non-tenured Rank	\$99,501.00	3
		Non-tenured Rank	\$143,833.00	6
		Non-tenured Rank	\$91,965.00	11
		Assoc Prof	\$129,762.00	33
		Assoc Prof	\$111,006.00	23
		Assoc Prof	\$127,954.00	30
		Assoc Prof	\$131,672.00	29
		Assist Prof	\$137,953.00	51
		Assist Prof	\$132,803.00	37
		Assist Prof	\$128,495.00	25
		Assist Prof	\$139,666.00	41
	521501	Real Estate.		
		Professor	\$170,200.00	4
		Professor	\$170,200.00	4
		Assoc Prof	\$144,940.00	1
		Assoc Prof	\$144,940.00	1
INFO				
	521201	Management Information Systems, General.		
		Professor	\$184,955.00	2
		Professor	\$133,637.00	5
		Professor	\$124,338.00	8
		Professor	\$138,547.00	11
		Non-tenured Rank	\$52,900.00	1
		Non-tenured Rank	\$52,900.00	1
		Assoc Prof	\$120,484.00	2

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assoc Prof	\$109,298.00	8
		Assoc Prof	\$143,912.00	1
		Assoc Prof	\$120,711.00	8
		Assist Prof	\$115,775.00	4
		Assist Prof	\$109,495.00	13
		Assist Prof	\$108,040.00	3
		Assist Prof	\$104,949.00	7
	521301	Management Science, General.		
		Professor	\$150,092.00	14
		Professor	\$135,876.00	7
		Professor	\$136,084.00	24
		Professor	\$144,419.00	13
		Non-tenured Rank	\$94,697.00	1
		Non-tenured Rank	\$94,697.00	1
		Non-tenured Rank	\$65,251.00	5
		Assoc Prof	\$105,598.00	1
		Assoc Prof	\$112,050.00	16
		Assoc Prof	\$143,339.00	6
		Assoc Prof	\$143,339.00	6
		Assist Prof	\$130,994.00	4
		Assist Prof	\$124,032.00	1
		Assist Prof	\$104,540.00	10
		Assist Prof	\$130,994.00	4
MGMT	520101	Business/Commerce, General.		
		Professor	\$152,927.00	3
		Professor	\$170,389.00	93
		Professor	\$176,496.00	66
		Professor	\$170,057.00	94
		Non-tenured Rank	\$83,999.00	1
		Non-tenured Rank	\$131,500.00	2
		Non-tenured Rank	\$83,999.00	1
		Non-tenured Rank	\$121,333.00	3
		Non-tenured Rank	\$66,576.00	11
		Non-tenured Rank	\$121,333.00	3
		Non-tenured Rank	\$54,597.00	3
		Assoc Prof	\$129,893.00	21
		Assoc Prof	\$124,025.00	26
		Assoc Prof	\$91,070.00	1
		Assoc Prof	\$124,702.00	25

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assist Prof	\$129,293.00	40
		Assist Prof	\$126,808.00	42
		Assist Prof	\$131,414.00	38
	520201	Business Administration and Management, Gene		
		Professor	\$156,262.00	108
		Professor	\$149,718.00	100
		Professor	\$156,949.00	96
		Professor	\$152,798.00	92
		Non-tenured Rank	\$105,393.00	14
		Non-tenured Rank	\$100,036.00	14
		Non-tenured Rank	\$63,495.00	13
		Non-tenured Rank	\$111,637.00	10
		Non-tenured Rank	\$44,000.00	3
		Non-tenured Rank	\$116,758.00	15
		Non-tenured Rank	\$94,627.00	8
		Assoc Prof	\$115,371.00	57
		Assoc Prof	\$118,024.00	56
		Assoc Prof	\$113,140.00	71
		Assoc Prof	\$122,921.00	47
		Assist Prof	\$116,592.00	77
		Assist Prof	\$114,370.00	72
		Assist Prof	\$106,350.00	95
		Assist Prof	\$104,948.00	110
	521301	Management Science, General.		
		Professor	\$136,084.00	24
		Professor	\$150,092.00	14
		Professor	\$135,876.00	7
		Professor	\$144,419.00	13
		Non-tenured Rank	\$94,697.00	1
		Non-tenured Rank	\$65,251.00	5
		Non-tenured Rank	\$94,697.00	1
		Assoc Prof	\$143,339.00	6
		Assoc Prof	\$112,050.00	16
		Assoc Prof	\$105,598.00	1
		Assoc Prof	\$143,339.00	6
		Assist Prof	\$124,032.00	1
		Assist Prof	\$104,540.00	10
		Assist Prof	\$130,994.00	4
		Assist Prof	\$130,994.00	4

MKTG

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
	521401	Marketing/Marketing Management, General.		
		Professor	\$173,461.00	39
		Professor	\$157,206.00	30
		Professor	\$160,632.00	55
		Professor	\$169,038.00	48
		Non-tenured Rank	\$112,006.00	2
		Non-tenured Rank	\$103,958.00	3
		Non-tenured Rank	\$108,500.00	2
		Non-tenured Rank	\$54,326.00	10
		Non-tenured Rank	\$120,125.00	3
		Non-tenured Rank	\$54,814.00	7
		Assoc Prof	\$115,607.00	25
		Assoc Prof	\$109,014.00	31
		Assoc Prof	\$109,673.00	27
		Assoc Prof	\$112,924.00	12
		Assist Prof	\$115,879.00	14
		Assist Prof	\$110,744.00	28
		Assist Prof	\$112,222.00	23
		Assist Prof	\$114,444.00	28

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
Education CLED	309999	Multi-/Interdisciplinary Studies, Other.		
		Professor	\$95,598.00	24
		Assoc Prof	\$65,686.00	2
		Assist Prof	\$61,186.00	4
EAHR	130401	Educational Leadership and Administration, Gen		
		Professor	\$108,075.00	51
		Professor	\$98,566.00	38
		Non-tenured Rank	\$53,807.00	5
		Non-tenured Rank	\$56,220.00	5
		Assoc Prof	\$70,486.00	19
		Assoc Prof	\$64,376.00	10
		Assist Prof	\$58,832.00	21
		Assist Prof	\$57,719.00	14
	130406	Higher Education/Higher Education Administratio		
		Professor	\$146,500.00	2
		Professor	\$146,500.00	2
		Assoc Prof	\$85,668.00	5
		Assoc Prof	\$85,668.00	5
		Assist Prof	\$59,067.00	1
	131201	Adult and Continuing Education and Teaching.		
		Professor	\$87,935.00	7
		Professor	\$87,935.00	7
		Non-tenured Rank	\$53,000.00	1
		Non-tenured Rank	\$60,715.00	7
		Non-tenured Rank	\$53,000.00	1
		Assoc Prof	\$71,278.00	9
		Assoc Prof	\$69,678.00	8
		Assist Prof	\$55,290.00	6
		Assist Prof	\$55,290.00	6
	521001	Human Resources Management/Personnel Admi		
		Professor	\$163,020.00	8
		Professor	\$129,305.00	3
		Professor	\$159,618.00	11
		Professor	\$163,020.00	8
		Assoc Prof	\$117,492.00	10
		Assoc Prof	\$117,492.00	10
		Assoc Prof	\$117,948.00	14

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assoc Prof	\$86,803.00	3
		Assist Prof	\$103,650.00	2
		Assist Prof	\$103,650.00	2
		Assist Prof	\$97,633.00	6
EPSY				
	131001	Special Education and Teaching, General.		
		Professor	\$97,338.00	18
		Professor	\$92,750.00	19
		Non-tenured Rank	\$55,000.00	4
		Non-tenured Rank	\$48,863.00	5
		Non-tenured Rank	\$45,744.00	4
		Non-tenured Rank	\$45,481.00	3
		Assoc Prof	\$65,396.00	19
		Assoc Prof	\$64,642.00	16
		Assist Prof	\$51,829.00	25
		Assist Prof	\$54,799.00	21
	131101	Counselor Education/School Counseling and Gui		
		Professor	\$89,763.00	16
		Professor	\$88,550.00	11
		Non-tenured Rank	\$54,000.00	2
		Non-tenured Rank	\$54,000.00	2
		Assoc Prof	\$63,154.00	7
		Assoc Prof	\$62,998.00	15
		Assist Prof	\$53,628.00	11
		Assist Prof	\$55,086.00	8
	421801	Educational Psychology.		
		Professor	\$99,109.00	44
		Professor	\$91,636.00	56
		Non-tenured Rank	\$57,500.00	2
		Non-tenured Rank	\$51,166.00	1
		Non-tenured Rank	\$49,372.00	3
		Non-tenured Rank	\$54,000.00	1
		Assoc Prof	\$66,719.00	33
		Assoc Prof	\$71,757.00	20
		Assist Prof	\$56,239.00	23
		Assist Prof	\$56,936.00	31
HLKN				
	131314	Physical Education Teaching and Coaching.		
		Professor	\$101,227.00	22
		Professor	\$81,802.00	13

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Non-tenured Rank	\$47,786.00	10
		Non-tenured Rank	\$57,204.00	5
		Non-tenured Rank	\$55,340.00	3
		Assoc Prof	\$67,632.00	44
		Assoc Prof	\$61,440.00	25
		Assist Prof	\$59,240.00	25
		Assist Prof	\$54,903.00	14
	310501	Health and Physical Education, General.		
		Professor	\$93,049.00	11
		Non-tenured Rank	\$56,250.00	1
		Non-tenured Rank	\$50,639.00	1
		Assoc Prof	\$68,170.00	6
		Assist Prof	\$53,420.00	10
	310505	Kinesiology and Exercise Science.		
		Professor	\$91,410.00	26
		Professor	\$95,561.00	35
		Non-tenured Rank	\$56,357.00	8
		Non-tenured Rank	\$41,237.00	1
		Non-tenured Rank	\$38,975.00	2
		Non-tenured Rank	\$54,095.00	9
		Assoc Prof	\$67,587.00	45
		Assoc Prof	\$67,187.00	34
		Assist Prof	\$57,108.00	37
		Assist Prof	\$53,983.00	29
TLAC				
	130301	Curriculum and Instruction.		
		Professor	\$90,661.00	66
		Professor	\$90,508.00	42
		Non-tenured Rank	\$57,086.00	8
		Non-tenured Rank	\$50,138.00	2
		Non-tenured Rank	\$55,760.00	10
		Non-tenured Rank	\$56,289.00	9
		Assoc Prof	\$65,157.00	29
		Assoc Prof	\$67,618.00	44
		Assist Prof	\$57,086.00	52
		Assist Prof	\$56,760.00	32
	309999	Multi-/Interdisciplinary Studies, Other.		
		Professor	\$95,598.00	24
		Assoc Prof	\$65,686.00	2
		Assist Prof	\$61,186.00	4

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
Engineering AERO	140201	Aerospace, Aeronautical and Astronautical Engin		
		Professor	\$115,397.00	49
		Professor	\$125,693.00	82
		Professor	\$121,819.00	95
		Non-tenured Rank	\$45,000.00	1
		Non-tenured Rank	\$74,820.00	3
		Non-tenured Rank	\$75,000.00	2
		Non-tenured Rank	\$45,000.00	1
		Assoc Prof	\$88,746.00	41
		Assoc Prof	\$93,761.00	25
		Assoc Prof	\$85,986.00	29
		Assist Prof	\$78,460.00	15
		Assist Prof	\$79,372.00	17
		Assist Prof	\$78,355.00	21
BMEN	140501	Biomedical/Medical Engineering.		
		Professor	\$137,598.00	19
		Professor	\$130,404.00	21
		Professor	\$129,700.00	13
		Non-tenured Rank	\$73,342.00	1
		Non-tenured Rank	\$73,200.00	13
		Non-tenured Rank	\$75,922.00	10
		Non-tenured Rank	\$71,161.00	10
		Assoc Prof	\$95,711.00	13
		Assoc Prof	\$86,472.00	5
		Assoc Prof	\$95,313.00	12
		Assist Prof	\$76,100.00	41
		Assist Prof	\$74,669.00	31
		Assist Prof	\$77,744.00	30
CHEN	140701	Chemical Engineering.		
		Professor	\$132,633.00	97
		Professor	\$125,529.00	91
		Professor	\$140,167.00	67
		Non-tenured Rank	\$73,148.00	4
		Non-tenured Rank	\$62,591.00	1
		Non-tenured Rank	\$68,500.00	2
		Non-tenured Rank	\$79,560.00	1

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assoc Prof	\$92,098.00	25
		Assoc Prof	\$88,588.00	29
		Assoc Prof	\$88,640.00	23
		Assist Prof	\$81,842.00	23
		Assist Prof	\$76,268.00	30
		Assist Prof	\$77,501.00	33
CLEN				
	140101	Engineering, General.		
		Professor	\$134,498.00	10
		Professor	\$125,927.00	288
		Professor	\$132,080.00	12
		Non-tenured Rank	\$79,000.00	3
		Non-tenured Rank	\$66,138.00	7
		Non-tenured Rank	\$65,323.00	6
		Non-tenured Rank	\$32,004.00	3
		Assoc Prof	\$89,079.00	62
		Assoc Prof	\$85,562.00	10
		Assoc Prof	\$85,020.00	10
		Assist Prof	\$65,246.00	22
		Assist Prof	\$77,425.00	74
		Assist Prof	\$64,749.00	21
CPSC				
	110101	Computer and Information Sciences, General.		
		Professor	\$125,274.00	80
		Professor	\$129,950.00	133
		Non-tenured Rank	\$86,375.00	2
		Non-tenured Rank	\$49,601.00	9
		Non-tenured Rank	\$82,671.00	3
		Assoc Prof	\$93,160.00	58
		Assoc Prof	\$97,582.00	58
		Assist Prof	\$83,177.00	56
		Assist Prof	\$84,968.00	66
	110701	Computer Science.		
		Professor	\$128,903.00	29
		Professor	\$139,943.00	14
		Non-tenured Rank	\$83,000.00	3
		Non-tenured Rank	\$83,000.00	3
		Assoc Prof	\$97,437.00	12
		Assoc Prof	\$96,094.00	18
		Assist Prof	\$85,637.00	26

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members	
CVEN	140901	Assist Prof	\$85,664.00	29	
		Computer Engineering, General.			
		Professor	\$126,817.00	10	
		Non-tenured Rank	\$81,000.00	1	
		Non-tenured Rank	\$32,409.00	3	
		Assoc Prof	\$90,470.00	12	
	140801	Civil Engineering, General.			
		Professor	\$117,893.00	122	
		Professor	\$124,523.00	117	
		Professor	\$114,290.00	143	
		Non-tenured Rank	\$66,247.00	2	
		Non-tenured Rank	\$73,180.00	12	
		Non-tenured Rank	\$72,197.00	12	
ECEN	140901	Non-tenured Rank	\$72,573.00	14	
		Non-tenured Rank	\$28,630.00	1	
		Assoc Prof	\$85,472.00	89	
		Assoc Prof	\$86,877.00	60	
		Assoc Prof	\$83,947.00	90	
		Assist Prof	\$77,478.00	60	
		Assist Prof	\$75,283.00	75	
		Assist Prof	\$75,667.00	68	
		141001	Computer Engineering, General.		
			Professor	\$126,817.00	10
Non-tenured Rank	\$32,409.00		3		
Non-tenured Rank	\$81,000.00		1		
Assoc Prof	\$90,470.00		12		
Assist Prof	\$68,589.00		7		
Electrical, Electronics and Communications Engi					
Professor	\$130,788.00		242		
Professor	\$125,652.00		235		
Professor	\$127,420.00		255		
Non-tenured Rank	\$83,043.00		11		
Non-tenured Rank	\$54,152.00		7		
Non-tenured Rank	\$63,142.00		6		
Non-tenured Rank	\$76,900.00		19		
Assoc Prof	\$81,883.00	14			
Assoc Prof	\$94,123.00	98			

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Assoc Prof	\$97,654.00	90
		Assoc Prof	\$94,354.00	89
		Assist Prof	\$81,346.00	111
		Assist Prof	\$82,241.00	101
		Assist Prof	\$85,930.00	84
ETID				
	150303	Electrical, Electronic and Communications Engin		
		Professor	\$86,792.00	7
		Assoc Prof	\$74,051.00	7
		Assist Prof	\$61,213.00	6
ISEN				
	140501	Biomedical/Medical Engineering.		
		Professor	\$137,598.00	19
		Professor	\$130,404.00	21
		Professor	\$129,700.00	13
		Non-tenured Rank	\$75,922.00	10
		Non-tenured Rank	\$73,342.00	1
		Non-tenured Rank	\$73,200.00	13
		Non-tenured Rank	\$71,161.00	10
		Assoc Prof	\$86,472.00	5
		Assoc Prof	\$95,313.00	12
		Assoc Prof	\$95,711.00	13
		Assist Prof	\$74,669.00	31
		Assist Prof	\$77,744.00	30
		Assist Prof	\$76,100.00	41
	143501	Industrial Engineering.		
		Professor	\$119,573.00	49
		Professor	\$132,294.00	48
		Professor	\$124,117.00	52
		Non-tenured Rank	\$80,533.00	3
		Non-tenured Rank	\$80,000.00	1
		Non-tenured Rank	\$44,784.00	2
		Non-tenured Rank	\$80,000.00	1
		Assoc Prof	\$87,866.00	23
		Assoc Prof	\$86,370.00	24
		Assoc Prof	\$87,995.00	28
		Assist Prof	\$80,772.00	25
		Assist Prof	\$78,946.00	12
		Assist Prof	\$79,363.00	15
MEEN				

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
NUEN	141901	Mechanical Engineering.		
		Professor	\$119,519.00	142
		Professor	\$124,406.00	152
		Professor	\$119,903.00	188
		Non-tenured Rank	\$73,917.00	6
		Non-tenured Rank	\$53,809.00	2
		Non-tenured Rank	\$76,100.00	5
		Non-tenured Rank	\$74,125.00	4
		Assoc Prof	\$87,589.00	83
		Assoc Prof	\$90,374.00	79
		Assoc Prof	\$88,641.00	78
		Assist Prof	\$75,197.00	56
		Assist Prof	\$77,386.00	54
		Assist Prof	\$79,479.00	46
NUEN	142301	Nuclear Engineering.		
		Professor	\$137,121.00	26
		Professor	\$141,049.00	22
		Professor	\$132,593.00	18
		Assoc Prof	\$92,265.00	15
		Assoc Prof	\$96,260.00	9
		Assoc Prof	\$88,546.00	14
		Assist Prof	\$65,912.00	7
		Assist Prof	\$64,172.00	5
		Assist Prof	\$64,113.00	6
NUEN	143501	Industrial Engineering.		
		Professor	\$132,294.00	48
		Professor	\$124,117.00	52
		Professor	\$119,573.00	49
		Non-tenured Rank	\$44,784.00	2
		Non-tenured Rank	\$80,533.00	3
		Non-tenured Rank	\$80,000.00	1
		Non-tenured Rank	\$80,000.00	1
		Assoc Prof	\$87,995.00	28
		Assoc Prof	\$87,866.00	23
		Assoc Prof	\$86,370.00	24
		Assist Prof	\$78,946.00	12
		Assist Prof	\$79,363.00	15
		Assist Prof	\$80,772.00	25

PETE

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
	142501	Petroleum Engineering.		
		Professor	\$116,553.00	8
		Professor	\$116,553.00	8
		Non-tenured Rank	\$78,000.00	2
		Non-tenured Rank	\$78,000.00	2
		Assoc Prof	\$90,832.00	3
		Assoc Prof	\$90,832.00	3
		Assist Prof	\$83,978.00	4
		Assist Prof	\$83,978.00	4

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
Geosciences ATMO	400401	Atmospheric Sciences and Meteorology, General		
		Professor	\$112,637.00	51
		Professor	\$102,091.00	26
		Professor	\$119,933.00	40
		Non-tenured Rank	\$41,441.00	4
		Non-tenured Rank	\$41,441.00	4
		Assoc Prof	\$85,930.00	4
		Assoc Prof	\$80,828.00	14
		Assoc Prof	\$80,870.00	16
		Assist Prof	\$60,628.00	17
		Assist Prof	\$60,827.00	9
		Assist Prof	\$63,527.00	9
CLGE	400101	Physical Sciences.		
		Professor	\$125,983.00	108
		Professor	\$125,981.00	206
		Assoc Prof	\$75,367.00	23
		Assoc Prof	\$77,934.00	17
		Assist Prof	\$65,974.00	43
		Assist Prof	\$66,285.00	21
GEOG	030103	Environmental Studies.		
		Professor	\$89,661.00	3
		Assoc Prof	\$78,248.00	2
		Assist Prof	\$66,417.00	2
	450701	Geography.		
		Professor	\$101,535.00	70
		Professor	\$103,290.00	46
		Non-tenured Rank	\$57,224.00	8
		Non-tenured Rank	\$49,919.00	3
		Non-tenured Rank	\$58,402.00	4
		Non-tenured Rank	\$49,023.00	1
		Assoc Prof	\$67,264.00	26
		Assoc Prof	\$67,752.00	21
		Assist Prof	\$57,516.00	32
		Assist Prof	\$58,511.00	26
GEPL	400101	Physical Sciences.		

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Professor	\$125,983.00	108
		Professor	\$125,981.00	206
		Assoc Prof	\$75,367.00	23
		Assoc Prof	\$77,934.00	17
		Assist Prof	\$66,285.00	21
		Assist Prof	\$65,974.00	43
	400601	Geology/Earth Science, General.		
		Professor	\$103,075.00	132
		Professor	\$97,970.00	86
		Professor	\$104,708.00	123
		Non-tenured Rank	\$64,879.00	9
		Non-tenured Rank	\$63,545.00	7
		Non-tenured Rank	\$49,073.00	3
		Non-tenured Rank	\$61,909.00	6
		Non-tenured Rank	\$46,984.00	2
		Assoc Prof	\$71,821.00	42
		Assoc Prof	\$72,118.00	34
		Assoc Prof	\$70,810.00	42
		Assist Prof	\$65,463.00	27
		Assist Prof	\$61,863.00	28
		Assist Prof	\$64,769.00	37
OCNG				
	400607	Oceanography, Chemical and Physical.		
		Professor	\$100,803.00	17
		Professor	\$100,803.00	17
		Non-tenured Rank	\$50,731.00	1
		Non-tenured Rank	\$50,731.00	1
		Assoc Prof	\$68,491.00	9
		Assoc Prof	\$68,491.00	9
		Assist Prof	\$51,445.00	4
		Assist Prof	\$51,445.00	4

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
Liberal Arts ANTH	450201	Anthropology.		
		Professor	\$93,083.00	77
		Professor	\$99,076.00	60
		Non-tenured Rank	\$45,691.00	3
		Non-tenured Rank	\$50,788.00	6
		Non-tenured Rank	\$54,437.00	9
		Non-tenured Rank	\$44,637.00	4
		Assoc Prof	\$66,066.00	47
		Assoc Prof	\$66,686.00	51
		Assist Prof	\$53,980.00	45
		Assist Prof	\$55,880.00	33
CLLA	050102	American/United States Studies/Civilization.		
		Professor	\$89,124.00	5
		Assoc Prof	\$67,957.00	9
		Assist Prof	\$56,616.00	5
	090401	Journalism.		
		Professor	\$98,256.00	42
		Non-tenured Rank	\$62,093.00	18
		Non-tenured Rank	\$59,495.00	2
		Assoc Prof	\$71,313.00	33
		Assist Prof	\$60,777.00	16
	302001	International/Global Studies.		
		Professor	\$129,048.00	1
		Non-tenured Rank	\$36,834.00	2
		Assoc Prof	\$68,857.00	2
COMM	231001	Speech and Rhetorical Studies.		
		Professor	\$106,548.00	26
		Non-tenured Rank	\$53,600.00	6
		Non-tenured Rank	\$35,562.00	20
		Assoc Prof	\$69,384.00	32
		Assist Prof	\$57,719.00	27
ECON	450601	Economics, General.		
		Professor	\$151,144.00	101
		Professor	\$146,598.00	132
		Non-tenured Rank	\$66,037.00	10

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Non-tenured Rank	\$65,423.00	13
		Non-tenured Rank	\$90,500.00	6
		Non-tenured Rank	\$79,820.00	5
		Assoc Prof	\$97,532.00	33
		Assoc Prof	\$99,327.00	40
		Assist Prof	\$85,974.00	63
		Assist Prof	\$86,121.00	40
ENGL				
	160102	Linguistics.		
		Professor	\$93,404.00	38
		Non-tenured Rank	\$60,237.00	4
		Non-tenured Rank	\$48,942.00	5
		Assoc Prof	\$70,075.00	32
		Assist Prof	\$54,857.00	14
	160104	Comparative Literature.		
		Professor	\$95,971.00	18
		Non-tenured Rank	\$53,504.00	2
		Non-tenured Rank	\$38,229.00	7
		Assoc Prof	\$63,737.00	9
		Assist Prof	\$53,720.00	13
	230101	English Language and Literature, General.		
		Professor	\$103,212.00	303
		Non-tenured Rank	\$35,555.00	86
		Non-tenured Rank	\$54,676.00	20
		Assoc Prof	\$66,172.00	189
		Assist Prof	\$55,602.00	116
EURO				
	160501	German Language and Literature.		
		Professor	\$83,195.00	35
		Non-tenured Rank	\$42,915.00	6
		Non-tenured Rank	\$48,500.00	2
		Assoc Prof	\$61,640.00	18
		Assist Prof	\$52,818.00	14
	160901	French Language and Literature.		
		Professor	\$90,094.00	51
		Non-tenured Rank	\$41,666.00	5
		Non-tenured Rank	\$55,008.00	1
		Assoc Prof	\$63,875.00	37
		Assist Prof	\$52,220.00	23
HISP				

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
HIST	160905	Spanish Language and Literature.		
		Professor	\$92,018.00	51
		Non-tenured Rank	\$35,759.00	43
		Non-tenured Rank	\$52,112.00	9
		Assoc Prof	\$65,801.00	58
	Assist Prof	\$53,471.00	42	
	540101	History, General.		
		Professor	\$100,793.00	184
		Non-tenured Rank	\$53,716.00	18
		Non-tenured Rank	\$42,463.00	12
Assoc Prof		\$68,398.00	135	
PHUM	240103	Humanities/Humanistic Studies.		
		Professor	\$88,334.00	17
		Non-tenured Rank	\$44,667.00	3
		Assoc Prof	\$65,704.00	6
	380101	Philosophy.		
		Professor	\$96,595.00	86
		Non-tenured Rank	\$43,955.00	9
		Non-tenured Rank	\$53,069.00	3
		Assoc Prof	\$64,610.00	35
		Assist Prof	\$56,417.00	22
POLS	451001	Political Science and Government, General.		
		Professor	\$117,869.00	93
		Professor	\$116,452.00	127
		Non-tenured Rank	\$65,379.00	8
		Non-tenured Rank	\$51,111.00	12
		Non-tenured Rank	\$57,140.00	10
		Non-tenured Rank	\$66,048.00	14
		Assoc Prof	\$78,357.00	73
		Assoc Prof	\$77,319.00	101
		Assist Prof	\$63,046.00	76
PRFM	500501	Drama and Dramatics/Theatre Arts, General.		
		Professor	\$83,184.00	44

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Professor	\$82,810.00	28
		Non-tenured Rank	\$44,595.00	14
		Non-tenured Rank	\$38,702.00	2
		Non-tenured Rank	\$48,540.00	4
		Non-tenured Rank	\$54,923.00	6
		Assoc Prof	\$57,754.00	34
		Assoc Prof	\$61,664.00	41
		Assist Prof	\$48,603.00	22
		Assist Prof	\$51,775.00	38
	500901	Music, General.		
		Professor	\$85,134.00	137
		Professor	\$81,217.00	168
		Non-tenured Rank	\$50,192.00	10
		Non-tenured Rank	\$43,659.00	9
		Non-tenured Rank	\$51,759.00	16
		Non-tenured Rank	\$43,871.00	16
		Assoc Prof	\$65,100.00	120
		Assoc Prof	\$65,523.00	137
		Assist Prof	\$53,611.00	86
		Assist Prof	\$55,044.00	73
PSYC				
	420101	Psychology, General.		
		Professor	\$116,739.00	238
		Professor	\$116,575.00	253
		Non-tenured Rank	\$37,653.00	7
		Non-tenured Rank	\$45,977.00	20
		Non-tenured Rank	\$60,368.00	15
		Non-tenured Rank	\$63,802.00	14
		Assoc Prof	\$72,475.00	103
		Assoc Prof	\$70,300.00	96
		Assist Prof	\$62,666.00	84
		Assist Prof	\$59,595.00	89
SCOM				
	090101	Communication Studies/Speech Communication		
		Professor	\$99,184.00	28
		Non-tenured Rank	\$60,168.00	6
		Non-tenured Rank	\$48,904.00	6
		Assoc Prof	\$67,650.00	28
		Assist Prof	\$62,599.00	32
	231001	Speech and Rhetorical Studies.		

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Professor	\$106,548.00	26
		Non-tenured Rank	\$35,562.00	20
		Non-tenured Rank	\$53,600.00	6
		Assoc Prof	\$69,384.00	32
		Assist Prof	\$57,719.00	27
SOCI	451101	Sociology.		
		Professor	\$114,127.00	78
		Professor	\$110,493.00	117
		Non-tenured Rank	\$46,578.00	16
		Non-tenured Rank	\$61,283.00	6
		Non-tenured Rank	\$59,814.00	7
		Non-tenured Rank	\$46,828.00	14
		Assoc Prof	\$72,994.00	53
		Assoc Prof	\$74,553.00	40
		Assist Prof	\$63,633.00	36
		Assist Prof	\$60,881.00	61

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
Science BIOL				
	260101	Biology/Biological Sciences, General.		
		Professor	\$112,346.00	157
		Professor	\$96,330.00	41
		Professor	\$110,289.00	119
		Non-tenured Rank	\$63,340.00	11
		Non-tenured Rank	\$62,166.00	5
		Non-tenured Rank	\$34,025.00	2
		Non-tenured Rank	\$65,402.00	9
		Non-tenured Rank	\$40,118.00	27
		Assoc Prof	\$76,100.00	54
		Assoc Prof	\$70,639.00	38
		Assoc Prof	\$68,944.00	13
		Assist Prof	\$65,198.00	72
		Assist Prof	\$60,870.00	45
		Assist Prof	\$57,684.00	24
	260301	Botany/Plant Biology.		
		Professor	\$102,076.00	79
		Professor	\$95,566.00	33
		Professor	\$98,732.00	30
		Non-tenured Rank	\$57,364.00	3
		Non-tenured Rank	\$59,659.00	2
		Non-tenured Rank	\$59,659.00	2
		Assoc Prof	\$72,439.00	14
		Assoc Prof	\$74,584.00	14
		Assoc Prof	\$71,314.00	43
		Assist Prof	\$57,053.00	12
		Assist Prof	\$59,726.00	14
		Assist Prof	\$57,640.00	33
	260406	Cell/Cellular and Molecular Biology.		
		Professor	\$106,055.00	20
		Non-tenured Rank	\$44,251.00	5
		Assoc Prof	\$77,478.00	19
		Assist Prof	\$67,619.00	10
	260502	Microbiology, General.		
		Professor	\$96,119.00	16
		Professor	\$104,195.00	43
		Professor	\$116,686.00	35
		Non-tenured Rank	\$63,999.00	3

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
		Non-tenured Rank	\$54,511.00	4
		Non-tenured Rank	\$74,180.00	1
		Non-tenured Rank	\$61,090.00	2
		Assoc Prof	\$73,832.00	15
		Assoc Prof	\$75,835.00	6
		Assoc Prof	\$79,617.00	12
		Assist Prof	\$58,901.00	5
		Assist Prof	\$61,775.00	22
		Assist Prof	\$69,390.00	18
	260701	Zoology/Animal Biology.		
		Professor	\$86,801.00	17
		Professor	\$94,797.00	55
		Professor	\$89,561.00	20
		Non-tenured Rank	\$43,671.00	3
		Non-tenured Rank	\$55,930.00	1
		Non-tenured Rank	\$59,662.00	6
		Non-tenured Rank	\$57,167.00	2
		Assoc Prof	\$67,810.00	13
		Assoc Prof	\$61,149.00	8
		Assoc Prof	\$67,507.00	27
		Assist Prof	\$59,749.00	8
		Assist Prof	\$53,637.00	36
		Assist Prof	\$59,550.00	11
CHEM				
	400501	Chemistry, General.		
		Professor	\$118,206.00	214
		Professor	\$113,588.00	259
		Professor	\$113,145.00	169
		Non-tenured Rank	\$47,133.00	16
		Non-tenured Rank	\$65,181.00	8
		Non-tenured Rank	\$61,150.00	12
		Non-tenured Rank	\$62,825.00	11
		Non-tenured Rank	\$53,079.00	17
		Non-tenured Rank	\$50,821.00	21
		Assoc Prof	\$73,341.00	50
		Assoc Prof	\$70,203.00	68
		Assoc Prof	\$75,596.00	41
		Assist Prof	\$60,369.00	80
		Assist Prof	\$65,466.00	52
		Assist Prof	\$65,353.00	67

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
MATH				
	270101	Mathematics, General.		
		Professor	\$109,117.00	394
		Non-tenured Rank	\$39,415.00	57
		Non-tenured Rank	\$64,052.00	23
		Assoc Prof	\$74,891.00	82
		Assist Prof	\$59,642.00	110
	270301	Applied Mathematics.		
		Professor	\$104,856.00	6
		Non-tenured Rank	\$64,456.00	1
		Assoc Prof	\$72,322.00	2
		Assist Prof	\$62,064.00	1
PHYS				
	400801	Physics, General.		
		Professor	\$109,085.00	321
		Professor	\$109,384.00	253
		Professor	\$108,951.00	250
		Non-tenured Rank	\$47,023.00	4
		Non-tenured Rank	\$70,821.00	10
		Non-tenured Rank	\$49,942.00	7
		Non-tenured Rank	\$69,433.00	9
		Non-tenured Rank	\$49,942.00	7
		Non-tenured Rank	\$66,940.00	11
		Assoc Prof	\$80,034.00	43
		Assoc Prof	\$80,906.00	48
		Assoc Prof	\$73,991.00	66
		Assist Prof	\$65,170.00	83
		Assist Prof	\$69,468.00	72
		Assist Prof	\$70,700.00	52
STAT				
	270501	Statistics, General.		
		Professor	\$114,604.00	68
		Non-tenured Rank	\$75,247.00	9
		Non-tenured Rank	\$42,790.00	9
		Assoc Prof	\$77,711.00	17
		Assist Prof	\$71,587.00	41

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
Veterinary Medicine VAPH				
	260802	Molecular Genetics.		
		Professor	\$118,743.00	19
		Professor	\$104,596.00	6
		Assoc Prof	\$70,546.00	6
		Assoc Prof	\$67,620.00	9
		Assist Prof	\$62,848.00	3
		Assist Prof	\$54,999.00	15
	261004	Toxicology.		
		Professor	\$96,648.00	2
		Non-tenured Rank	\$60,000.00	1
		Assist Prof	\$56,640.00	9
VIBS				
	512501	Veterinary Sciences/Veterinary Clinical Sciences,		
		Professor	\$100,391.00	12
		Non-tenured Rank	\$58,991.00	1
		Non-tenured Rank	\$75,893.00	1
		Assoc Prof	\$64,123.00	3
		Assist Prof	\$67,034.00	3
VLCS				
	512501	Veterinary Sciences/Veterinary Clinical Sciences,		
		Professor	\$100,391.00	12
		Non-tenured Rank	\$75,893.00	1
		Non-tenured Rank	\$58,991.00	1
		Assoc Prof	\$64,123.00	3
		Assist Prof	\$67,034.00	3
VSAM				
	512501	Veterinary Sciences/Veterinary Clinical Sciences,		
		Professor	\$100,391.00	12
		Non-tenured Rank	\$75,893.00	1
		Non-tenured Rank	\$58,991.00	1
		Assoc Prof	\$64,123.00	3
		Assist Prof	\$67,034.00	3
VTPB				
	512501	Veterinary Sciences/Veterinary Clinical Sciences,		
		Professor	\$100,391.00	12
		Non-tenured Rank	\$75,893.00	1
		Non-tenured Rank	\$58,991.00	1
		Assoc Prof	\$64,123.00	3
		Assist Prof	\$67,034.00	3

College Dept	CIPCode	CIPTITLE	Average Salary	Peer Members
VTPP	261004	Toxicology.		
		Professor	\$96,648.00	2
		Non-tenured Rank	\$60,000.00	1
		Assist Prof	\$56,640.00	9