

TEXAS A&M UNIVERSITY

Faculty Salary Study Nine Month Salaries AAUDE Data

2006–2007



Prepared by
Office of Institutional Studies
Dr. Cindy Dutschke, Asst Vice-President

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Executive Summary

This study compares Texas A&M University tenured and tenure-track faculty to faculty at Vision 2020 peer schools. The data are from the American Association of Universities – Data Exchange (AAUDE). A listing of the peers can be found at: <http://www.tamu.edu/vision2020/peers.php>.

The list below summarizes the percentage changes in relative market, i.e., TAMU salary divided by peer average salary.

- The university average salary for the top 3 ranks increased by two (2) percent over last year.
- Except for the College of Agriculture & Life Sciences, which remained steady, and the College of Science, which showed a one (1) percent increase, all other colleges had slight decreases.
- Agriculture & Life Sciences had seven departments showing slight increases and seven with slight decreases. Recreation, Park & Tourism Sciences had the largest increase, eight (8) percent and Soil & Crop Sciences had the largest decrease, four (4) percent.
- Architecture departments are all down slightly.
- In Business Administration, Accounting is up by two (2) percent, Information & Operations Management is down by six (6) percent. All other departments had slight decreases.
- In Education, Teaching, Learning and Culture increased by four (4) percent. One other department had a slight increase; the remainder had slight decreases.
- Engineering had two departments with increases, Nuclear Engineering being the largest at three (3) percent. Of the remainder with decreases, Petroleum Engineering showed the largest, a nine (9) percent decrease.
- All Geosciences departments decreased slightly, the largest being Atmospheric Sciences at three (3) percent.

- Liberal Arts had two departments with slight increases. The remainder were either steady or showed slight decreases.
- All departments in Sciences increased or were steady. The largest increase was in Chemistry, three (3) percent.

TEXAS A&M FACULTY SALARY STUDY CHARACTERISTICS AND LIMITATIONS

DATA SOURCE

- Data used in this study are obtained from the AAUDE Data warehouse which is discussed at <http://web.mit.edu/warehouse/metadata/aaude/index.html>. Study data is comprised of Vision 2020 peer submissions.

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 *Oklahoma State Faculty Salary Study*).
- Included are Texas A&M faculty members who have current fulltime (1.00 FTE) appointments only or are considered fulltime by TAMU and whose salaries are based upon or consistent with an implied fulltime commitment and who are on the payroll at the time of the data collection. Also included are: 1) fulltime faculty on sabbatical even though they have reduced FTE because of the sabbatical; these are reported at their fulltime equivalency salary, 2) extension field staff, off-campus faculty or agricultural experiment station faculty only if they hold academic rank, are associated with academic departments and have salaries comparable with on-campus faculty and 3) lecturers who are considered equivalent in function and salary to instructors or other regular faculty ranks. Chairs and department heads are included IF they meet the inclusion requirements outlined above.
- Excluded from this study are: 1) those who did not satisfy the inclusion requirements above as well as all Administrators, Deans, Librarians, and Galveston faculty, 2) faculty on leave without pay and 3) visiting/adjunct/adjoint faculty.
- The Bush School of Government and Public Service chooses not to participate in the *Texas A&M Faculty Salary Study*.
- The College of Veterinary Medicine is not included in this study. Peer data from Vision 2020 peers has been steadily declining and, as such, fair comparisons can no longer be drawn.
- NOTE: Veterinary Medicine is being excluded from the study this year. The University of Florida reported no data in comparable CIP codes. This leaves only

three (3) peer institutions who reported data, making an equitable comparison difficult.

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.
- Some Vision 2020 peers, notably the University of California (UCal) system schools, report all business courses under one CIP code: 52.02.01. They do not, for example, differentiate Accounting as 52.03.01 or Finance as 52.08.01. Accordingly, all UCal business faculty salary data, as well as any other peer data reported in this manner, is compared to all affected TAMU departments.

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

Texas A&M University
University Summary
AAUDE 2006-2007 Salary Data: Vision 2020 Peers

College	Faculty Rank	Texas A&M		Peer Group			Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	(1)	
Agriculture & Life Sciences	Professor	\$89,485	141	\$114,209	(1)	1000	0.78
	Assoc Professor	\$65,349	67	\$79,688	(1)	432	0.82
	Assist Professor	\$57,236	58	\$69,776	(1)	332	0.82
	All Ranks	\$76,374	266	\$95,825	(1)	1764	0.80
Architecture	Professor	\$97,832	29	\$114,219	(1)	160	0.86
	Assoc Professor	\$69,612	30	\$79,670	(1)	147	0.87
	Assist Professor	\$56,905	25	\$67,296	(1)	103	0.85
	All Ranks	\$75,573	84	\$87,915	(1)	409	0.86
Business Administration	Professor	\$157,102	48	\$177,370	(1)	335	0.89
	Assoc Professor	\$145,112	26	\$136,781	(1)	171	1.06
	Assist Professor	\$126,854	19	\$131,417	(1)	226	0.97
	All Ranks	\$147,570	93	\$156,634	(1)	731	0.94
Education	Professor	\$99,977	39	\$103,304	(1)	270	0.97
	Assoc Professor	\$71,390	38	\$73,812	(1)	207	0.97
	Assist Professor	\$64,108	34	\$59,415	(1)	173	1.08
	All Ranks	\$79,204	111	\$79,764	(1)	649	0.99
Engineering	Professor	\$118,594	138	\$128,627	(1)	1661	0.92
	Assoc Professor	\$87,514	72	\$90,467	(1)	678	0.97
	Assist Professor	\$76,632	112	\$79,640	(1)	701	0.96
	All Ranks	\$97,049	322	\$103,055	(1)	3040	0.94
Geosciences	Professor	\$94,806	44	\$120,913	(1)	371	0.78
	Assoc Professor	\$67,418	24	\$77,374	(1)	109	0.87
	Assist Professor	\$57,416	19	\$64,317	(1)	128	0.89
	All Ranks	\$79,085	87	\$96,542	(1)	608	0.82
Liberal Arts	Professor	\$102,485	125	\$120,124	(1)	1941	0.85
	Assoc Professor	\$65,008	96	\$72,488	(1)	1099	0.90
	Assist Professor	\$58,156	85	\$63,578	(1)	821	0.91
	All Ranks	\$78,414	306	\$89,472	(1)	3861	0.88
Science	Professor	\$112,359	140	\$122,022	(1)	1458	0.92
	Assoc Professor	\$74,316	45	\$78,512	(1)	375	0.95
	Assist Professor	\$67,872	48	\$67,481	(1)	493	1.01
	All Ranks	\$95,847	233	\$102,383	(1)	2326	0.94
VetMed & Biomedical Sciences	Professor	\$85,850	57	\$130,231	(1)	136	0.66
	Assoc Professor	\$68,758	37	\$104,540	(1)	73	0.66
	Assist Professor	\$60,571	28	\$86,576	(1)	54	0.70
	All Ranks	\$74,865	122	\$112,420	(1)	263	0.67

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

Texas A&M University
 University Summary
 AAUDE 2006-2007 Salary Data: Vision 2020 Peers

College	Faculty Rank	Texas A&M		Peer Group			Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE		
Texas A&M University	Professor	\$106,263	761	\$124,246	(1)	7332	0.66
	Assoc Professor	\$75,863	435	\$84,645	(1)	3291	0.66
	Assist Professor	\$67,530	428	\$73,494	(1)	3029	0.70
	All Ranks	\$87,912	1624	\$100,263	(1)	13652	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
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
AGEC						
	Professor	\$93,732	22	\$119,686	146	0.78
	Assoc Professor	\$72,182	2	\$83,102	34	0.87
	Assist Professor	\$62,643	3	\$76,696	33	0.82
	All Ranks	\$88,681	27	\$112,199 (1)	214	0.79
ALEC						
	Professor	\$83,364	3	\$122,130	48	0.68
	Assoc Professor	\$71,261	6	\$88,419	23	0.81
	Assist Professor	\$54,394	6	\$71,579	15	0.76
	All Ranks	\$66,935	15	\$88,425 (1)	85	0.76
ANSC						
	Professor	\$81,356	13	\$106,375	69	0.76
	Assoc Professor	\$69,707	9	\$79,094	33	0.88
	Assist Professor	\$56,881	7	\$70,989	28	0.80
	All Ranks	\$71,833	29	\$89,367 (1)	130	0.80
BAEN						
	Professor	\$99,852	13	\$119,335	58	0.84
	Assoc Professor	\$62,599	3	\$89,405	29	0.70
	Assist Professor	\$63,121	2	\$76,840	17	0.82
	All Ranks	\$89,562	18	\$109,625 (1)	104	0.82
BCBP						
	Professor	\$110,139	12	\$126,917	52	0.87
	Assoc Professor	\$62,763	7	\$81,688	18	0.77
	Assist Professor	\$60,120	7	\$73,890	20	0.81
	All Ranks	\$83,917	26	\$100,464 (1)	90	0.84
ENTO						
	Professor	\$94,806	12	\$119,924	64	0.79
	Assoc Professor	\$62,394	5	\$76,465	23	0.82
	Assist Professor	\$54,037	4	\$66,345	23	0.81
	All Ranks	\$79,323	21	\$99,371 (1)	110	0.80
FRSC						
	Professor	\$94,173	2	\$110,872	57	0.85
	Assoc Professor	\$60,307	6	\$80,284	43	0.75
	Assist Professor	\$50,614	1	\$70,617	24	0.72
	All Ranks	\$66,756	9	\$86,007 (1)	124	0.78

* 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
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
HRSC						
	Professor	\$99,399	8	\$109,832	110	0.91
	Assoc Professor	\$69,394	6	\$81,384	44	0.85
	Assist Professor	\$53,103	3	\$70,994	31	0.75
	All Ranks	\$80,639	17	\$92,938 (1)	186	0.87
NFSC						
	Professor	\$90,347	3	\$121,282	109	0.74
	Assoc Professor	\$74,660	1	\$80,849	44	0.92
	Assist Professor	\$73,500	2	\$66,074	27	1.11
	All Ranks	\$82,117	6	\$96,141 (1)	180	0.85
PLPM						
	Professor	\$79,547	9	\$109,410	43	0.73
	Assoc Professor	\$60,000	1	\$79,533	14	0.75
	Assist Professor	\$56,817	5	\$71,232	10	0.80
	All Ranks	\$70,667	15	\$94,692 (1)	67	0.75
POSC						
	Professor	\$82,568	2	\$110,413	50	0.75
	Assoc Professor	\$67,844	3	\$82,640	23	0.82
	Assist Professor	\$52,828	2	\$70,368	13	0.75
	All Ranks	\$67,761	7	\$87,069 (1)	87	0.78
RLEM						
	Professor	\$74,625	6	\$112,232	32	0.66
	Assoc Professor	\$67,518	4	\$77,928	16	0.87
	Assist Professor	\$63,987	2	\$67,629	15	0.95
	All Ranks	\$70,483	12	\$93,363 (1)	63	0.75
RPTS						
	Professor	\$85,002	6	\$112,309	4	0.76
	Assoc Professor	\$62,760	6	\$69,689	9	0.90
	Assist Professor	\$57,075	6	\$56,974	6	1.00
	All Ranks	\$68,279	18	\$79,657 (1)	19	0.86
SCSC						
	Professor	\$75,384	17	\$106,498	73	0.71
	Assoc Professor	\$57,854	1	\$83,137	26	0.70
	Assist Professor	\$52,811	6	\$72,149	24	0.73
	All Ranks	\$69,010	24	\$96,938 (1)	124	0.71

* 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
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
WFSC						
	Professor	\$85,786	13	\$106,170	84	0.81
	Assoc Professor	\$59,875	7	\$73,839	52	0.81
	Assist Professor	\$55,013	2	\$65,788	45	0.84
	All Ranks	\$74,744	22	\$92,212 (1)	181	0.81
COLLEGE						
	Professor	\$89,485	141	\$114,209 (1)	1000	0.78
	Assoc Professor	\$65,349	67	\$79,688 (1)	432	0.82
	Assist Professor	\$57,236	58	\$69,776 (1)	332	0.82
	All Ranks	\$76,374	266	\$95,825 (1)	1764	0.80

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Architecture
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
ARCH						
	Professor	\$93,981	17	\$112,681	95	0.83
	Assoc Professor	\$73,374	13	\$78,574	87	0.93
	Assist Professor	\$55,519	8	\$60,481	70	0.92
	All Ranks	\$78,834	38	\$90,023 (1)	252	0.88
COSC						
	Professor	\$95,452	4	\$120,345	25	0.79
	Assoc Professor	\$61,002	8	\$83,419	27	0.73
	Assist Professor	\$58,393	7	\$74,658	14	0.78
	All Ranks	\$67,293	19	\$87,965 (1)	66	0.77
LAUP						
	Professor	\$107,207	8	\$114,424	40	0.94
	Assoc Professor	\$71,830	9	\$77,921	33	0.92
	Assist Professor	\$56,972	10	\$67,594	18	0.84
	All Ranks	\$76,809	27	\$84,912 (1)	92	0.90
COLLEGE						
	Professor	\$97,832	29	\$114,219 (1)	160	0.86
	Assoc Professor	\$69,612	30	\$79,670 (1)	147	0.87
	Assist Professor	\$56,905	25	\$67,296 (1)	103	0.85
	All Ranks	\$75,573	84	\$87,915 (1)	409	0.86

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Business Administration
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
ACCT						
	Professor	\$155,219	11	\$183,498	40	0.85
	Assoc Professor	\$154,680	10	\$133,163	28	1.16
	Assist Professor	\$153,882	1	\$153,254	22	1.00
	All Ranks	\$154,913	22	\$159,244 (1)	90	0.97
FINC						
	Professor	\$176,851	8	\$189,478	44	0.93
	Assoc Professor	\$168,218	4	\$153,759	27	1.09
	Assist Professor	\$160,256	4	\$153,477	33	1.04
	All Ranks	\$170,544	16	\$171,548 (1)	104	0.99
INFO						
	Professor	\$129,529	6	\$162,022	18	0.80
	Assoc Professor	\$125,689	3	\$138,993	6	0.90
	Assist Professor	\$112,012	4	\$129,698	8	0.86
	All Ranks	\$123,253	13	\$146,762 (1)	32	0.84
MGMT						
	Professor	\$156,198	13	\$167,062	191	0.93
	Assoc Professor	\$138,499	6	\$132,456	92	1.05
	Assist Professor	\$114,762	7	\$120,562	138	0.95
	All Ranks	\$140,958	26	\$146,557 (1)	421	0.96
MKTG						
	Professor	\$161,093	10	\$183,552	42	0.88
	Assoc Professor	\$115,062	3	\$132,643	18	0.87
	Assist Professor	\$121,314	3	\$122,348	25	0.99
	All Ranks	\$145,004	16	\$162,531 (1)	85	0.89
COLLEGE						
	Professor	\$157,102	48	\$177,370 (1)	335	0.89
	Assoc Professor	\$145,112	26	\$136,781 (1)	171	1.06
	Assist Professor	\$126,854	19	\$131,417 (1)	226	0.97
	All Ranks	\$147,570	93	\$156,634 (1)	731	0.94

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Education
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
EAHR						
	Professor	\$105,035	5	\$117,387	50	0.89
	Assoc Professor	\$75,819	8	\$94,907	27	0.80
	Assist Professor	\$59,132	7	\$71,365	17	0.83
	All Ranks	\$77,283	20	\$92,288 (1)	94	0.84
EPSY						
	Professor	\$104,625	13	\$98,787	85	1.06
	Assoc Professor	\$71,440	10	\$68,200	63	1.05
	Assist Professor	\$59,767	7	\$54,897	45	1.09
	All Ranks	\$83,096	30	\$78,350 (1)	193	1.06
HLKN						
	Professor	\$89,031	11	\$101,129	54	0.88
	Assoc Professor	\$68,972	9	\$67,894	72	1.02
	Assist Professor	\$70,451	12	\$56,480	49	1.25
	All Ranks	\$76,422	32	\$75,038 (1)	175	1.02
TLAC						
	Professor	\$103,448	10	\$104,528	80	0.99
	Assoc Professor	\$70,101	11	\$68,414	45	1.02
	Assist Professor	\$62,746	8	\$57,315	62	1.09
	All Ranks	\$79,571	29	\$77,805 (1)	188	1.02
COLLEGE						
	Professor	\$99,977	39	\$103,304 (1)	270	0.97
	Assoc Professor	\$71,390	38	\$73,812 (1)	207	0.97
	Assist Professor	\$64,108	34	\$59,415 (1)	173	1.08
	All Ranks	\$79,204	111	\$79,764 (1)	649	0.99

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Engineering
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
AERO						
	Professor	\$126,736	13	\$130,709	123	0.97
	Assoc Professor	\$87,289	6	\$92,991	44	0.94
	Assist Professor	\$78,004	7	\$77,116	37	1.01
	All Ranks	\$104,513	26	\$107,576 (1)	204	0.97
BMEN						
	Professor	\$110,963	4	\$144,734	39	0.77
	Assoc Professor	\$79,895	2	\$94,241	24	0.85
	Assist Professor	\$77,795	8	\$77,969	71	1.00
	All Ranks	\$87,572	14	\$99,370 (1)	134	0.88
CHEN						
	Professor	\$134,166	11	\$136,449	148	0.98
	Assoc Professor	\$90,936	1	\$89,461	35	1.02
	Assist Professor	\$78,075	7	\$79,639	45	0.98
	All Ranks	\$111,226	19	\$113,046 (1)	227	0.98
CPSC						
	Professor	\$116,134	14	\$130,406	287	0.89
	Assoc Professor	\$100,796	8	\$97,266	125	1.04
	Assist Professor	\$88,608	14	\$85,682	140	1.03
	All Ranks	\$102,021	36	\$105,649 (1)	552	0.97
CVEN						
	Professor	\$108,099	25	\$121,210	134	0.89
	Assoc Professor	\$81,429	13	\$88,889	89	0.92
	Assist Professor	\$71,863	19	\$77,135	67	0.93
	All Ranks	\$89,938	57	\$99,147 (1)	290	0.91
ECEN						
	Professor	\$121,597	25	\$131,181	411	0.93
	Assoc Professor	\$89,072	8	\$94,949	149	0.94
	Assist Professor	\$81,634	19	\$83,566	143	0.98
	All Ranks	\$101,991	52	\$108,209 (1)	703	0.94
ETID						
	Professor	\$106,537	4	\$91,901	7	1.16
	Assoc Professor	\$81,493	9	\$76,968	7	1.06
	Assist Professor	\$64,800	9	\$66,031	5	0.98
	All Ranks	\$79,218	22	\$75,209 (1)	19	1.05

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Engineering
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
ISEN						
	Professor	\$115,594	7	\$138,484	120	0.83
	Assoc Professor	\$95,162	5	\$91,923	67	1.04
	Assist Professor	\$76,784	8	\$79,019	99	0.97
	All Ranks	\$94,962	20	\$103,057 (1)	287	0.92
MEEN						
	Professor	\$124,248	19	\$127,584	289	0.97
	Assoc Professor	\$83,047	12	\$89,374	80	0.93
	Assist Professor	\$71,788	13	\$79,066	59	0.91
	All Ranks	\$97,512	44	\$102,828 (1)	428	0.95
NUEN						
	Professor	\$116,848	6	\$136,153	98	0.86
	Assoc Professor	\$94,344	4	\$91,277	55	1.03
	Assist Professor	\$71,239	4	\$79,822	30	0.89
	All Ranks	\$97,387	14	\$107,237 (1)	182	0.91
PETE						
	Professor	\$113,338	10	\$125,801	6	0.90
	Assoc Professor	\$91,461	4	\$98,632	3	0.93
	Assist Professor	\$73,800	4	\$93,041	4	0.79
	All Ranks	\$99,690	18	\$112,483 (1)	13	0.89
COLLEGE						
	Professor	\$118,594	138	\$128,627 (1)	1661	0.92
	Assoc Professor	\$87,514	72	\$90,467 (1)	678	0.97
	Assist Professor	\$76,632	112	\$79,640 (1)	701	0.96
	All Ranks	\$97,049	322	\$103,055 (1)	3040	0.94

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Geosciences
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
ATMO						
	Professor	\$101,135	6	\$120,980	26	0.84
	Assoc Professor	\$70,520	6	\$80,652	12	0.87
	Assist Professor	\$58,831	6	\$63,666	9	0.92
	All Ranks	\$76,829	18	\$88,433 (1)	46	0.87
GEOG						
	Professor	\$88,715	6	\$121,071	149	0.73
	Assoc Professor	\$63,796	6	\$75,426	47	0.85
	Assist Professor	\$52,608	5	\$65,395	62	0.80
	All Ranks	\$69,300	17	\$88,586 (1)	258	0.78
GEPL						
	Professor	\$94,008	17	\$115,986	175	0.81
	Assoc Professor	\$70,914	6	\$75,118	50	0.94
	Assist Professor	\$60,961	5	\$64,302	55	0.95
	All Ranks	\$83,158	28	\$97,999 (1)	281	0.85
OCNG						
	Professor	\$95,615	15	\$126,407	20	0.76
	Assoc Professor	\$64,440	6	\$78,300	1	0.82
	Assist Professor	\$56,693	3	\$63,850	3	0.89
	All Ranks	\$82,956	24	\$106,561 (1)	23	0.78
COLLEGE						
	Professor	\$94,806	44	\$120,913 (1)	371	0.78
	Assoc Professor	\$67,418	24	\$77,374 (1)	109	0.87
	Assist Professor	\$57,416	19	\$64,317 (1)	128	0.89
	All Ranks	\$79,085	87	\$96,542 (1)	608	0.82

* 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
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
ANTH						
	Professor	\$80,664	5	\$118,531	99	0.68
	Assoc Professor	\$60,097	12	\$71,669	70	0.84
	Assist Professor	\$48,943	5	\$59,656	44	0.82
	All Ranks	\$62,236	22	\$79,589 (1)	212	0.78
COMM						
	Professor	\$99,189	6	\$114,827	27	0.86
	Assoc Professor	\$76,144	4	\$72,047	21	1.06
	Assist Professor	\$58,915	7	\$59,046	17	1.00
	All Ranks	\$77,183	17	\$81,792 (1)	65	0.94
ECON						
	Professor	\$138,272	15	\$167,660	163	0.82
	Assoc Professor	\$117,445	2	\$117,850	45	1.00
	Assist Professor	\$83,959	6	\$98,002	78	0.86
	All Ranks	\$122,292	23	\$145,157 (1)	287	0.84
ENGL						
	Professor	\$90,357	25	\$105,539	368	0.86
	Assoc Professor	\$64,768	16	\$68,959	233	0.94
	Assist Professor	\$54,347	11	\$57,916	135	0.94
	All Ranks	\$74,866	52	\$84,210 (1)	736	0.89
EURO						
	Professor	\$80,403	4	\$91,300	79	0.88
	Assoc Professor	\$51,709	10	\$66,263	56	0.78
	Assist Professor	\$46,758	3	\$54,834	25	0.85
	All Ranks	\$57,587	17	\$70,137 (1)	160	0.82
HISP						
	Professor	\$85,945	6	\$104,319	52	0.82
	Assoc Professor	\$61,272	4	\$68,776	57	0.89
	Assist Professor	\$51,224	5	\$57,827	33	0.89
	All Ranks	\$67,792	15	\$79,343 (1)	142	0.85
HIST						
	Professor	\$93,101	16	\$115,248	237	0.81
	Assoc Professor	\$58,037	14	\$72,303	142	0.80
	Assist Professor	\$54,975	12	\$59,110	97	0.93
	All Ranks	\$70,520	42	\$84,894 (1)	476	0.83

* 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
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
PHUM						
	Professor	\$86,149	7	\$107,121	120	0.80
	Assoc Professor	\$59,635	8	\$71,142	48	0.84
	Assist Professor	\$50,399	5	\$59,854	38	0.84
	All Ranks	\$66,606	20	\$80,913 (1)	205	0.82
POLS						
	Professor	\$121,570	14	\$128,259	154	0.95
	Assoc Professor	\$77,973	9	\$81,329	100	0.96
	Assist Professor	\$63,245	8	\$66,844	84	0.95
	All Ranks	\$93,861	31	\$98,785 (1)	338	0.95
PRFM						
	Professor	\$78,054	3	\$93,001	210	0.84
	Assoc Professor	\$59,318	5	\$64,250	147	0.92
	Assist Professor	\$52,722	1	\$55,489	94	0.95
	All Ranks	\$64,830	9	\$72,860 (1)	451	0.89
PSYC						
	Professor	\$109,607	12	\$121,763	271	0.90
	Assoc Professor	\$75,489	7	\$74,480	102	1.01
	Assist Professor	\$62,464	12	\$63,332	104	0.99
	All Ranks	\$83,654	31	\$88,467 (1)	476	0.95
SOCI						
	Professor	\$108,146	12	\$121,654	161	0.89
	Assoc Professor	\$73,060	5	\$75,576	79	0.97
	Assist Professor	\$56,826	10	\$65,502	73	0.87
	All Ranks	\$82,641	27	\$92,324 (1)	313	0.90
COLLEGE						
	Professor	\$102,485	125	\$120,124 (1)	1941	0.85
	Assoc Professor	\$65,008	96	\$72,488 (1)	1099	0.90
	Assist Professor	\$58,156	85	\$63,578 (1)	821	0.91
	All Ranks	\$78,414	306	\$89,472 (1)	3861	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 Science
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
BIOL						
	Professor	\$104,987	16	\$122,679	327	0.86
	Assoc Professor	\$69,602	9	\$78,533	126	0.89
	Assist Professor	\$61,709	15	\$67,871	162	0.91
	All Ranks	\$80,796	40	\$92,193 (1)	615	0.88
CHEM						
	Professor	\$124,724	32	\$128,181	261	0.97
	Assoc Professor	\$84,252	3	\$77,647	74	1.09
	Assist Professor	\$69,211	8	\$67,670	84	1.02
	All Ranks	\$111,572	43	\$113,397 (1)	419	0.98
MATH						
	Professor	\$107,476	40	\$117,558	439	0.91
	Assoc Professor	\$69,217	19	\$75,003	90	0.92
	Assist Professor	\$69,453	12	\$62,764	107	1.11
	All Ranks	\$90,811	71	\$96,909 (1)	636	0.94
PHYS						
	Professor	\$104,546	38	\$119,769	337	0.87
	Assoc Professor	\$79,400	9	\$80,788	65	0.98
	Assist Professor	\$73,575	6	\$70,838	93	1.04
	All Ranks	\$96,770	53	\$107,610 (1)	494	0.90
STAT						
	Professor	\$127,677	14	\$126,058	94	1.01
	Assoc Professor	\$87,062	5	\$88,230	21	0.99
	Assist Professor	\$71,950	7	\$71,640	47	1.00
	All Ranks	\$104,863	26	\$104,132 (1)	162	1.01
COLLEGE						
	Professor	\$112,359	140	\$122,022 (1)	1458	0.92
	Assoc Professor	\$74,316	45	\$78,512 (1)	375	0.95
	Assist Professor	\$67,872	48	\$67,481 (1)	493	1.01
	All Ranks	\$95,847	233	\$102,383 (1)	2326	0.94

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of VetMed & Biomedical Sciences
AAUDE 2006-2007 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE hdct	Avg Salary	FTE hdct	
VIBS						
	Professor	\$85,388	23	\$130,231	45	0.66
	Assoc Professor	\$67,532	15	\$104,540	24	0.65
	Assist Professor	\$59,634	13	\$86,576	18	0.69
	All Ranks	\$73,571	51	\$111,547 (1)	88	0.66
VLCS						
	Professor	\$87,784	11	\$130,231	45	0.67
	Assoc Professor	\$74,015	7	\$104,540	24	0.71
	Assist Professor	\$72,740	2	\$86,576	18	0.84
	All Ranks	\$81,460	20	\$116,873 (1)	88	0.70
VTPB						
	Professor	\$85,388	23	\$130,231	45	0.66
	Assoc Professor	\$67,532	15	\$104,540	24	0.65
	Assist Professor	\$59,634	13	\$86,576	18	0.69
	All Ranks	\$73,571	51	\$111,547 (1)	88	0.66
COLLEGE						
	Professor	\$85,850	57	\$130,231 (1)	136	0.66
	Assoc Professor	\$68,758	37	\$104,540 (1)	73	0.66
	Assist Professor	\$60,571	28	\$86,576 (1)	54	0.70
	All Ranks	\$74,865	122	\$112,420 (1)	263	0.67

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Combined Results by CIP

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Agriculture & Life Sciences									
AGEC									
			Professor	\$93,732	22	\$119,881	128	78%	
		010103	Agricultural Economics.				\$119,881	128	78%
			Assoc Professor	\$72,182	2	\$85,734	23	84%	
		010103	Agricultural Economics.				\$85,734	23	84%
			Assist Professor	\$62,643	3	\$77,761	27	81%	
		010103	Agricultural Economics.				\$77,761	27	81%
ALEC									
			Professor	\$83,364	3	\$121,008	64	69%	
		010000	Agriculture, General.				\$125,834	33	66%
		010102	Agribusiness/Agricultural Business Operations.				\$114,324	19	73%
		131301	Agricultural Teacher Education.				\$118,070	12	71%
			Assoc Professor	\$71,261	6	\$88,830	33	80%	
		010000	Agriculture, General.				\$99,398	6	72%
		010102	Agribusiness/Agricultural Business Operations.				\$88,143	11	81%
		131301	Agricultural Teacher Education.				\$84,890	15	84%
			Assist Professor	\$54,394	6	\$73,777	18	74%	
		010000	Agriculture, General.				\$72,195	6	75%
		010102	Agribusiness/Agricultural Business Operations.				\$76,292	5	71%
		131301	Agricultural Teacher Education.				\$73,302	7	74%
ANSC									
			Professor	\$81,356	13	\$106,946	96	76%	
		010901	Animal Sciences, General.				\$106,804	88	76%
		010905	Dairy Science.				\$108,519	8	75%
			Assoc Professor	\$69,707	9	\$79,144	43	88%	
		010901	Animal Sciences, General.				\$78,992	40	88%
		010905	Dairy Science.				\$81,141	3	86%
			Assist Professor	\$56,881	7	\$70,682	30	80%	
		010901	Animal Sciences, General.				\$70,413	28	81%
		010905	Dairy Science.				\$74,488	2	76%
BAEN									
			Professor	\$99,852	13	\$118,106	65	85%	

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
			140301	Agricultural/Biological Engineering and Bioengineering.					\$118,106	65	85%
		Assoc Professor		\$62,599	3	\$88,529	35	71%			
			140301	Agricultural/Biological Engineering and Bioengineering.					\$88,529	35	71%
		Assist Professor		\$63,121	2	\$76,072	22	83%			
			140301	Agricultural/Biological Engineering and Bioengineering.					\$76,072	22	83%
BCBP											
		Professor		\$110,139	12	\$131,480	84	84%			
			260202	Biochemistry.					\$132,970	77	83%
			260802	Molecular Genetics.					\$115,078	7	96%
		Assoc Professor		\$62,763	7	\$84,660	24	74%			
			260202	Biochemistry.					\$88,431	18	71%
			260802	Molecular Genetics.					\$73,188	6	86%
		Assist Professor		\$60,120	7	\$80,317	33	75%			
			260202	Biochemistry.					\$81,853	30	73%
			260802	Molecular Genetics.					\$65,088	3	92%
CLAG											
		Professor		\$116,183	11	\$110,367	15	105%			
			030301	Fishing and Fisheries Sciences and Management.					\$110,367	15	105%
ENTO											
		Professor		\$94,806	12	\$121,692	69	78%			
			260702	Entomology.					\$121,692	69	78%
		Assoc Professor		\$62,394	5	\$75,659	25	82%			
			260702	Entomology.					\$75,659	25	82%
		Assist Professor		\$54,037	4	\$66,105	25	82%			
			260702	Entomology.					\$66,105	25	82%
FRSC											
		Professor		\$94,173	2	\$107,417	39	88%			
			030501	Forestry, General.					\$107,417	39	88%
		Assoc Professor		\$60,307	6	\$81,206	32	74%			
			030501	Forestry, General.					\$81,206	32	74%
		Assist Professor		\$50,614	1	\$70,038	17	72%			
			030501	Forestry, General.					\$70,038	17	72%
HRSC											
		Professor		\$99,399	8	\$109,832	110	91%			

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
			011001	Food Science.					\$110,330	49	90%
			011103	Horticultural Science.					\$109,431	61	91%
		Assoc Professor			\$69,394	6	\$81,384	44	85%		
			011001	Food Science.					\$83,269	22	83%
			011103	Horticultural Science.					\$79,559	23	87%
		Assist Professor			\$53,103	3	\$70,994	31	75%		
			011001	Food Science.					\$70,081	12	76%
			011103	Horticultural Science.					\$71,587	19	74%
NFSC											
		Professor			\$90,347	3	\$119,130	104	76%		
			010401	Agricultural and Food Products Processing.					\$122,997	13	73%
			011001	Food Science.					\$110,330	49	82%
			190501	Foods, Nutrition, and Wellness Studies, General.					\$128,326	42	70%
		Assoc Professor			\$74,660	1	\$78,863	47	95%		
			010401	Agricultural and Food Products Processing.					\$77,262	2	97%
			011001	Food Science.					\$83,269	22	90%
			190501	Foods, Nutrition, and Wellness Studies, General.					\$74,864	23	100%
		Assist Professor			\$73,500	2	\$64,898	28	113%		
			011001	Food Science.					\$70,081	12	105%
			190501	Foods, Nutrition, and Wellness Studies, General.					\$60,833	16	121%
PLPM											
		Professor			\$79,547	9	\$109,410	43	73%		
			260305	Plant Pathology/Phytopathology.					\$109,410	43	73%
		Assoc Professor			\$60,000	1	\$79,533	14	75%		
			260305	Plant Pathology/Phytopathology.					\$79,533	14	75%
		Assist Professor			\$56,817	5	\$71,232	10	80%		
			260305	Plant Pathology/Phytopathology.					\$71,232	10	80%
POSC											
		Professor			\$82,568	2	\$110,413	50	75%		
			010907	Poultry Science.					\$115,213	1	72%
			011001	Food Science.					\$110,330	49	75%
		Assoc Professor			\$67,844	3	\$82,640	23	82%		
			010907	Poultry Science.					\$72,053	1	94%
			011001	Food Science.					\$83,269	22	81%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal	
		Assist Professor		\$52,828	2	\$70,368	13	75%		
			010907	Poultry Science.				\$73,908	1	71%
			011001	Food Science.				\$70,081	12	75%
		RLEM								
		Professor		\$74,625	6	\$114,737	33	65%		
			030101	Natural Resources/Conservation, General.				\$114,737	33	65%
		Assoc Professor		\$67,518	4	\$77,981	25	87%		
			030101	Natural Resources/Conservation, General.				\$77,981	25	87%
		Assist Professor		\$63,987	2	\$68,283	11	94%		
			030101	Natural Resources/Conservation, General.				\$68,283	11	94%
		RPTS								
		Professor		\$85,002	6	\$105,337	6	81%		
			310101	Parks, Recreation and Leisure Studies.				\$114,839	4	74%
			310301	Parks, Recreation and Leisure Facilities Management.				\$86,333	2	98%
		Assoc Professor		\$62,760	6	\$73,848	14	85%		
			310101	Parks, Recreation and Leisure Studies.				\$81,335	5	77%
			310301	Parks, Recreation and Leisure Facilities Management.				\$69,689	9	90%
		Assist Professor		\$57,075	6	\$57,635	10	99%		
			310101	Parks, Recreation and Leisure Studies.				\$58,626	4	97%
			310301	Parks, Recreation and Leisure Facilities Management.				\$56,974	6	100%
		SCSC								
		Professor		\$75,384	17	\$98,701	24	76%		
			011201	Soil Science and Agronomy, General.				\$98,701	24	76%
		Assoc Professor		\$57,854	1	\$82,509	5	70%		
			011201	Soil Science and Agronomy, General.				\$82,509	5	70%
		Assist Professor		\$52,811	6	\$74,278	12	71%		
			011201	Soil Science and Agronomy, General.				\$74,278	12	71%
		WFSC								
		Professor		\$85,786	13	\$106,462	74	81%		
			030101	Natural Resources/Conservation, General.				\$114,737	33	75%
			030601	Wildlife and Wildlands Science and Management.				\$102,625	8	84%
			261301	Ecology.				\$99,089	33	87%
		Assoc Professor		\$59,875	7	\$77,779	46	77%		
			030101	Natural Resources/Conservation, General.				\$77,981	25	77%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
			030601	Wildlife and Wildlands Science and Management.					\$78,503	6	76%
			261301	Ecology.					\$77,161	15	78%
		Assist Professor		\$55,013	2	\$67,883	35	81%			
			030101	Natural Resources/Conservation, General.					\$68,283	11	81%
			030601	Wildlife and Wildlands Science and Management.					\$74,080	5	74%
			261301	Ecology.					\$66,072	20	83%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
Architecture											
ARCH											
		Professor		\$93,981	17	\$113,252	86	83%			
			040201	Architecture (BArch, BA/BS, MArch, MA/MS, PhD).				\$106,871	57	88%	
			040401	Environmental Design/Architecture.				\$128,012	3	73%	
			309999	Multi-/Interdisciplinary Studies, Other.				\$125,410	26	75%	
		Assoc Professor		\$73,374	13	\$79,531	89	92%			
			040201	Architecture (BArch, BA/BS, MArch, MA/MS, PhD).				\$79,352	85	92%	
			040401	Environmental Design/Architecture.				\$81,090	1	90%	
			309999	Multi-/Interdisciplinary Studies, Other.				\$84,000	3	87%	
		Assist Professor		\$55,519	8	\$60,391	74	92%			
			040201	Architecture (BArch, BA/BS, MArch, MA/MS, PhD).				\$59,579	69	93%	
			040401	Environmental Design/Architecture.				\$68,162	1	81%	
			309999	Multi-/Interdisciplinary Studies, Other.				\$70,663	5	79%	
COSC											
		Professor		\$95,452	4	\$120,345	25	79%			
			151001	Construction Engineering Technology/Technician.				\$102,534	13	93%	
			520205	Operations Management and Supervision.				\$139,641	12	68%	
		Assoc Professor		\$61,002	8	\$83,419	27	73%			
			151001	Construction Engineering Technology/Technician.				\$66,923	12	91%	
			520205	Operations Management and Supervision.				\$96,615	15	63%	
		Assist Professor		\$58,393	7	\$74,658	14	78%			
			151001	Construction Engineering Technology/Technician.				\$63,726	6	92%	
			520205	Operations Management and Supervision.				\$83,121	8	70%	
LAUP											
		Professor		\$107,207	8	\$110,365	51	97%			
			040301	City/Urban, Community and Regional Planning.				\$105,978	29	101%	
			040601	Landscape Architecture (BS, BSLA, BLA, MSLA, MLA, PhD).				\$102,444	19	105%	
			521501	Real Estate.				\$178,651	4	60%	
		Assoc Professor		\$71,830	9	\$77,405	45	93%			
			040301	City/Urban, Community and Regional Planning.				\$74,697	18	96%	
			040601	Landscape Architecture (BS, BSLA, BLA, MSLA, MLA, PhD).				\$76,392	26	94%	
			521501	Real Estate.				\$152,230	1	47%	
		Assist Professor		\$56,972	10	\$64,945	37	88%			
			040301	City/Urban, Community and Regional Planning.				\$64,080	24	89%	

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			040601	Landscape Architecture (BS, BSLA, BLA, MSLA, MLA, PhD).			\$61,000	13	93%
			521501	Real Estate.			\$135,000	1	42%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
Business Administration											
ACCT											
		Professor		\$155,219	11	\$172,448	250	90%			
	520201			Business Administration and Management, General.				\$169,713	204	91%	
	520301			Accounting.				\$184,523	46	84%	
		Assoc Professor		\$154,680	10	\$133,583	137	116%			
	520201			Business Administration and Management, General.				\$134,400	105	115%	
	520301			Accounting.				\$130,908	32	118%	
		Assist Professor		\$153,882	1	\$128,138	193	120%			
	520201			Business Administration and Management, General.				\$122,241	157	126%	
	520301			Accounting.				\$153,778	36	100%	
CLBA											
		Professor		\$156,198	13	\$169,713	204	92%			
	520201			Business Administration and Management, General.				\$169,713	204	92%	
		Assoc Professor		\$138,499	6	\$134,400	105	103%			
	520201			Business Administration and Management, General.				\$134,400	105	103%	
		Assist Professor		\$114,762	7	\$122,241	157	94%			
	520201			Business Administration and Management, General.				\$122,241	157	94%	
FINC											
		Professor		\$176,851	8	\$172,570	258	102%			
	520201			Business Administration and Management, General.				\$169,713	204	104%	
	520801			Finance, General.				\$183,635	50	96%	
	521501			Real Estate.				\$178,651	4	99%	
		Assoc Professor		\$168,218	4	\$139,175	137	121%			
	520201			Business Administration and Management, General.				\$134,400	105	125%	
	520801			Finance, General.				\$154,884	31	109%	
	521501			Real Estate.				\$152,230	1	111%	
		Assist Professor		\$160,256	4	\$127,768	198	125%			
	520201			Business Administration and Management, General.				\$122,241	157	131%	
	520801			Finance, General.				\$148,748	41	108%	
	521501			Real Estate.				\$135,000	1	119%	
INFO											
		Professor		\$129,529	6	\$169,089	222	77%			
	520201			Business Administration and Management, General.				\$169,713	204	76%	
	521201			Management Information Systems, General.				\$147,567	5	88%	

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			521301	Management Science, General.			\$167,581	13	77%
		Assoc Professor		\$125,689	3	\$134,649	111	93%	
			520201	Business Administration and Management, General.			\$134,400	105	94%
			521201	Management Information Systems, General.			\$116,938	1	107%
			521301	Management Science, General.			\$143,403	5	88%
		Assist Professor		\$112,012	4	\$122,603	165	91%	
			520201	Business Administration and Management, General.			\$122,241	157	92%
			521201	Management Information Systems, General.			\$123,418	3	91%
			521301	Management Science, General.			\$133,466	5	84%
				\$156,198	13	\$173,275	289	90%	
			520101	Business/Commerce, General.			\$184,430	72	85%
			520201	Business Administration and Management, General.			\$169,713	204	92%
			521301	Management Science, General.			\$167,581	13	93%
		Assoc Professor		\$138,499	6	\$136,396	138	102%	
			520101	Business/Commerce, General.			\$142,539	28	97%
			520201	Business Administration and Management, General.			\$134,400	105	103%
			521301	Management Science, General.			\$143,403	5	97%
		Assist Professor		\$114,762	7	\$125,648	207	91%	
			520101	Business/Commerce, General.			\$136,431	46	84%
			520201	Business Administration and Management, General.			\$122,241	157	94%
			521301	Management Science, General.			\$133,466	5	86%
				\$161,093	10	\$172,065	246	94%	
			520201	Business Administration and Management, General.			\$169,713	204	95%
			521401	Marketing/Marketing Management, General.			\$183,552	42	88%
		Assoc Professor		\$115,062	3	\$134,142	123	86%	
			520201	Business Administration and Management, General.			\$134,400	105	86%
			521401	Marketing/Marketing Management, General.			\$132,643	18	87%
		Assist Professor		\$121,314	3	\$122,255	182	99%	
			520201	Business Administration and Management, General.			\$122,241	157	99%
			521401	Marketing/Marketing Management, General.			\$122,348	25	99%

MGMT

MKTG

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Education									
CLED									
		Professor		\$118,800	2	\$125,410	26	95%	
			309999	Multi-/Interdisciplinary Studies, Other.			\$125,410	26	95%
EAHR									
		Professor		\$105,035	5	\$118,166	53	89%	
			130401	Educational Leadership and Administration, General.			\$112,177	36	94%
			131201	Adult and Continuing Education and Teaching.			\$94,625	9	111%
			521001	Human Resources Management/Personnel Administration, Gen			\$170,953	8	61%
		Assoc Professor		\$75,819	8	\$95,104	27	80%	
			130401	Educational Leadership and Administration, General.			\$77,314	10	98%
			131201	Adult and Continuing Education and Teaching.			\$77,908	6	97%
			521001	Human Resources Management/Personnel Administration, Gen			\$121,044	11	63%
		Assist Professor		\$59,132	7	\$70,027	21	84%	
			130401	Educational Leadership and Administration, General.			\$60,516	15	98%
			131201	Adult and Continuing Education and Teaching.			\$58,830	3	101%
			521001	Human Resources Management/Personnel Administration, Gen			\$134,121	3	44%
EPSY									
		Professor		\$104,625	13	\$100,101	61	105%	
			421801	Educational Psychology.			\$100,101	61	105%
		Assoc Professor		\$71,440	10	\$69,056	31	103%	
			421801	Educational Psychology.			\$69,056	31	103%
		Assist Professor		\$59,767	7	\$57,138	23	105%	
			421801	Educational Psychology.			\$57,138	23	105%
HLKN									
		Professor		\$89,031	11	\$105,691	53	84%	
			310501	Health and Physical Education, General.			\$96,541	12	92%
			310505	Kinesiology and Exercise Science.			\$108,378	41	82%
		Assoc Professor		\$68,972	9	\$72,557	66	95%	
			310501	Health and Physical Education, General.			\$72,064	5	96%
			310505	Kinesiology and Exercise Science.			\$72,597	61	95%
		Assist Professor		\$70,451	12	\$58,408	52	121%	
			310501	Health and Physical Education, General.			\$61,393	7	115%
			310505	Kinesiology and Exercise Science.			\$57,946	45	122%

TLAC

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
		Professor		\$103,448	10	\$104,861	92	99%			
			130301			Curriculum and Instruction.			\$96,737	66	107%
			309999			Multi-/Interdisciplinary Studies, Other.			\$125,410	26	82%
		Assoc Professor		\$70,101	11	\$68,823	55	102%			
			130301			Curriculum and Instruction.			\$67,930	52	103%
			309999			Multi-/Interdisciplinary Studies, Other.			\$84,000	3	83%
		Assist Professor		\$62,746	8	\$57,761	70	109%			
			130301			Curriculum and Instruction.			\$56,834	65	110%
			309999			Multi-/Interdisciplinary Studies, Other.			\$70,663	5	89%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
Engineering											
AERO											
		Professor		\$126,736	13	\$130,107	150	97%			
	140201			Aerospace, Aeronautical and Astronautical Engineering.				\$130,107	150	97%	
		Assoc Professor		\$87,289	6	\$93,878	53	93%			
	140201			Aerospace, Aeronautical and Astronautical Engineering.				\$93,878	53	93%	
		Assist Professor		\$78,004	7	\$77,957	44	100%			
	140201			Aerospace, Aeronautical and Astronautical Engineering.				\$77,957	44	100%	
BMEN											
		Professor		\$110,963	4	\$142,410	49	78%			
	140501			Biomedical/Medical Engineering.				\$142,410	49	78%	
		Assoc Professor		\$79,895	2	\$98,136	31	81%			
	140501			Biomedical/Medical Engineering.				\$98,136	31	81%	
		Assist Professor		\$77,795	8	\$79,528	80	98%			
	140501			Biomedical/Medical Engineering.				\$79,528	80	98%	
CHEN											
		Professor		\$134,166	11	\$137,674	168	97%			
	140701			Chemical Engineering.				\$137,674	168	97%	
		Assoc Professor		\$90,936	1	\$90,229	39	101%			
	140701			Chemical Engineering.				\$90,229	39	101%	
		Assist Professor		\$78,075	7	\$80,227	53	97%			
	140701			Chemical Engineering.				\$80,227	53	97%	
CLEN											
		Professor		\$138,541	11	\$155,128	14	89%			
	140101			Engineering, General.				\$155,128	14	89%	
CPSC											
		Professor		\$116,134	14	\$131,316	320	88%			
	110101			Computer and Information Sciences, General.				\$136,280	131	85%	
	110701			Computer Science.				\$132,499	49	88%	
	140901			Computer Engineering, General.				\$126,258	140	92%	
		Assoc Professor		\$100,796	8	\$98,060	144	103%			
	110101			Computer and Information Sciences, General.				\$98,377	74	102%	
	110701			Computer Science.				\$102,009	26	99%	
	140901			Computer Engineering, General.				\$95,241	45	106%	

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
		Assist Professor		\$88,608	14	\$85,865	160	103%	
		110101		Computer and Information Sciences, General.			\$88,314	74	100%
		110701		Computer Science.			\$86,094	33	103%
		140901		Computer Engineering, General.			\$82,332	53	108%
CVEN									
		Professor		\$108,099	25	\$123,206	169	88%	
		140801		Civil Engineering, General.			\$123,206	169	88%
		Assoc Professor		\$81,429	13	\$89,448	105	91%	
		140801		Civil Engineering, General.			\$89,448	105	91%
		Assist Professor		\$71,863	19	\$77,743	86	92%	
		140801		Civil Engineering, General.			\$77,743	86	92%
ECEN									
		Professor		\$121,597	25	\$132,459	511	92%	
		140901		Computer Engineering, General.			\$126,258	140	96%
		141001		Electrical, Electronics and Communications Engineering.			\$134,794	371	90%
		Assoc Professor		\$89,072	8	\$95,596	182	93%	
		140901		Computer Engineering, General.			\$95,241	45	94%
		141001		Electrical, Electronics and Communications Engineering.			\$95,711	137	93%
		Assist Professor		\$81,634	19	\$83,758	174	97%	
		140901		Computer Engineering, General.			\$82,332	53	99%
		141001		Electrical, Electronics and Communications Engineering.			\$84,385	121	97%
ETID									
		Professor		\$106,537	4	\$91,901	7	116%	
		150303		Electrical, Electronic and Communications Engineering Technolo			\$91,901	7	116%
		Assoc Professor		\$81,493	9	\$76,968	7	106%	
		150303		Electrical, Electronic and Communications Engineering Technolo			\$76,968	7	106%
		Assist Professor		\$64,800	9	\$66,031	5	98%	
		150303		Electrical, Electronic and Communications Engineering Technolo			\$66,031	5	98%
ISEN									
		Professor		\$115,594	7	\$138,646	141	83%	
		140501		Biomedical/Medical Engineering.			\$142,410	49	81%
		143501		Industrial Engineering.			\$136,659	92	85%
		Assoc Professor		\$95,162	5	\$94,143	80	101%	
		140501		Biomedical/Medical Engineering.			\$98,136	31	97%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			143501	Industrial Engineering.			\$91,651	49	104%
		Assist Professor		\$76,784	8	\$80,278	112	96%	
			140501	Biomedical/Medical Engineering.			\$79,528	80	97%
			143501	Industrial Engineering.			\$82,150	32	93%
MEEN									
		Professor		\$124,248	19	\$127,959	350	97%	
			141901	Mechanical Engineering.			\$127,959	350	97%
		Assoc Professor		\$83,047	12	\$90,408	102	92%	
			141901	Mechanical Engineering.			\$90,408	102	92%
		Assist Professor		\$71,788	13	\$79,944	77	90%	
			141901	Mechanical Engineering.			\$79,944	77	90%
NUEN									
		Professor		\$116,848	6	\$136,978	128	85%	
			142301	Nuclear Engineering.			\$137,816	35	85%
			143501	Industrial Engineering.			\$136,659	92	86%
		Assoc Professor		\$94,344	4	\$92,726	65	102%	
			142301	Nuclear Engineering.			\$96,033	16	98%
			143501	Industrial Engineering.			\$91,651	49	103%
		Assist Professor		\$71,239	4	\$80,501	35	88%	
			142301	Nuclear Engineering.			\$62,871	3	113%
			143501	Industrial Engineering.			\$82,150	32	87%
PETE									
		Professor		\$113,338	10	\$125,801	6	90%	
			142501	Petroleum Engineering.			\$125,801	6	90%
		Assoc Professor		\$91,461	4	\$98,632	3	93%	
			142501	Petroleum Engineering.			\$98,632	3	93%
		Assist Professor		\$73,800	4	\$93,041	4	79%	
			142501	Petroleum Engineering.			\$93,041	4	79%

College Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Geosciences								
ATMO								
	Professor		\$101,135	6	\$128,918	45	78%	
	400401	Atmospheric Sciences and Meteorology, General.				\$128,918	45	78%
	Assoc Professor		\$70,520	6	\$86,414	19	82%	
	400401	Atmospheric Sciences and Meteorology, General.				\$86,414	19	82%
	Assist Professor		\$58,831	6	\$67,615	16	87%	
	400401	Atmospheric Sciences and Meteorology, General.				\$67,615	16	87%
GEOG								
	Professor		\$88,715	6	\$120,199	164	74%	
	030103	Environmental Studies.				\$125,908	80	70%
	450701	Geography.				\$114,836	85	77%
	450702	Cartography.				\$92,664	0	96%
	Assoc Professor		\$63,796	6	\$74,919	57	85%	
	030103	Environmental Studies.				\$84,158	16	76%
	450701	Geography.				\$71,326	41	89%
	Assist Professor		\$52,608	5	\$65,391	65	80%	
	030103	Environmental Studies.				\$71,258	20	74%
	450701	Geography.				\$62,827	45	84%
GEPL								
	Professor		\$94,008	17	\$114,713	206	82%	
	400601	Geology/Earth Science, General.				\$114,713	206	82%
	Assoc Professor		\$70,914	6	\$75,272	64	94%	
	400601	Geology/Earth Science, General.				\$75,272	64	94%
	Assist Professor		\$60,961	5	\$64,588	64	94%	
	400601	Geology/Earth Science, General.				\$64,588	64	94%
OCNG								
	Professor		\$95,615	15	\$119,387	28	80%	
	400607	Oceanography, Chemical and Physical.				\$119,387	28	80%
	Assoc Professor		\$64,440	6	\$76,005	5	85%	
	400607	Oceanography, Chemical and Physical.				\$76,005	5	85%
	Assist Professor		\$56,693	3	\$65,228	7	87%	
	400607	Oceanography, Chemical and Physical.				\$65,228	7	87%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
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Liberal Arts

ANTH

Professor				\$80,664	5	\$114,180	141	71%	
	450201		Anthropology.				\$114,180	141	71%
Assoc Professor				\$60,097	12	\$72,163	94	83%	
	450201		Anthropology.				\$72,163	94	83%
Assist Professor				\$48,943	5	\$59,645	54	82%	
	450201		Anthropology.				\$59,645	54	82%

CLLA

Professor				\$108,791	10	\$105,584	68	103%	
	050102		American/United States Studies/Civilization.				\$106,268	11	102%
	090401		Journalism.				\$105,447	56	103%
Assoc Professor				\$91,179	2	\$75,906	50	120%	
	050102		American/United States Studies/Civilization.				\$73,608	15	124%
	090401		Journalism.				\$76,833	35	119%
	302001		International/Global Studies.				\$84,929	0	107%
Assist Professor				\$61,506	1	\$60,987	66	101%	
	050102		American/United States Studies/Civilization.				\$58,400	25	105%
	090401		Journalism.				\$62,565	41	98%

COMM

Professor				\$99,189	6	\$116,112	33	85%	
	231001		Speech and Rhetorical Studies.				\$116,112	33	85%
Assoc Professor				\$76,144	4	\$74,383	31	102%	
	231001		Speech and Rhetorical Studies.				\$74,383	31	102%
Assist Professor				\$58,915	7	\$61,076	26	96%	
	231001		Speech and Rhetorical Studies.				\$61,076	26	96%

ECON

Professor				\$138,272	15	\$165,602	215	83%	
	450601		Economics, General.				\$165,602	215	83%
Assoc Professor				\$117,445	2	\$116,629	55	101%	
	450601		Economics, General.				\$116,629	55	101%
Assist Professor				\$83,959	6	\$96,532	101	87%	
	450601		Economics, General.				\$96,532	101	87%

ENGL

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal	
		Professor		\$90,357	25	\$105,665	440	86%		
			160102	Linguistics.				\$103,613	69	87%
			160104	Comparative Literature.				\$116,023	50	78%
			230101	English Language and Literature, General.				\$104,476	321	86%
		Assoc Professor		\$64,768	16	\$69,631	303	93%		
			160102	Linguistics.				\$71,106	32	91%
			160104	Comparative Literature.				\$71,647	29	90%
			230101	English Language and Literature, General.				\$69,192	241	94%
		Assist Professor		\$54,347	11	\$57,919	184	94%		
			160102	Linguistics.				\$61,742	33	88%
			160104	Comparative Literature.				\$55,789	26	97%
			230101	English Language and Literature, General.				\$57,353	125	95%
EURO										
		Professor		\$80,403	4	\$94,108	94	85%		
			160402	Russian Language and Literature.				\$88,171	4	91%
			160501	German Language and Literature.				\$93,025	39	86%
			160901	French Language and Literature.				\$95,382	51	84%
		Assoc Professor		\$51,709	10	\$66,978	73	77%		
			160402	Russian Language and Literature.				\$77,560	2	67%
			160501	German Language and Literature.				\$66,409	29	78%
			160901	French Language and Literature.				\$66,866	42	77%
		Assist Professor		\$46,758	3	\$54,733	40	85%		
			160402	Russian Language and Literature.				\$56,840	2	82%
			160501	German Language and Literature.				\$54,433	21	86%
			160901	French Language and Literature.				\$54,851	17	85%
HISP										
		Professor		\$85,945	6	\$104,331	54	82%		
			160905	Spanish Language and Literature.				\$104,331	54	82%
		Assoc Professor		\$61,272	4	\$69,265	65	88%		
			160905	Spanish Language and Literature.				\$69,265	65	88%
		Assist Professor		\$51,224	5	\$57,331	38	89%		
			160905	Spanish Language and Literature.				\$57,331	38	89%
HIST										
		Professor		\$93,101	16	\$114,871	308	81%		
			540101	History, General.				\$114,871	308	81%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
		Assoc Professor		\$58,037	14	\$72,315	184	80%	
			540101	History, General.			\$72,315	184	80%
		Assist Professor		\$54,975	12	\$59,540	121	92%	
			540101	History, General.			\$59,540	121	92%
PHUM									
		Professor		\$86,149	7	\$109,912	149	78%	
			240103	Humanities/Humanistic Studies.			\$92,852	15	93%
			380101	Philosophy.			\$111,784	134	77%
		Assoc Professor		\$59,635	8	\$71,116	55	84%	
			240103	Humanities/Humanistic Studies.			\$69,266	7	86%
			380101	Philosophy.			\$71,388	48	84%
		Assist Professor		\$50,399	5	\$61,051	47	83%	
			240103	Humanities/Humanistic Studies.			\$59,592	9	85%
			380101	Philosophy.			\$61,393	38	82%
POLS									
		Professor		\$121,570	14	\$129,729	190	94%	
			451001	Political Science and Government, General.			\$129,729	190	94%
		Assoc Professor		\$77,973	9	\$83,384	127	94%	
			451001	Political Science and Government, General.			\$83,384	127	94%
		Assist Professor		\$63,245	8	\$67,610	105	94%	
			451001	Political Science and Government, General.			\$67,610	105	94%
PRFM									
		Professor		\$78,054	3	\$94,258	302	83%	
			500501	Drama and Dramatics/Theatre Arts, General.			\$93,331	43	84%
			500901	Music, General.			\$94,413	258	83%
		Assoc Professor		\$59,318	5	\$66,552	230	89%	
			500501	Drama and Dramatics/Theatre Arts, General.			\$62,867	46	94%
			500901	Music, General.			\$67,461	185	88%
		Assist Professor		\$52,722	1	\$55,984	145	94%	
			500501	Drama and Dramatics/Theatre Arts, General.			\$53,175	40	99%
			500901	Music, General.			\$57,054	105	92%
PSYC									
		Professor		\$109,607	12	\$122,538	360	89%	
			420101	Psychology, General.			\$121,597	351	90%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			420201	Clinical Psychology.			\$159,267	9	69%
		Assoc Professor		\$75,489	7	\$75,465	140	100%	
			420101	Psychology, General.			\$74,685	135	101%
			420201	Clinical Psychology.			\$96,559	5	78%
		Assist Professor		\$62,464	12	\$64,140	140	97%	
			420101	Psychology, General.			\$63,931	133	98%
			420201	Clinical Psychology.			\$68,102	7	92%
SOCI									
		Professor		\$108,146	12	\$123,313	186	88%	
			451101	Sociology.			\$123,313	186	88%
		Assoc Professor		\$73,060	5	\$76,774	98	95%	
			451101	Sociology.			\$76,774	98	95%
		Assist Professor		\$56,826	10	\$65,629	88	87%	
			451101	Sociology.			\$65,629	88	87%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Science									
BIOL									
		Professor		\$104,987	16	\$123,455	243	85%	
			260101	Biology/Biological Sciences, General.			\$126,662	181	83%
			260502	Microbiology, General.			\$128,310	32	82%
			260701	Zoology/Animal Biology.			\$98,409	29	107%
		Assoc Professor		\$69,602	9	\$79,525	97	88%	
			260101	Biology/Biological Sciences, General.			\$81,317	60	86%
			260502	Microbiology, General.			\$86,906	16	80%
			260701	Zoology/Animal Biology.			\$68,602	21	101%
		Assist Professor		\$61,709	15	\$68,467	131	90%	
			260101	Biology/Biological Sciences, General.			\$69,737	98	88%
			260502	Microbiology, General.			\$70,467	14	88%
			260701	Zoology/Animal Biology.			\$60,198	19	103%
CHEM									
		Professor		\$124,724	32	\$129,991	327	96%	
			400501	Chemistry, General.			\$129,991	327	96%
		Assoc Professor		\$84,252	3	\$80,058	96	105%	
			400501	Chemistry, General.			\$80,058	96	105%
		Assist Professor		\$69,211	8	\$68,046	104	102%	
			400501	Chemistry, General.			\$68,046	104	102%
MATH									
		Professor		\$107,476	40	\$116,601	541	92%	
			270101	Mathematics, General.			\$116,809	515	92%
			270301	Applied Mathematics.			\$112,489	26	96%
		Assoc Professor		\$69,217	19	\$76,001	115	91%	
			270101	Mathematics, General.			\$75,660	106	91%
			270301	Applied Mathematics.			\$80,019	9	87%
		Assist Professor		\$69,453	12	\$61,438	177	113%	
			270101	Mathematics, General.			\$60,725	164	114%
			270301	Applied Mathematics.			\$70,448	13	99%
PHYS									
		Professor		\$104,546	38	\$119,098	427	88%	
			400801	Physics, General.			\$119,098	427	88%
		Assoc Professor		\$79,400	9	\$81,792	86	97%	

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			400801	Physics, General.			\$81,792	86	97%
		Assist Professor		\$73,575	6	\$71,305	114	103%	
			400801	Physics, General.			\$71,305	114	103%
STAT									
		Professor		\$127,677	14	\$126,143	103	101%	
			270501	Statistics, General.			\$126,143	103	101%
		Assoc Professor		\$87,062	5	\$86,846	26	100%	
			270501	Statistics, General.			\$86,846	26	100%
		Assist Professor		\$71,950	7	\$71,808	59	100%	
			270501	Statistics, General.			\$71,808	59	100%