

TEXAS A&M UNIVERSITY

Faculty Salary Study Nine Month Salaries AAUDE Data

2007–2008



Prepared by
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Executive Summary

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 three ranks increased by five (5) percent over last year, a gain of almost a percentage point over the peer average.
- Except for the College of Geosciences, which had a slight decrease and the Colleges of Liberal Arts and Science, which both remained steady, all other colleges had slight increases.
- Agriculture & Life Sciences had ten departments showing slight increases and three 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 had two departments showing increases of five (5) percent and one which remained steady.
- In Business Administration, all departments except Management, down by five (5) percent, had increases.
- In Education, Health and Kinesiology had a three (3) percent decrease. The other departments all had modest increases.
- Engineering had two departments with slight decreases. The remainder either remained steady or showed modest increases.
- In Geosciences, Atmospheric Sciences fell eight (8) percent. Of the three remaining departments, Oceanography was constant, Geography increased slightly and Geology and Geophysics decreased slightly.
- Liberal Arts had six departments showing increased averages, three with slight decreases and three which remained unchanged.
- Two departments in Sciences increased, two showed slight decreases and one remained constant. The largest decrease was in Chemistry, four (4) percent.
- The College of Veterinary Medicine and Biomedical Sciences, showed a modest overall increase.

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.

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/>

The Vision 2020 Peer schools are:

- University of Texas, Austin TX
- University of California Berkeley, Berkeley CA
- University of Michigan, Ann Arbor MI
- University of North Carolina, Chapel Hill NC
- University of California Los Angeles, Los Angeles CA
- University of California San Diego, San Diego CA
- University of Wisconsin, Madison WI
- University of Florida, Gainesville FL
- Georgia Institute of Technology, Atlanta GA
- University of Illinois, Urbana IL
- University of Minnesota, Twin Cities MN
- Ohio State University, Columbus OH
- Pennsylvania State University, University Park, PA
- Purdue University, West Lafayette IN
- University of California Davis, Davis CA

Texas A&M University
University Summary
AAUDE 2007-2008 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	\$95,631	148	\$117,878	(1)	1153	0.81
	Assoc Professor	\$68,149	67	\$83,309	(1)	544	0.82
	Assist Professor	\$59,611	66	\$72,051	(1)	412	0.83
	All Ranks	\$80,618	281	\$98,872	(1)	2110	0.82
Architecture	Professor	\$101,791	32	\$116,375	(1)	173	0.87
	Assoc Professor	\$73,358	25	\$82,155	(1)	166	0.89
	Assist Professor	\$59,735	24	\$65,448	(1)	134	0.91
	All Ranks	\$80,577	81	\$90,750	(1)	473	0.89
Business Administration	Professor	\$165,755	50	\$189,338	(1)	474	0.88
	Assoc Professor	\$151,879	28	\$140,723	(1)	234	1.08
	Assist Professor	\$134,389	25	\$135,801	(1)	354	0.99
	All Ranks	\$154,370	103	\$163,128	(1)	1062	0.95
Education	Professor	\$104,358	41	\$105,928	(1)	320	0.99
	Assoc Professor	\$76,062	40	\$77,250	(1)	253	0.98
	Assist Professor	\$65,317	34	\$62,727	(1)	217	1.04
	All Ranks	\$82,974	115	\$83,181	(1)	790	1.00
Engineering	Professor	\$125,948	148	\$133,619	(1)	1971	0.94
	Assoc Professor	\$90,514	72	\$94,689	(1)	814	0.96
	Assist Professor	\$78,889	122	\$82,472	(1)	848	0.96
	All Ranks	\$101,701	342	\$107,178	(1)	3633	0.95
Geosciences	Professor	\$96,452	46	\$128,079	(1)	439	0.75
	Assoc Professor	\$71,267	22	\$80,562	(1)	148	0.88
	Assist Professor	\$59,324	26	\$67,097	(1)	150	0.88
	All Ranks	\$80,288	94	\$100,091	(1)	736	0.80
Liberal Arts	Professor	\$108,640	130	\$125,321	(1)	2482	0.87
	Assoc Professor	\$68,862	101	\$77,524	(1)	1489	0.89
	Assist Professor	\$62,213	96	\$67,573	(1)	1110	0.92
	All Ranks	\$82,724	327	\$93,604	(1)	5081	0.88
Science	Professor	\$117,841	141	\$127,758	(1)	1810	0.92
	Assoc Professor	\$76,440	49	\$82,680	(1)	482	0.92
	Assist Professor	\$69,838	44	\$70,029	(1)	653	1.00
	All Ranks	\$100,145	234	\$107,464	(1)	2945	0.93
VetMed & Biomedical Sciences	Professor	\$95,085	73	\$130,947	(1)	164	0.73
	Assoc Professor	\$70,868	41	\$108,474	(1)	114	0.65
	Assist Professor	\$63,024	30	\$90,497	(1)	97	0.70
	All Ranks	\$81,510	144	\$116,121	(1)	376	0.70

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

Texas A&M University
 University Summary
 AAUDE 2007-2008 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	\$112,156	809	\$129,186	(1)	8987	0.87
	Assoc Professor	\$79,523	445	\$88,958	(1)	4245	0.89
	Assist Professor	\$70,774	467	\$76,966	(1)	3976	0.92
	All Ranks	\$92,491	1721	\$104,617	(1)	17207	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 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
AGEC						
	Professor	\$99,839	22	\$121,752	179	0.82
	Assoc Professor	\$77,221	2	\$84,988	65	0.91
	Assist Professor	\$64,884	5	\$77,914	47	0.83
	All Ranks	\$92,252	29	\$111,659 (1)	290	0.83
ALEC						
	Professor	\$90,132	6	\$122,730	47	0.73
	Assoc Professor	\$72,616	4	\$87,189	33	0.83
	Assist Professor	\$57,137	4	\$74,135	23	0.77
	All Ranks	\$75,700	14	\$98,691 (1)	103	0.77
ANSC						
	Professor	\$84,426	15	\$109,856	106	0.77
	Assoc Professor	\$71,641	10	\$83,414	51	0.86
	Assist Professor	\$53,663	9	\$72,795	33	0.74
	All Ranks	\$72,523	34	\$92,268 (1)	190	0.79
BAEN						
	Professor	\$106,284	13	\$121,785	65	0.87
	Assoc Professor	\$69,038	3	\$90,081	33	0.77
	Assist Professor	\$65,117	3	\$77,475	31	0.84
	All Ranks	\$93,903	19	\$109,783 (1)	129	0.86
BCBP						
	Professor	\$122,640	11	\$141,121	73	0.87
	Assoc Professor	\$64,648	7	\$91,367	18	0.71
	Assist Professor	\$61,520	6	\$83,075	24	0.74
	All Ranks	\$90,446	24	\$112,098 (1)	115	0.81
ENTO						
	Professor	\$102,552	12	\$123,432	73	0.83
	Assoc Professor	\$67,303	7	\$78,572	29	0.86
	Assist Professor	\$58,091	4	\$65,850	23	0.88
	All Ranks	\$84,092	23	\$99,765 (1)	126	0.84
ESSM						
	Professor	\$87,275	11	\$112,395	79	0.78
	Assoc Professor	\$63,380	9	\$81,518	55	0.78
	Assist Professor	\$61,565	3	\$69,486	36	0.89
	All Ranks	\$74,571	23	\$94,716 (1)	170	0.79

* 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 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
HRSC						
	Professor	\$98,936	8	\$113,486	107	0.87
	Assoc Professor	\$71,506	6	\$83,685	49	0.85
	Assist Professor	\$57,394	3	\$71,471	33	0.80
	All Ranks	\$81,924	17	\$95,554 (1)	189	0.86
NFSC						
	Professor	\$103,807	4	\$127,070	125	0.82
	Assoc Professor	\$67,833	2	\$83,236	53	0.81
	Assist Professor	\$74,871	6	\$71,060	40	1.05
	All Ranks	\$83,343	12	\$91,759 (1)	218	0.91
PLPM						
	Professor	\$87,774	10	\$114,181	47	0.77
	Assoc Professor	\$61,500	1	\$81,629	14	0.75
	Assist Professor	\$58,172	4	\$72,259	10	0.81
	All Ranks	\$78,129	15	\$100,832 (1)	71	0.77
POSC						
	Professor	\$90,205	2	\$113,804	47	0.79
	Assoc Professor	\$69,913	3	\$85,411	25	0.82
	Assist Professor	\$54,724	5	\$71,030	14	0.77
	All Ranks	\$66,377	10	\$83,899 (1)	86	0.79
RPTS						
	Professor	\$93,250	5	\$111,644	7	0.84
	Assoc Professor	\$70,189	4	\$77,912	12	0.90
	Assist Professor	\$60,512	5	\$57,690	11	1.05
	All Ranks	\$74,969	14	\$82,737 (1)	30	0.91
SCSC						
	Professor	\$82,839	16	\$109,512	69	0.76
	Assoc Professor	\$61,439	2	\$85,675	30	0.72
	Assist Professor	\$53,980	8	\$71,205	24	0.76
	All Ranks	\$72,313	26	\$95,892 (1)	123	0.75
WFSC						
	Professor	\$90,142	13	\$110,316	129	0.82
	Assoc Professor	\$66,274	7	\$77,982	78	0.85
	Assist Professor	\$54,751	1	\$68,355	63	0.80
	All Ranks	\$80,501	21	\$97,540 (1)	270	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 Agriculture & Life Sciences
AAUDE 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
COLLEGE	Professor	\$95,631	148	\$117,878	(1) 1153	0.81
	Assoc Professor	\$68,149	67	\$83,309	(1) 544	0.82
	Assist Professor	\$59,611	66	\$72,051	(1) 412	0.83
	All Ranks	\$80,618	281	\$98,872	(1) 2110	0.82

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

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Texas A&M University
College of Architecture
AAUDE 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
ARCH						
	Professor	\$96,416	19	\$114,420	92	0.84
	Assoc Professor	\$75,517	10	\$81,837	97	0.92
	Assist Professor	\$58,950	10	\$62,398	73	0.94
	All Ranks	\$81,451	39	\$92,726 (1)	261	0.88
COSC						
	Professor	\$96,417	4	\$122,791	26	0.79
	Assoc Professor	\$68,537	7.75	\$84,454	25	0.81
	Assist Professor	\$60,688	6	\$69,038	16	0.88
	All Ranks	\$72,167	17.75	\$87,882 (1)	67	0.82
LAUP						
	Professor	\$115,528	9	\$117,652	56	0.98
	Assoc Professor	\$75,611	7	\$80,063	44	0.94
	Assist Professor	\$60,001	8	\$66,569	45	0.90
	All Ranks	\$85,377	24	\$89,661 (1)	145	0.95
COLLEGE						
	Professor	\$101,791	32	\$116,375 (1)	173	0.87
	Assoc Professor	\$73,358	25	\$82,155 (1)	166	0.89
	Assist Professor	\$59,735	24	\$65,448 (1)	134	0.91
	All Ranks	\$80,577	81	\$90,750 (1)	473	0.89

* 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 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
ACCT						
	Professor	\$167,297	13	\$194,278	47	0.86
	Assoc Professor	\$163,469	10	\$136,014	32	1.20
	Assist Professor	\$162,811	2	\$159,331	41	1.02
	All Ranks	\$165,407	25	\$168,177 (1)	120	0.98
FINC						
	Professor	\$186,287	9	\$192,517	53	0.97
	Assoc Professor	\$179,652	4	\$167,638	30	1.07
	Assist Professor	\$166,623	4	\$152,458	41	1.09
	All Ranks	\$180,099	17	\$177,238 (1)	124	1.02
INFO						
	Professor	\$136,138	7	\$179,894	28	0.76
	Assoc Professor	\$132,851	4	\$128,899	15	1.03
	Assist Professor	\$120,542	6	\$127,366	20	0.95
	All Ranks	\$129,860	17	\$149,356 (1)	63	0.87
MGMT						
	Professor	\$158,107	9	\$184,735	302	0.86
	Assoc Professor	\$144,459	7	\$141,847	137	1.02
	Assist Professor	\$119,782	8	\$133,613	228	0.90
	All Ranks	\$141,351	24	\$155,185 (1)	668	0.91
MKTG						
	Professor	\$171,700	12	\$190,561	44	0.90
	Assoc Professor	\$118,903	3	\$133,680	20	0.89
	Assist Professor	\$137,220	5	\$126,685	24	1.08
	All Ranks	\$155,160	20	\$166,060 (1)	88	0.93
COLLEGE						
	Professor	\$165,755	50	\$189,338 (1)	474	0.88
	Assoc Professor	\$151,879	28	\$140,723 (1)	234	1.08
	Assist Professor	\$134,389	25	\$135,801 (1)	354	0.99
	All Ranks	\$154,370	103	\$163,128 (1)	1062	0.95

* 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 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
EAHR						
	Professor	\$116,306	3	\$120,976	54	0.96
	Assoc Professor	\$81,475	9	\$96,201	33	0.85
	Assist Professor	\$61,407	8	\$75,196	29	0.82
	All Ranks	\$78,672	20	\$91,515 (1)	115	0.86
EPSY						
	Professor	\$109,136	16	\$101,962	108	1.07
	Assoc Professor	\$73,674	10	\$70,605	74	1.04
	Assist Professor	\$61,472	10	\$56,687	47	1.08
	All Ranks	\$86,045	36	\$80,675 (1)	230	1.07
HLKN						
	Professor	\$92,663	11	\$108,153	75	0.86
	Assoc Professor	\$76,649	11	\$73,376	91	1.04
	Assist Professor	\$73,269	9	\$60,487	72	1.21
	All Ranks	\$81,350	31	\$81,974 (1)	238	0.99
TLAC						
	Professor	\$105,846	11	\$105,369	83	1.00
	Assoc Professor	\$72,934	10	\$71,100	55	1.03
	Assist Professor	\$65,053	7	\$59,986	70	1.08
	All Ranks	\$83,893	28	\$81,784 (1)	207	1.03
COLLEGE						
	Professor	\$104,358	41	\$105,928 (1)	320	0.99
	Assoc Professor	\$76,062	40	\$77,250 (1)	253	0.98
	Assist Professor	\$65,317	34	\$62,727 (1)	217	1.04
	All Ranks	\$82,974	115	\$83,181 (1)	790	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 Engineering
AAUDE 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
AERO						
	Professor	\$133,132	16	\$134,993	155	0.99
	Assoc Professor	\$92,165	7	\$96,312	55	0.96
	Assist Professor	\$81,045	7	\$82,152	42	0.99
	All Ranks	\$111,419	30	\$113,638 (1)	252	0.98
BMEN						
	Professor	\$122,591	5	\$149,724	48	0.82
	Assoc Professor	\$86,528	3	\$100,773	32	0.86
	Assist Professor	\$78,386	9	\$82,061	83	0.96
	All Ranks	\$92,824	17	\$105,264 (1)	163	0.88
CHEN						
	Professor	\$134,606	10	\$142,442	158	0.94
	Assoc Professor	\$92,466	2	\$94,412	43	0.98
	Assist Professor	\$79,459	8	\$82,205	46	0.97
	All Ranks	\$108,333	20	\$113,544 (1)	247	0.95
CPSC						
	Professor	\$125,762	14	\$137,336	316	0.92
	Assoc Professor	\$102,875	8	\$101,320	139	1.02
	Assist Professor	\$89,916	14	\$88,709	160	1.01
	All Ranks	\$106,736	36	\$110,422 (1)	615	0.97
CVEN						
	Professor	\$113,219	26	\$125,354	174	0.90
	Assoc Professor	\$83,202	14	\$91,433	102	0.91
	Assist Professor	\$74,845	20	\$79,078	83	0.95
	All Ranks	\$93,424	60	\$102,014 (1)	359	0.92
ECEN						
	Professor	\$125,968	28	\$138,123	493	0.91
	Assoc Professor	\$89,568	6	\$99,420	178	0.90
	Assist Professor	\$84,617	22	\$86,098	190	0.98
	All Ranks	\$105,823	56	\$113,538 (1)	861	0.93
ETID						
	Professor	\$109,618	4	\$95,053	7	1.15
	Assoc Professor	\$87,580	8	\$79,645	7	1.10
	Assist Professor	\$66,141	11	\$68,673	5	0.96
	All Ranks	\$81,159	23	\$77,077 (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 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
ISEN						
	Professor	\$127,629	7	\$143,683	136	0.89
	Assoc Professor	\$99,847	5	\$97,984	86	1.02
	Assist Professor	\$77,873	8	\$82,860	111	0.94
	All Ranks	\$100,781	20	\$107,929 (1)	334	0.93
MEEN						
	Professor	\$137,101	20	\$133,353	355	1.03
	Assoc Professor	\$85,837	12	\$93,176	99	0.92
	Assist Professor	\$75,673	15	\$83,680	87	0.90
	All Ranks	\$104,408	47	\$107,242 (1)	541	0.97
NUEN						
	Professor	\$128,491	8	\$140,012	123	0.92
	Assoc Professor	\$94,387	3	\$96,754	70	0.98
	Assist Professor	\$75,042	4	\$83,142	36	0.90
	All Ranks	\$107,417	15	\$116,195 (1)	228	0.92
PETE						
	Professor	\$121,795	10	\$122,016	6	1.00
	Assoc Professor	\$97,248	4	\$107,412	4	0.91
	Assist Professor	\$78,228	4	\$91,672	5	0.85
	All Ranks	\$106,659	18	\$112,028 (1)	15	0.95
COLLEGE						
	Professor	\$125,948	148	\$133,619 (1)	1971	0.94
	Assoc Professor	\$90,514	72	\$94,689 (1)	814	0.96
	Assist Professor	\$78,889	122	\$82,472 (1)	848	0.96
	All Ranks	\$101,701	342	\$107,178 (1)	3633	0.95

* 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 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
ATMO						
	Professor	\$98,438	8	\$133,649	44	0.74
	Assoc Professor	\$74,895	4	\$89,987	19	0.83
	Assist Professor	\$60,125	7	\$68,643	16	0.88
	All Ranks	\$79,366	19	\$100,508 (1)	79	0.79
GEOG						
	Professor	\$95,161	8	\$126,690	164	0.75
	Assoc Professor	\$67,645	6	\$79,858	55	0.85
	Assist Professor	\$56,043	7	\$68,292	63	0.82
	All Ranks	\$74,260	21	\$93,843 (1)	282	0.79
GEPL						
	Professor	\$94,577	15	\$119,995	194	0.79
	Assoc Professor	\$74,931	6	\$78,673	66	0.95
	Assist Professor	\$61,661	8	\$66,228	68	0.93
	All Ranks	\$81,432	29	\$96,613 (1)	327	0.84
OCNG						
	Professor	\$97,955	15	\$133,934	37	0.73
	Assoc Professor	\$68,805	6	\$76,872	8	0.90
	Assist Professor	\$58,993	4	\$64,036	3	0.92
	All Ranks	\$84,725	25	\$109,055 (1)	48	0.78
COLLEGE						
	Professor	\$96,452	46	\$128,079 (1)	439	0.75
	Assoc Professor	\$71,267	22	\$80,562 (1)	148	0.88
	Assist Professor	\$59,324	26	\$67,097 (1)	150	0.88
	All Ranks	\$80,288	94	\$100,091 (1)	736	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 Liberal Arts
AAUDE 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
ANTH						
	Professor	\$85,082	5	\$120,163	140	0.71
	Assoc Professor	\$64,059	12	\$75,077	96	0.85
	Assist Professor	\$55,477	6	\$61,924	61	0.90
	All Ranks	\$66,390	23	\$81,447 (1)	297	0.82
COMM						
	Professor	\$100,510	6	\$116,646	41	0.86
	Assoc Professor	\$78,372	5	\$75,685	43	1.04
	Assist Professor	\$61,407	7	\$62,316	24	0.99
	All Ranks	\$79,154	18	\$84,140 (1)	108	0.94
ECON						
	Professor	\$147,538	14	\$177,032	197	0.83
	Assoc Professor	\$120,198	3	\$126,180	58	0.95
	Assist Professor	\$89,011	7	\$101,088	106	0.88
	All Ranks	\$127,050	24	\$148,525 (1)	362	0.86
ENGL						
	Professor	\$96,636	25	\$111,596	458	0.87
	Assoc Professor	\$67,323	16	\$73,741	315	0.91
	Assist Professor	\$56,519	11	\$60,415	185	0.94
	All Ranks	\$79,130	52	\$89,122 (1)	959	0.89
EURO						
	Professor	\$96,552	5	\$99,203	83	0.97
	Assoc Professor	\$56,686	8	\$68,738	65	0.82
	Assist Professor	\$53,004	3	\$57,964	41	0.91
	All Ranks	\$68,454	16	\$76,238 (1)	189	0.90
HISP						
	Professor	\$89,221	6	\$102,219	47	0.87
	Assoc Professor	\$62,856	5	\$72,387	64	0.87
	Assist Professor	\$52,737	4	\$58,782	37	0.90
	All Ranks	\$70,704	15	\$80,692 (1)	148	0.88
HIST						
	Professor	\$97,330	15	\$120,157	310	0.81
	Assoc Professor	\$62,135	16	\$75,716	190	0.82
	Assist Professor	\$57,323	13	\$61,627	114	0.93
	All Ranks	\$72,712	44	\$86,704 (1)	613	0.84

* 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 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
PHUM						
	Professor	\$94,776	8	\$113,901	150	0.83
	Assoc Professor	\$59,792	8	\$75,116	58	0.80
	Assist Professor	\$53,847	3	\$65,470	43	0.82
	All Ranks	\$73,583	19	\$89,923 (1)	251	0.82
POLS						
	Professor	\$129,099	14	\$137,481	197	0.94
	Assoc Professor	\$82,591	10	\$89,259	130	0.93
	Assist Professor	\$67,107	14	\$72,148	113	0.93
	All Ranks	\$94,021	38	\$100,721 (1)	440	0.93
PRFM						
	Professor	\$86,796	4	\$97,949	294	0.89
	Assoc Professor	\$62,128	5	\$68,902	233	0.90
	Assist Professor	\$58,403	2	\$58,211	148	1.00
	All Ranks	\$70,421	11	\$77,521 (1)	675	0.91
PSYC						
	Professor	\$117,670	15	\$127,533	370	0.92
	Assoc Professor	\$75,111	8	\$77,960	126	0.96
	Assist Professor	\$65,658	12	\$67,519	140	0.97
	All Ranks	\$90,110	35	\$95,626 (1)	636	0.94
SOCI						
	Professor	\$112,107	13	\$128,479	195	0.87
	Assoc Professor	\$75,805	5	\$81,432	112	0.93
	Assist Professor	\$60,291	14	\$68,838	97	0.88
	All Ranks	\$83,765	32	\$95,035 (1)	403	0.88
COLLEGE						
	Professor	\$108,640	130	\$125,321 (1)	2482	0.87
	Assoc Professor	\$68,862	101	\$77,524 (1)	1489	0.89
	Assist Professor	\$62,213	96	\$67,573 (1)	1110	0.92
	All Ranks	\$82,724	327	\$93,604 (1)	5081	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 2007-2008 Salary Data

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg Salary	FTE	Avg Salary	FTE	
BIOL						
	Professor	\$108,548	16	\$127,455	373	0.85
	Assoc Professor	\$69,386	10	\$82,069	136	0.85
	Assist Professor	\$63,667	14	\$71,606	173	0.89
	All Ranks	\$83,049	40	\$96,561 (1)	682	0.86
CHEM						
	Professor	\$126,714	33	\$135,817	332	0.93
	Assoc Professor	\$86,114	2	\$83,473	88	1.03
	Assist Professor	\$71,076	8	\$70,626	110	1.01
	All Ranks	\$114,474	43	\$121,254 (1)	530	0.94
MATH						
	Professor	\$114,624	42	\$122,367	532	0.94
	Assoc Professor	\$72,441	22	\$80,195	130	0.90
	Assist Professor	\$73,406	11	\$64,097	183	1.15
	All Ranks	\$96,205	75	\$101,451 (1)	845	0.95
PHYS						
	Professor	\$111,122	35	\$125,117	473	0.89
	Assoc Professor	\$83,115	10	\$85,514	101	0.97
	Assist Professor	\$74,475	4	\$73,918	125	1.01
	All Ranks	\$102,415	49	\$112,855 (1)	699	0.91
STAT						
	Professor	\$132,917	15	\$131,608	100	1.01
	Assoc Professor	\$90,927	5	\$88,851	27	1.02
	Assist Professor	\$72,511	7	\$73,292	62	0.99
	All Ranks	\$109,480	27	\$108,571 (1)	189	1.01
COLLEGE						
	Professor	\$117,841	141	\$127,758 (1)	1810	0.92
	Assoc Professor	\$76,440	49	\$82,680 (1)	482	0.92
	Assist Professor	\$69,838	44	\$70,029 (1)	653	1.00
	All Ranks	\$100,145	234	\$107,464 (1)	2945	0.93

* 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	\$99,839	22	\$121,752	179	82%	
			010102	Agribusiness/Agricultural Business Operations.			\$117,569	18	85%
			010103	Agricultural Economics.			\$123,720	125	81%
			030101	Natural Resources/Conservation, General.			\$116,958	36	85%
			Assoc Professor	\$77,221	2	\$84,988	65	91%	
			010101	Agricultural Business and Management, General.			\$112,200	1	69%
			010102	Agribusiness/Agricultural Business Operations.			\$86,099	10	90%
			010103	Agricultural Economics.			\$89,042	30	87%
			030101	Natural Resources/Conservation, General.			\$79,063	25	98%
			Assist Professor	\$64,884	5	\$77,914	47	83%	
			010102	Agribusiness/Agricultural Business Operations.			\$75,209	6	86%
			010103	Agricultural Economics.			\$82,514	28	79%
			030101	Natural Resources/Conservation, General.			\$69,625	13	93%
ALEC									
			Professor	\$90,132	6	\$122,730	47	73%	
			010000	Agriculture, General.			\$141,771	11	64%
			010102	Agribusiness/Agricultural Business Operations.			\$117,569	18	77%
			010802	Agricultural Communication/Journalism.			\$92,662	3	97%
			131301	Agricultural Teacher Education.			\$120,357	15	75%
			Assoc Professor	\$72,616	4	\$87,189	33	83%	
			010000	Agriculture, General.			\$105,752	3	69%
			010102	Agribusiness/Agricultural Business Operations.			\$86,099	10	84%
			010802	Agricultural Communication/Journalism.			\$78,916	2	92%
			131301	Agricultural Teacher Education.			\$84,898	18	86%
			Assist Professor	\$57,137	4	\$74,135	23	77%	
			010000	Agriculture, General.			\$75,411	2	76%
			010102	Agribusiness/Agricultural Business Operations.			\$75,209	6	76%
			010802	Agricultural Communication/Journalism.			\$68,380	3	84%
			131301	Agricultural Teacher Education.			\$74,821	12	76%
ANSC									
			Professor	\$84,426	15	\$109,856	106	77%	

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			010901	Animal Sciences, General.			\$109,742	98	77%
			010905	Dairy Science.			\$111,266	8	76%
		Assoc Professor		\$71,641	10	\$83,414	51	86%	
			010901	Animal Sciences, General.			\$83,433	48	86%
			010905	Dairy Science.			\$83,113	3	86%
		Assist Professor		\$53,663	9	\$72,795	33	74%	
			010901	Animal Sciences, General.			\$72,590	31	74%
			010905	Dairy Science.			\$75,959	2	71%
BAEN									
		Professor		\$106,284	13	\$121,785	65	87%	
			140301	Agricultural/Biological Engineering and Bioengineering.			\$121,785	65	87%
		Assoc Professor		\$69,038	3	\$90,081	33	77%	
			010101	Agricultural Business and Management, General.			\$112,200	1	62%
			140301	Agricultural/Biological Engineering and Bioengineering.			\$89,739	32	77%
		Assist Professor		\$65,117	3	\$77,475	31	84%	
			140301	Agricultural/Biological Engineering and Bioengineering.			\$77,475	31	84%
BCBP									
		Professor		\$122,640	11	\$141,121	73	87%	
			260202	Biochemistry.			\$141,121	73	87%
		Assoc Professor		\$64,648	7	\$91,367	18	71%	
			260202	Biochemistry.			\$91,367	18	71%
		Assist Professor		\$61,520	6	\$83,075	24	74%	
			260202	Biochemistry.			\$83,075	24	74%
ENTO									
		Professor		\$102,552	12	\$123,432	73	83%	
			260702	Entomology.			\$123,432	73	83%
		Assoc Professor		\$67,303	7	\$78,572	29	86%	
			260702	Entomology.			\$78,572	29	86%
		Assist Professor		\$58,091	4	\$65,850	23	88%	
			260702	Entomology.			\$65,850	23	88%
ESSM									
		Professor		\$87,275	11	\$112,395	79	78%	
			030101	Natural Resources/Conservation, General.			\$116,958	36	75%
			030501	Forestry, General.			\$108,642	44	80%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
				Assoc Professor	\$63,380	9	\$81,518	55	78%
			030101	Natural Resources/Conservation, General.			\$79,063	25	80%
			030501	Forestry, General.			\$83,523	30	76%
				Assist Professor	\$61,565	3	\$69,486	36	89%
			030101	Natural Resources/Conservation, General.			\$69,625	13	88%
			030501	Forestry, General.			\$69,404	23	89%
HRSC									
				Professor	\$98,936	8	\$113,486	107	87%
			011001	Food Science.			\$113,946	45	87%
			011103	Horticultural Science.			\$113,153	62	87%
				Assoc Professor	\$71,506	6	\$83,685	49	85%
			011001	Food Science.			\$85,865	23	83%
			011103	Horticultural Science.			\$81,831	27	87%
				Assist Professor	\$57,394	3	\$71,471	33	80%
			011001	Food Science.			\$70,294	12	82%
			011103	Horticultural Science.			\$72,177	20	80%
NFSC									
				Professor	\$103,807	4	\$127,070	125	82%
			010401	Agricultural and Food Products Processing.			\$132,286	13	78%
			011001	Food Science.			\$113,946	45	91%
			190501	Foods, Nutrition, and Wellness Studies, General.			\$129,008	43	80%
			301901	Nutrition Sciences.			\$145,046	25	72%
				Assoc Professor	\$67,833	2	\$83,236	53	81%
			010401	Agricultural and Food Products Processing.			\$82,650	2	82%
			011001	Food Science.			\$85,865	23	79%
			190501	Foods, Nutrition, and Wellness Studies, General.			\$79,051	22	86%
			301901	Nutrition Sciences.			\$87,887	7	77%
				Assist Professor	\$74,871	6	\$71,060	40	105%
			010401	Agricultural and Food Products Processing.			\$58,015	1	129%
			011001	Food Science.			\$70,294	12	107%
			190501	Foods, Nutrition, and Wellness Studies, General.			\$65,919	16	114%
			301901	Nutrition Sciences.			\$80,083	11	93%
PLPM									
				Professor	\$87,774	10	\$114,181	47	77%
			260305	Plant Pathology/Phytopathology.			\$114,181	47	77%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
		Assoc Professor		\$61,500	1	\$81,629	14	75%	
			260305	Plant Pathology/Phytopathology.			\$81,629	14	75%
		Assist Professor		\$58,172	4	\$72,259	10	81%	
			260305	Plant Pathology/Phytopathology.			\$72,259	10	81%
POSC									
		Professor		\$90,205	2	\$113,804	47	79%	
			010907	Poultry Science.			\$110,450	2	82%
			011001	Food Science.			\$113,946	45	79%
		Assoc Professor		\$69,913	3	\$85,411	25	82%	
			010907	Poultry Science.			\$80,298	2	87%
			011001	Food Science.			\$85,865	23	81%
		Assist Professor		\$54,724	5	\$71,030	14	77%	
			010907	Poultry Science.			\$75,546	2	72%
			011001	Food Science.			\$70,294	12	78%
RPTS									
		Professor		\$93,250	5	\$111,644	7	84%	
			310101	Parks, Recreation and Leisure Studies.			\$110,347	5	85%
			310301	Parks, Recreation and Leisure Facilities Management.			\$114,888	2	81%
		Assoc Professor		\$70,189	4	\$77,912	12	90%	
			310101	Parks, Recreation and Leisure Studies.			\$88,441	4	79%
			310301	Parks, Recreation and Leisure Facilities Management.			\$72,647	8	97%
		Assist Professor		\$60,512	5	\$57,690	11	105%	
			310101	Parks, Recreation and Leisure Studies.			\$61,111	5	99%
			310301	Parks, Recreation and Leisure Facilities Management.			\$54,840	6	110%
SCSC									
		Professor		\$82,839	16	\$109,512	69	76%	
			011001	Food Science.			\$113,946	45	73%
			011201	Soil Science and Agronomy, General.			\$101,284	24	82%
		Assoc Professor		\$61,439	2	\$85,675	30	72%	
			011001	Food Science.			\$85,865	23	72%
			011201	Soil Science and Agronomy, General.			\$85,061	7	72%
		Assist Professor		\$53,980	8	\$71,205	24	76%	
			011001	Food Science.			\$70,294	12	77%
			011201	Soil Science and Agronomy, General.			\$72,136	12	75%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
WFSC											
			Professor	\$90,142	13	\$110,316	129	82%			
			030101	Natural Resources/Conservation, General.				\$116,958	36	77%	
			030104	Environmental Science.				\$129,118	15	70%	
			030301	Fishing and Fisheries Sciences and Management.				\$116,003	11	78%	
			030601	Wildlife and Wildlands Science and Management.				\$98,982	9	91%	
			260701	Zoology/Animal Biology.				\$100,319	27	90%	
			261301	Ecology.				\$103,615	31	87%	
			Assoc Professor	\$66,274	7	\$77,982	78	85%			
			030101	Natural Resources/Conservation, General.				\$79,063	25	84%	
			030104	Environmental Science.				\$87,618	4	76%	
			030301	Fishing and Fisheries Sciences and Management.				\$80,121	6	83%	
			030601	Wildlife and Wildlands Science and Management.				\$80,682	8	82%	
			260701	Zoology/Animal Biology.				\$70,518	21	94%	
			261301	Ecology.				\$82,115	15	81%	
			Assist Professor	\$54,751	1	\$68,355	63	80%			
			030101	Natural Resources/Conservation, General.				\$69,625	13	79%	
			030104	Environmental Science.				\$77,627	3	71%	
			030301	Fishing and Fisheries Sciences and Management.				\$69,716	6	79%	
			030601	Wildlife and Wildlands Science and Management.				\$74,690	4	73%	
			260701	Zoology/Animal Biology.				\$61,964	17	88%	
			261301	Ecology.				\$69,716	20	79%	

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Architecture									
ARCH									
		Professor		\$96,416	19	\$114,420	92	84%	
	040201			Architecture (BArch, BA/BS, MArch, MA/MS, PhD).			\$111,930	55	86%
	309999			Multi-/Interdisciplinary Studies, Other.			\$119,865	23	80%
	500401			Design and Visual Communications, General.			\$115,491	13	83%
		Assoc Professor		\$75,517	10	\$81,837	97	92%	
	040201			Architecture (BArch, BA/BS, MArch, MA/MS, PhD).			\$82,271	88	92%
	309999			Multi-/Interdisciplinary Studies, Other.			\$92,214	1	82%
	500401			Design and Visual Communications, General.			\$75,099	8	101%
		Assist Professor		\$58,950	10	\$62,398	73	94%	
	040201			Architecture (BArch, BA/BS, MArch, MA/MS, PhD).			\$61,399	62	96%
	309999			Multi-/Interdisciplinary Studies, Other.			\$78,293	4	75%
	500401			Design and Visual Communications, General.			\$62,199	7	95%
COSC									
		Professor		\$96,417	4	\$122,791	26	79%	
	151001			Construction Engineering Technology/Technician.			\$105,135	13	92%
	520205			Operations Management and Supervision.			\$140,585	13	69%
		Assoc Professor		\$68,537	8	\$84,454	25	81%	
	151001			Construction Engineering Technology/Technician.			\$69,510	12	99%
	520205			Operations Management and Supervision.			\$97,421	14	70%
		Assist Professor		\$60,688	6	\$69,038	16	88%	
	151001			Construction Engineering Technology/Technician.			\$59,213	10	102%
	520205			Operations Management and Supervision.			\$86,519	6	70%
LAUP									
		Professor		\$115,528	9	\$117,652	56	98%	
	040301			City/Urban, Community and Regional Planning.			\$117,630	35	98%
	040601			Landscape Architecture (BS, BSLA, BLA, MSLA, MLA, PhD).			\$110,722	19	104%
	521501			Real Estate.			\$183,357	2	63%
		Assoc Professor		\$75,611	7	\$80,063	44	94%	
	040301			City/Urban, Community and Regional Planning.			\$78,929	13	96%
	040601			Landscape Architecture (BS, BSLA, BLA, MSLA, MLA, PhD).			\$78,016	29	97%
	521501			Real Estate.			\$155,275	1	49%
		Assist Professor		\$60,001	8	\$66,569	45	90%	
	040301			City/Urban, Community and Regional Planning.			\$66,177	25	91%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			040601	Landscape Architecture (BS, BSLA, BLA, MSLA, MLA, PhD).			\$63,342	19	95%
			521501	Real Estate.			\$137,700	1	44%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
Business Administration											
ACCT											
		Professor		\$167,297	13	\$194,278	47	86%			
	520301		Accounting.						\$194,278	47	86%
		Assoc Professor		\$163,469	10	\$136,014	32	120%			
	520301		Accounting.						\$136,014	32	120%
		Assist Professor		\$162,811	2	\$159,331	41	102%			
	520301		Accounting.						\$159,331	41	102%
CLBA											
		Professor		\$158,107	9	\$182,490	206	87%			
	520201		Business Administration and Management, General.						\$182,490	206	87%
		Assoc Professor		\$144,459	7	\$142,028	94	102%			
	520201		Business Administration and Management, General.						\$142,028	94	102%
		Assist Professor		\$119,782	8	\$131,092	163	91%			
	520201		Business Administration and Management, General.						\$131,092	163	91%
FINC											
		Professor		\$186,287	9	\$192,517	53	97%			
	520801		Finance, General.						\$192,876	51	97%
	521501		Real Estate.						\$183,357	2	102%
		Assoc Professor		\$179,652	4	\$167,638	30	107%			
	520801		Finance, General.						\$168,065	29	107%
	521501		Real Estate.						\$155,275	1	116%
		Assist Professor		\$166,623	4	\$152,458	41	109%			
	520801		Finance, General.						\$152,827	40	109%
	521501		Real Estate.						\$137,700	1	121%
INFO											
		Professor		\$136,138	7	\$179,894	28	76%			
	521201		Management Information Systems, General.						\$147,661	5	92%
	521301		Management Science, General.						\$186,902	23	73%
		Assoc Professor		\$132,851	4	\$128,899	15	103%			
	521201		Management Information Systems, General.						\$132,910	2	100%
	521301		Management Science, General.						\$128,282	13	104%
		Assist Professor		\$120,542	6	\$127,366	20	95%			
	521201		Management Information Systems, General.						\$131,824	3	91%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			521301	Management Science, General.			\$126,580	17	95%
MGMT									
		Professor		\$158,107	9	\$184,735	302	86%	
			520101	Business/Commerce, General.			\$190,331	74	83%
			520201	Business Administration and Management, General.			\$182,490	206	87%
			521301	Management Science, General.			\$186,902	23	85%
		Assoc Professor		\$144,459	7	\$141,847	137	102%	
			520101	Business/Commerce, General.			\$147,099	30	98%
			520201	Business Administration and Management, General.			\$142,028	94	102%
			521301	Management Science, General.			\$128,282	13	113%
		Assist Professor		\$119,782	8	\$133,613	228	90%	
			520101	Business/Commerce, General.			\$144,684	48	83%
			520201	Business Administration and Management, General.			\$131,092	163	91%
			521301	Management Science, General.			\$126,580	17	95%
MKTG									
		Professor		\$171,700	12	\$190,561	44	90%	
			521401	Marketing/Marketing Management, General.			\$190,561	44	90%
		Assoc Professor		\$118,903	3	\$133,680	20	89%	
			521401	Marketing/Marketing Management, General.			\$133,680	20	89%
		Assist Professor		\$137,220	5	\$126,685	24	108%	
			521401	Marketing/Marketing Management, General.			\$126,685	24	108%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Education									
CLED									
		Professor		\$123,113	1	\$119,865	23	103%	
			309999	Multi-/Interdisciplinary Studies, Other.			\$119,865	23	103%
EAHR									
		Professor		\$116,306	3	\$120,976	54	96%	
			130401	Educational Leadership and Administration, General.			\$116,010	32	100%
			130406	Higher Education/Higher Education Administration.			\$131,011	4	89%
			131201	Adult and Continuing Education and Teaching.			\$98,817	7	118%
			521001	Human Resources Management/Personnel Administration, Gen			\$143,754	12	81%
		Assoc Professor		\$81,475	9	\$96,201	33	85%	
			130401	Educational Leadership and Administration, General.			\$80,479	12	101%
			130406	Higher Education/Higher Education Administration.			\$85,661	1	95%
			131201	Adult and Continuing Education and Teaching.			\$78,702	7	104%
			521001	Human Resources Management/Personnel Administration, Gen			\$123,705	12	66%
		Assist Professor		\$61,407	8	\$75,196	29	82%	
			130401	Educational Leadership and Administration, General.			\$61,035	15	101%
			130406	Higher Education/Higher Education Administration.			\$63,139	3	97%
			131201	Adult and Continuing Education and Teaching.			\$58,033	3	106%
			521001	Human Resources Management/Personnel Administration, Gen			\$112,087	8	55%
EPSY									
		Professor		\$109,136	16	\$101,962	108	107%	
			131001	Special Education and Teaching, General.			\$105,940	27	103%
			131101	Counselor Education/School Counseling and Guidance Services			\$97,884	18	111%
			421801	Educational Psychology.			\$101,396	63	108%
		Assoc Professor		\$73,674	10	\$70,605	74	104%	
			131001	Special Education and Teaching, General.			\$71,779	31	103%
			131101	Counselor Education/School Counseling and Guidance Services			\$70,162	9	105%
			421801	Educational Psychology.			\$69,676	35	106%
		Assist Professor		\$61,472	10	\$56,687	47	108%	
			131001	Special Education and Teaching, General.			\$54,612	22	113%
			131101	Counselor Education/School Counseling and Guidance Services			\$58,018	7	106%
			421801	Educational Psychology.			\$58,795	18	105%
HLKN									
		Professor		\$92,663	11	\$108,153	75	86%	
			131314	Physical Education Teaching and Coaching.			\$94,669	15	98%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
Engineering											
AERO											
		Professor		\$133,132	16	\$134,993	155	99%			
	140201			Aerospace, Aeronautical and Astronautical Engineering.				\$134,993	155	99%	
		Assoc Professor		\$92,165	7	\$96,312	55	96%			
	140201			Aerospace, Aeronautical and Astronautical Engineering.				\$96,312	55	96%	
		Assist Professor		\$81,045	7	\$82,152	42	99%			
	140201			Aerospace, Aeronautical and Astronautical Engineering.				\$82,152	42	99%	
BMEN											
		Professor		\$122,591	5	\$149,724	48	82%			
	140501			Biomedical/Medical Engineering.				\$149,724	48	82%	
		Assoc Professor		\$86,528	3	\$100,773	32	86%			
	140501			Biomedical/Medical Engineering.				\$100,773	32	86%	
		Assist Professor		\$78,386	9	\$82,061	83	96%			
	140501			Biomedical/Medical Engineering.				\$82,061	83	96%	
CHEN											
		Professor		\$134,606	10	\$142,442	158	94%			
	140701			Chemical Engineering.				\$142,442	158	94%	
		Assoc Professor		\$92,466	2	\$94,412	43	98%			
	140701			Chemical Engineering.				\$94,412	43	98%	
		Assist Professor		\$79,459	8	\$82,205	46	97%			
	140701			Chemical Engineering.				\$82,205	46	97%	
CPSC											
		Professor		\$125,762	14	\$137,336	316	92%			
	110101			Computer and Information Sciences, General.				\$140,360	130	90%	
	110701			Computer Science.				\$138,898	52	91%	
	140901			Computer Engineering, General.				\$133,771	133	94%	
		Assoc Professor		\$102,875	8	\$101,320	139	102%			
	110101			Computer and Information Sciences, General.				\$101,192	72	102%	
	110701			Computer Science.				\$102,939	24	100%	
	140901			Computer Engineering, General.				\$100,636	43	102%	
		Assist Professor		\$89,916	14	\$88,709	160	101%			
	110101			Computer and Information Sciences, General.				\$90,417	76	99%	
	110701			Computer Science.				\$89,825	30	100%	

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			140901	Computer Engineering, General.			\$85,681	54	105%
CVEN									
		Professor		\$113,219	26	\$125,354	174	90%	
			140801	Civil Engineering, General.			\$125,354	174	90%
		Assoc Professor		\$83,202	14	\$91,433	102	91%	
			140801	Civil Engineering, General.			\$91,433	102	91%
		Assist Professor		\$74,845	20	\$79,078	83	95%	
			140801	Civil Engineering, General.			\$79,078	83	95%
ECEN									
		Professor		\$125,968	28	\$138,123	493	91%	
			140901	Computer Engineering, General.			\$133,771	133	94%
			141001	Electrical, Electronics and Communications Engineering.			\$139,736	360	90%
		Assoc Professor		\$89,568	6	\$99,420	178	90%	
			140901	Computer Engineering, General.			\$100,636	43	89%
			141001	Electrical, Electronics and Communications Engineering.			\$99,030	135	90%
		Assist Professor		\$84,617	22	\$86,098	190	98%	
			140901	Computer Engineering, General.			\$85,681	54	99%
			141001	Electrical, Electronics and Communications Engineering.			\$86,264	136	98%
ETID									
		Professor		\$109,618	4	\$95,053	7	115%	
			150303	Electrical, Electronic and Communications Engineering Technolo			\$95,053	7	115%
		Assoc Professor		\$87,580	8	\$79,645	7	110%	
			150303	Electrical, Electronic and Communications Engineering Technolo			\$79,645	7	110%
		Assist Professor		\$66,141	11	\$68,673	5	96%	
			150303	Electrical, Electronic and Communications Engineering Technolo			\$68,673	5	96%
ISEN									
		Professor		\$127,629	7	\$143,683	136	89%	
			140501	Biomedical/Medical Engineering.			\$149,724	48	85%
			143501	Industrial Engineering.			\$140,343	88	91%
		Assoc Professor		\$99,847	5	\$97,984	86	102%	
			140501	Biomedical/Medical Engineering.			\$100,773	32	99%
			143501	Industrial Engineering.			\$96,363	55	104%
		Assist Professor		\$77,873	8	\$82,860	111	94%	
			140501	Biomedical/Medical Engineering.			\$82,061	83	95%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			143501	Industrial Engineering.			\$85,233	28	91%
MEEN									
		Professor		\$137,101	20	\$133,353	355	103%	
			141901	Mechanical Engineering.			\$133,353	355	103%
		Assoc Professor		\$85,837	12	\$93,176	99	92%	
			141901	Mechanical Engineering.			\$93,176	99	92%
		Assist Professor		\$75,673	15	\$83,680	87	90%	
			141901	Mechanical Engineering.			\$83,680	87	90%
NUEN									
		Professor		\$128,491	8	\$140,012	123	92%	
			142301	Nuclear Engineering.			\$139,183	35	92%
			143501	Industrial Engineering.			\$140,343	88	92%
		Assoc Professor		\$94,387	3	\$96,754	70	98%	
			142301	Nuclear Engineering.			\$98,180	15	96%
			143501	Industrial Engineering.			\$96,363	55	98%
		Assist Professor		\$75,042	4	\$83,142	36	90%	
			142301	Nuclear Engineering.			\$75,826	8	99%
			143501	Industrial Engineering.			\$85,233	28	88%
PETE									
		Professor		\$121,795	10	\$122,016	6	100%	
			142501	Petroleum Engineering.			\$122,016	6	100%
		Assoc Professor		\$97,248	4	\$107,412	4	91%	
			142501	Petroleum Engineering.			\$107,412	4	91%
		Assist Professor		\$78,228	4	\$91,672	5	85%	
			142501	Petroleum Engineering.			\$91,672	5	85%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Geosciences									
ATMO									
		Professor		\$98,438	8	\$133,649	44	74%	
	400401			Atmospheric Sciences and Meteorology, General.			\$133,649	44	74%
		Assoc Professor		\$74,895	4	\$89,987	19	83%	
	400401			Atmospheric Sciences and Meteorology, General.			\$89,987	19	83%
		Assist Professor		\$60,125	7	\$68,643	16	88%	
	400401			Atmospheric Sciences and Meteorology, General.			\$68,643	16	88%
GEOG									
		Professor		\$95,161	8	\$126,690	164	75%	
	030103			Environmental Studies.			\$134,567	82	71%
	450701			Geography.			\$118,786	82	80%
	450702			Cartography.			\$94,517	0	101%
		Assoc Professor		\$67,645	6	\$79,858	55	85%	
	030103			Environmental Studies.			\$89,972	17	75%
	450701			Geography.			\$75,174	37	90%
		Assist Professor		\$56,043	7	\$68,292	63	82%	
	030103			Environmental Studies.			\$73,410	24	76%
	450701			Geography.			\$65,087	39	86%
GEPL									
		Professor		\$94,577	15	\$119,995	194	79%	
	400601			Geology/Earth Science, General.			\$118,679	186	80%
	400603			Geophysics and Seismology.			\$153,241	7	62%
		Assoc Professor		\$74,931	6	\$78,673	66	95%	
	400601			Geology/Earth Science, General.			\$78,648	65	95%
	400603			Geophysics and Seismology.			\$81,150	1	92%
		Assist Professor		\$61,661	8	\$66,228	68	93%	
	400601			Geology/Earth Science, General.			\$66,233	67	93%
	400603			Geophysics and Seismology.			\$65,600	1	94%
OCNG									
		Professor		\$97,955	15	\$133,934	37	73%	
	400607			Oceanography, Chemical and Physical.			\$133,934	37	73%
		Assoc Professor		\$68,805	6	\$76,872	8	90%	
	400607			Oceanography, Chemical and Physical.			\$76,872	8	90%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
		Assist Professor		\$58,993	4	\$64,036	3	92%			
			400607	Oceanography, Chemical and Physical.					\$64,036	3	92%

College Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Liberal Arts								
ANTH								
	Professor		\$85,082	5	\$120,163	140	71%	
	450201	Anthropology.				\$120,163	140	71%
	Assoc Professor		\$64,059	12	\$75,077	96	85%	
	450201	Anthropology.				\$75,077	96	85%
	Assist Professor		\$55,477	6	\$61,924	61	90%	
	450201	Anthropology.				\$61,924	61	90%
CLLA								
	Professor		\$111,771	1	\$110,151	74	101%	
	050102	American/United States Studies/Civilization.				\$108,681	16	103%
	090401	Journalism.				\$110,635	58	101%
	302001	International/Global Studies.				\$89,619	0	125%
COMM								
	Professor		\$100,510	6	\$116,646	41	86%	
	231001	Speech and Rhetorical Studies.				\$116,646	41	86%
	Assoc Professor		\$78,372	5	\$75,685	43	104%	
	231001	Speech and Rhetorical Studies.				\$75,685	43	104%
	Assist Professor		\$61,407	7	\$62,316	24	99%	
	231001	Speech and Rhetorical Studies.				\$62,316	24	99%
ECON								
	Professor		\$147,538	14	\$177,032	197	83%	
	450601	Economics, General.				\$177,032	197	83%
	Assoc Professor		\$120,198	3	\$126,180	58	95%	
	450601	Economics, General.				\$126,180	58	95%
	Assist Professor		\$89,011	7	\$101,088	106	88%	
	450601	Economics, General.				\$101,088	106	88%
ENGL								
	Professor		\$96,636	25	\$111,596	458	87%	
	160102	Linguistics.				\$110,727	80	87%
	160104	Comparative Literature.				\$124,187	48	78%
	230101	English Language and Literature, General.				\$109,976	330	88%
	Assoc Professor		\$67,323	16	\$73,741	315	91%	
	160102	Linguistics.				\$74,931	40	90%
	160104	Comparative Literature.				\$76,661	35	88%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			230101	English Language and Literature, General.			\$73,123	241	92%
		Assist Professor		\$56,519	11	\$60,415	185	94%	
			160102	Linguistics.			\$61,734	38	92%
			160104	Comparative Literature.			\$61,610	24	92%
			230101	English Language and Literature, General.			\$59,763	122	95%
EURO									
		Professor		\$96,552	5	\$99,203	83	97%	
			160402	Russian Language and Literature.			\$89,621	4	108%
			160501	German Language and Literature.			\$96,125	27	100%
			160901	French Language and Literature.			\$101,549	52	95%
		Assoc Professor		\$56,686	8	\$68,738	65	82%	
			160402	Russian Language and Literature.			\$69,915	1	81%
			160501	German Language and Literature.			\$67,606	24	84%
			160901	French Language and Literature.			\$69,383	40	82%
		Assist Professor		\$53,004	3	\$57,964	41	91%	
			160402	Russian Language and Literature.			\$57,875	3	92%
			160501	German Language and Literature.			\$55,813	17	95%
			160901	French Language and Literature.			\$59,664	22	89%
HISP									
		Professor		\$89,221	6	\$102,219	47	87%	
			160905	Spanish Language and Literature.			\$102,219	47	87%
		Assoc Professor		\$62,856	5	\$72,387	64	87%	
			160905	Spanish Language and Literature.			\$72,387	64	87%
		Assist Professor		\$52,737	4	\$58,782	37	90%	
			160905	Spanish Language and Literature.			\$58,782	37	90%
HIST									
		Professor		\$97,330	15	\$120,157	310	81%	
			540101	History, General.			\$120,157	310	81%
		Assoc Professor		\$62,135	16	\$75,716	190	82%	
			540101	History, General.			\$75,716	190	82%
		Assist Professor		\$57,323	13	\$61,627	114	93%	
			540101	History, General.			\$61,627	114	93%
PHUM									
		Professor		\$94,776	8	\$113,901	150	83%	

College	Dept	Rank	Cip	TAMU Results		Peer Results	pct	Avg Sal	FTE	pct sal
			240103	Humanities/Humanistic Studies.				\$96,285	17	98%
			380101	Philosophy.				\$116,101	134	82%
		Assoc Professor		\$59,792	8	\$75,116	58	80%		
			240103	Humanities/Humanistic Studies.				\$73,891	5	81%
			380101	Philosophy.				\$75,237	53	79%
		Assist Professor		\$53,847	3	\$65,470	43	82%		
			240103	Humanities/Humanistic Studies.				\$63,486	8	85%
			380101	Philosophy.				\$65,890	35	82%
POLS										
		Professor		\$129,099	14	\$137,481	197	94%		
			451001	Political Science and Government, General.				\$137,481	197	94%
		Assoc Professor		\$82,591	10	\$89,259	130	93%		
			451001	Political Science and Government, General.				\$89,259	130	93%
		Assist Professor		\$67,107	14	\$72,148	113	93%		
			451001	Political Science and Government, General.				\$72,148	113	93%
PRFM										
		Professor		\$86,796	4	\$97,949	294	89%		
			500501	Drama and Dramatics/Theatre Arts, General.				\$97,098	38	89%
			500901	Music, General.				\$98,075	256	88%
		Assoc Professor		\$62,128	5	\$68,902	233	90%		
			500501	Drama and Dramatics/Theatre Arts, General.				\$66,214	47	94%
			500901	Music, General.				\$69,578	186	89%
		Assist Professor		\$58,403	2	\$58,211	148	100%		
			500501	Drama and Dramatics/Theatre Arts, General.				\$55,507	44	105%
			500901	Music, General.				\$59,350	104	98%
PSYC										
		Professor		\$117,670	15	\$127,533	370	92%		
			420101	Psychology, General.				\$126,882	362	93%
			420201	Clinical Psychology.				\$156,983	8	75%
		Assoc Professor		\$75,111	8	\$77,960	126	96%		
			420101	Psychology, General.				\$77,306	122	97%
			420201	Clinical Psychology.				\$97,988	4	77%
		Assist Professor		\$65,658	12	\$67,519	140	97%		
			420101	Psychology, General.				\$67,488	133	97%

College	Dept	Rank	Cip	TAMU Results		Peer Results		pct	Avg Sal	FTE	pct sal
			420201	Clinical Psychology.					\$68,102	7	96%
SOCI											
		Professor		\$112,107	13	\$128,479	195	87%			
			451101	Sociology.					\$128,479	195	87%
		Assoc Professor		\$75,805	5	\$81,432	112	93%			
			451101	Sociology.					\$81,432	112	93%
		Assist Professor		\$60,291	14	\$68,838	97	88%			
			451101	Sociology.					\$68,838	97	88%

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
Science									
BIOL									
		Professor		\$108,548	16	\$127,455	373	85%	
		260101		Biology/Biological Sciences, General.			\$131,316	188	83%
		260301		Botany/Plant Biology.			\$103,836	36	105%
		260406		Cell/Cellular and Molecular Biology.			\$136,094	88	80%
		260502		Microbiology, General.			\$130,885	34	83%
		260701		Zoology/Animal Biology.			\$100,319	27	108%
		Assoc Professor		\$69,386	10	\$82,069	136	85%	
		260101		Biology/Biological Sciences, General.			\$85,420	53	81%
		260301		Botany/Plant Biology.			\$75,884	19	91%
		260406		Cell/Cellular and Molecular Biology.			\$87,520	28	79%
		260502		Microbiology, General.			\$84,241	15	82%
		260701		Zoology/Animal Biology.			\$70,518	21	98%
		Assist Professor		\$63,667	14	\$71,606	173	89%	
		260101		Biology/Biological Sciences, General.			\$73,289	98	87%
		260301		Botany/Plant Biology.			\$64,146	16	99%
		260406		Cell/Cellular and Molecular Biology.			\$74,818	30	85%
		260502		Microbiology, General.			\$72,701	13	88%
		260701		Zoology/Animal Biology.			\$61,964	17	103%
CHEM									
		Professor		\$126,714	33	\$135,817	332	93%	
		400501		Chemistry, General.			\$135,817	332	93%
		Assoc Professor		\$86,114	2	\$83,473	88	103%	
		400501		Chemistry, General.			\$83,473	88	103%
		Assist Professor		\$71,076	8	\$70,626	110	101%	
		400501		Chemistry, General.			\$70,626	110	101%
MATH									
		Professor		\$114,624	42	\$122,367	532	94%	
		270101		Mathematics, General.			\$122,648	507	93%
		270301		Applied Mathematics.			\$116,679	25	98%
		Assoc Professor		\$72,441	22	\$80,195	130	90%	
		270101		Mathematics, General.			\$80,069	119	90%
		270301		Applied Mathematics.			\$81,566	11	89%
		Assist Professor		\$73,406	11	\$64,097	183	115%	

College	Dept	Rank	Cip	TAMU Results	Peer Results	pct	Avg Sal	FTE	pct sal
			270101	Mathematics, General.			\$63,272	171	116%
			270301	Applied Mathematics.			\$75,873	12	97%
PHYS									
		Professor		\$111,122	35	\$125,117	473	89%	
			400801	Physics, General.			\$125,117	473	89%
		Assoc Professor		\$83,115	10	\$85,514	101	97%	
			400801	Physics, General.			\$85,514	101	97%
		Assist Professor		\$74,475	4	\$73,918	125	101%	
			400801	Physics, General.			\$73,918	125	101%
STAT									
		Professor		\$132,917	15	\$131,608	100	101%	
			270501	Statistics, General.			\$131,608	100	101%
		Assoc Professor		\$90,927	5	\$88,851	27	102%	
			270501	Statistics, General.			\$88,851	27	102%
		Assist Professor		\$72,511	7	\$73,292	62	99%	
			270501	Statistics, General.			\$73,292	62	99%