

TEXAS A&M UNIVERSITY

Faculty Salary Study Nine Month Salaries

1998–1999

1999–2000

2000–2001

2001–2002

2002–2003



Prepared by
Office of Institutional Studies
Dr. Cindy Dutschke, Director

Texas A&M University
University Summary
Salaries for 2002-2003

College	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
Agriculture & Life Sciences	Professor	\$77,745	142	\$85,515	(1) 1471	0.91
	Assoc Prof	\$61,286	59	\$64,103	(1) 575	0.96
	Assist Prof	\$49,958	55	\$54,787	(1) 563	0.91
	All Ranks	\$67,982	256	\$73,978	(1) 2609	0.92
Architecture	Professor	\$82,589	28	\$89,601	(1) 115	0.92
	Assoc Prof	\$60,428	27	\$64,324	(1) 126	0.94
	Assist Prof	\$50,177	19	\$53,435	(1) 93	0.94
	All Ranks	\$66,181	74	\$71,092	(1) 334	0.93
Business Administration	Professor	\$130,990	44	\$144,883	(1) 796	0.90
	Assoc Prof	\$111,031	24	\$109,776	(1) 357	1.01
	Assist Prof	\$101,572	23	\$107,141	(1) 520	0.95
	All Ranks	\$118,291	91	\$126,085	(1) 1673	0.94
Education	Professor	\$89,282	40	\$90,461	(1) 266	0.99
	Assoc Prof	\$65,016	32	\$64,375	(1) 193	1.01
	Assist Prof	\$50,829	28	\$52,545	(1) 187	0.97
	All Ranks	\$70,750	100	\$71,497	(1) 646	0.99
Engineering	Professor	\$104,583	136	\$114,035	(1) 1171	0.92
	Assoc Prof	\$79,406	61	\$82,101	(1) 565	0.97
	Assist Prof	\$67,854	64	\$72,255	(1) 494	0.94
	All Ranks	\$89,692	261	\$96,327	(1) 2230	0.93
Geosciences	Professor	\$80,610	36	\$94,932	(1) 192	0.85
	Assoc Prof	\$60,169	17	\$67,672	(1) 71	0.89
	Assist Prof	\$48,898	16	\$55,237	(1) 57	0.89
	All Ranks	\$68,220	69	\$79,011	(1) 320	0.86
Liberal Arts	Professor	\$85,233	132	\$97,719	(1) 1798	0.87
	Assoc Prof	\$53,107	86	\$62,046	(1) 1078	0.86
	Assist Prof	\$50,437	66	\$54,120	(1) 752	0.93
	All Ranks	\$67,418	284	\$76,785	(1) 3628	0.88
Science	Professor	\$93,087	125	\$97,852	(1) 975	0.95
	Assoc Prof	\$60,290	40	\$66,223	(1) 342	0.91
	Assist Prof	\$59,373	28	\$56,611	(1) 371	1.05
	All Ranks	\$81,399	193	\$85,314	(1) 1688	0.95
Texas A&M University	Professor	\$91,799	683	\$100,589	(1) 6784	0.91
	Assoc Prof	\$66,006	346	\$70,396	(1) 3307	0.94
	Assist Prof	\$58,785	299	\$62,305	(1) 3037	0.94
	All Ranks	\$77,646	1328	\$84,103	(1) 13128	0.92

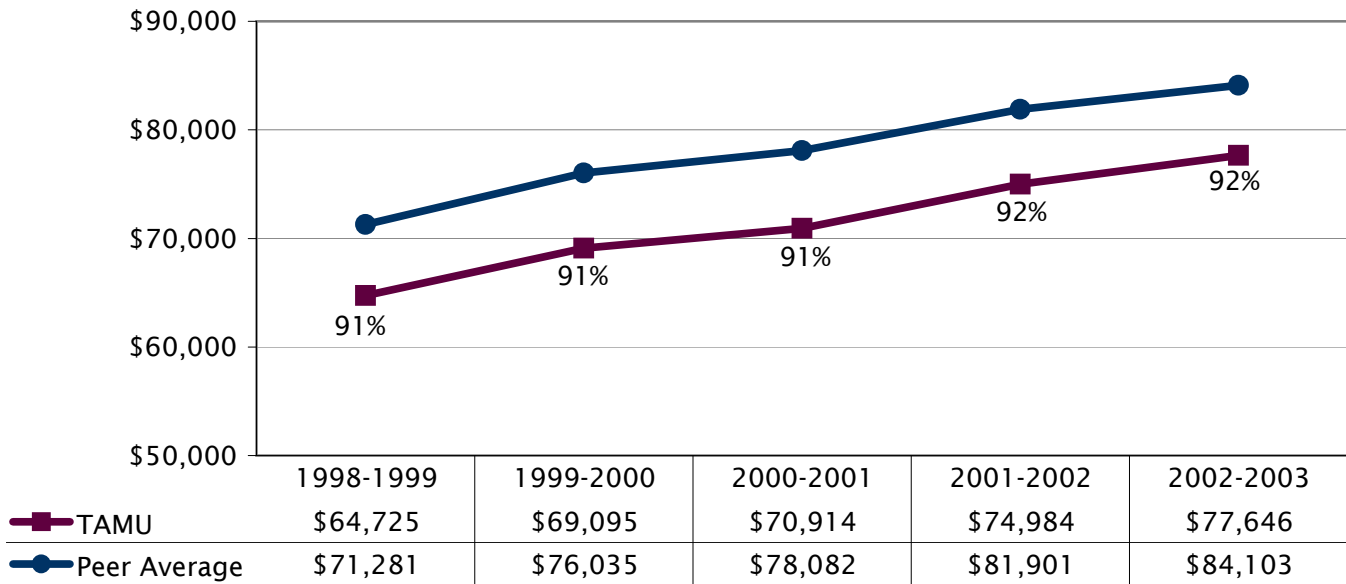
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

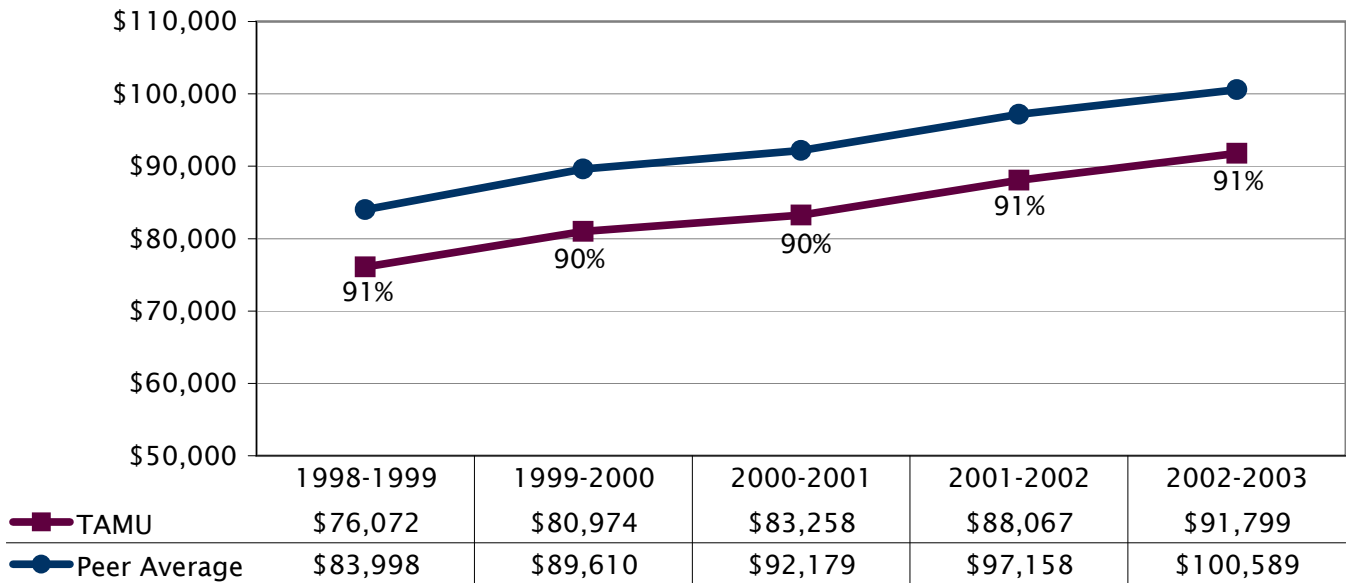
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

All Ranks



Professor

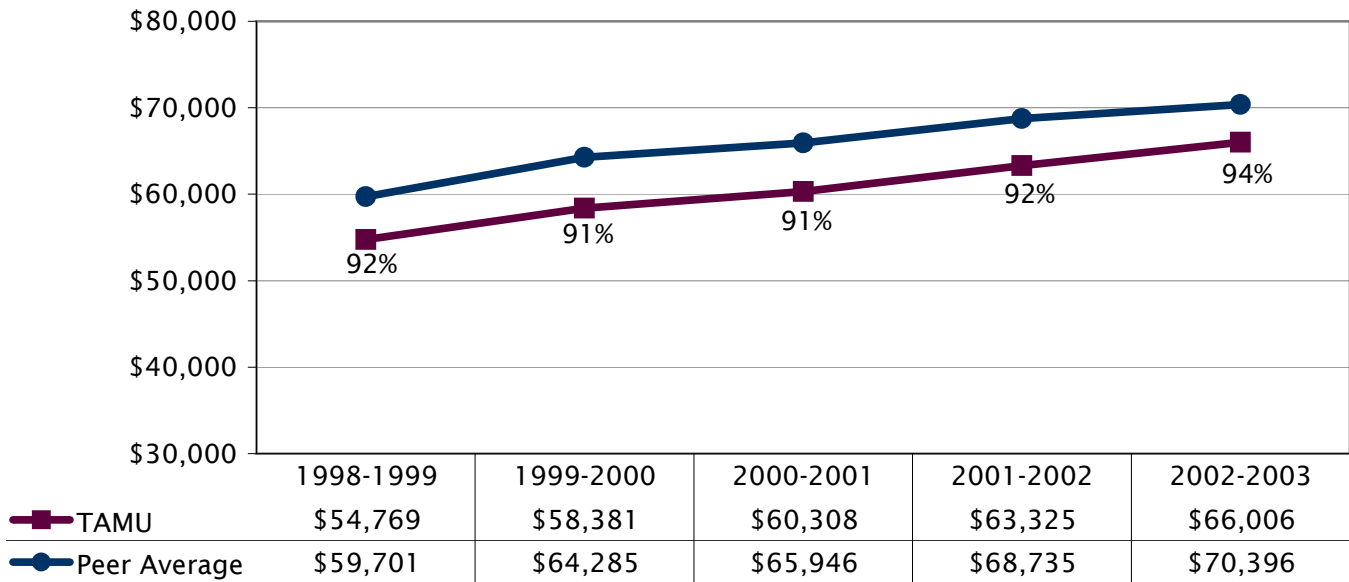


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, June 13, 2003

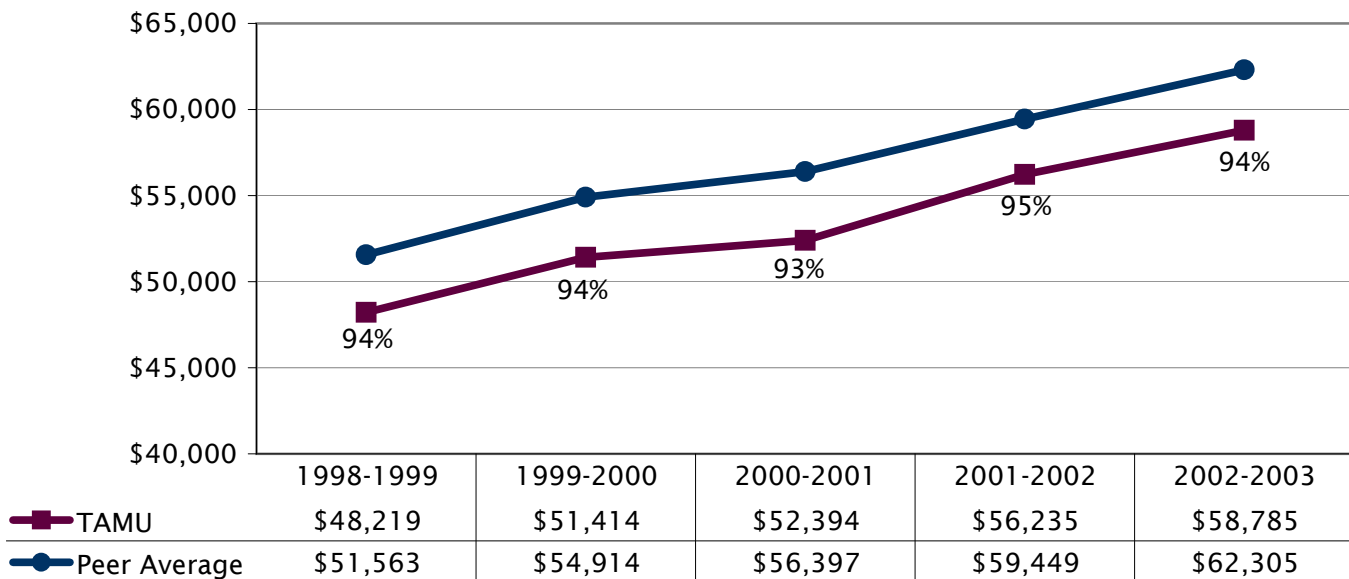
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
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COLLEGE OF AGRICULTURE

PEER INSTITUTIONS

COLORADO STATE UNIVERSITY

CORNELL UNIVERSITY (NY)

* MICHIGAN STATE UNIVERSITY

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OHIO STATE UNIVERSITY

PURDUE UNIVERSITY (IN)

UNIVERSITY OF FLORIDA

UNIVERSITY OF GEORGIA

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGN

UNIVERSITY OF WISCONSIN AT MADISON

* Institution did not participate in salary study.

7/16/03

Texas A&M University
College of Agriculture & Life Sciences
Salaries for 2002-2003

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt**
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AGED	Professor	\$89,526	21	\$90,501	159	0.99
	Assoc Prof	\$64,726	4	\$69,934	58	0.93
	Assist Prof	\$55,555	4	\$64,870	53	0.86
	All Ranks	\$81,420	29	\$84,129 (1)	270	0.97
AGED	Professor	\$69,881	4	\$88,094	18	0.79
	Assoc Prof	\$69,615	2	\$63,951	15	1.09
	Assist Prof	\$51,759	7	\$51,141	16	1.01
	All Ranks	\$60,082	13	\$64,482 (1)	49	0.93
ANSC	Professor	\$73,860	22	\$83,261	280	0.89
	Assoc Prof	\$60,553	7	\$64,158	122	0.94
	Assist Prof	\$49,563	4	\$55,854	93	0.89
	All Ranks	\$68,092	33	\$75,887 (1)	495	0.90
BAEN	Professor	\$91,824	6	\$88,612	82	1.04
	Assoc Prof	\$74,015	8	\$68,300	36	1.08
	Assist Prof	\$52,812	1	\$59,358	32	0.89
	All Ranks	\$79,725	15	\$75,829 (1)	150	1.05
BCBP	Professor	\$87,360	14	\$98,997	110	0.88
	Assoc Prof	\$57,408	3	\$66,773	33	0.86
	Assist Prof	\$52,212	8	\$58,295	42	0.90
	All Ranks	\$72,518	25	\$82,105 (1)	185	0.88
ENTO	Professor	\$84,161	15	\$80,034	128	1.05
	Assoc Prof	\$56,453	2	\$59,664	44	0.95
	Assist Prof	\$45,599	5	\$54,606	28	0.84
	All Ranks	\$72,878	22	\$72,403 (1)	200	1.01
FRSC	Professor	\$76,452	3	\$83,485	74	0.92
	Assoc Prof	\$59,175	5	\$62,107	35	0.95
	Assist Prof	\$47,625	3	\$51,650	47	0.92
	All Ranks	\$60,737	11	\$65,085 (1)	156	0.93
HRSC	Professor	\$76,422	7	\$76,631	152	1.00
	Assoc Prof	\$60,284	5	\$60,917	60	0.99
	Assist Prof	\$47,643	3	\$54,913	49	0.87
	All Ranks	\$65,287	15	\$67,049 (1)	261	0.97
PLPM	Professor	\$65,511	4	\$78,306	68	0.84
	Assoc Prof	\$55,717	5	\$60,964	25	0.91
	Assist Prof	\$45,576	2	\$52,455	25	0.87
	All Ranks	\$57,435	11	\$65,723 (1)	118	0.87

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

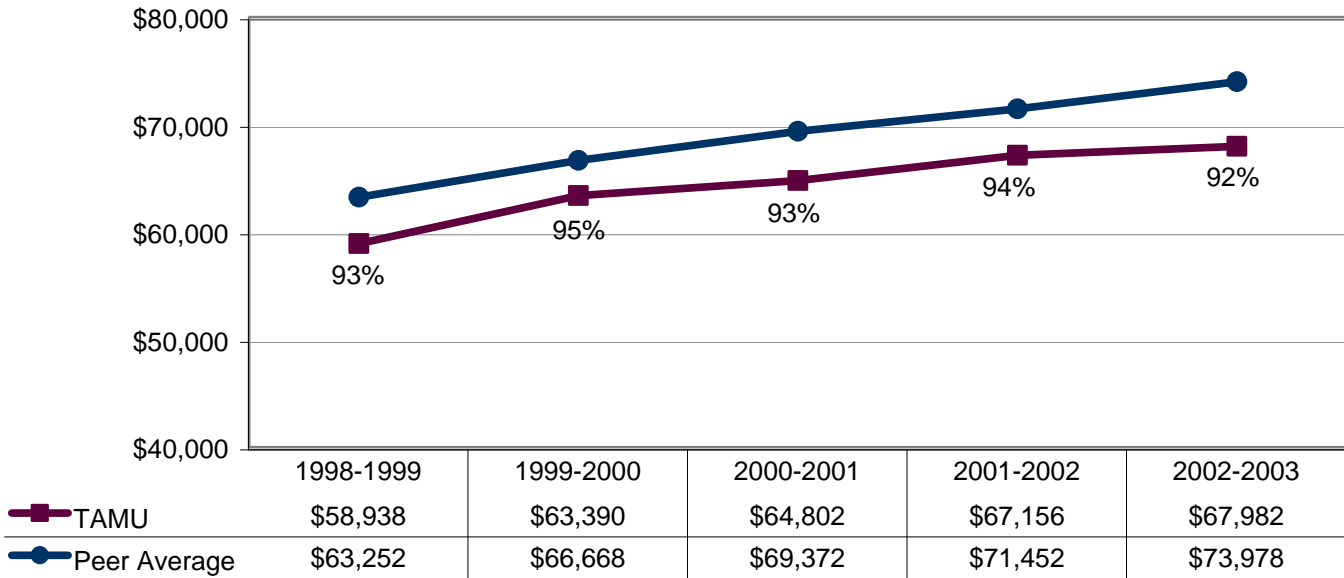
Texas A&M University
College of Agriculture & Life Sciences
Salaries for 2002-2003

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
POSC	Professor	\$56,421	2	\$76,751	21	0.74
	Assoc Prof	\$64,086	3	\$61,609	5	1.04
	Assist Prof	\$52,308	3	\$52,608	7	0.99
	All Ranks	\$57,753	8	\$62,019 ⁽¹⁾	33	0.93
RLEM	Professor	\$63,851	7	\$90,979	76	0.70
	Assoc Prof	\$58,421	4	\$65,557	21	0.89
	Assist Prof	\$48,708	1	\$55,070	30	0.88
	All Ranks	\$60,779	12	\$79,512 ⁽¹⁾	127	0.76
RPTS	Professor	\$76,511	6	\$84,008	9	0.91
	Assoc Prof	\$54,875	4	\$65,147	16	0.84
	Assist Prof	\$47,250	2	\$49,184	20	0.96
	All Ranks	\$64,422	12	\$71,917 ⁽¹⁾	45	0.90
SCSC	Professor	\$71,687	16	\$77,882	195	0.92
	Assoc Prof	\$60,458	4	\$61,173	63	0.99
	Assist Prof	\$52,150	5	\$53,635	80	0.97
	All Ranks	\$65,983	25	\$70,359 ⁽¹⁾	338	0.94
WFSC	Professor	\$68,447	15	\$86,650	99	0.79
	Assoc Prof	\$51,162	3	\$62,335	42	0.82
	Assist Prof	\$46,936	7	\$52,802	41	0.89
	All Ranks	\$60,350	25	\$74,255 ⁽¹⁾	182	0.81
COLLEGE	Professor	\$77,745	142	\$85,515 ⁽¹⁾	1471	0.91
	Assoc Prof	\$61,286	59	\$64,103 ⁽¹⁾	575	0.96
	Assist Prof	\$49,958	55	\$54,787 ⁽¹⁾	563	0.91
	All Ranks	\$67,982	256	\$73,978 ⁽¹⁾	2609	0.92

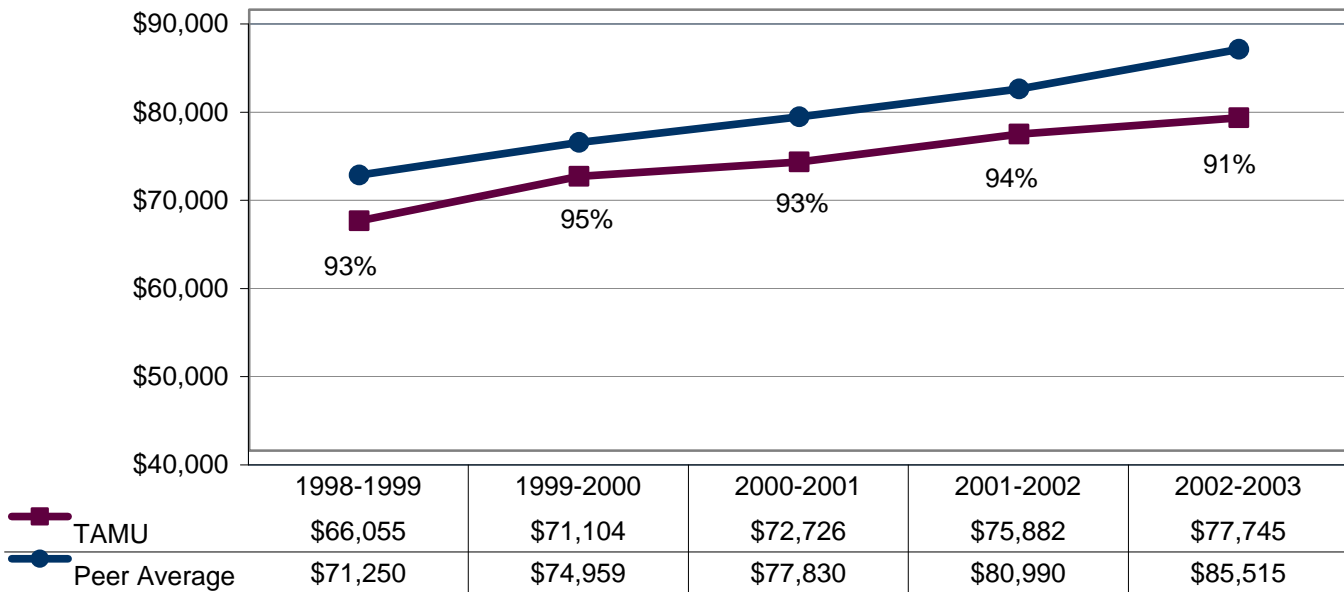
* TAMU average salary divided by peer average salary
(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M Salaries vs Aggregated College Peer Groups COLLEGE OF AGRICULTURE & LIFE SCIENCES

All Ranks



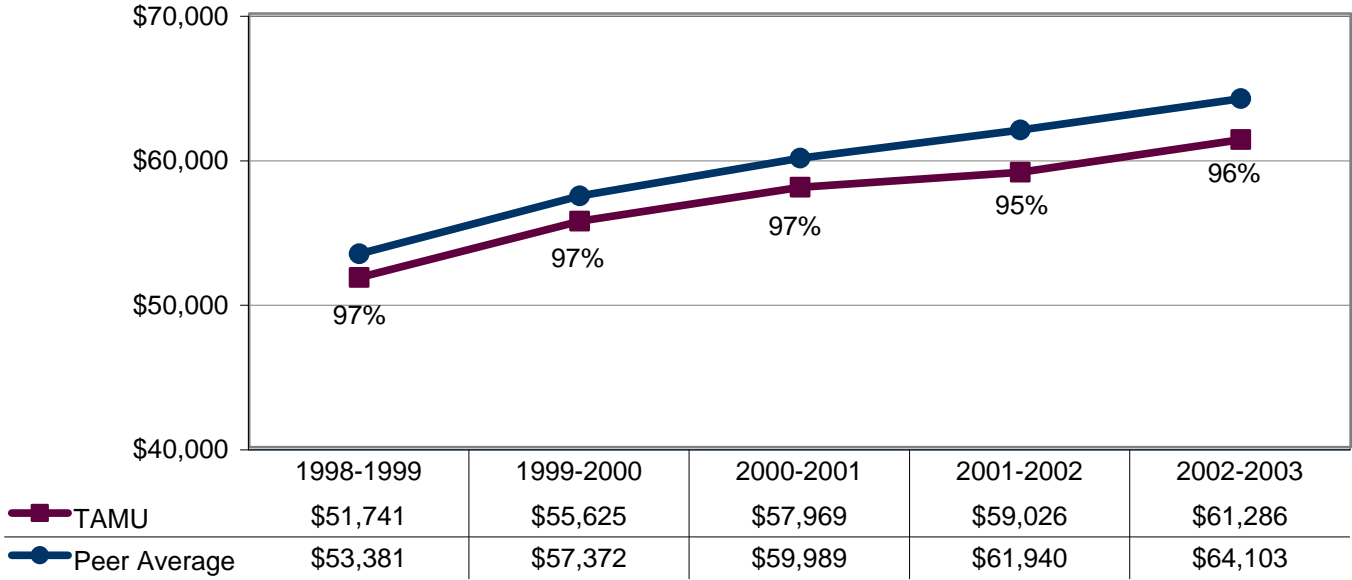
Professor



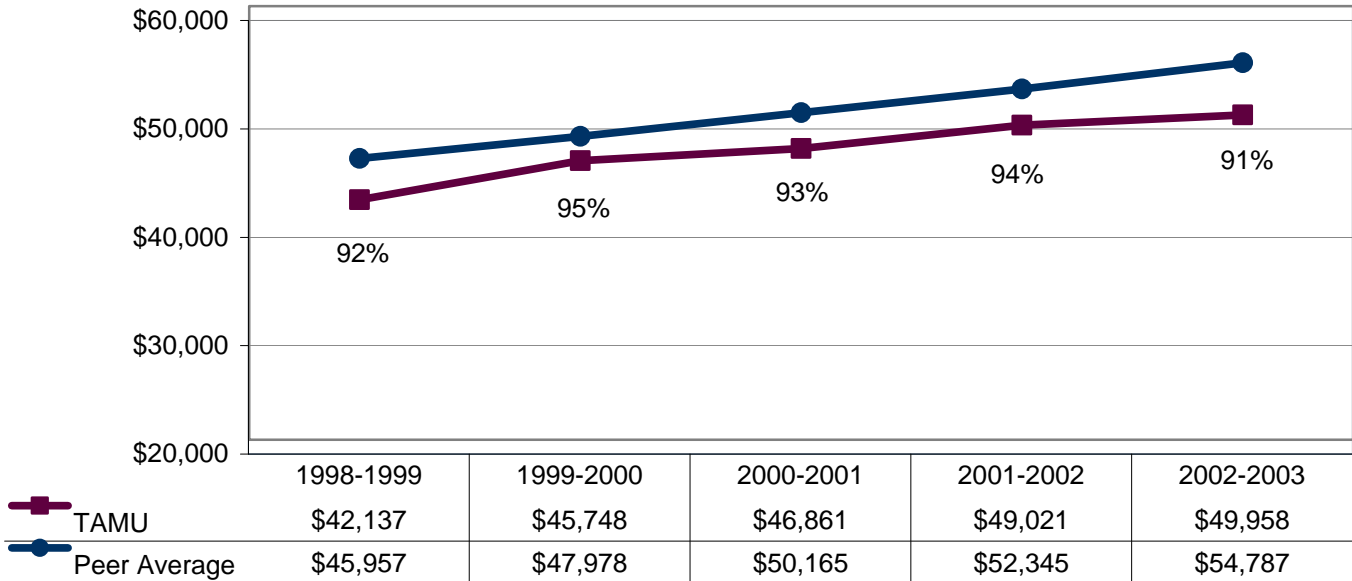
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Texas A&M Salaries vs Aggregated College Peer Groups COLLEGE OF AGRICULTURE & LIFE SCIENCES

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
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COLLEGE OF ARCHITECTURE

PEER INSTITUTIONS

ARIZONA STATE UNIVERSITY

AUBURN UNIVERSITY (AL)

GEORGIA INSTITUTE OF TECHNOLOGY

* MASSACHUSETTS INSTITUTE OF TECHNOLOGY

VIRGINIA POLYTECHNIC INSTITUTE & STATE UNIVERSITY

UNIVERSITY OF CALIFORNIA AT BERKELEY

UNIVERSITY OF FLORIDA

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGN

UNIVERSITY OF MICHIGAN

UNIVERSITY OF TEXAS AT AUSTIN

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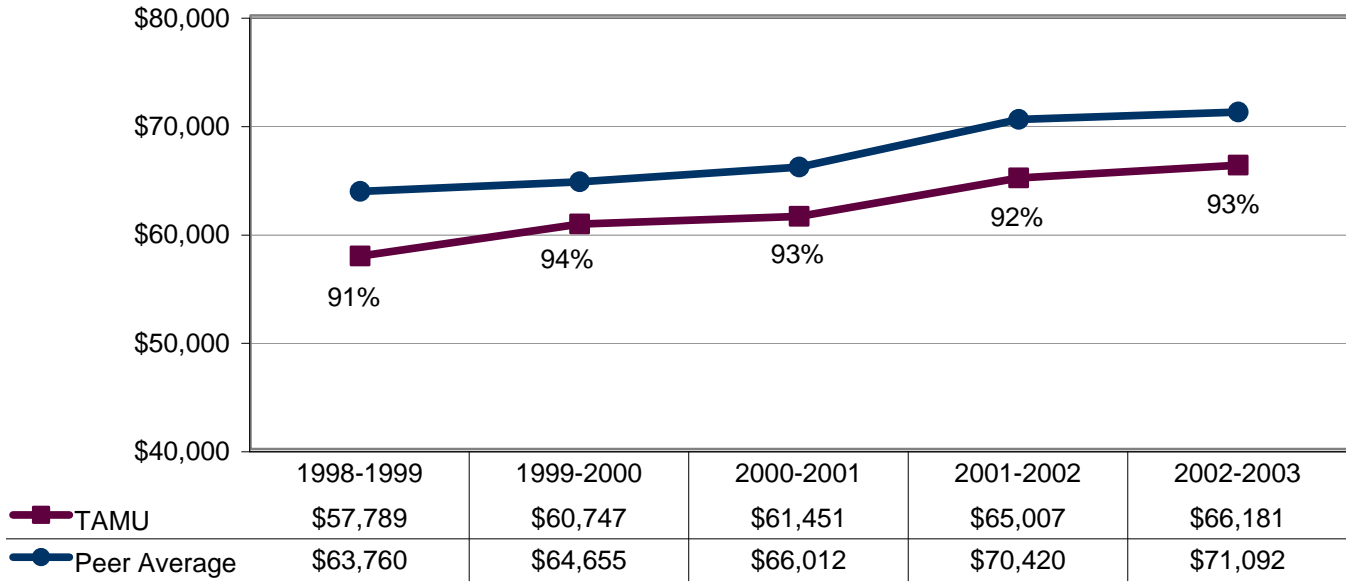
Texas A&M University
College of Architecture
Salaries for 2002-2003

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ARCH	Professor	\$81,936	17	\$90,726	88	0.90
	Assoc Prof	\$60,389	14	\$63,093	80	0.96
	Assist Prof	\$49,926	6	\$50,914	68	0.98
	All Ranks	\$68,592	37	\$73,814 (1)	236	0.93
COSC	Professor	\$75,962	4	\$88,629	8	0.86
	Assoc Prof	\$55,619	6	\$70,799	9	0.79
	Assist Prof	\$49,715	7	\$59,559	5	0.83
	All Ranks	\$57,975	17	\$70,366 (1)	22	0.82
LAUP	Professor	\$87,962	7	\$87,423	19	1.01
	Assoc Prof	\$64,628	7	\$61,238	37	1.06
	Assist Prof	\$50,967	6	\$48,813	20	1.04
	All Ranks	\$68,697	20	\$66,675 (1)	76	1.03
COLLEGE	Professor	\$82,589	28	\$89,601 (1)	115	0.92
	Assoc Prof	\$60,428	27	\$64,324 (1)	126	0.94
	Assist Prof	\$50,177	19	\$53,435 (1)	93	0.94
	All Ranks	\$66,181	74	\$71,092 (1)	334	0.93

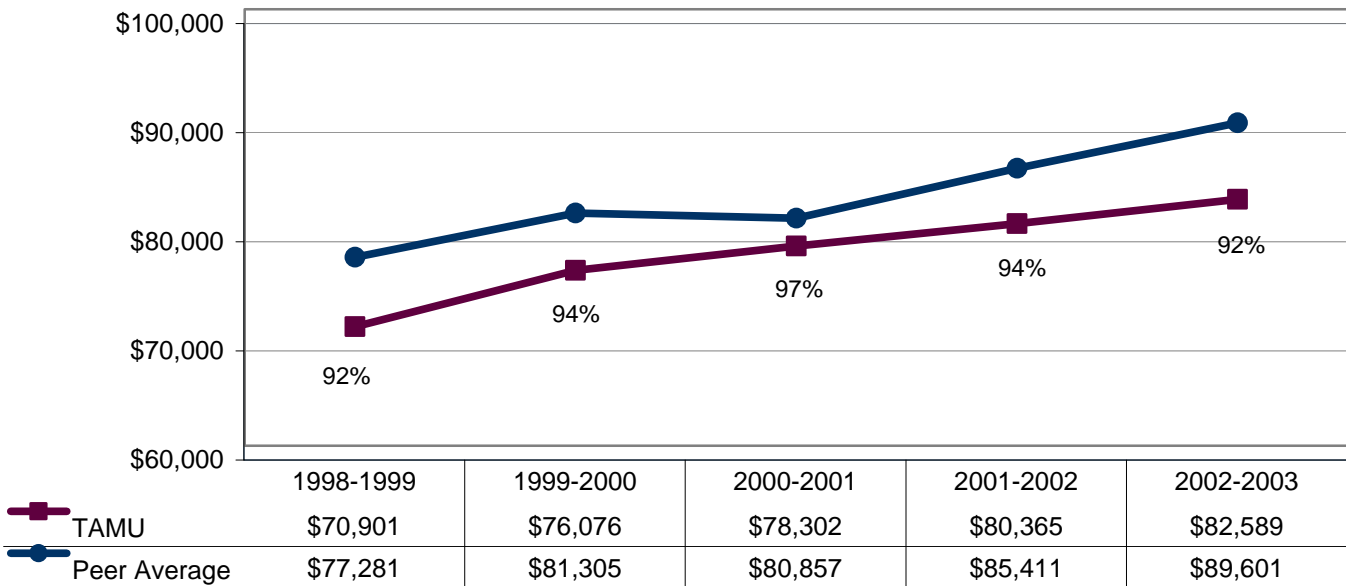
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Texas A&M Salaries vs Aggregated College Peer Groups COLLEGE OF ARCHITECTURE

All Ranks



Professor

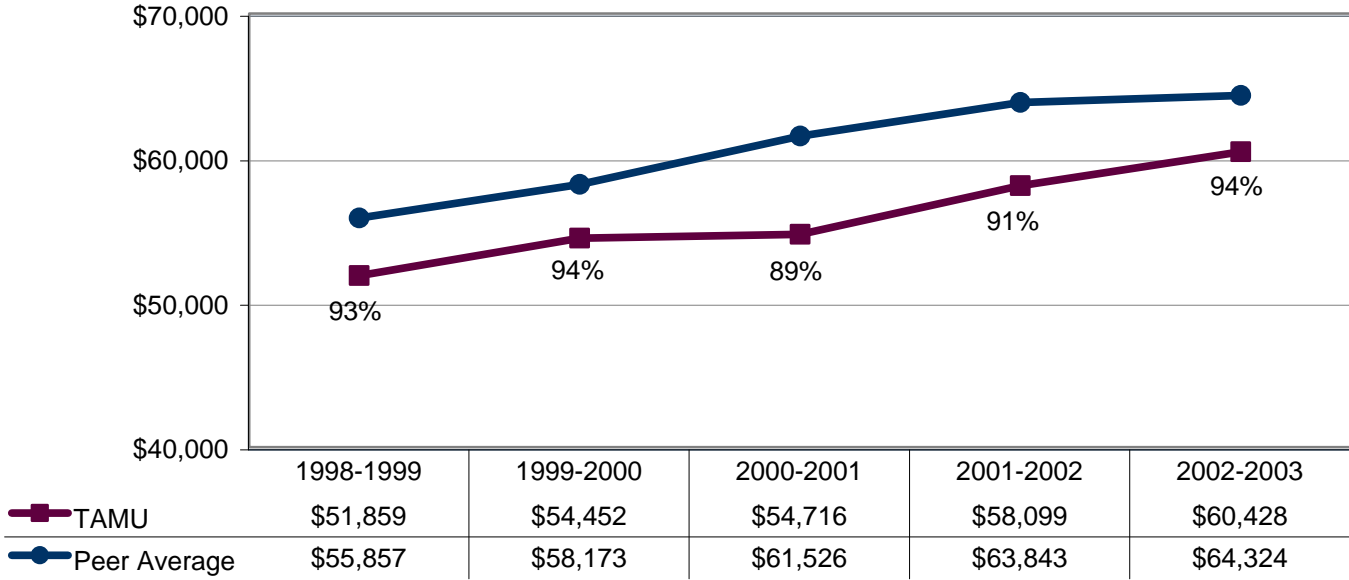


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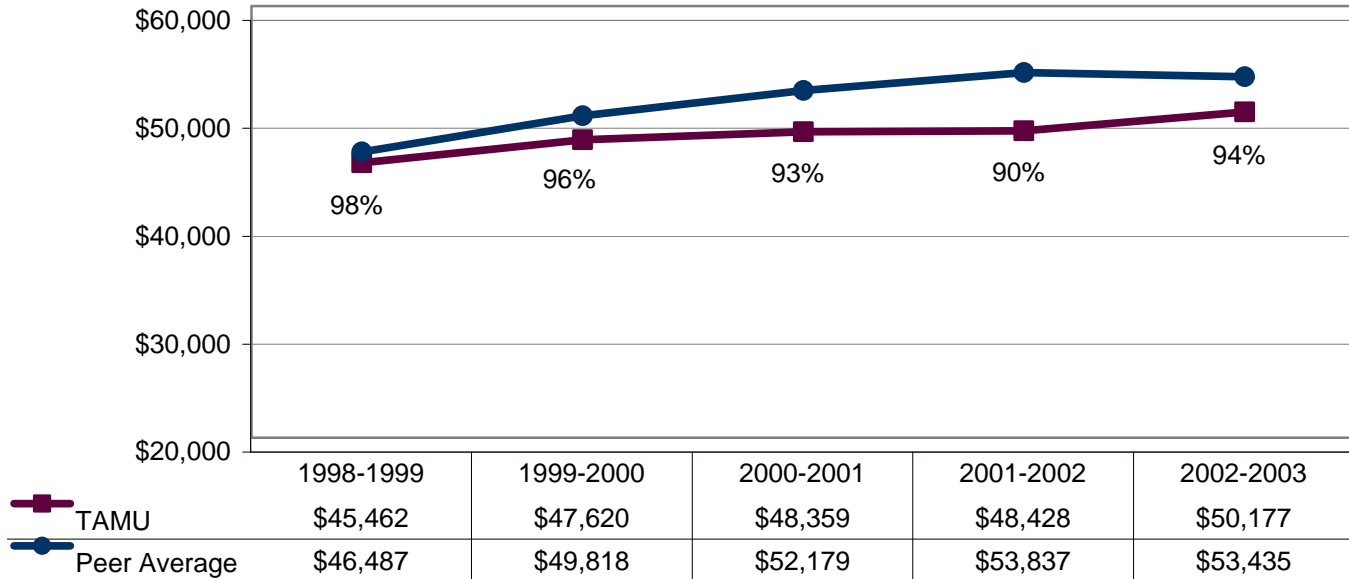
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF ARCHITECTURE

Associate Professor



Assistant Professor



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COLLEGE OF BUSINESS ADMINISTRATION

PEER INSTITUTIONS

INDIANA UNIVERSITY AT BLOOMINGTON

* MICHIGAN STATE UNIVERSITY

OHIO STATE UNIVERSITY

* PENNSYLVANIA STATE UNIVERSITY AT UNIVERSITY PARK

PURDUE UNIVERSITY

UNIVERSITY OF FLORIDA

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGN

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF MICHIGAN

* Institution did not participate in salary study.

7/16/03

Texas A&M University
College of Business Administration
Salaries for 2002-2003

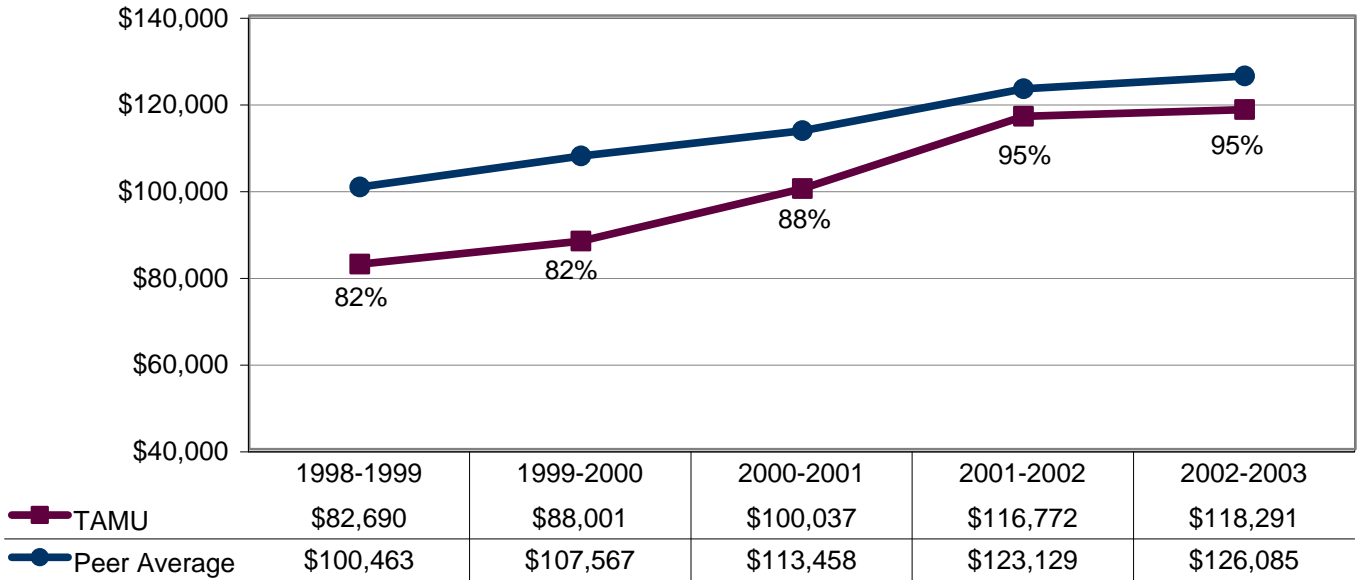
DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ACCT	Professor	\$129,963	12	\$148,571	37	0.87
	Assoc Prof	\$118,204	9	\$112,945	25	1.05
	Assist Prof	\$115,119	1	\$121,218	20	0.95
	All Ranks	\$124,478	22	\$132,753 ⁽¹⁾	82	0.94
FINC	Professor	\$132,509	6	\$156,888	39	0.84
	Assoc Prof	\$136,773	3	\$105,408	17	1.30
	Assist Prof	\$112,325	5	\$123,426	19	0.91
	All Ranks	\$126,214	14	\$133,906 ⁽¹⁾	75	0.94
INFO	Professor	\$129,598	8	\$139,624	235	0.93
	Assoc Prof	\$96,012	5	\$108,448	102	0.89
	Assist Prof	\$94,793	6	\$101,721	160	0.93
	All Ranks	\$109,769	19	\$119,451 ⁽¹⁾	497	0.92
MGMT	Professor	\$126,627	8	\$140,153	232	0.90
	Assoc Prof	\$102,038	4	\$108,401	103	0.94
	Assist Prof	\$98,961	9	\$101,319	158	0.98
	All Ranks	\$110,087	21	\$117,462 ⁽¹⁾	493	0.94
MKTG	Professor	\$135,913	10	\$141,247	253	0.96
	Assoc Prof	\$100,794	3	\$108,683	110	0.93
	Assist Prof	\$99,999	2	\$101,853	163	0.98
	All Ranks	\$124,101	15	\$129,482 ⁽¹⁾	526	0.96
COLLEGE	Professor	\$130,990	44	\$144,883 ⁽¹⁾	796	0.90
	Assoc Prof	\$111,031	24	\$109,776 ⁽¹⁾	357	1.01
	Assist Prof	\$101,572	23	\$107,141 ⁽¹⁾	520	0.95
	All Ranks	\$118,291	91	\$126,085 ⁽¹⁾	1673	0.94

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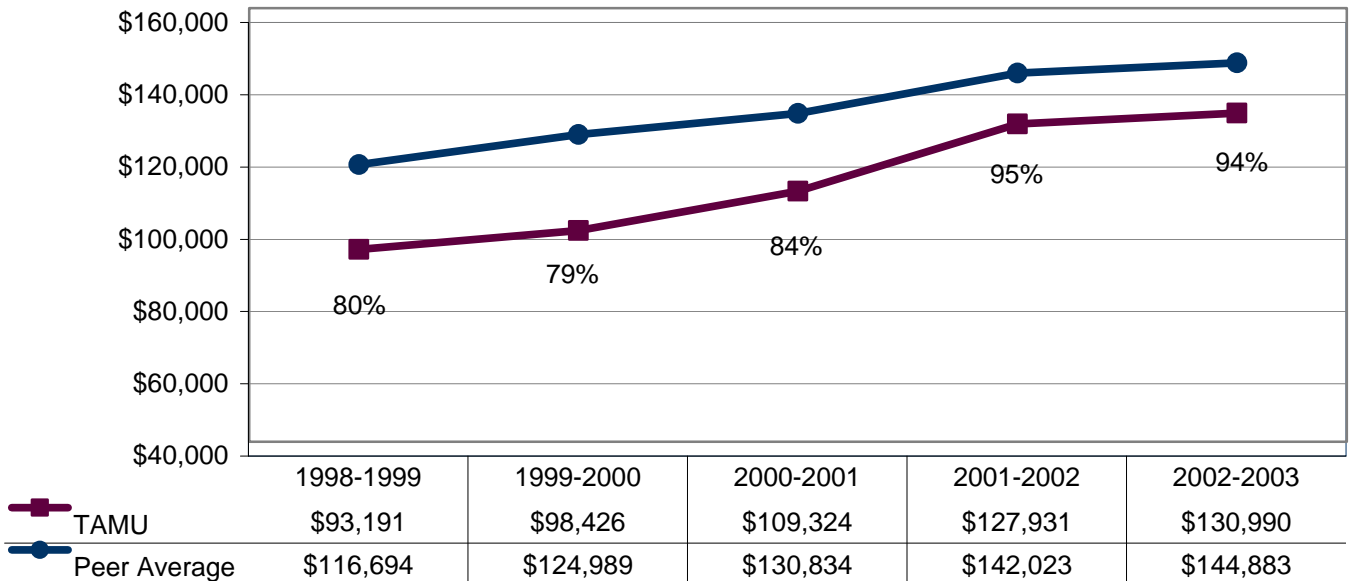
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF BUSINESS ADMINISTRATION

All Ranks



Professor

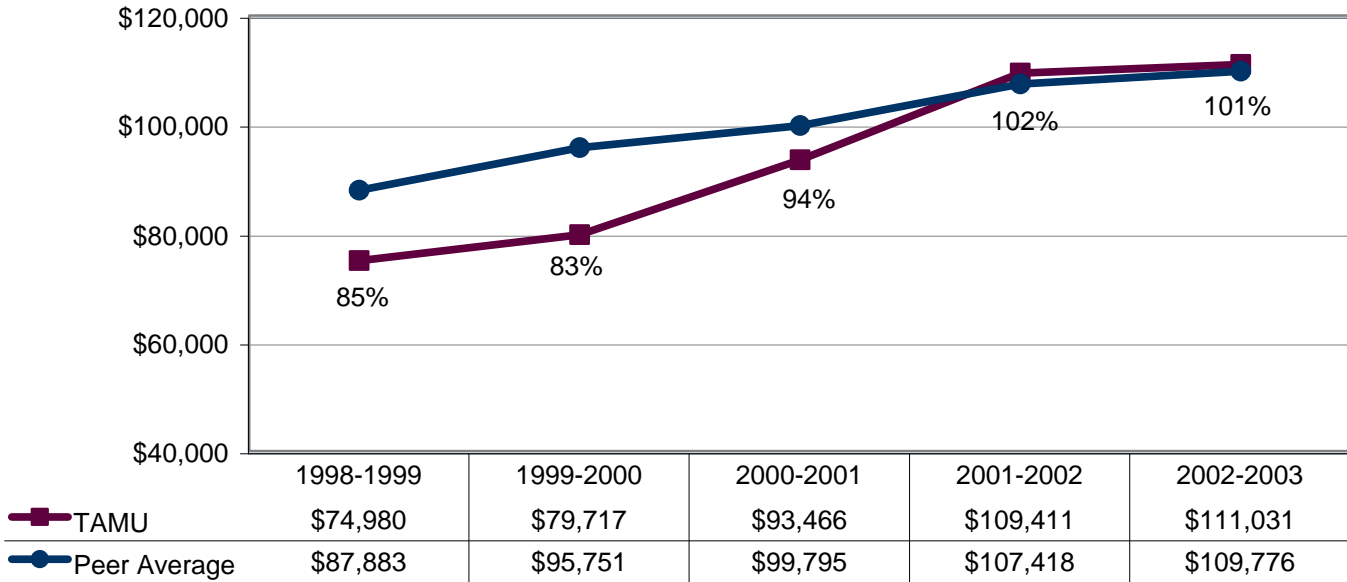


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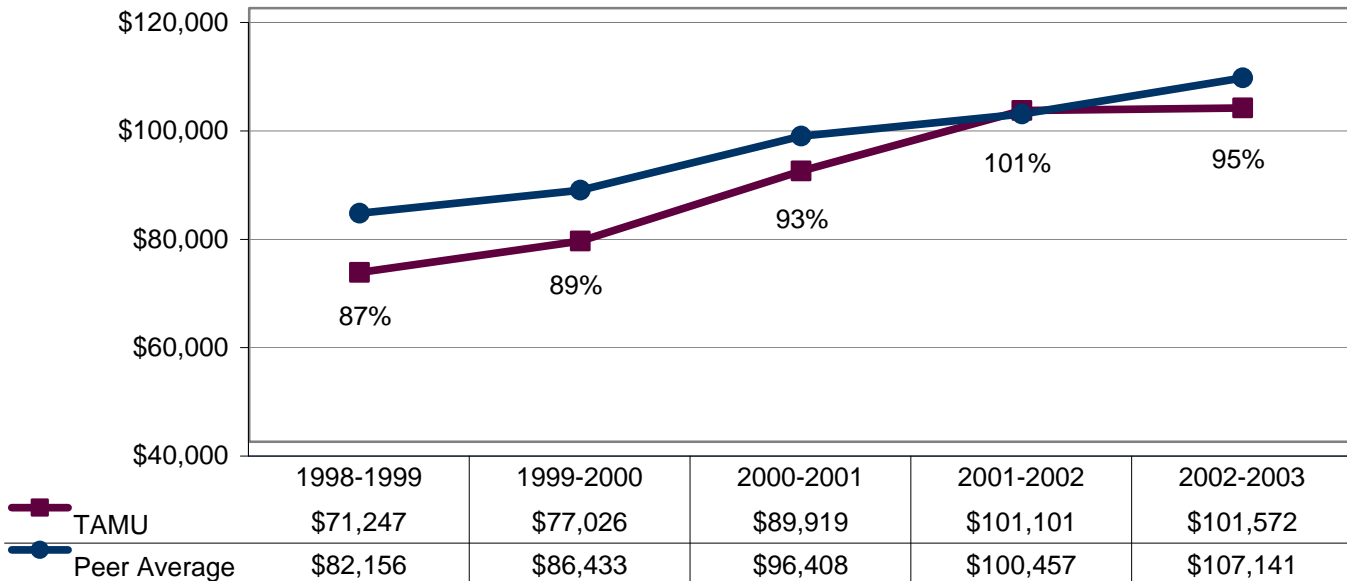
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF BUSINESS ADMINISTRATION

Associate Professor



Assistant Professor



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COLLEGE OF EDUCATION

PEER INSTITUTIONS

ARIZONA STATE UNIVERSITY

INDIANA UNIVERSITY AT BLOOMINGTON

* MICHIGAN STATE UNIVERSITY

OHIO STATE UNIVERSITY

UNIVERSITY OF CALIFORNIA AT BERKELEY

UNIVERSITY OF GEORGIA

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGN

UNIVERSITY OF MICHIGAN

UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF WISCONSIN AT MADISON

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Texas A&M University
College of Education
Salaries for 2002-2003

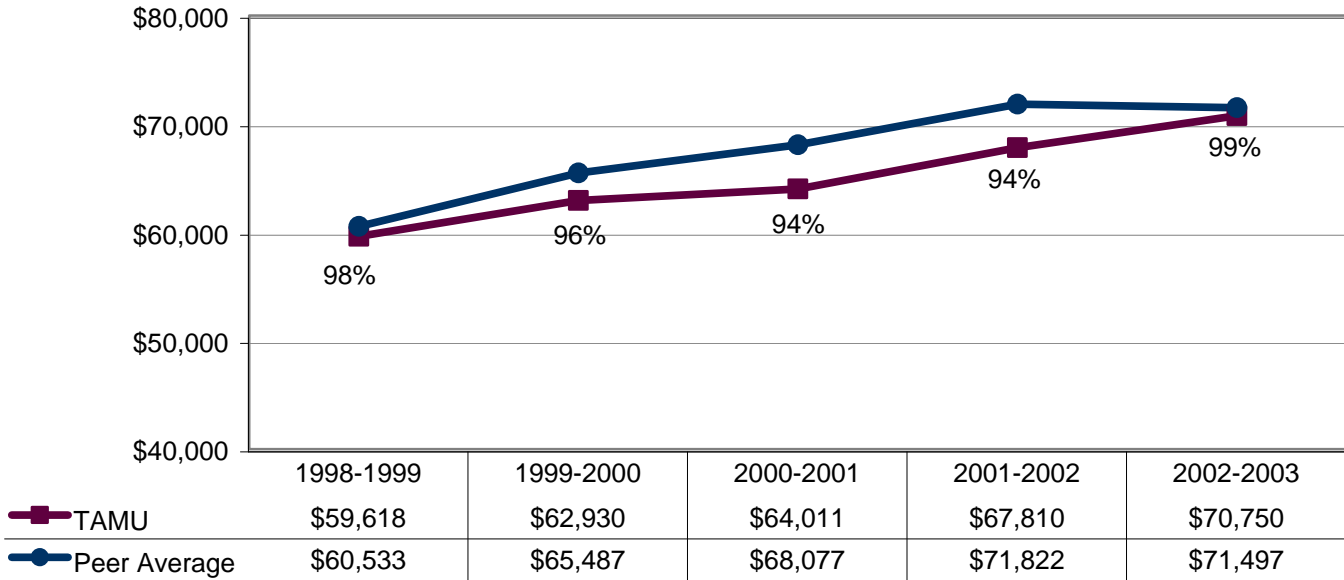
DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
EAHR	Professor	\$86,263	8	\$105,462	38	0.82
	Assoc Prof	\$65,582	7	\$74,811	9	0.88
	Assist Prof	\$50,382	8	\$54,973	13	0.92
	All Ranks	\$67,488	23	\$78,572 (1)	60	0.86
EPSY	Professor	\$87,018	11	\$85,529	96	1.02
	Assoc Prof	\$61,688	9	\$61,930	59	1.00
	Assist Prof	\$49,280	6	\$51,308	66	0.96
	All Ranks	\$69,541	26	\$69,463 (1)	221	1.00
HLKN	Professor	\$93,210	10	\$88,633	62	1.05
	Assoc Prof	\$67,582	9	\$61,114	83	1.11
	Assist Prof	\$53,735	8	\$50,693	58	1.06
	All Ranks	\$72,971	27	\$68,218 (1)	203	1.07
TLAC	Professor	\$90,171	11	\$86,145	70	1.05
	Assoc Prof	\$65,431	7	\$61,274	42	1.07
	Assist Prof	\$49,098	6	\$53,014	50	0.93
	All Ranks	\$72,687	24	\$70,608 (1)	162	1.03
COLLEGE	Professor	\$89,282	40	\$90,461 (1)	266	0.99
	Assoc Prof	\$65,016	32	\$64,375 (1)	193	1.01
	Assist Prof	\$50,829	28	\$52,545 (1)	187	0.97
	All Ranks	\$70,750	100	\$71,497 (1)	646	0.99

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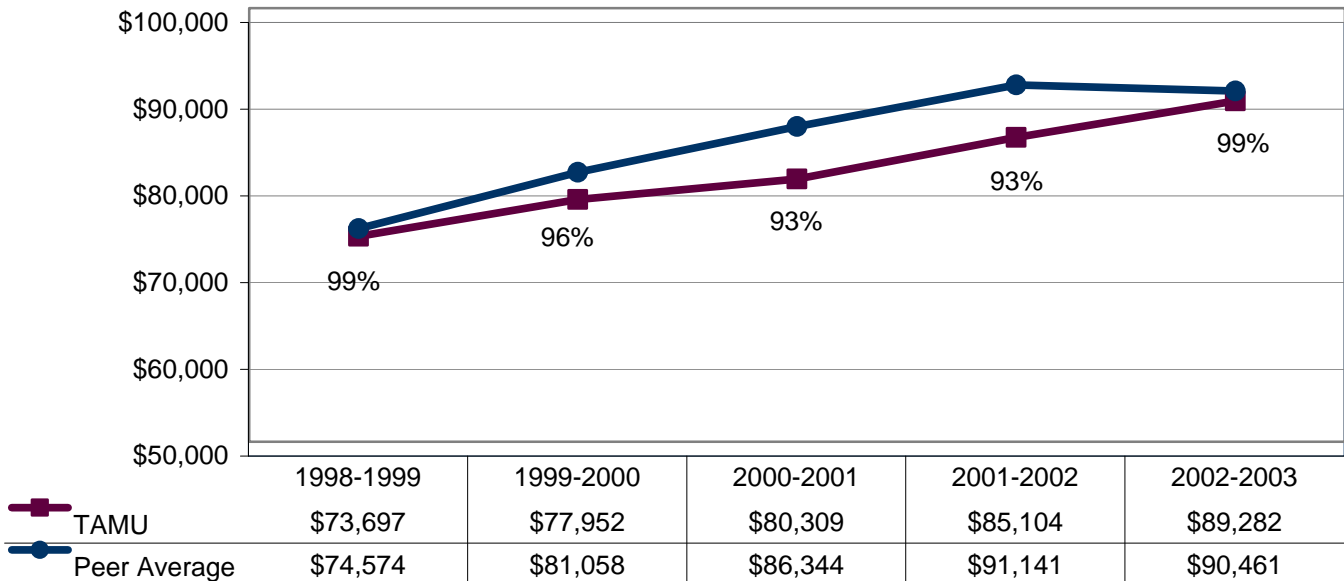
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF EDUCATION

All Ranks



Professor

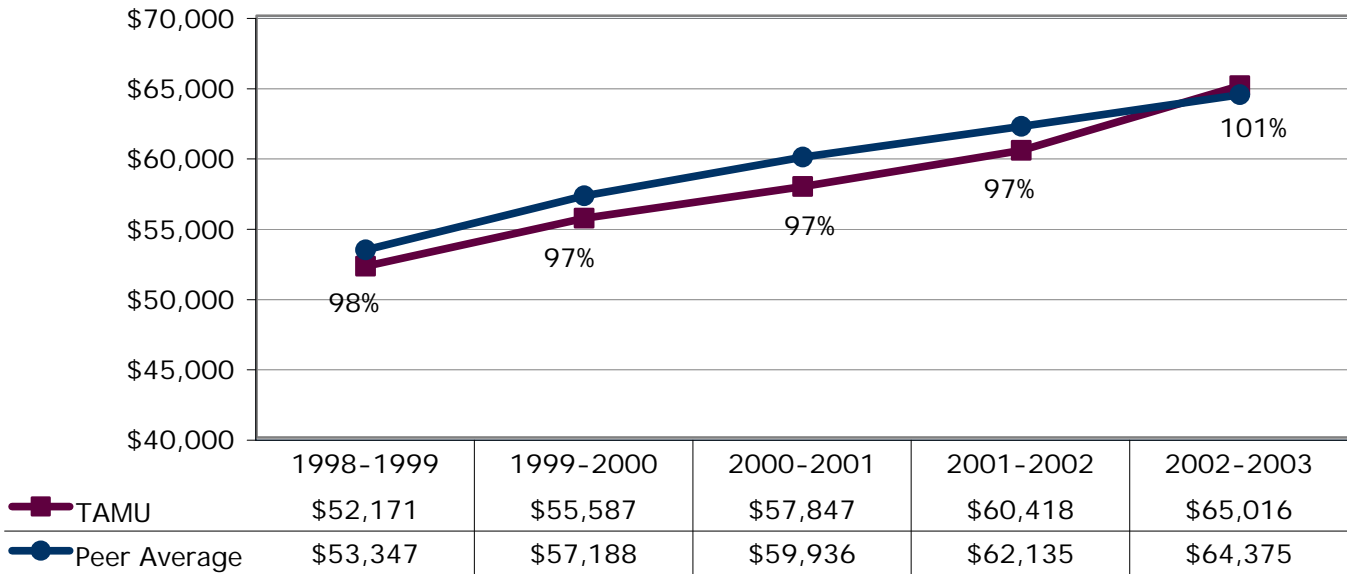


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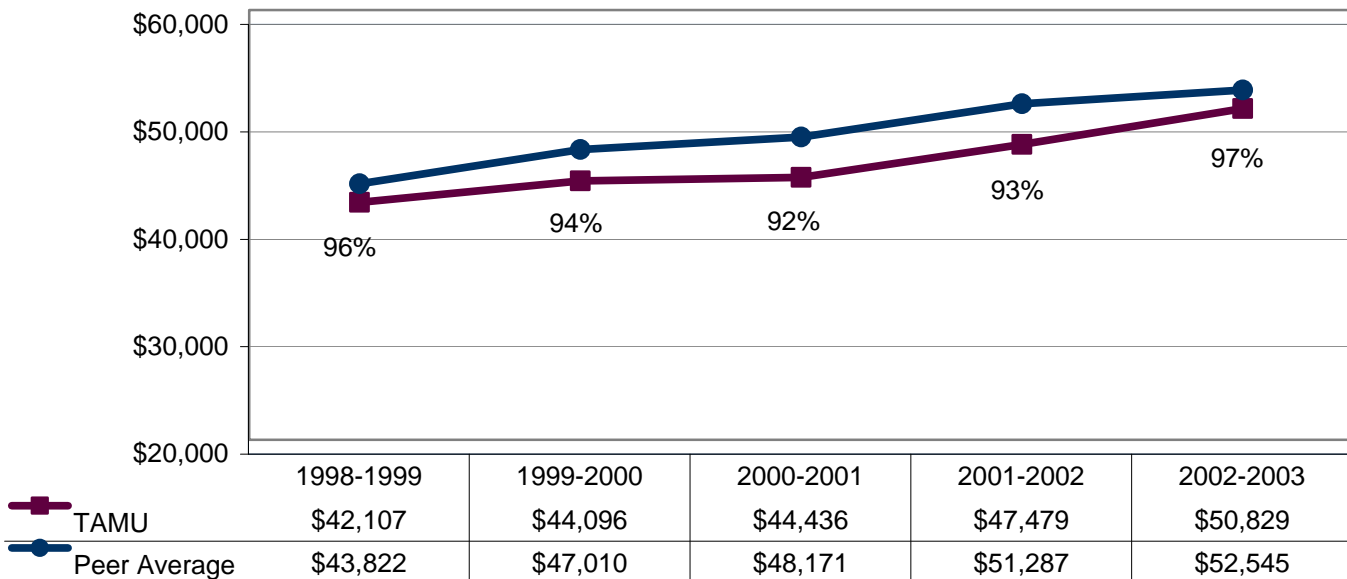
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF EDUCATION

Associate Professor



Assistant Professor



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COLLEGE OF ENGINEERING

PEER INSTITUTIONS

GEORGIA INSTITUTE OF TECHNOLOGY

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OHIO STATE UNIVERSITY

* PENNSYLVANIA STATE UNIVERSITY AT UNIVERSITY PARK

PURDUE UNIVERSITY

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGN

UNIVERSITY OF MARYLAND AT COLLEGE PARK

UNIVERSITY OF MICHIGAN

UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF WISCONSIN AT MADISON

* Institution did not participate in salary study.

7/16/03

Texas A&M University
College of Engineering
Salaries for 2002-2003

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AERO	Professor	\$110,562	9	\$113,775	88	0.97
	Assoc Prof	\$78,234	7	\$84,007	36	0.93
	Assist Prof	\$70,944	3	\$68,843	19	1.03
	All Ranks	\$92,396	19	\$95,713 (1)	143	0.97
BMEN	Professor	\$91,067	4	\$125,070	15	0.73
	Assoc Prof	\$52,902	1	\$88,915	13	0.59
	Assist Prof	\$72,171	1	\$73,004	22	0.99
	All Ranks	\$81,557	6	\$110,367 (1)	50	0.74
CHEN	Professor	\$116,354	11	\$120,034	92	0.97
	Assoc Prof	\$66,555	1	\$81,478	28	0.82
	Assist Prof	\$70,395	3	\$69,807	32	1.01
	All Ranks	\$103,842	15	\$107,418 (1)	152	0.97
CPSC	Professor	\$107,917	12	\$118,776	128	0.91
	Assoc Prof	\$90,642	6	\$91,235	77	0.99
	Assist Prof	\$79,817	10	\$81,982	84	0.97
	All Ranks	\$94,180	28	\$99,734 (1)	289	0.94
CVEN	Professor	\$97,070	23	\$107,848	169	0.90
	Assoc Prof	\$77,702	12	\$80,977	95	0.96
	Assist Prof	\$63,353	15	\$69,754	84	0.91
	All Ranks	\$82,307	50	\$89,971 (1)	348	0.91
ELEN	Professor	\$103,988	24	\$115,900	324	0.90
	Assoc Prof	\$82,939	11	\$85,975	119	0.96
	Assist Prof	\$73,781	7	\$77,813	116	0.95
	All Ranks	\$93,441	42	\$101,715 (1)	559	0.92
ETID	Professor	\$92,857	5	\$110,432	22	0.84
	Assoc Prof	\$71,217	5	\$73,568	22	0.97
	Assist Prof	\$60,411	7	\$63,906	16	0.95
	All Ranks	\$73,132	17	\$80,432 (1)	60	0.91
INEN	Professor	\$97,432	10	\$118,110	82	0.82
	Assoc Prof	\$82,107	1	\$81,403	43	1.01
	Assist Prof	\$66,738	6	\$73,638	33	0.91
	All Ranks	\$85,697	17	\$100,255 (1)	158	0.85
MEEN	Professor	\$108,327	26	\$109,631	218	0.99
	Assoc Prof	\$76,027	7	\$81,098	118	0.94
	Assist Prof	\$63,544	10	\$70,089	81	0.91
	All Ranks	\$92,654	43	\$95,790 (1)	417	0.97

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

Texas A&M University
College of Engineering
Salaries for 2002-2003

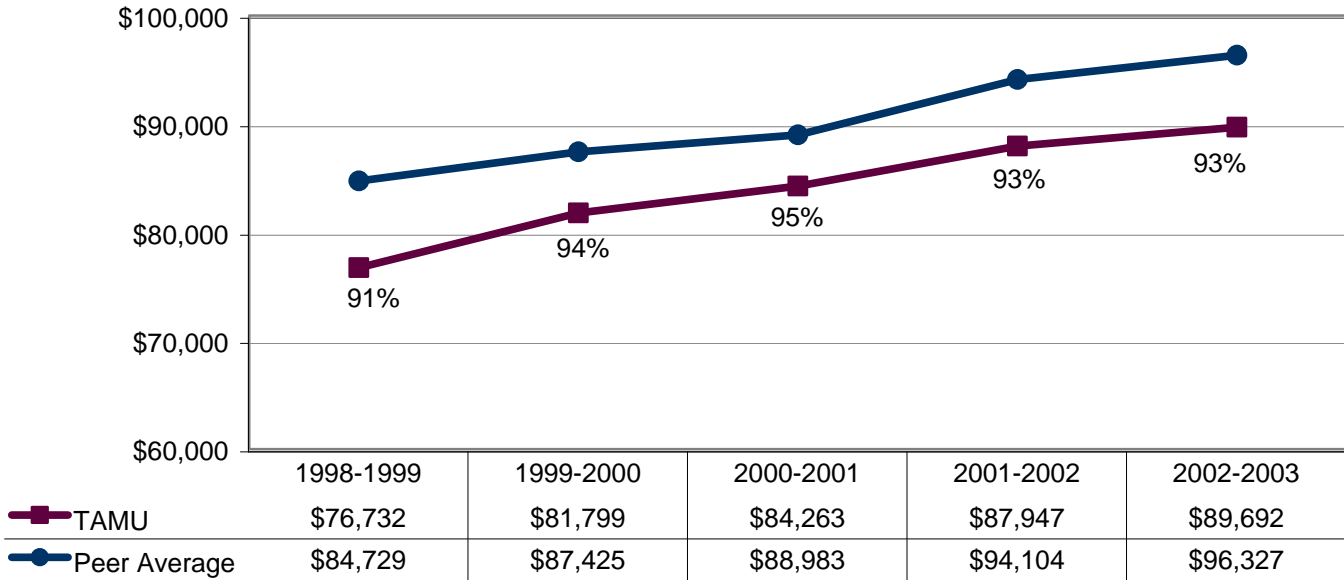
DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
NUEN	Professor	\$105,169	7	\$123,248	23	0.85
	Assoc Prof	\$97,092	1	\$84,864	12	1.14
	Assist Prof	\$61,403	2	\$67,250	7	0.91
	All Ranks	\$95,608	10	\$108,210 (1)	42	0.88
PETE	Professor	\$113,877	5	\$106,077	10	1.07
	Assoc Prof	\$80,063	9	\$75,899	2	1.05
	All Ranks	\$92,139	14	\$86,677 (1)	12	1.06
COLLEGE	Professor	\$104,583	136	\$114,035 (1)	1171	0.92
	Assoc Prof	\$79,406	61	\$82,101 (1)	565	0.97
	Assist Prof	\$67,854	64	\$72,255 (1)	494	0.94
	All Ranks	\$89,692	261	\$96,327 (1)	2230	0.93

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

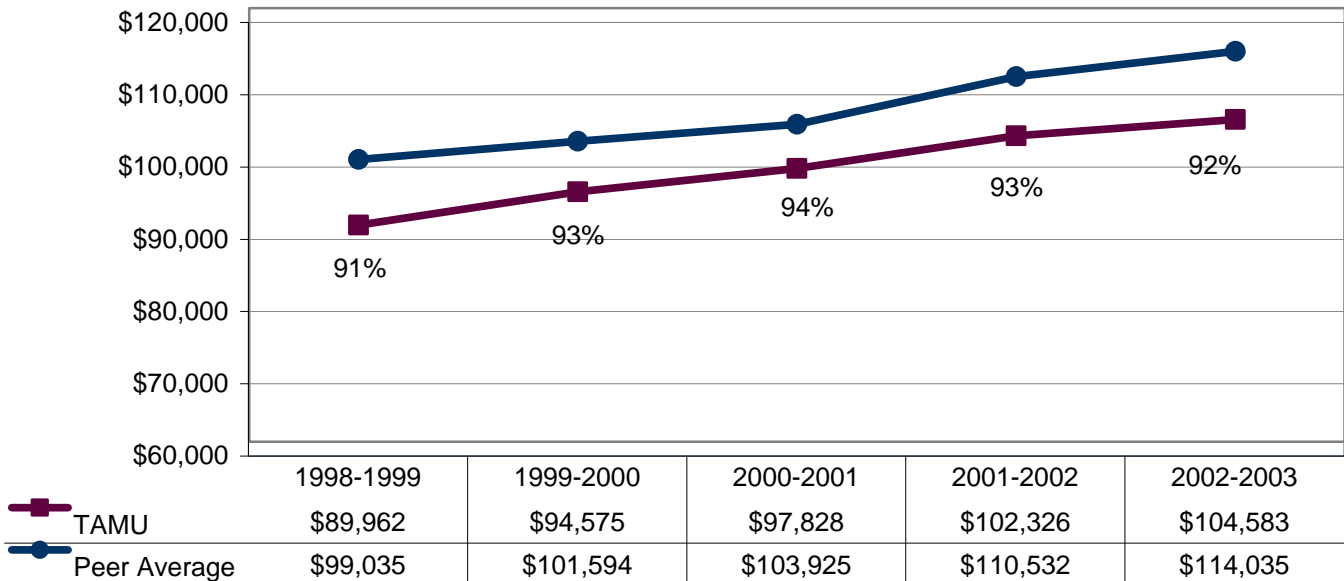
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF ENGINEERING

All Ranks



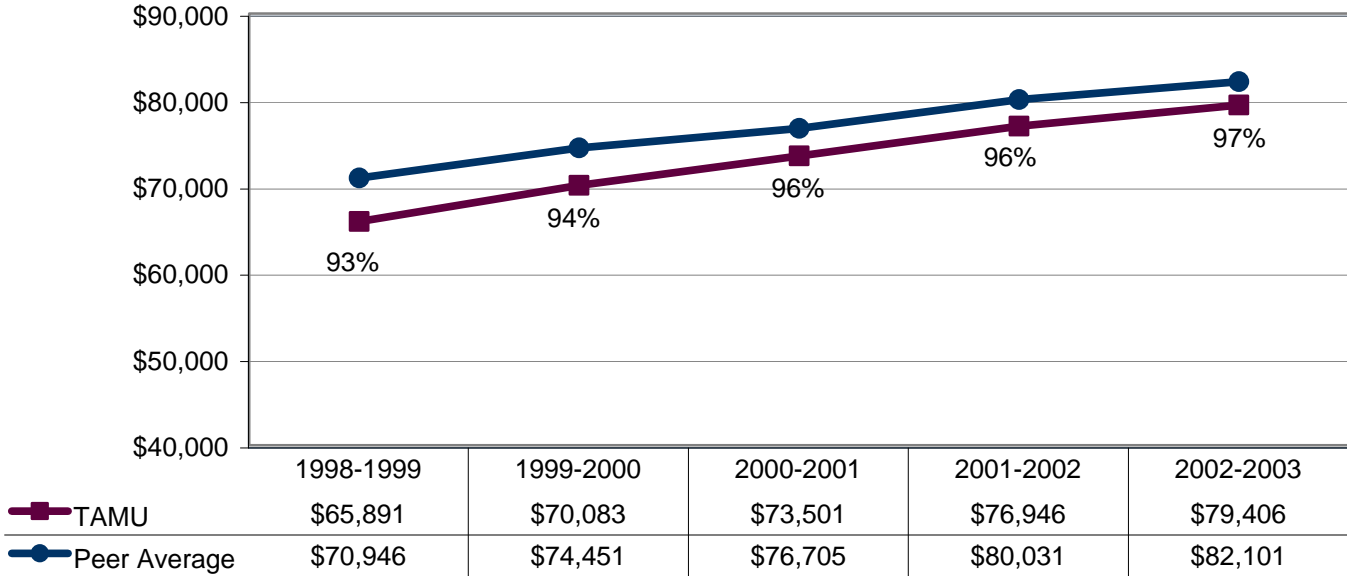
Professor



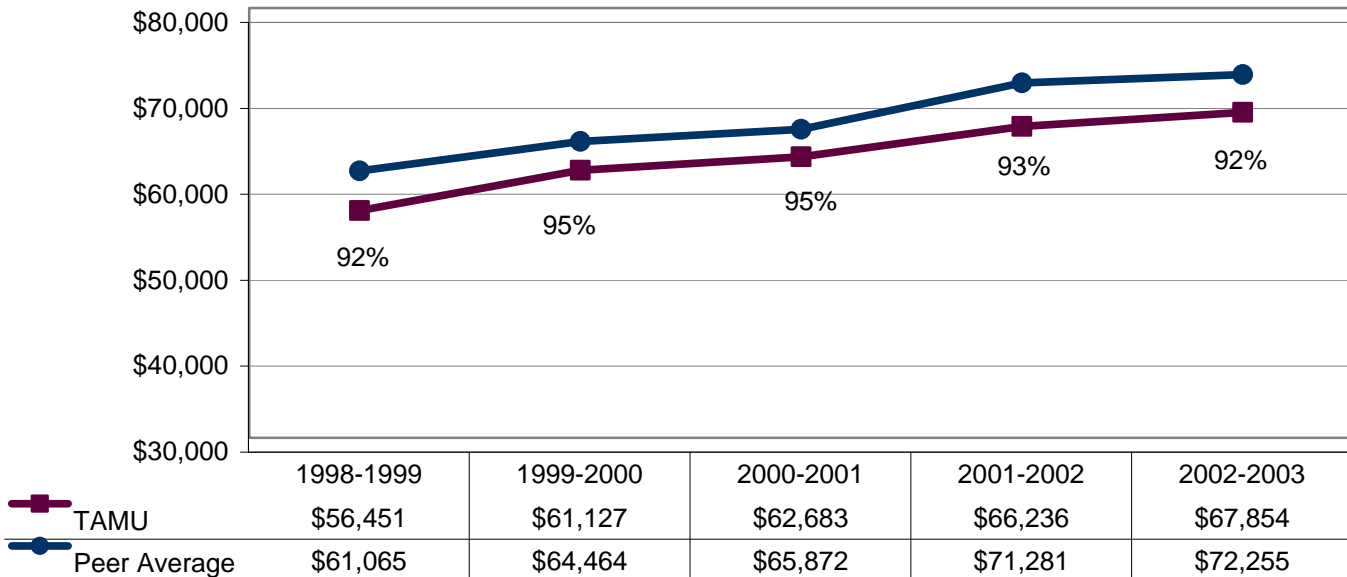
Note: Percentage labels represent TAMU average salary divided by the peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, June 13, 2003

Texas A&M Salaries vs Aggregated College Peer Groups COLLEGE OF ENGINEERING

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by the peer average salary.
Prepared by Texas A&M Office of Institutional Studies, June 13, 2003

COLLEGE OF GEOSCIENCES

PEER INSTITUTIONS

* COLORADO SCHOOL OF MINES

COLORADO STATE UNIVERSITY

OHIO STATE UNIVERSITY

* PENNSYLVANIA STATE UNIVERSITY AT UNIVERSITY PARK

* RUTGERS UNIVERSITY

STATE UNIVERSITY OF NEW YORK AT STONY BROOK

UNIVERSITY OF CALIFORNIA AT LOS ANGELES

UNIVERSITY OF CALIFORNIA AT SAN DIEGO

* UNIVERSITY OF MIAMI

UNIVERSITY OF MICHIGAN

* UNIVERSITY OF MINNESOTA

UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF WASHINGTON

* Institution did not participate in salary study.

7/16/03

Texas A&M University
College of Geosciences
Salaries for 2002-2003

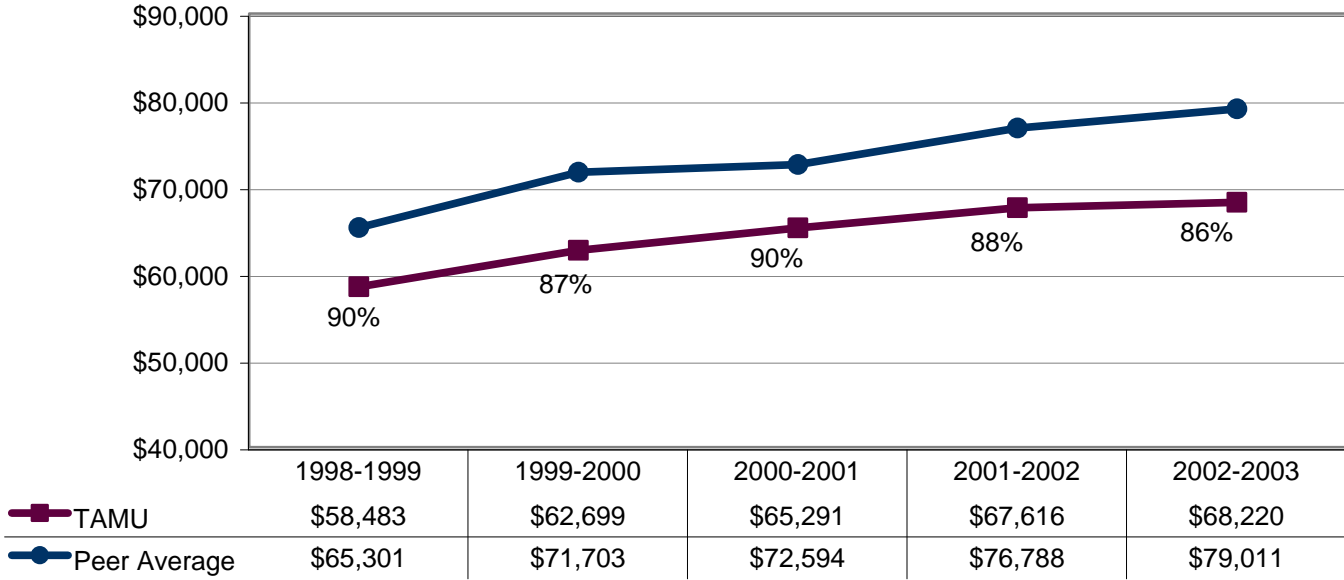
DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ATMO	Professor	\$81,411	3	\$109,871	34	0.74
	Assoc Prof	\$60,080	2	\$79,551	8	0.76
	Assist Prof	\$49,156	4	\$58,735	6	0.84
	All Ranks	\$62,335	9	\$80,406 (1)	48	0.78
GEOG	Professor	\$71,912	4	\$87,402	33	0.82
	Assoc Prof	\$56,658	3	\$63,880	16	0.89
	Assist Prof	\$47,270	5	\$52,633	20	0.90
	All Ranks	\$57,831	12	\$67,034 (1)	69	0.86
GEPL	Professor	\$76,869	15	\$92,469	89	0.83
	Assoc Prof	\$64,238	6	\$65,892	25	0.97
	Assist Prof	\$51,905	4	\$57,428	20	0.90
	All Ranks	\$69,843	25	\$80,484 (1)	134	0.87
OCNG	Professor	\$86,932	14	\$96,521	36	0.90
	Assoc Prof	\$57,884	6	\$67,389	22	0.86
	Assist Prof	\$47,259	3	\$51,989	11	0.91
	All Ranks	\$74,180	23	\$83,113 (1)	69	0.89
COLLEGE	Professor	\$80,610	36	\$94,932 (1)	192	0.85
	Assoc Prof	\$60,169	17	\$67,672 (1)	71	0.89
	Assist Prof	\$48,898	16	\$55,237 (1)	57	0.89
	All Ranks	\$68,220	69	\$79,011 (1)	320	0.86

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

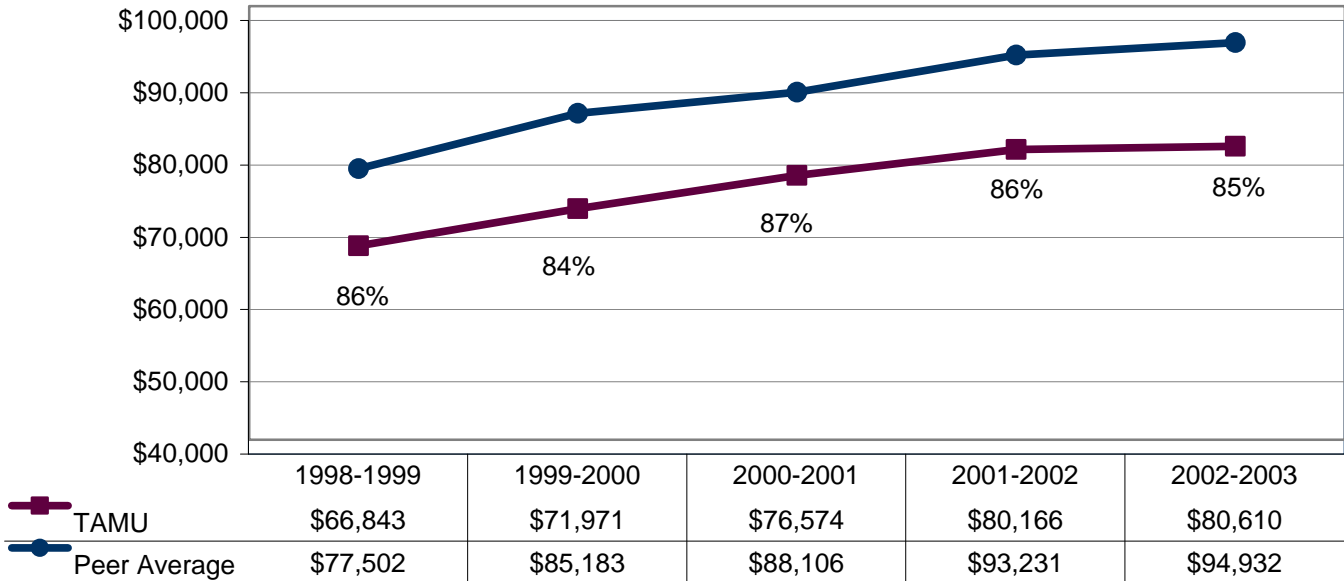
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF GEOSCIENCES

All Ranks



Professor

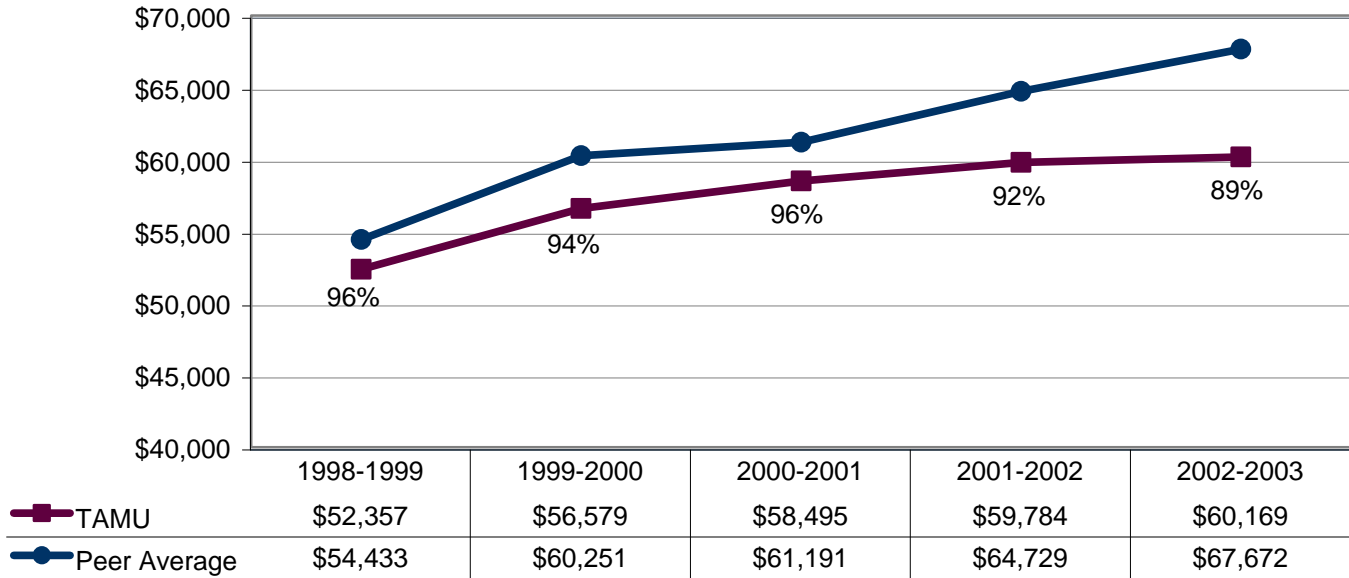


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, June 13, 2003

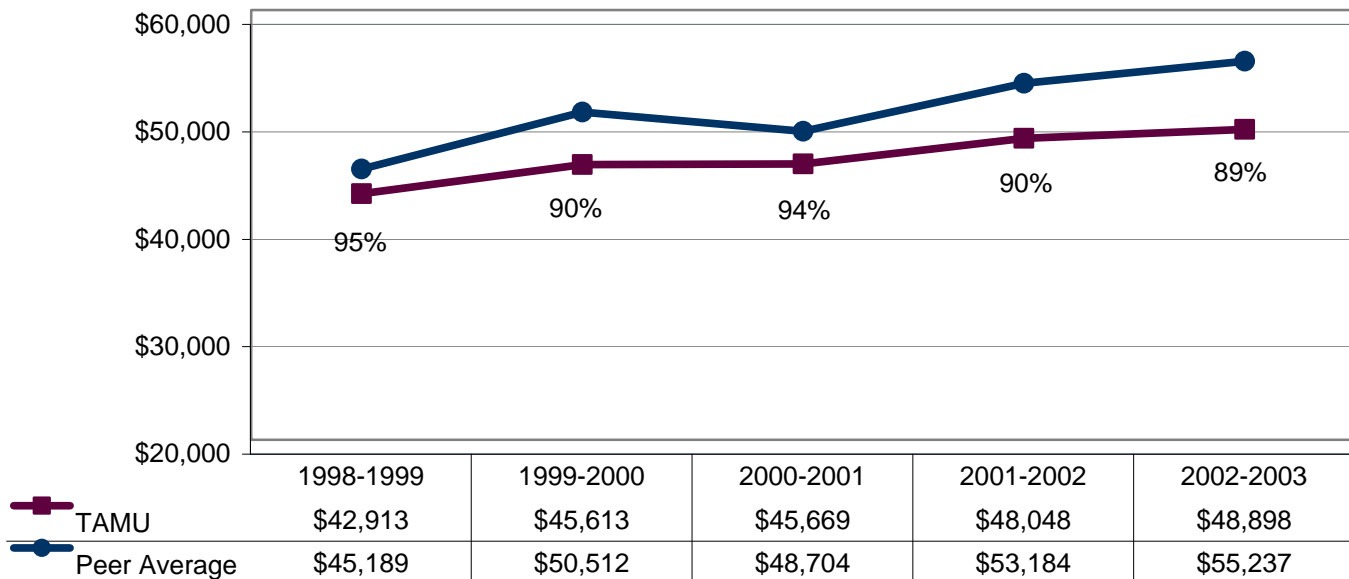
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF GEOSCIENCES

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, June 13, 2003

COLLEGE OF LIBERAL ARTS

PEER INSTITUTIONS

INDIANA UNIVERSITY AT BLOOMINGTON

OHIO STATE UNIVERSITY

* PENNSYLVANIA STATE UNIVERSITY AT UNIVERSITY PARK

UNIVERSITY OF CALIFORNIA AT LOS ANGELES

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGNE

UNIVERSITY OF MARYLAND AT COLLEGE PARK

UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF VIRGINIA

UNIVERSITY OF WASHINGTON

UNIVERSITY OF WISCONSIN AT MADISON

* Institution did not participate in salary study.

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Texas A&M University
College of Liberal Arts
Salaries for 2002-2003

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ANTH	Professor	\$65,711	6	\$82,948	65	0.79
	Assoc Prof	\$50,351	6	\$59,262	50	0.85
	Assist Prof	\$46,364	6	\$50,678	39	0.91
	All Ranks	\$54,142	18	\$64,296 (1)	154	0.84
COMM	Professor	\$86,989	7	\$88,141	51	0.99
	Assoc Prof	\$63,126	1	\$61,471	36	1.03
	Assist Prof	\$52,005	3	\$51,484	46	1.01
	All Ranks	\$75,279	11	\$75,719 (1)	133	0.99
ECON	Professor	\$115,451	15	\$125,079	129	0.92
	Assoc Prof	\$81,315	3	\$81,074	37	1.00
	Assist Prof	\$74,461	7	\$72,755	48	1.02
	All Ranks	\$99,877	25	\$105,148 (1)	214	0.95
ENGL	Professor	\$72,238	23	\$90,608	354	0.80
	Assoc Prof	\$50,859	13	\$59,648	208	0.85
	Assist Prof	\$44,947	8	\$51,444	127	0.87
	All Ranks	\$60,959	44	\$74,340 (1)	689	0.82
HIST	Professor	\$77,421	17	\$91,866	159	0.84
	Assoc Prof	\$49,444	15	\$61,935	124	0.80
	Assist Prof	\$43,860	7	\$49,793	64	0.88
	All Ranks	\$60,637	39	\$72,803 (1)	347	0.83
JOUR	Professor	\$67,329	2	\$90,675	53	0.74
	Assoc Prof	\$57,744	5	\$61,011	39	0.95
	All Ranks	\$60,483	7	\$69,486 (1)	92	0.87
MODL	Professor	\$67,752	10	\$87,485	190	0.77
	Assoc Prof	\$47,873	14	\$59,086	135	0.81
	Assist Prof	\$42,423	6	\$49,764	90	0.85
	All Ranks	\$53,409	30	\$66,688 (1)	415	0.80
PHUM	Professor	\$76,640	6	\$85,982	104	0.89
	Assoc Prof	\$49,164	7	\$58,053	54	0.85
	Assist Prof	\$43,467	3	\$48,643	36	0.89
	All Ranks	\$58,399	16	\$66,762 (1)	194	0.87
POLS	Professor	\$101,356	17	\$104,149	108	0.97
	Assoc Prof	\$62,283	7	\$67,818	73	0.92
	Assist Prof	\$52,363	7	\$56,201	57	0.93
	All Ranks	\$81,470	31	\$85,118 (1)	238	0.96

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

Texas A&M University
College of Liberal Arts
Salaries for 2002-2003

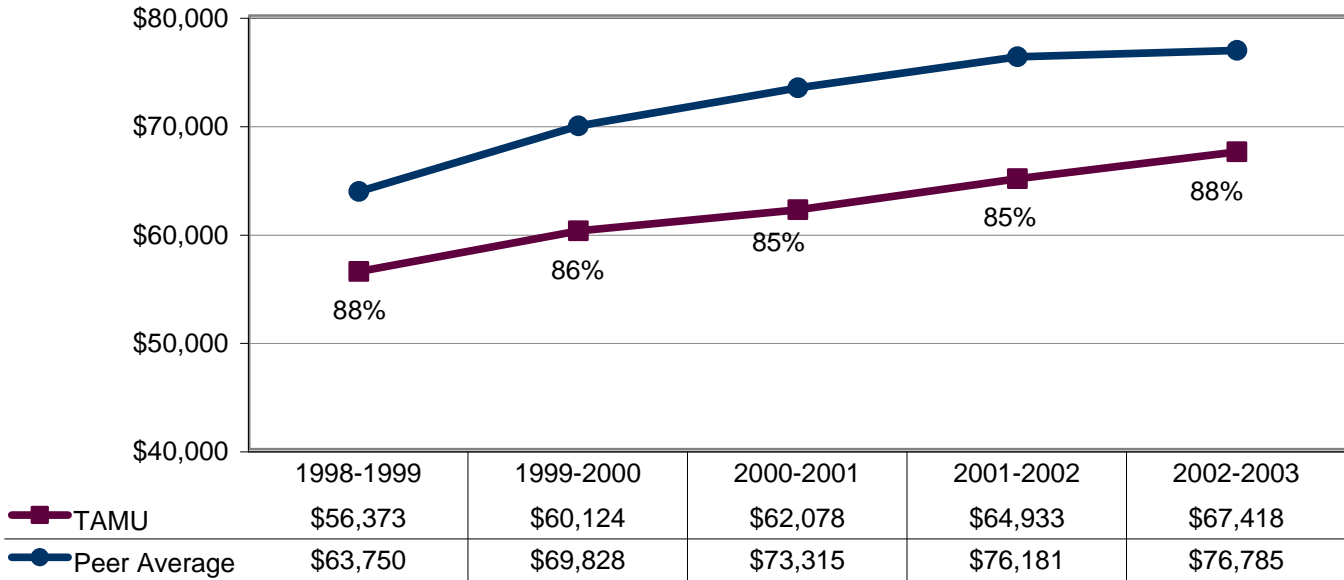
DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
PRFM	Professor	\$70,755	3	\$78,167	267	0.91
	Assoc Prof	\$51,399	4	\$58,738	178	0.88
	Assist Prof	\$46,492	5	\$47,194	106	0.99
	All Ranks	\$54,193	12	\$58,785 (1)	551	0.92
PSYC	Professor	\$94,483	14	\$106,990	219	0.88
	Assoc Prof	\$56,946	7	\$64,770	93	0.88
	Assist Prof	\$54,453	8	\$54,871	74	0.99
	All Ranks	\$74,380	29	\$82,421 (1)	386	0.90
SOCL	Professor	\$84,009	12	\$98,945	99	0.85
	Assoc Prof	\$52,979	4	\$67,394	51	0.79
	Assist Prof	\$47,876	6	\$55,196	65	0.87
	All Ranks	\$68,513	22	\$81,277 (1)	215	0.84
COLLEGE	Professor	\$85,233	132	\$97,719 (1)	1798	0.87
	Assoc Prof	\$53,107	86	\$62,046 (1)	1078	0.86
	Assist Prof	\$50,437	66	\$54,120 (1)	752	0.93
	All Ranks	\$67,418	284	\$76,785 (1)	3628	0.88

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

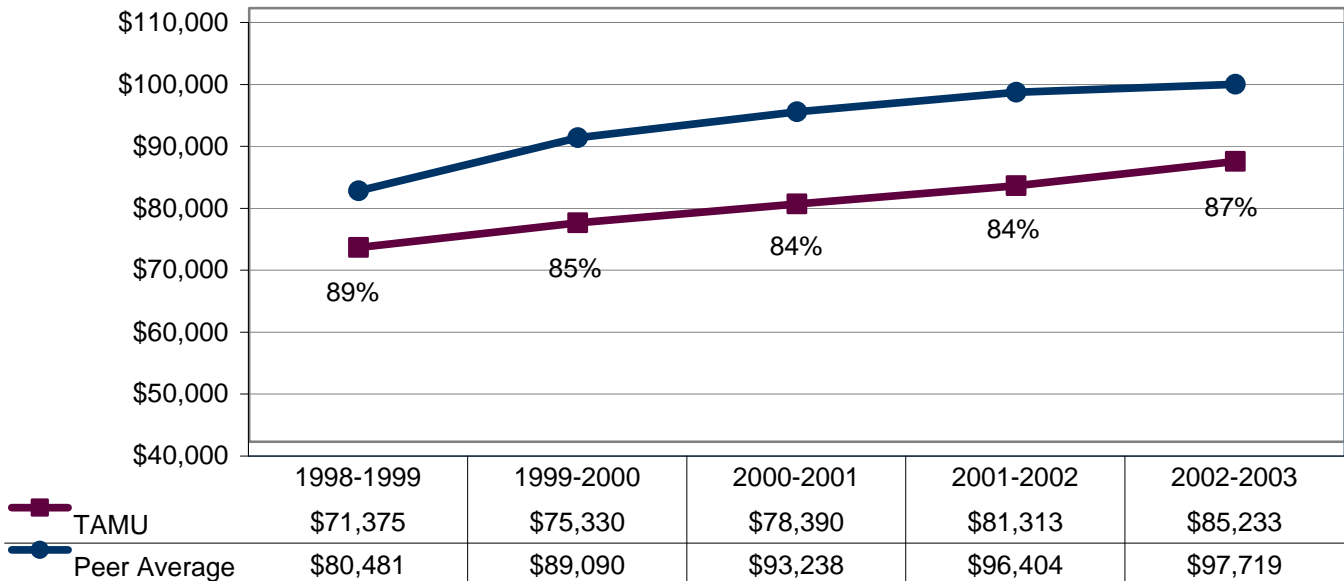
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF LIBERAL ARTS

All Ranks



Professor

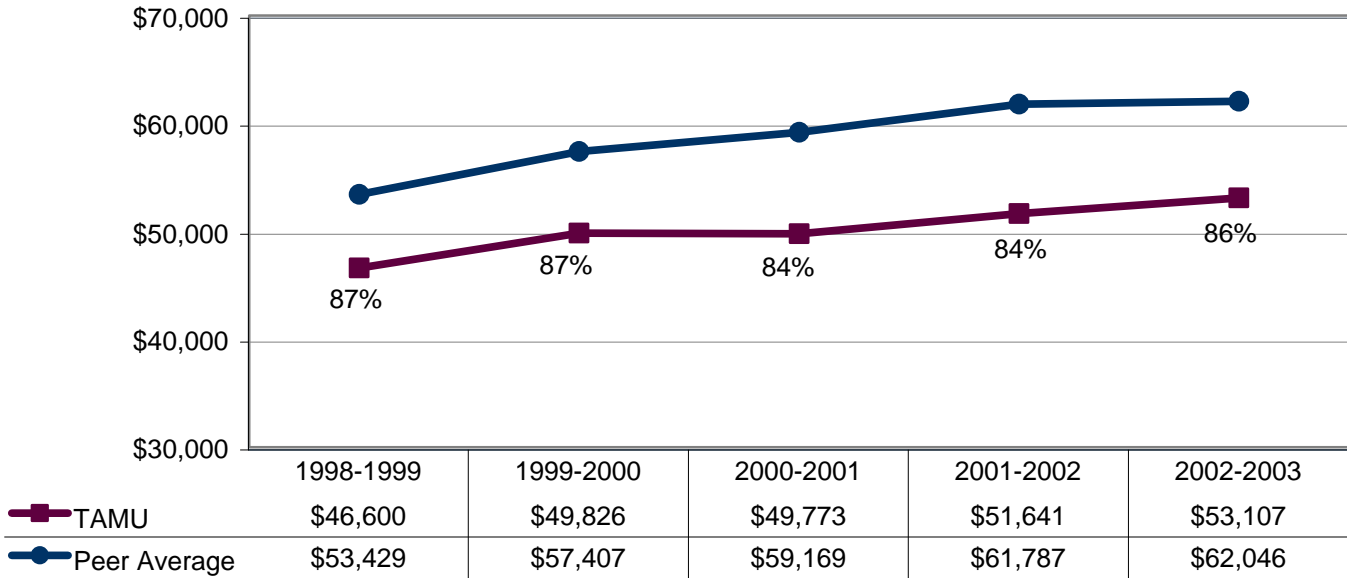


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, June 13, 2003

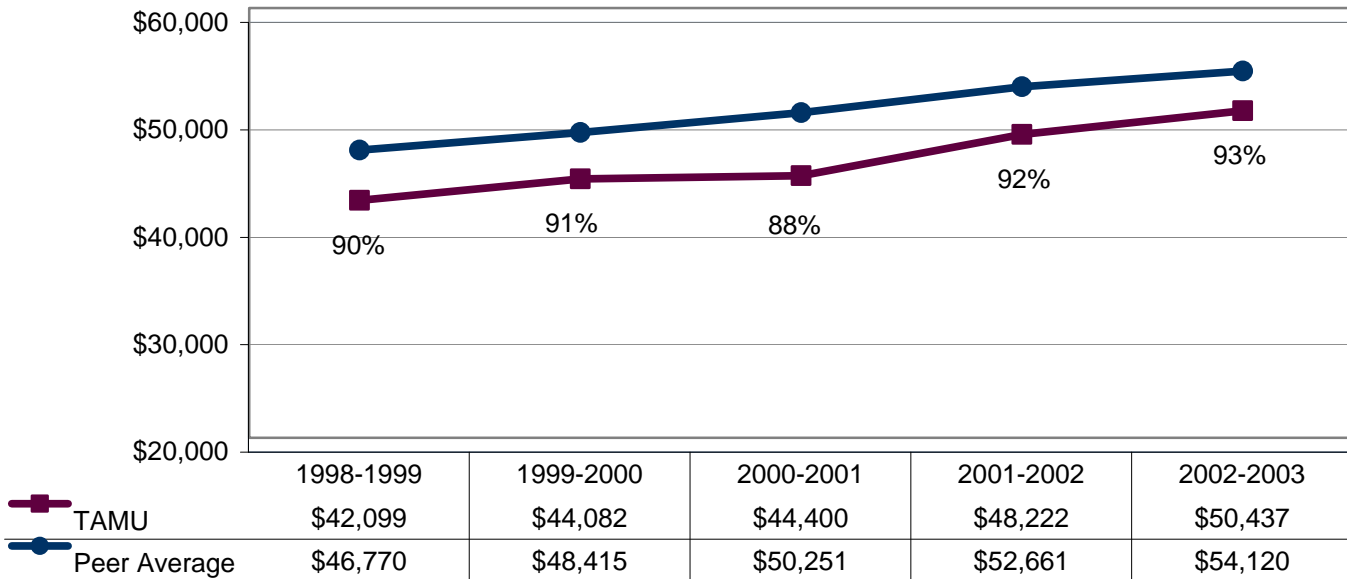
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF LIBERAL ARTS

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, June 13, 2003

COLLEGE OF SCIENCE

PEER INSTITUTIONS

COLORADO STATE UNIVERSITY

IOWA STATE UNIVERSITY

* MASSACHUSETTS INSTITUTE OF TECHNOLOGY

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OHIO STATE UNIVERSITY

PURDUE UNIVERSITY

UNIVERSITY OF ARIZONA

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGN

UNIVERSITY OF MICHIGAN

UNIVERSITY OF MISSOURI AT COLUMBIA

* Institution did not participate in salary study.

7/16/03

Texas A&M University
College of Science
Salaries for 2002-2003

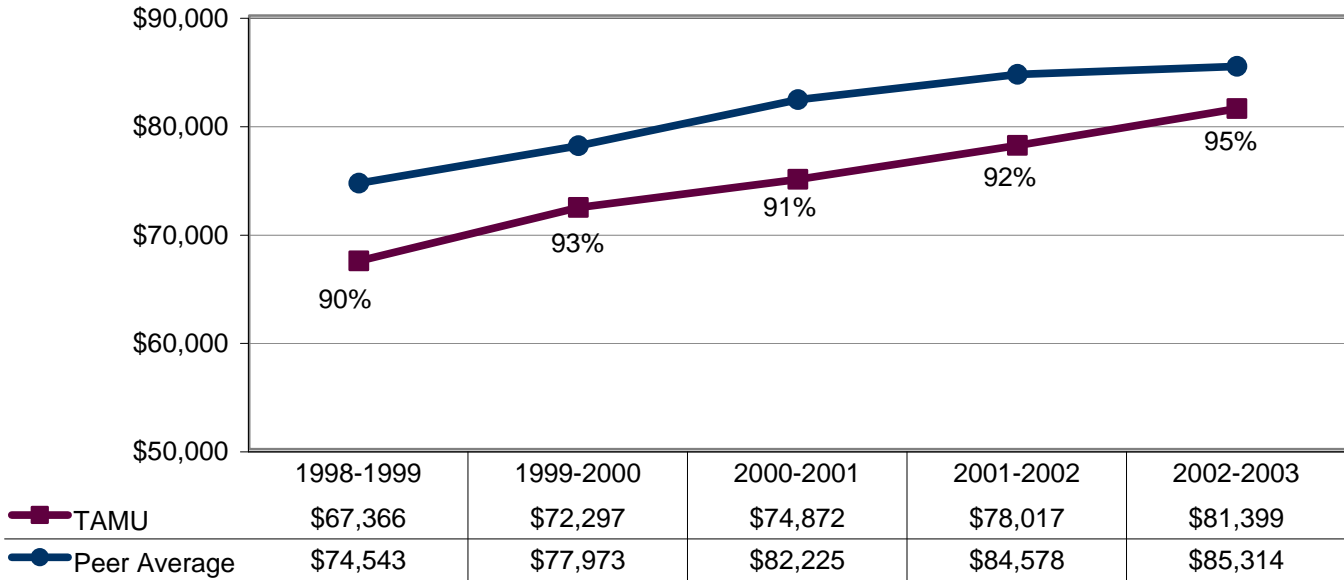
DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
BIOL	Professor	\$81,388	13	\$88,474	180	0.92
	Assoc Prof	\$53,952	13	\$65,023	103	0.83
	Assist Prof	\$55,112	6	\$56,745	78	0.97
	All Ranks	\$65,315	32	\$72,998 ⁽¹⁾	361	0.89
CHEM	Professor	\$100,052	34	\$106,528	178	0.94
	Assoc Prof	\$72,600	3	\$67,890	54	1.07
	Assist Prof	\$59,042	5	\$57,427	59	1.03
	All Ranks	\$93,209	42	\$97,923 ⁽¹⁾	291	0.95
MATH	Professor	\$90,171	33	\$93,733	297	0.96
	Assoc Prof	\$60,056	18	\$66,147	108	0.91
	Assist Prof	\$59,388	7	\$49,937	136	1.19
	All Ranks	\$77,110	58	\$79,886 ⁽¹⁾	541	0.97
PHYS	Professor	\$91,972	31	\$97,753	238	0.94
	Assoc Prof	\$66,072	3	\$69,524	50	0.95
	Assist Prof	\$62,478	4	\$59,510	54	1.05
	All Ranks	\$86,823	38	\$91,499 ⁽¹⁾	342	0.95
STAT	Professor	\$96,378	14	\$95,423	82	1.01
	Assoc Prof	\$71,070	3	\$66,914	27	1.06
	Assist Prof	\$61,820	6	\$61,649	44	1.00
	All Ranks	\$84,062	23	\$82,894 ⁽¹⁾	153	1.01
COLLEGE	Professor	\$93,087	125	\$97,852 ⁽¹⁾	975	0.95
	Assoc Prof	\$60,290	40	\$66,223 ⁽¹⁾	342	0.91
	Assist Prof	\$59,373	28	\$56,611 ⁽¹⁾	371	1.05
	All Ranks	\$81,399	193	\$85,314 ⁽¹⁾	1688	0.95

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

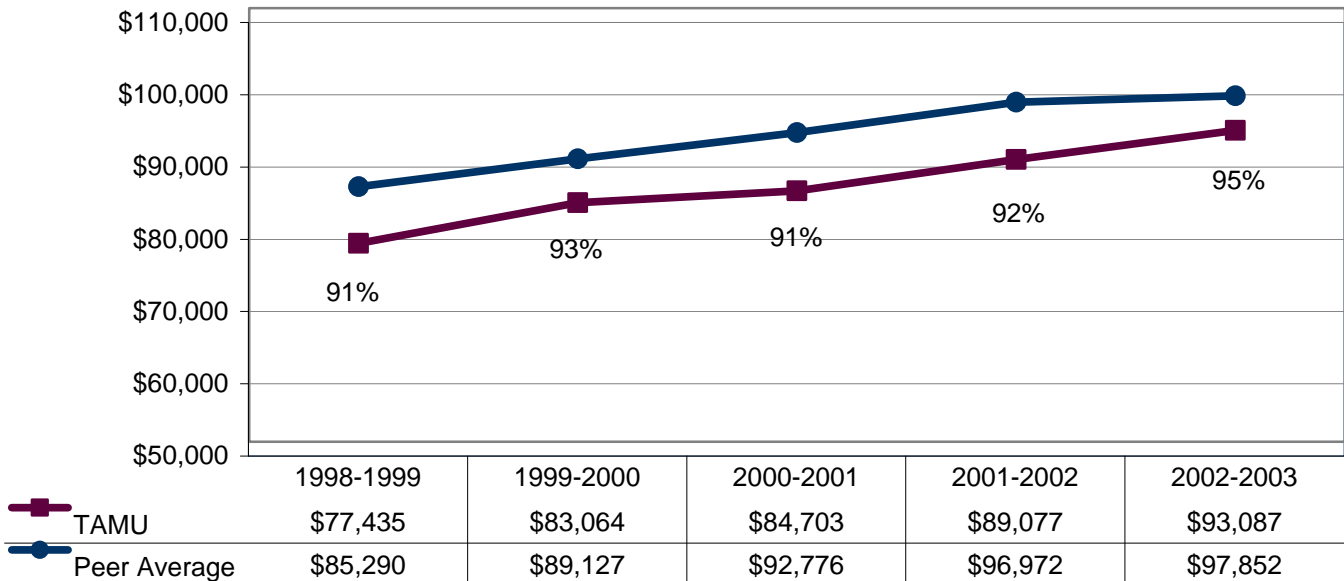
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF SCIENCE

All Ranks



Professor

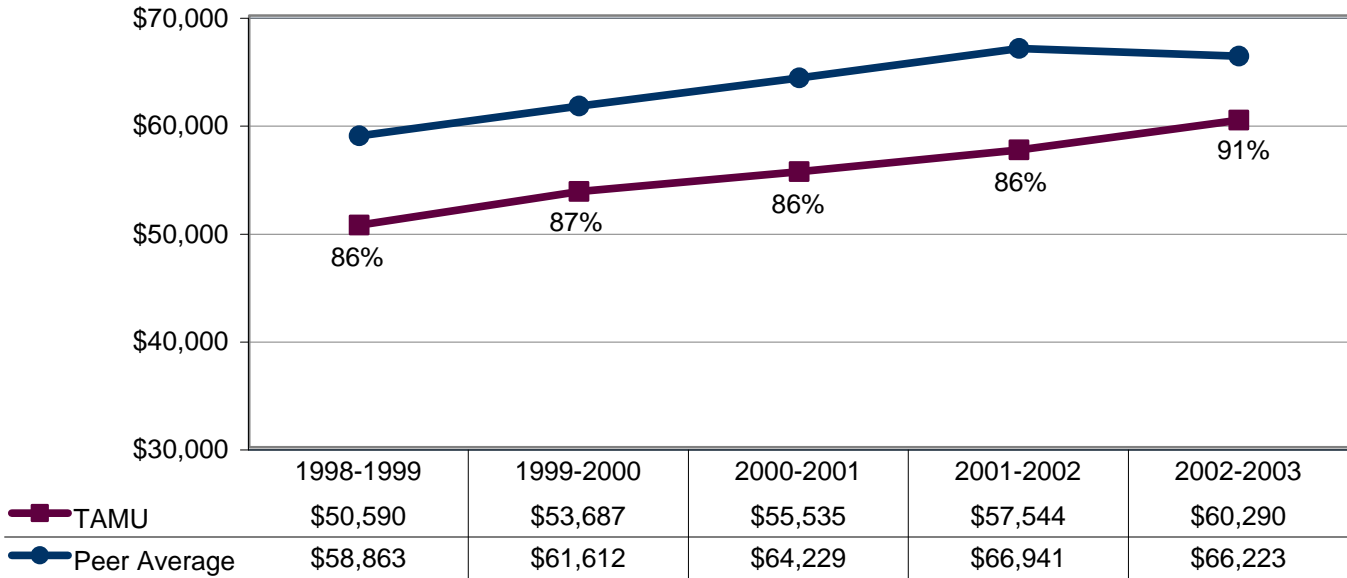


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 Prepared by Texas A&M Office of Institutional Studies, June 13, 2003

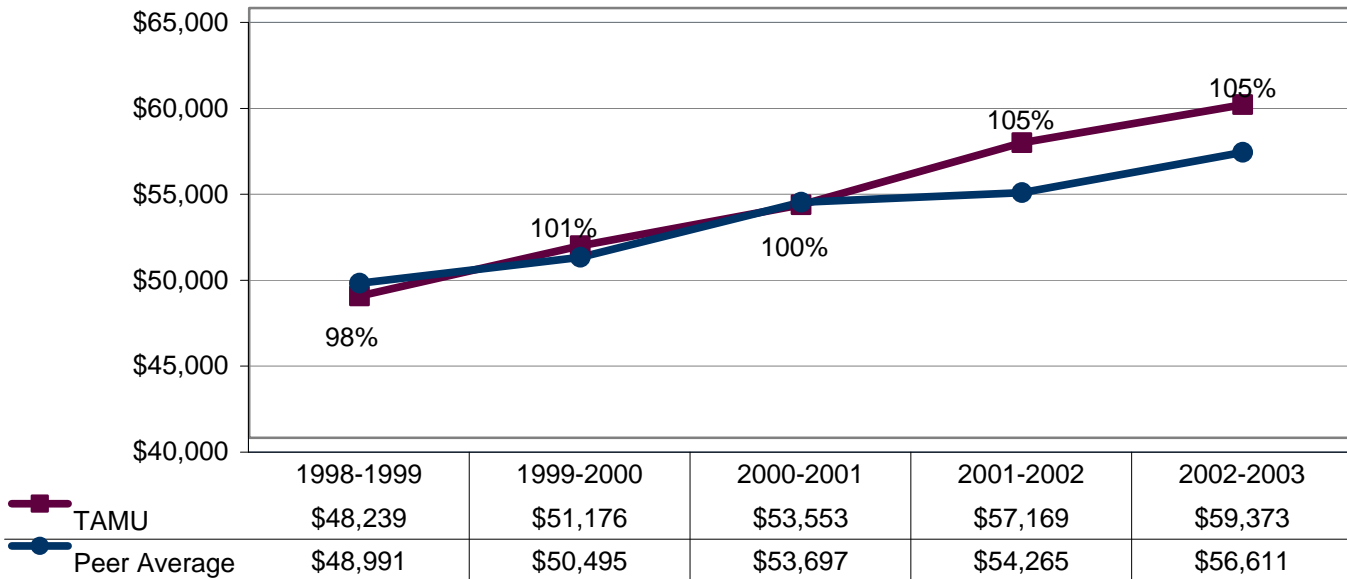
Texas A&M Salaries vs Aggregated College Peer Groups

COLLEGE OF SCIENCE

Associate Professor



Assistant Professor



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 Prepared by Texas A&M Office of Institutional Studies, June 13, 2003