

TEXAS A&M UNIVERSITY

Faculty Salary Study Nine Month Salaries

1999–2000

2000–2001

2001–2002

2002–2003

2003–2004



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

STUDY CHARACTERISTICS

DATA ATTRIBUTES

- Salaries are 9-month FTE and exclude administrators and department heads
- TAMU salary data was extracted from the Budget as of November 2003
- Peer Group Index (Relative Market) = TAMU salaries as a percent of peer group salaries

STUDY ORGANIZATION

- University Summary
 - Current Fiscal Year College and University average salaries for TAMU and peer group
 - Five-year line graphs of University, peer average salaries, and Peer Group Index
 - College and University average salaries for TAMU and peer groups for each of the preceding four fiscal years
- General Academic Colleges¹
 - Peer Listing
 - Current fiscal year department and peer group average salaries for college
 - Five-year line graphs of college and peer averages
 - Department and peer group average salaries for previous four Fiscal Years

¹General Academic Colleges (GAC) = Agriculture, Architecture, Business Administration, Education, Engineering, Geosciences, Liberal Arts & Science

Texas A&M University
University Summary
Salaries for 2003-2004

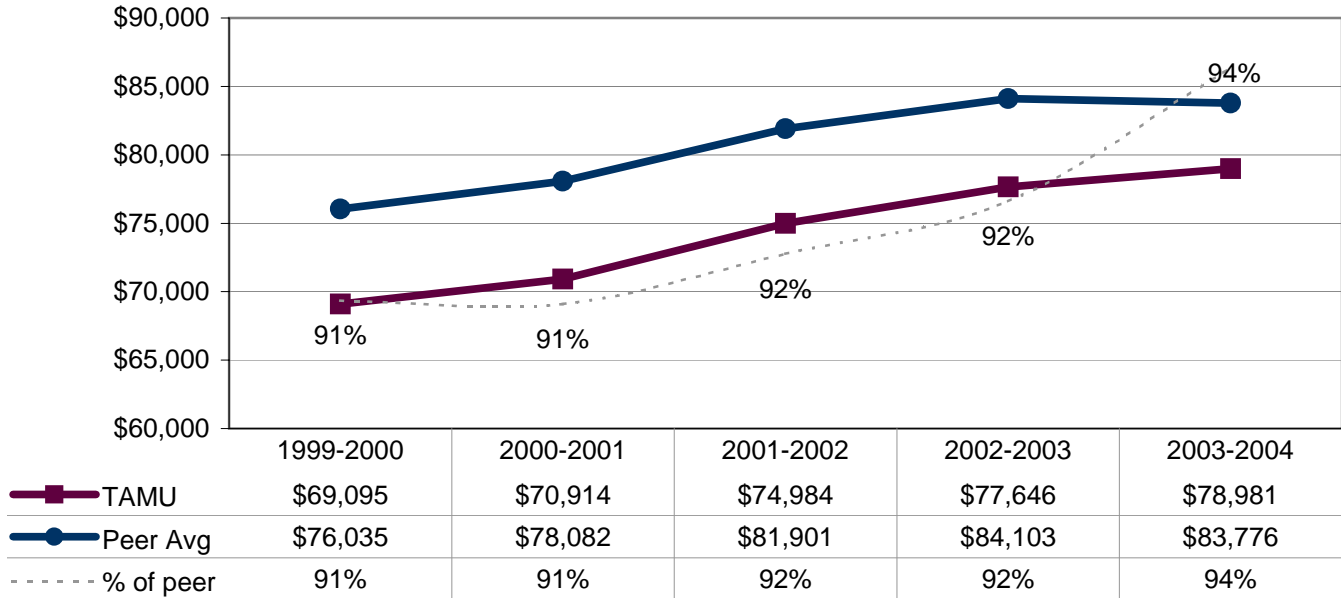
College	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
Agriculture & Life Sciences	Professor	\$80,334	138	\$87,420	(1) 1,426	0.92
	Assoc Prof	\$62,654	63	\$65,195	(1) 601	0.96
	Assist Prof	\$50,869	53	\$55,045	(1) 533	0.92
	All Ranks	\$69,801	254	\$75,152	(1) 2,560	0.93
Architecture	Professor	\$85,876	33	\$90,608	(1) 115	0.95
	Assoc Prof	\$61,212	29	\$64,494	(1) 123	0.95
	Assist Prof	\$53,299	19	\$55,527	(1) 90	0.96
	All Ranks	\$69,404	81	\$73,030	(1) 328	0.95
Business Administration	Professor	\$135,684	40	\$147,593	(1) 717	0.92
	Assoc Prof	\$114,575	23	\$113,224	(1) 318	1.01
	Assist Prof	\$103,827	24	\$108,483	(1) 472	0.96
	All Ranks	\$121,315	87	\$127,718	(1) 1,507	0.95
Education	Professor	\$88,630	43	\$91,110	(1) 286	0.97
	Assoc Prof	\$64,929	34	\$64,910	(1) 220	1.00
	Assist Prof	\$50,459	36	\$53,434	(1) 197	0.94
	All Ranks	\$69,338	113	\$71,224	(1) 703	0.97
Engineering	Professor	\$109,146	133	\$115,404	(1) 1,178	0.95
	Assoc Prof	\$79,986	71	\$83,585	(1) 557	0.96
	Assist Prof	\$69,805	67	\$73,339	(1) 509	0.95
	All Ranks	\$91,780	271	\$96,668	(1) 2,244	0.95
Geosciences	Professor	\$86,800	38	\$95,567	(1) 151	0.91
	Assoc Prof	\$61,822	15	\$68,194	(1) 46	0.91
	Assist Prof	\$48,568	23	\$54,483	(1) 30	0.89
	All Ranks	\$70,300	76	\$77,731	(1) 227	0.90
Liberal Arts	Professor	\$91,190	125	\$99,931	(1) 1,760	0.91
	Assoc Prof	\$57,325	91	\$63,753	(1) 1,046	0.90
	Assist Prof	\$51,636	94	\$55,868	(1) 747	0.92
	All Ranks	\$69,255	310	\$75,950	(1) 3,553	0.91
Science	Professor	\$97,674	132	\$99,401	(1) 977	0.98
	Assoc Prof	\$63,353	40	\$68,060	(1) 326	0.93
	Assist Prof	\$55,103	47	\$54,281	(1) 388	1.02
	All Ranks	\$82,269	219	\$83,993	(1) 1,691	0.98
Texas A&M University	Professor	\$95,697	682	\$101,859	(1) 6,610	0.94
	Assoc Prof	\$68,094	366	\$71,776	(1) 3,237	0.95
	Assist Prof	\$58,553	363	\$61,899	(1) 2,966	0.95
	All Ranks	\$78,981	1,411	\$83,776	(1) 12,813	0.94

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

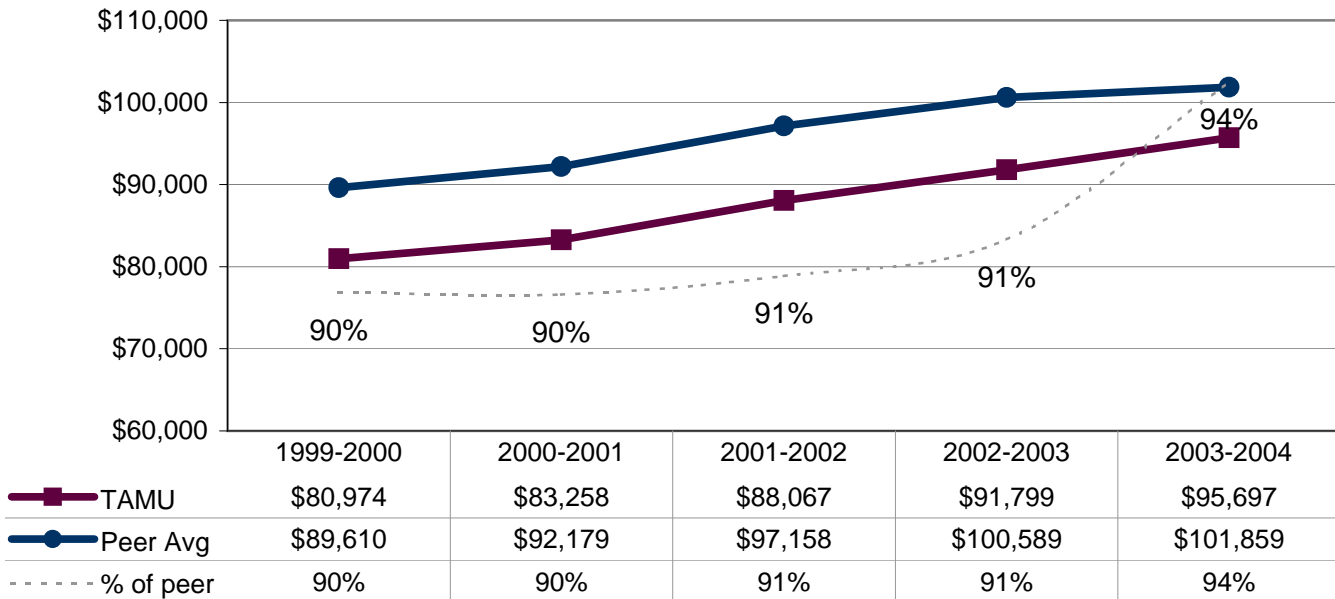
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

All Ranks



Professor

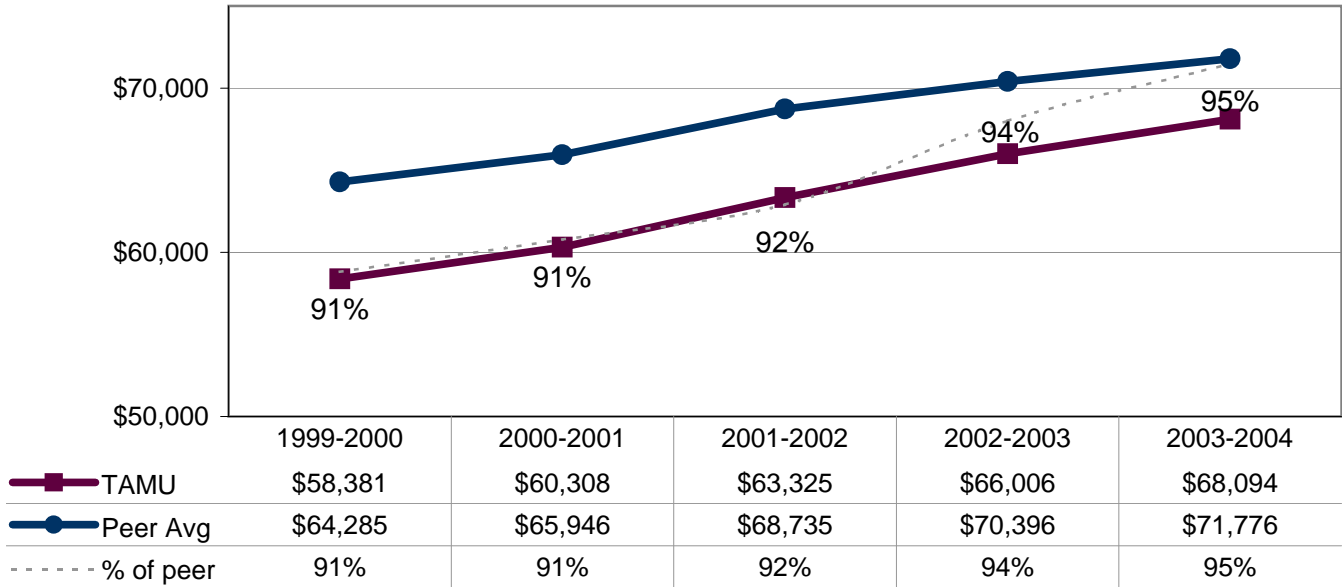


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/30/2004

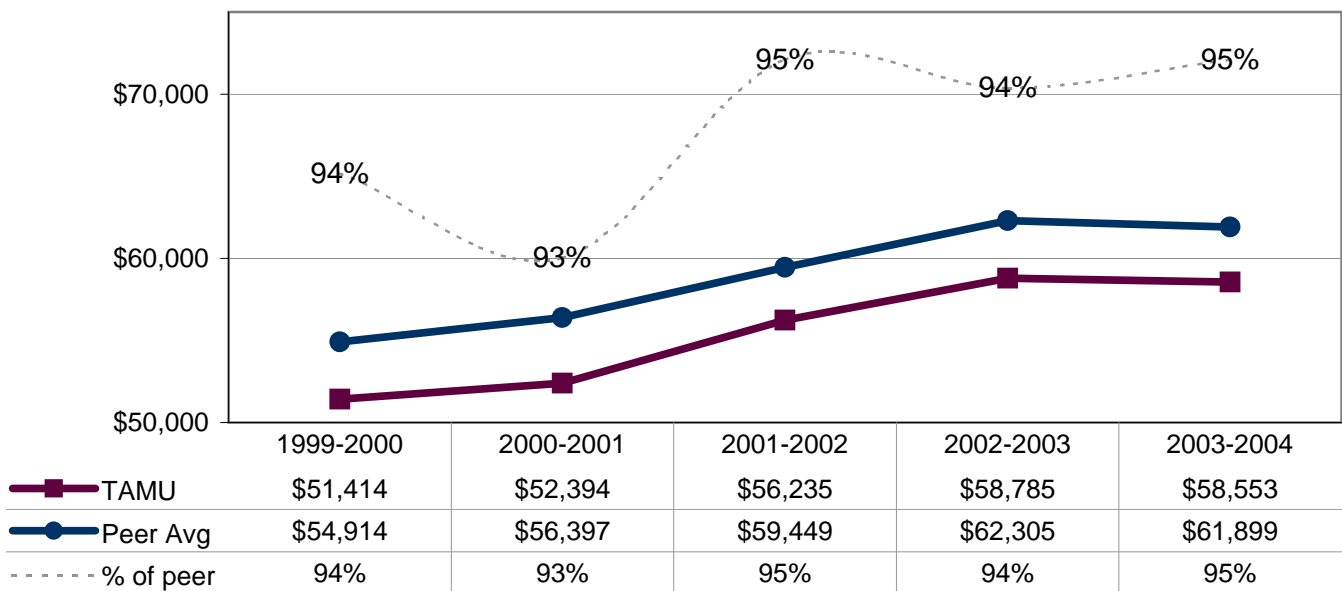
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/30/2004

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/CHAMPAIGNE

UNIVERSITY OF WISCONSIN AT MADISON

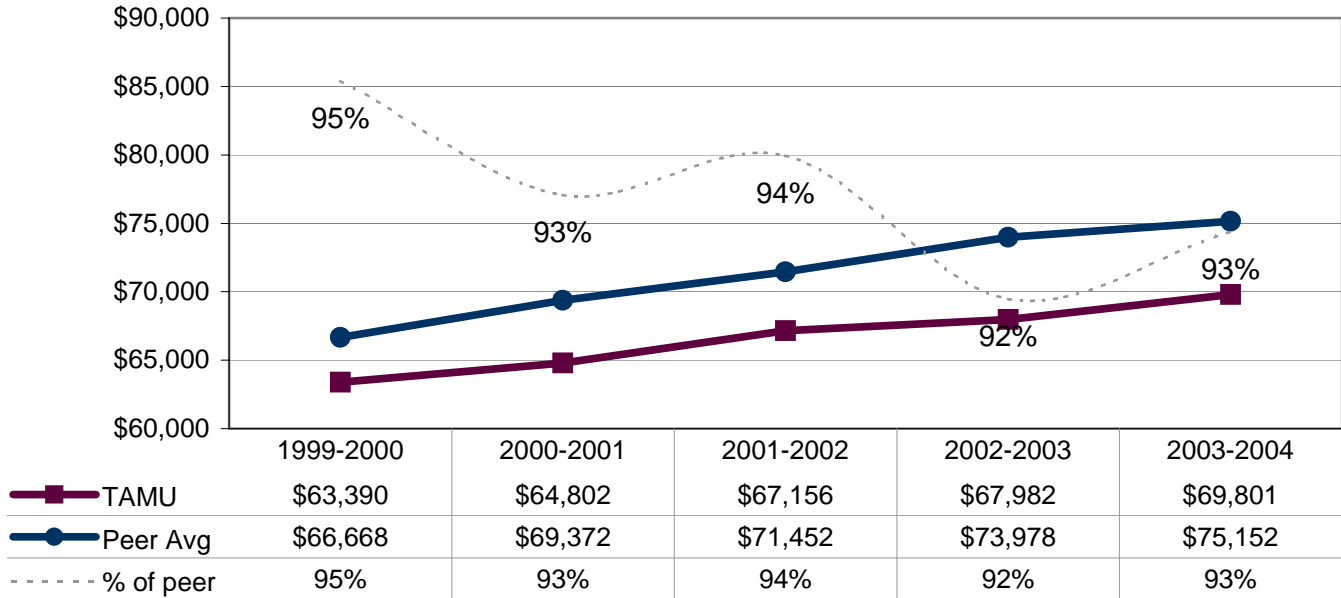
* Institution did not participate in salary study.

4/28/04

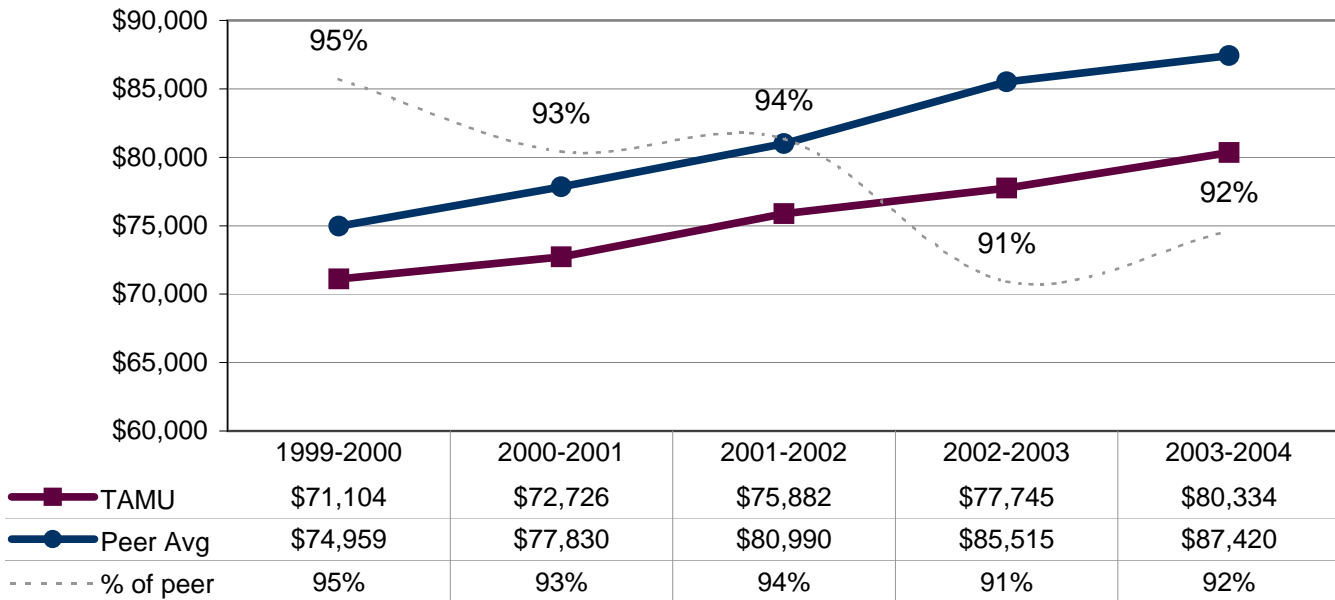
Texas A&M Salaries vs Aggregated College Peer Groups

College of Agriculture

All Ranks



Professor

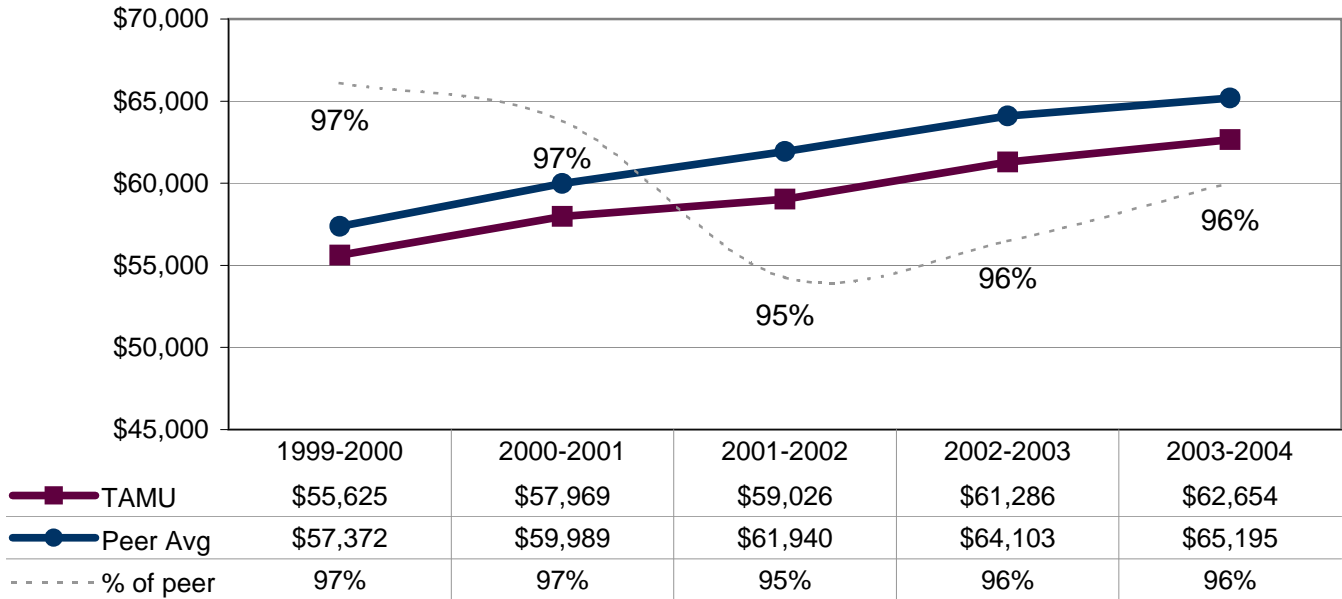


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

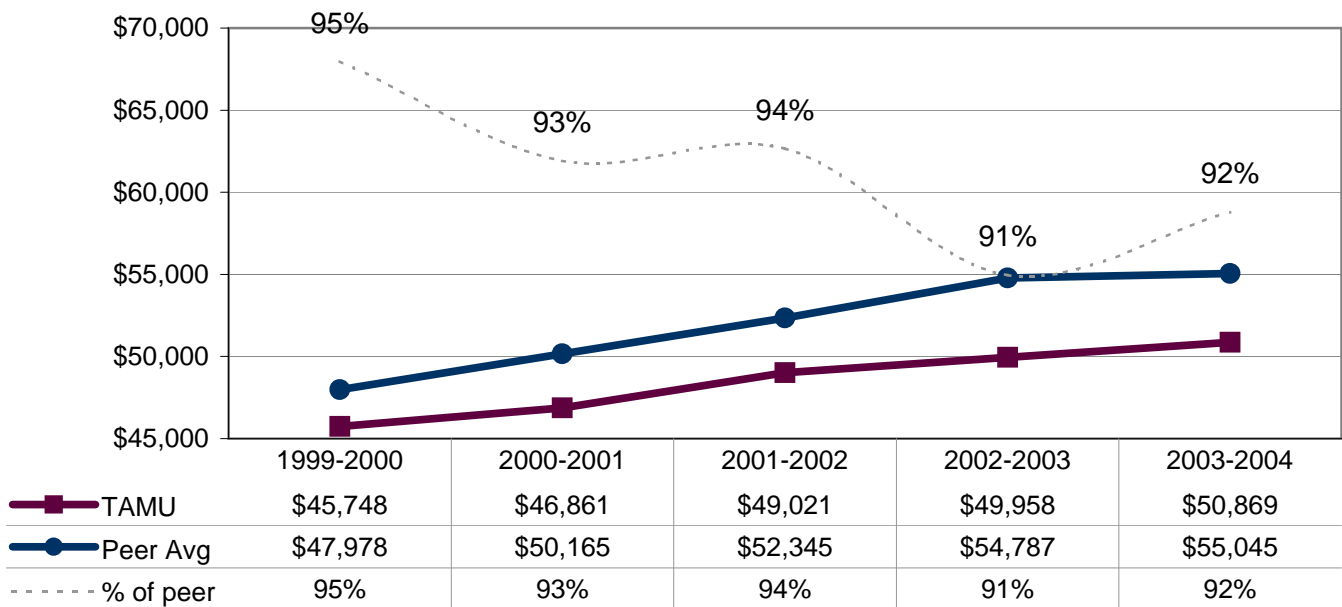
Texas A&M Salaries vs Aggregated College Peer Groups

College of Agriculture

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, 4/28/2004

Texas A&M University
College of Agriculture & Life Sciences
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AGEC	Professor	\$87,540	21	\$93,896	151	0.93
	Assoc Prof	\$63,765	5	\$72,303	56	0.88
	Assist Prof	\$56,673	1	\$65,907	49	0.86
	All Ranks	\$81,994	27	\$88,861 (1)	256	0.92
AGED	Professor	\$76,360	4	\$87,060	17	0.88
	Assoc Prof	\$66,651	4	\$66,521	15	1.00
	Assist Prof	\$49,931	7	\$53,930	13	0.93
	All Ranks	\$61,437	15	\$66,122 (1)	45	0.93
ANSC	Professor	\$77,273	22	\$85,688	266	0.90
	Assoc Prof	\$62,937	7	\$65,217	124	0.97
	Assist Prof	\$51,813	5	\$56,194	88	0.92
	All Ranks	\$70,577	34	\$77,136 (1)	478	0.91
BAEN	Professor	\$89,609	6	\$90,870	96	0.99
	Assoc Prof	\$74,560	8	\$69,093	43	1.08
	Assist Prof	\$53,606	1	\$59,826	35	0.90
	All Ranks	\$79,183	15	\$77,186 (1)	174	1.03
BCBP	Professor	\$94,615	12	\$99,862	112	0.95
	Assoc Prof	\$57,472	4	\$65,894	35	0.87
	Assist Prof	\$53,943	7	\$58,594	36	0.92
	All Ranks	\$75,777	23	\$81,395 (1)	183	0.93
ENTO	Professor	\$88,698	13	\$83,229	122	1.07
	Assoc Prof	\$60,015	2	\$60,387	46	0.99
	Assist Prof	\$48,074	5	\$54,271	31	0.89
	All Ranks	\$75,674	20	\$73,705 (1)	199	1.03
FRSC	Professor	\$77,218	3	\$83,733	82	0.92
	Assoc Prof	\$61,024	5	\$62,263	44	0.98
	Assist Prof	\$48,540	4	\$52,531	39	0.92
	All Ranks	\$60,911	12	\$64,387 (1)	165	0.95
HRSC	Professor	\$81,179	8	\$78,271	147	1.04
	Assoc Prof	\$62,329	5	\$62,606	62	1.00
	Assist Prof	\$48,798	3	\$55,234	44	0.88
	All Ranks	\$69,217	16	\$69,056 (1)	253	1.00
PLPM	Professor	\$69,654	6	\$80,602	69	0.86
	Assoc Prof	\$54,784	3	\$60,664	22	0.90
	Assist Prof	\$48,483	4	\$53,403	23	0.91
	All Ranks	\$59,708	13	\$67,632 (1)	114	0.88

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

Texas A&M University
College of Agriculture & Life Sciences
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
POSC	Professor	\$66,812	1	\$76,441	18	0.87
	Assoc Prof	\$67,802	4	\$61,597	5	1.10
	Assist Prof	\$52,120	2	\$53,744	8	0.97
	All Ranks	\$63,180	7	\$61,474 (1)	31	1.03
RLEM	Professor	\$69,053	6	\$96,087	64	0.72
	Assoc Prof	\$62,320	4	\$67,087	26	0.93
	Assist Prof	\$49,931	1	\$58,506	30	0.85
	All Ranks	\$64,866	11	\$82,125 (1)	120	0.79
RPTS	Professor	\$81,274	5	\$83,922	8	0.97
	Assoc Prof	\$57,620	4	\$65,958	20	0.87
	Assist Prof	\$51,540	3	\$49,492	18	1.04
	All Ranks	\$65,956	12	\$69,326 (1)	46	0.95
SCSC	Professor	\$71,664	17	\$79,096	182	0.91
	Assoc Prof	\$58,932	4	\$62,010	64	0.95
	Assist Prof	\$53,867	5	\$54,828	75	0.98
	All Ranks	\$66,283	26	\$71,800 (1)	321	0.92
WFSC	Professor	\$72,244	14	\$89,648	92	0.81
	Assoc Prof	\$51,754	4	\$63,281	39	0.82
	Assist Prof	\$49,320	5	\$54,721	44	0.90
	All Ranks	\$63,697	23	\$77,469 (1)	175	0.82
COLLEGE	Professor	\$80,334	138	\$87,420 (1)	1,426	0.92
	Assoc Prof	\$62,654	63	\$65,195 (1)	601	0.96
	Assist Prof	\$50,869	53	\$55,045 (1)	533	0.92
	All Ranks	\$69,801	254	\$75,152 (1)	2,560	0.93

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

COLLEGE OF ARCHITECTURE

PEER INSTITUTIONS

ARIZONA STATE UNIVERSITY

AUBURN UNIVERSITY (AL)

* GEORGIA INSTITUTE OF TECHNOLOGY

* MASSACHUSETTS INSTITUTE OF TECHNOLOGY

UNIVERSITY OF CALIFORNIA AT BERKELEY

UNIVERSITY OF FLORIDA

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGNE

UNIVERSITY OF MICHIGAN

UNIVERSITY OF TEXAS AT AUSTIN

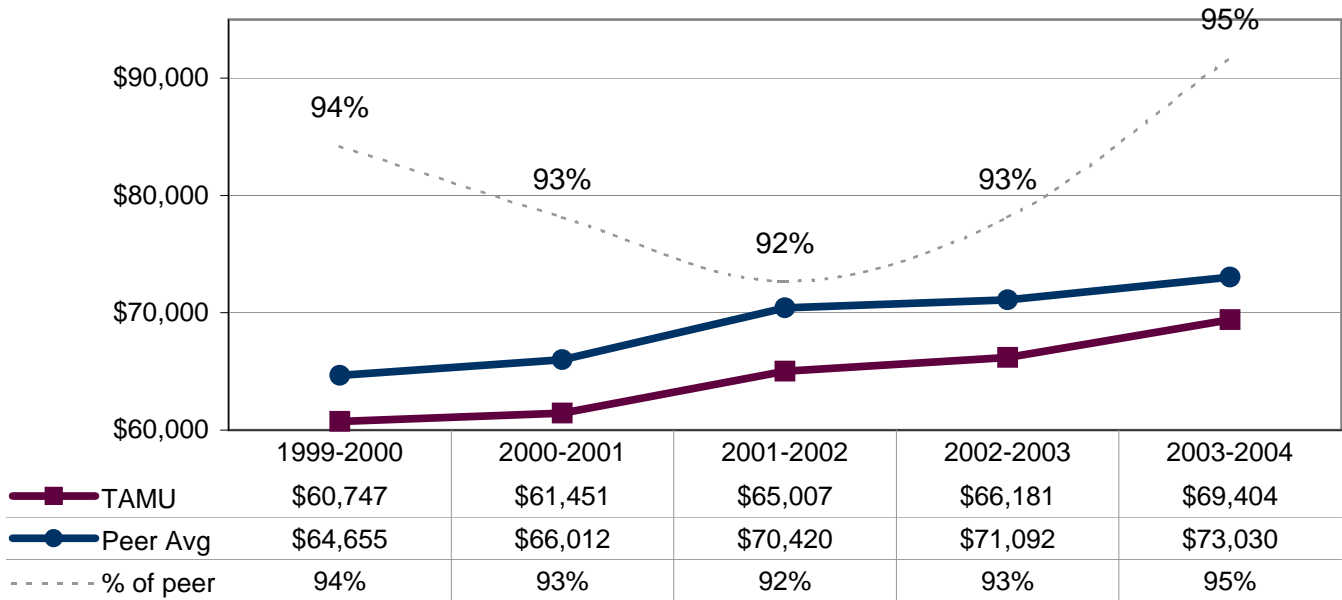
VIRGINIA POLYTECHNIC INSTITUTE & STATE UNIVERSITY

* Institution did not participate in salary study.

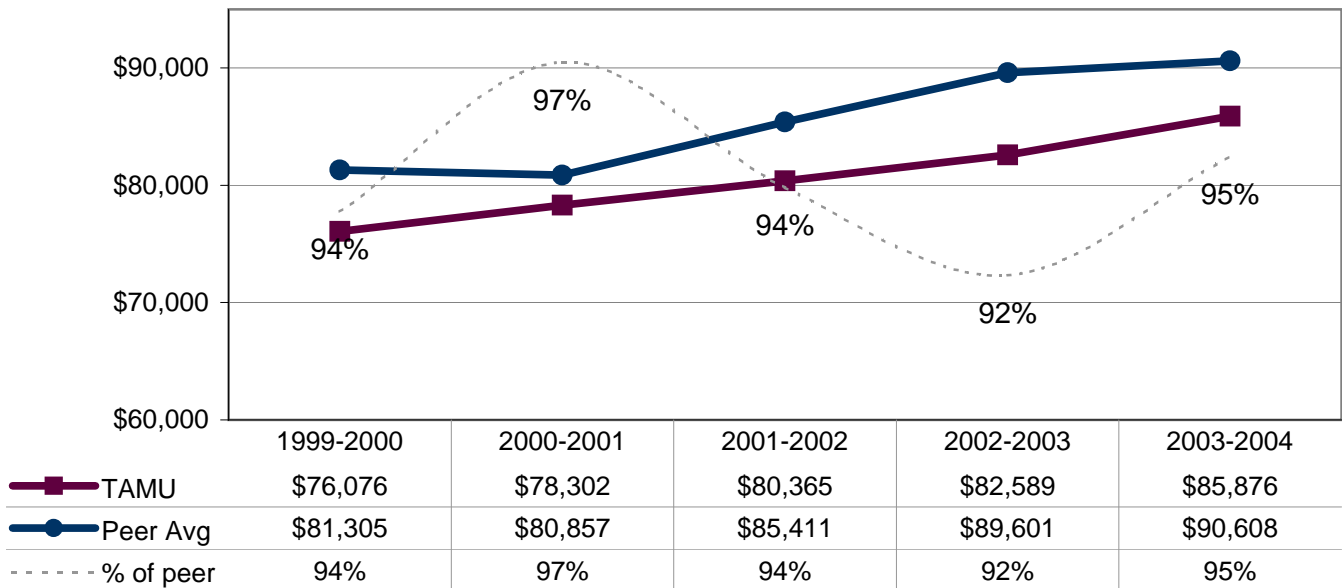
Texas A&M Salaries vs Aggregated College Peer Groups

College of Architecture

Professor



Professor

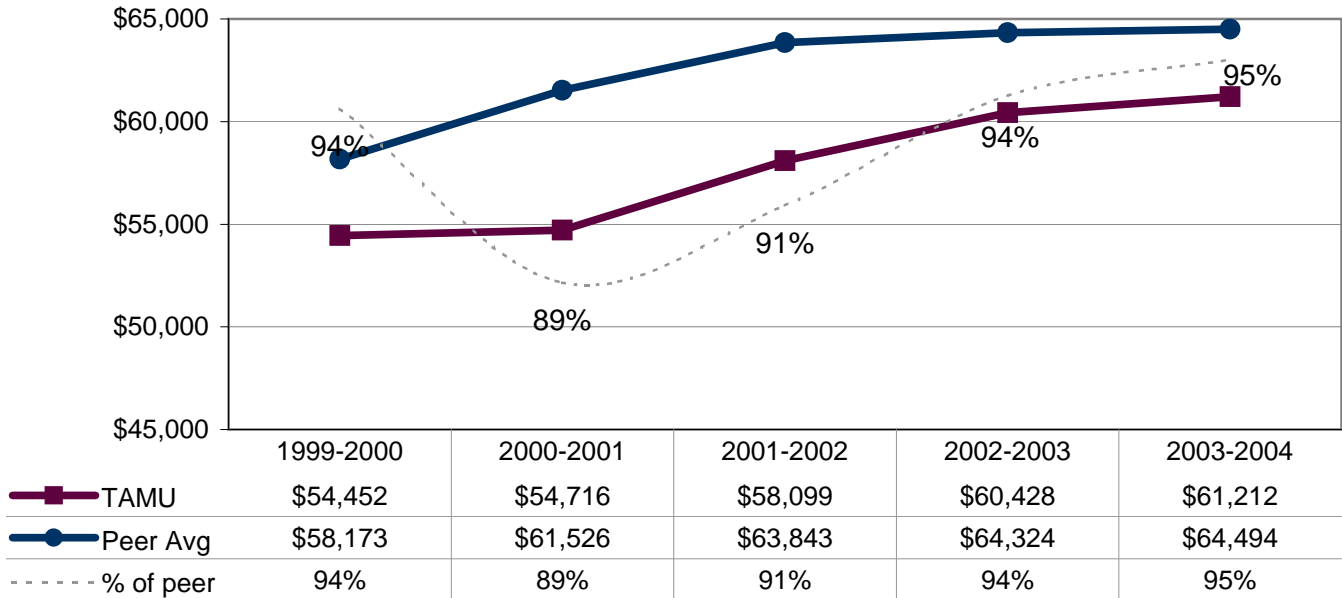


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

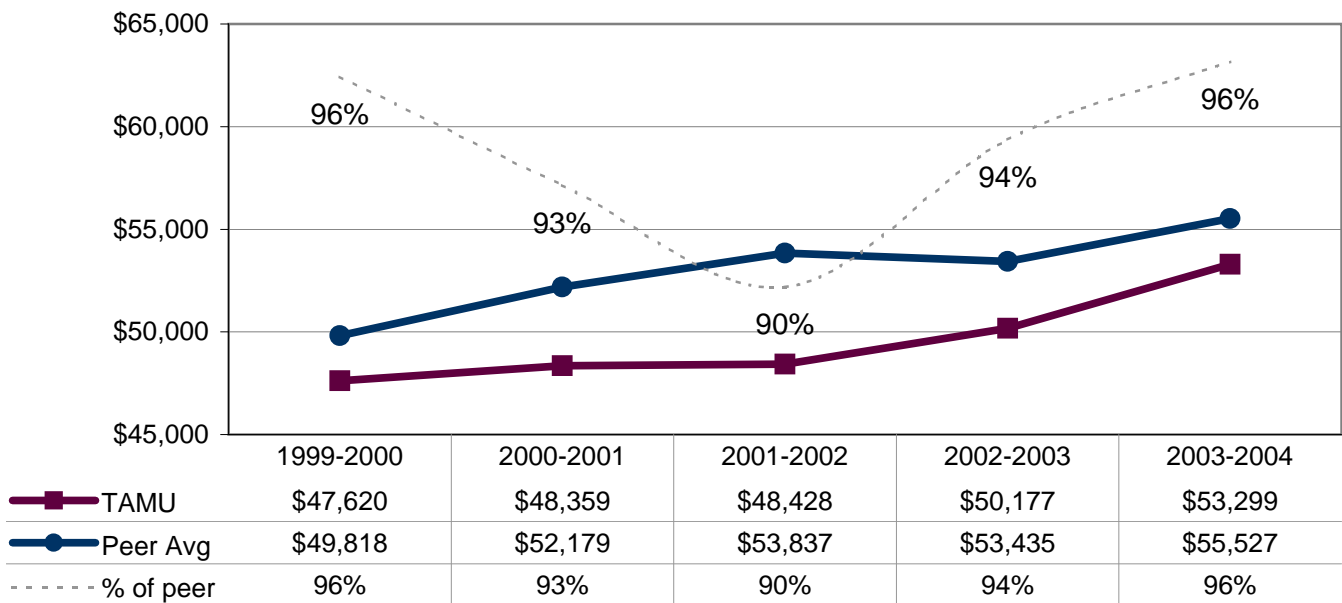
Texas A&M Salaries vs Aggregated College Peer Groups

College of Architecture

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

Texas A&M University
College of Architecture
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ARCH	Professor	\$83,509	20	\$90,601	88	0.92
	Assoc Prof	\$59,445	13	\$62,852	81	0.95
	Assist Prof	\$50,172	8	\$50,872	68	0.99
	All Ranks	\$69,374	41	\$74,051 (1)	237	0.94
COSC	Professor	\$80,418	4	\$90,078	8	0.89
	Assoc Prof	\$58,380	8	\$69,285	8	0.84
	Assist Prof	\$50,024	4	\$74,140	7	0.67
	All Ranks	\$61,801	16	\$75,697 (1)	23	0.82
LAUP	Professor	\$93,560	9	\$90,857	19	1.03
	Assoc Prof	\$66,915	8	\$62,373	34	1.07
	Assist Prof	\$58,744	7	\$50,211	15	1.17
	All Ranks	\$74,524	24	\$69,507 (1)	68	1.07
COLLEGE	Professor	\$85,876	33	\$90,608 (1)	115	0.95
	Assoc Prof	\$61,212	29	\$64,494 (1)	123	0.95
	Assist Prof	\$53,299	19	\$55,527 (1)	90	0.96
	All Ranks	\$69,404	81	\$73,030 (1)	328	0.95

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

**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/CHAMPAIGNE

UNIVERSITY OF MICHIGAN

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

UNIVERSITY OF TEXAS AT AUSTIN

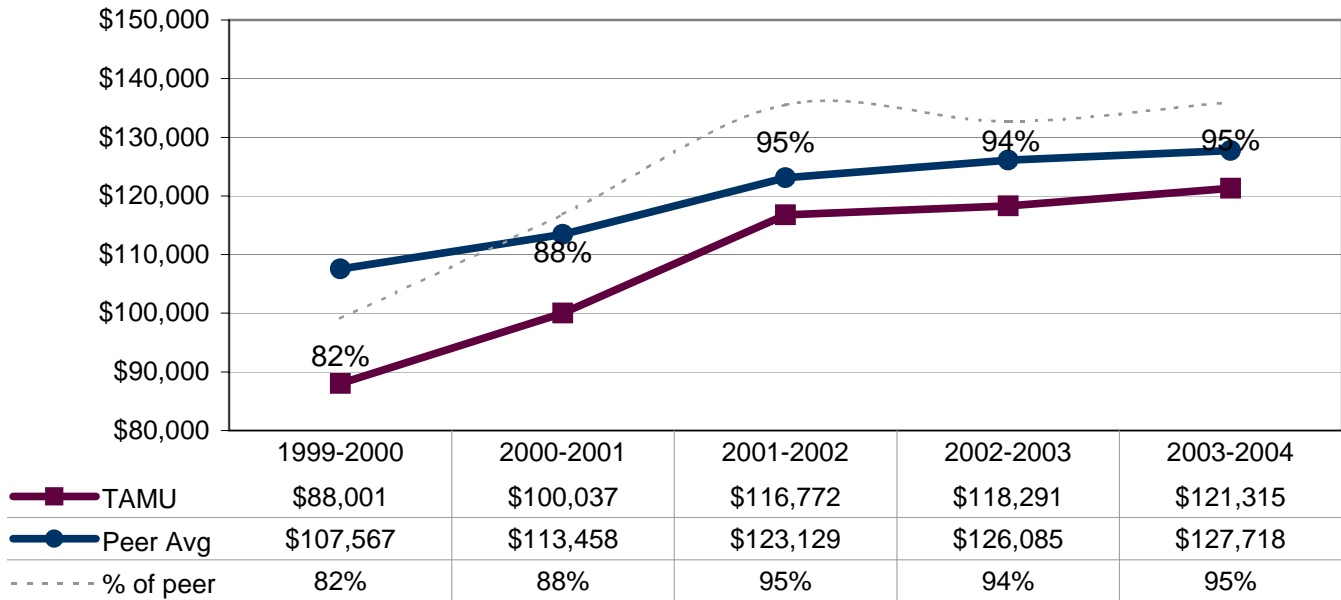
* Institution did not participate in salary study.

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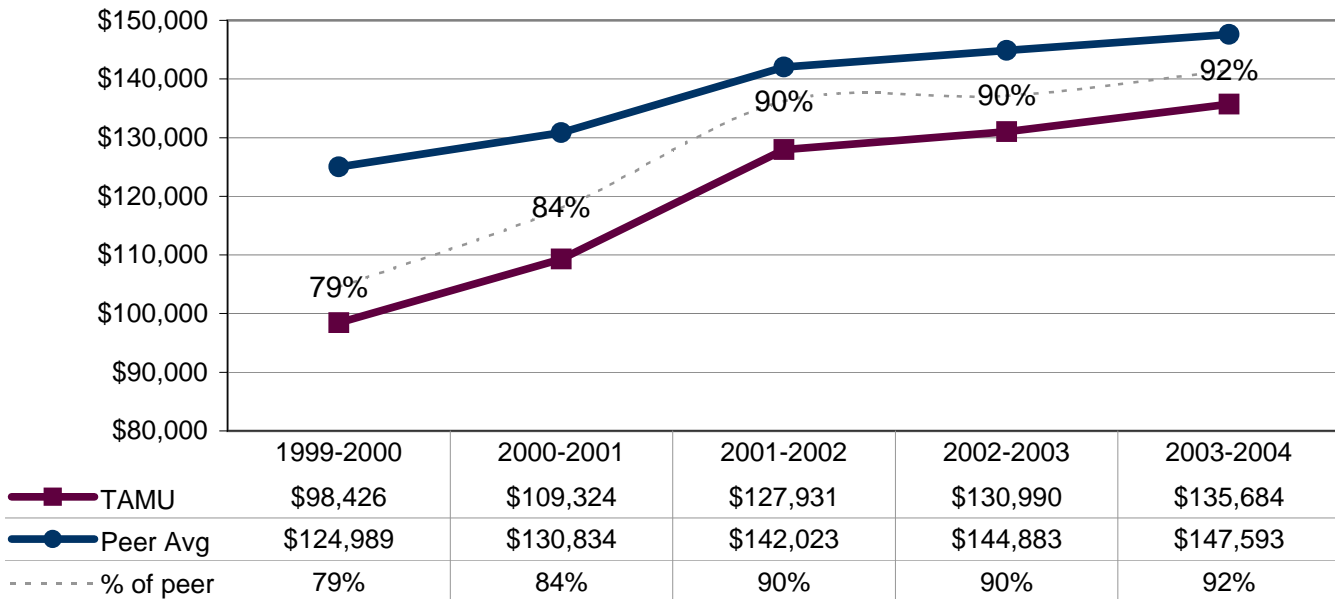
Texas A&M Salaries vs Aggregated College Peer Groups

College of Business Administration

All Ranks



Professor

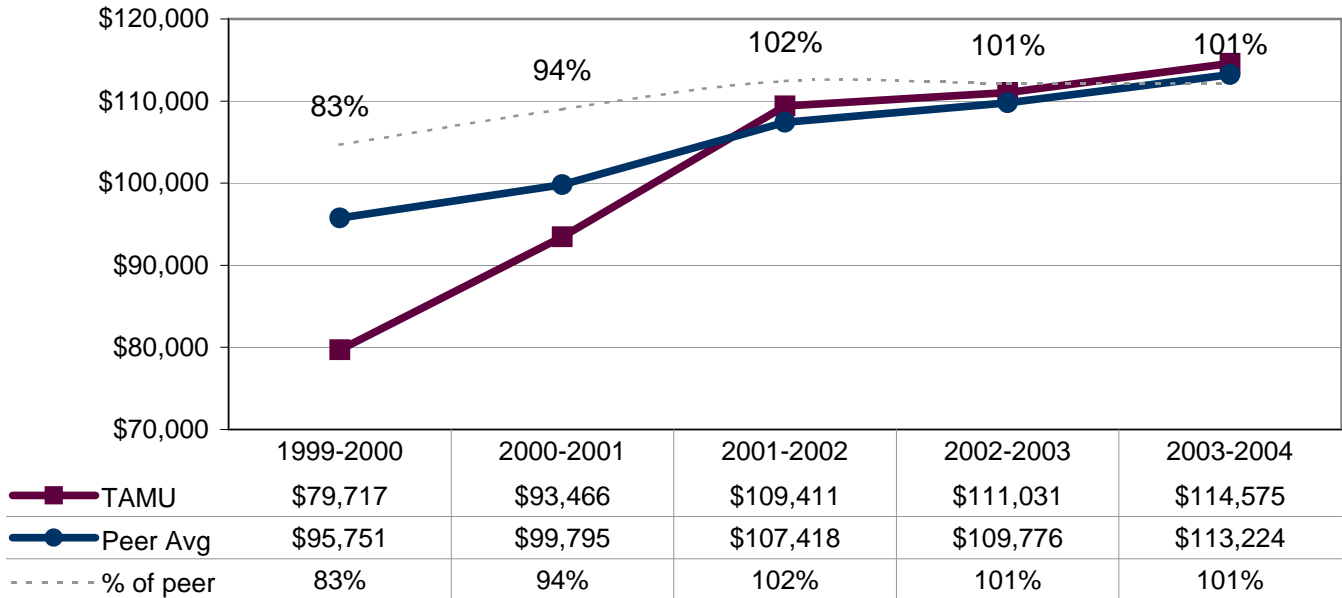


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

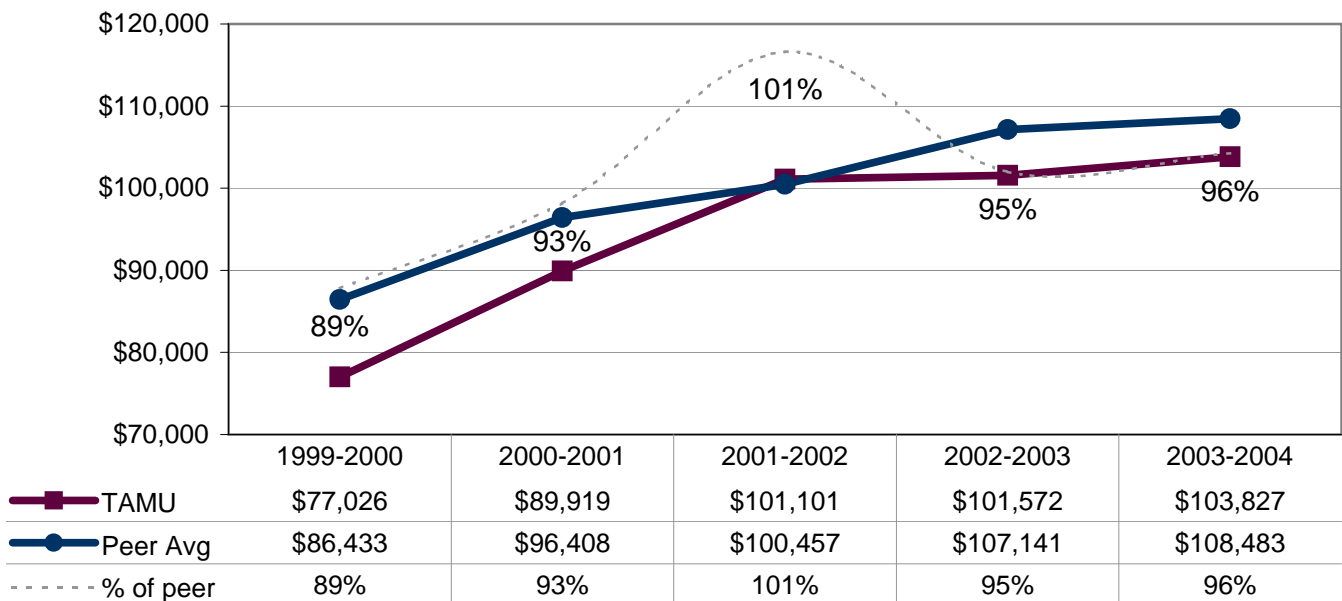
Texas A&M Salaries vs Aggregated College Peer Groups

College of Business Administration

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

Texas A&M University
College of Business Administration
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ACCT	Professor	\$135,261	9	\$146,988	44	0.92
	Assoc Prof	\$132,031	7	\$116,502	30	1.13
	Assist Prof	\$116,847	1	\$125,819	24	0.93
	All Ranks	\$132,848	17	\$133,190 (1)	98	1.00
FINC	Professor	\$132,057	7	\$153,241	47	0.86
	Assoc Prof	\$144,761	3	\$112,765	19	1.28
	Assist Prof	\$115,682	4	\$126,223	29	0.92
	All Ranks	\$130,101	14	\$136,848 (1)	95	0.95
INFO	Professor	\$129,049	7	\$145,876	202	0.88
	Assoc Prof	\$99,486	5	\$111,073	88	0.90
	Assist Prof	\$95,687	7	\$103,347	145	0.93
	All Ranks	\$108,978	19	\$121,049 (1)	435	0.90
MGMT	Professor	\$143,608	9	\$145,892	202	0.98
	Assoc Prof	\$98,035	4	\$112,427	89	0.87
	Assist Prof	\$103,757	11	\$104,085	129	1.00
	All Ranks	\$117,747	24	\$121,153 (1)	420	0.97
MKTG	Professor	\$136,225	8	\$146,749	222	0.93
	Assoc Prof	\$96,789	4	\$111,316	92	0.87
	Assist Prof	\$101,125	1	\$104,514	145	0.97
	All Ranks	\$121,391	13	\$132,598 (1)	459	0.92
COLLEGE	Professor	\$135,684	40	\$147,593 (1)	717	0.92
	Assoc Prof	\$114,575	23	\$113,224 (1)	318	1.01
	Assist Prof	\$103,827	24	\$108,483 (1)	472	0.96
	All Ranks	\$121,315	87	\$127,718 (1)	1,507	0.95

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

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/CHAMPAIGNE

UNIVERSITY OF MICHIGAN

UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF WISCONSIN AT MADISON

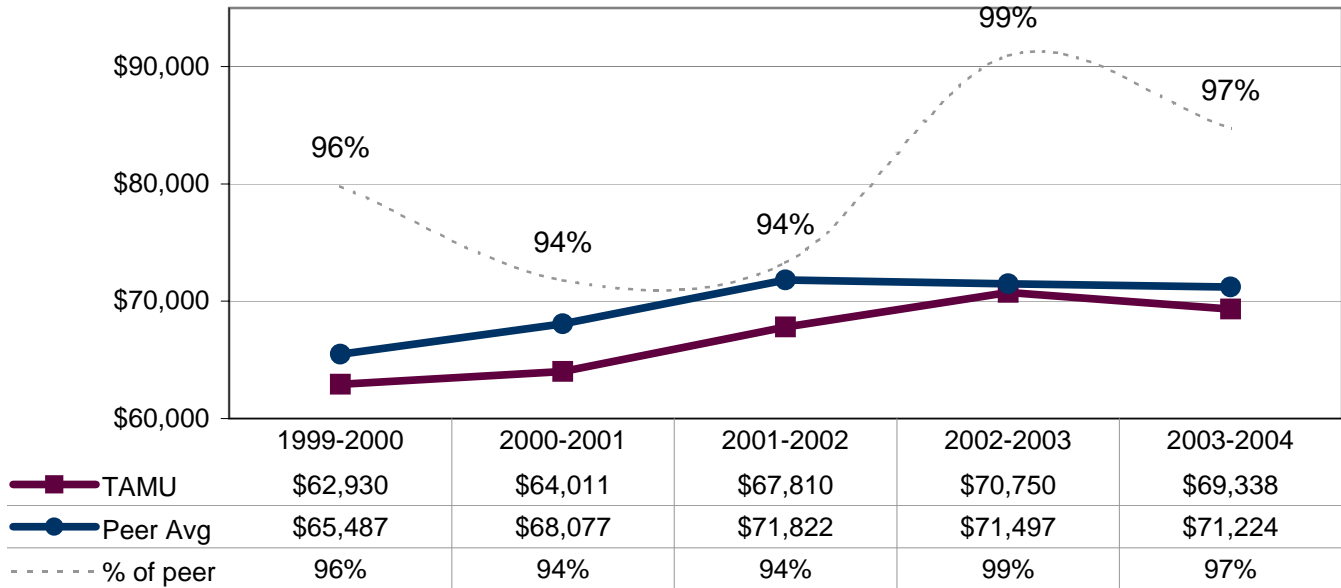
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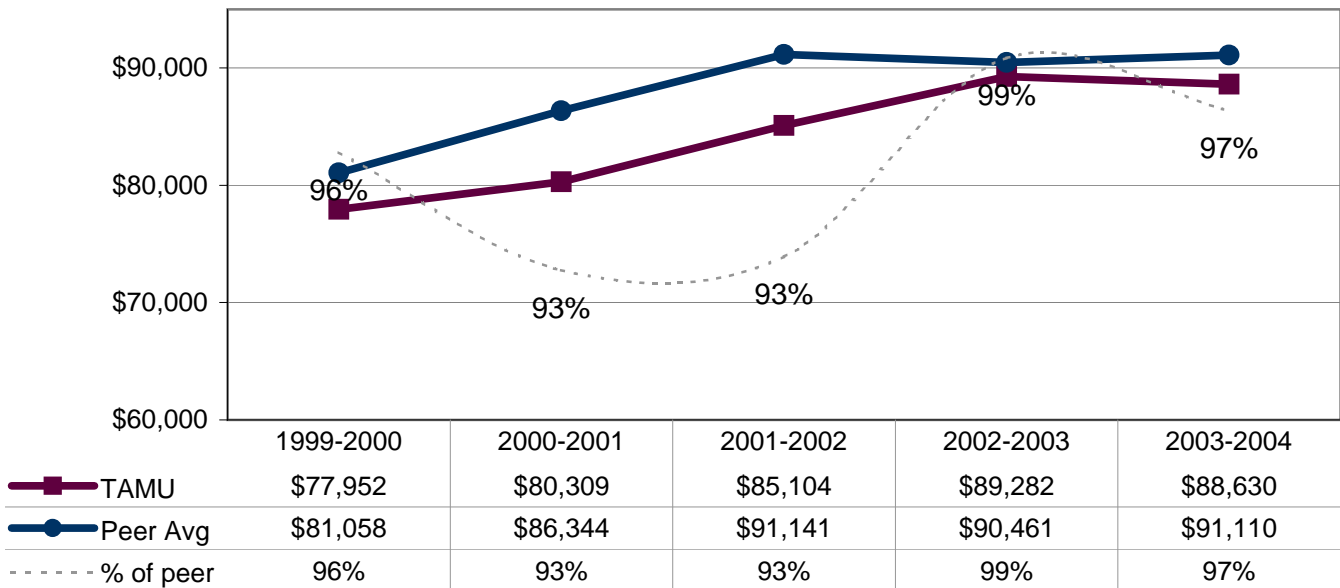
Texas A&M Salaries vs Aggregated College Peer Groups

College of Education

All Ranks



Professor

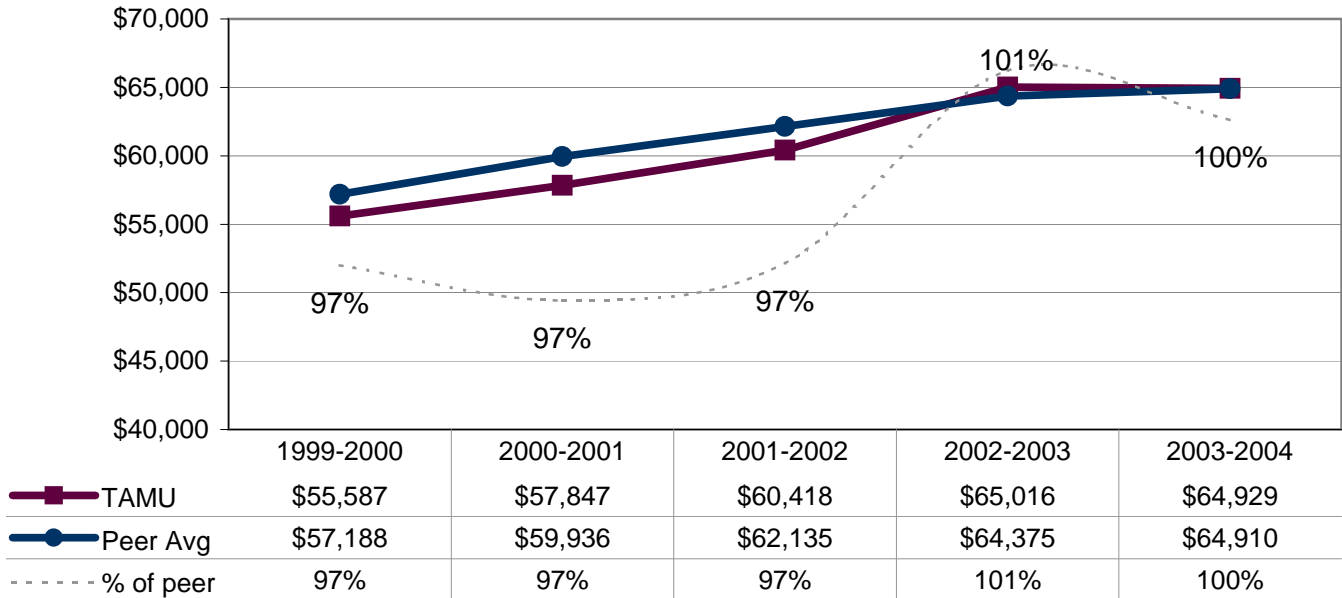


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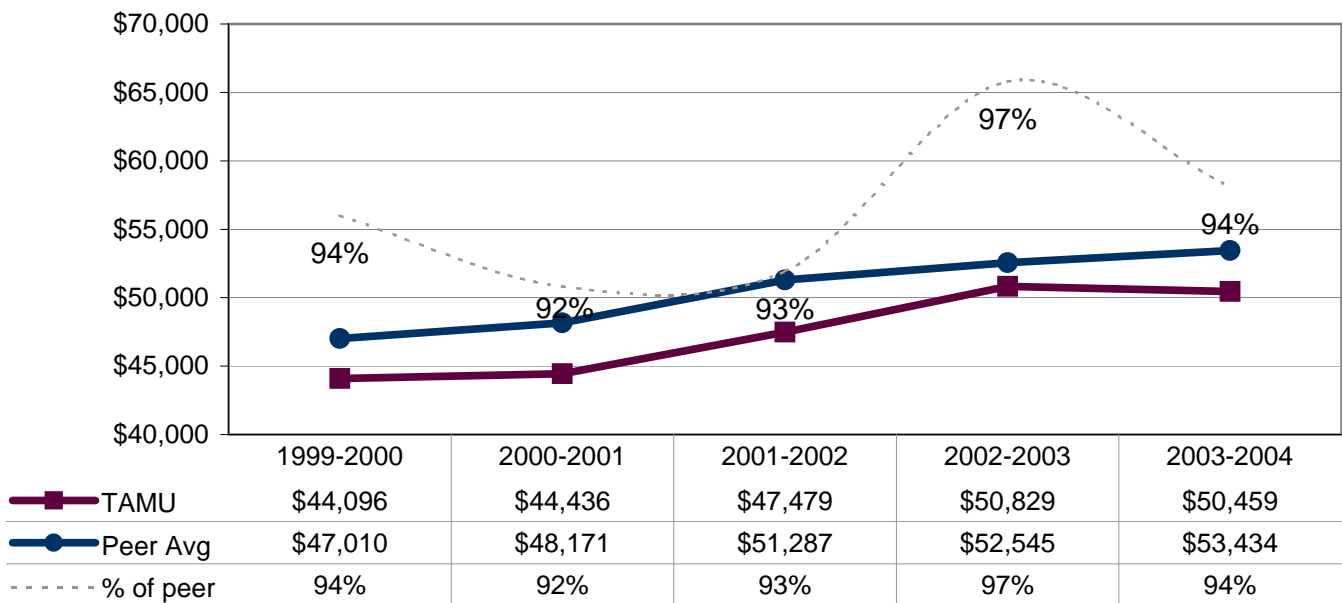
Texas A&M Salaries vs Aggregated College Peer Groups

College of Education

Associate Professor



Assistant Professor



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Texas A&M University
College of Education
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
EAHR	Professor	\$88,940	8	\$107,788	39	0.83
	Assoc Prof	\$64,196	9	\$72,337	21	0.89
	Assist Prof	\$50,284	12	\$54,550	14	0.92
	All Ranks	\$65,265	29	\$74,756 (1)	74	0.87
EPSY	Professor	\$83,640	11	\$85,627	96	0.98
	Assoc Prof	\$63,722	10	\$62,242	63	1.02
	Assist Prof	\$50,507	5	\$51,542	68	0.98
	All Ranks	\$69,608	26	\$70,078 (1)	227	0.99
HLKN	Professor	\$90,019	11	\$88,568	66	1.02
	Assoc Prof	\$67,437	8	\$61,879	84	1.09
	Assist Prof	\$56,939	8	\$52,040	52	1.09
	All Ranks	\$73,527	27	\$69,837 (1)	202	1.05
TLAC	Professor	\$91,486	13	\$87,636	85	1.04
	Assoc Prof	\$64,731	7	\$62,636	52	1.03
	Assist Prof	\$45,916	11	\$54,092	63	0.85
	All Ranks	\$69,275	31	\$70,088 (1)	200	0.99
COLLEGE	Professor	\$88,630	43	\$91,110 (1)	286	0.97
	Assoc Prof	\$64,929	34	\$64,910 (1)	220	1.00
	Assist Prof	\$50,459	36	\$53,434 (1)	197	0.94
	All Ranks	\$69,338	113	\$71,224 (1)	703	0.97

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

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 (IN)

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGNE

UNIVERSITY OF MARYLAND AT COLLEGE PARK

UNIVERSITY OF MICHIGAN

UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF WISCONSIN AT MADISON

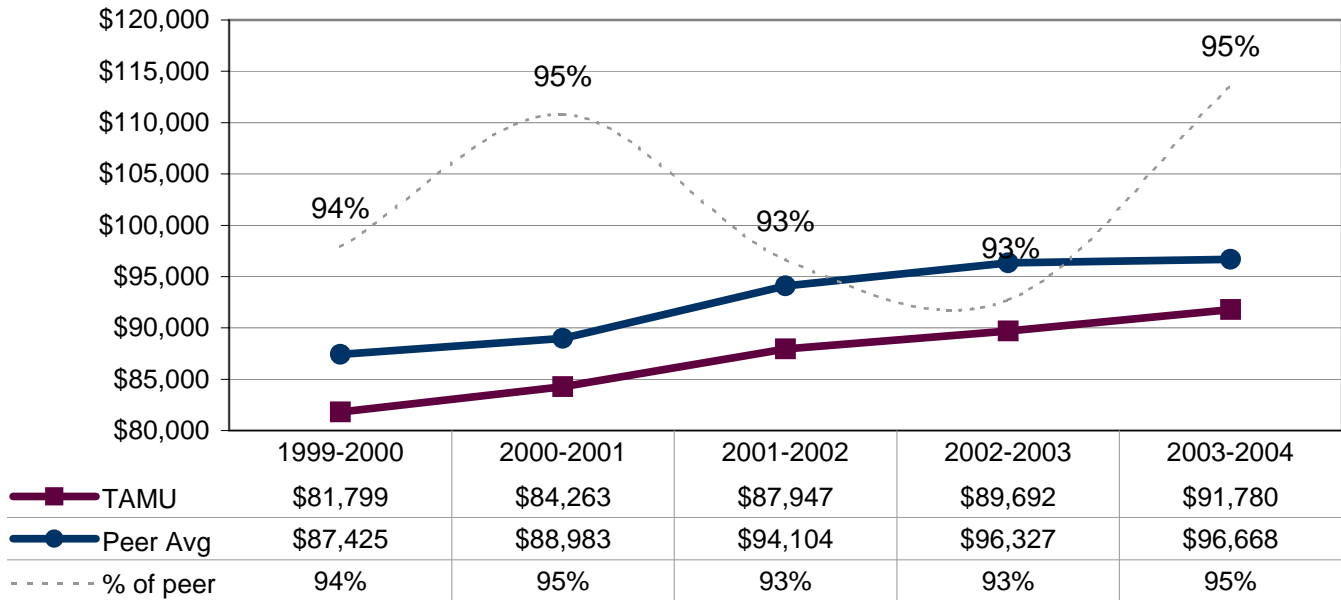
* Institution did not participate in salary study.

4/28/04

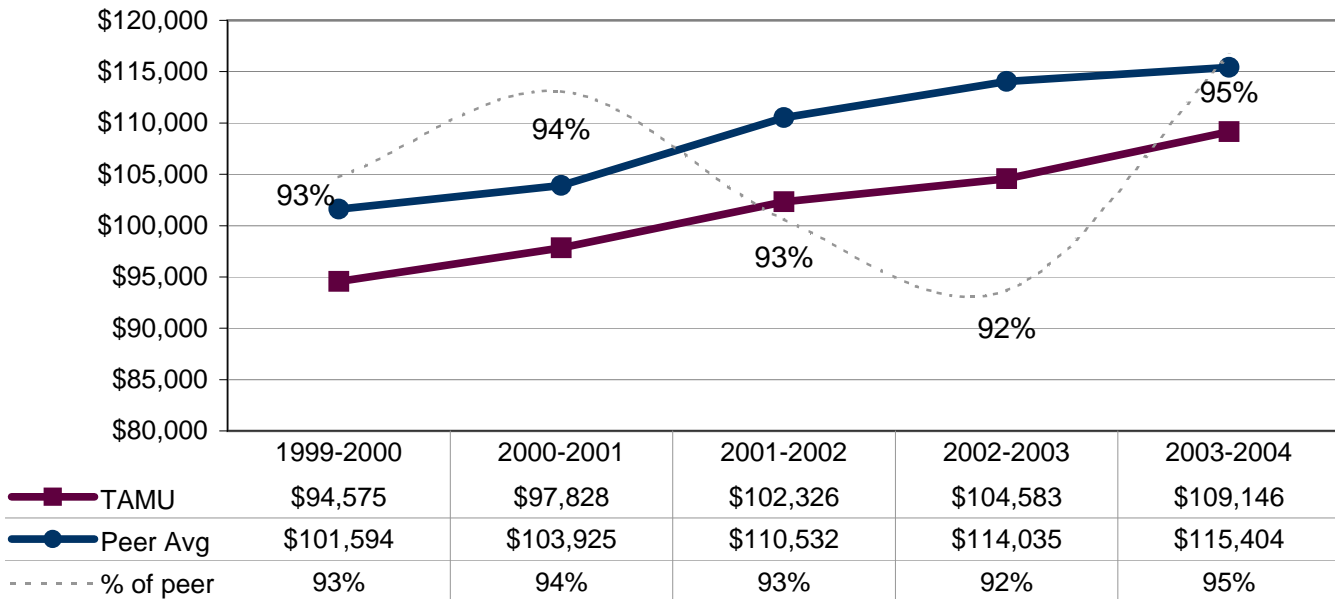
Texas A&M Salaries vs Aggregated College Peer Groups

College of Engineering

All Ranks



Professor

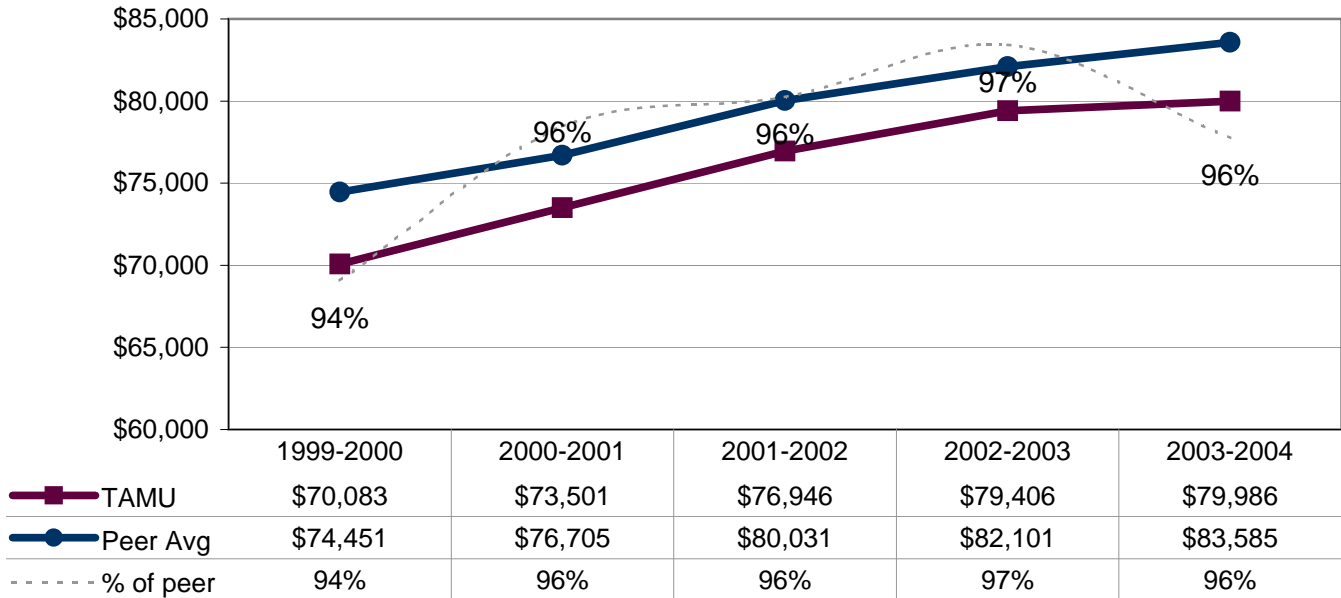


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

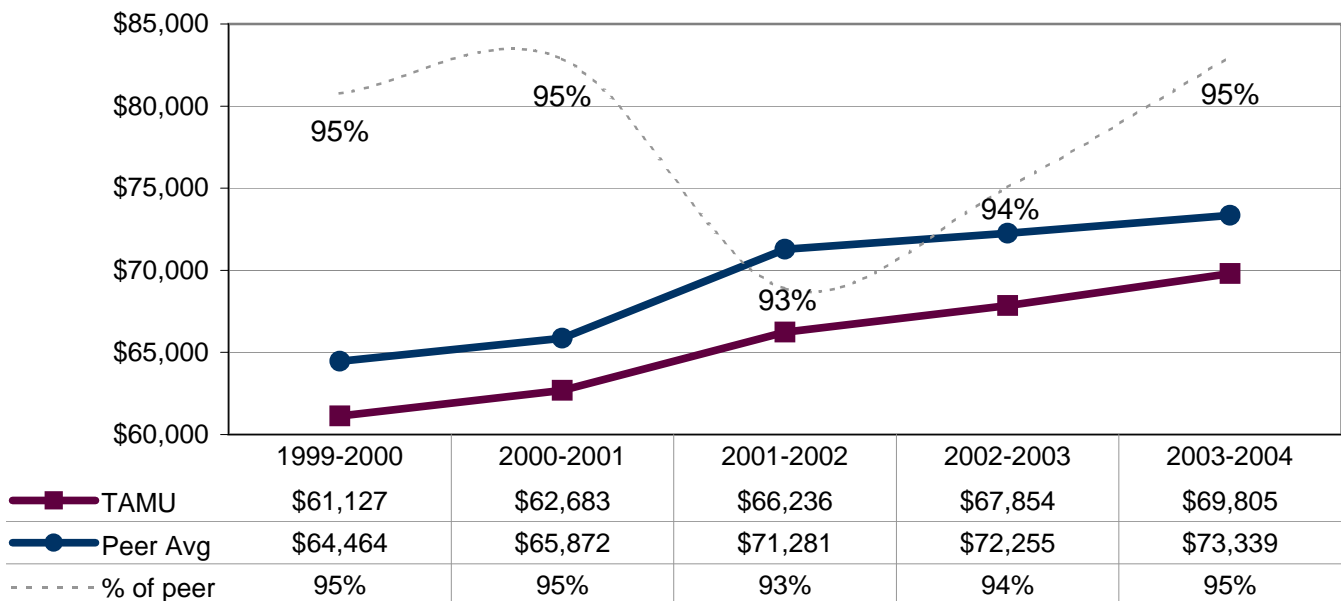
Texas A&M Salaries vs Aggregated College Peer Groups

College of Engineering

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

Texas A&M University
College of Engineering
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AERO	Professor	\$115,927	8	\$116,069	88	1.00
	Assoc Prof	\$81,059	8	\$85,058	39	0.95
	Assist Prof	\$73,998	2	\$69,185	21	1.07
	All Ranks	\$95,771	18	\$97,077 ⁽¹⁾	148	0.99
BMEN	Professor	\$98,489	4	\$125,633	16	0.78
	Assoc Prof	\$69,550	2	\$96,139	10	0.72
	Assist Prof	\$72,086	2	\$74,081	29	0.97
	All Ranks	\$84,654	8	\$105,372 ⁽¹⁾	55	0.80
CHEN	Professor	\$120,747	10	\$121,158	94	1.00
	Assoc Prof	\$74,025	2	\$82,359	34	0.90
	Assist Prof	\$73,013	4	\$70,774	39	1.03
	All Ranks	\$102,973	16	\$103,712 ⁽¹⁾	167	0.99
CPSC	Professor	\$113,579	13	\$120,843	109	0.94
	Assoc Prof	\$88,821	6	\$92,167	56	0.96
	Assist Prof	\$83,566	10	\$83,161	69	1.00
	All Ranks	\$98,107	29	\$101,916 ⁽¹⁾	234	0.96
CVEN	Professor	\$99,671	21	\$108,614	170	0.92
	Assoc Prof	\$77,396	11	\$82,170	101	0.94
	Assist Prof	\$66,586	20	\$69,930	92	0.95
	All Ranks	\$82,234	52	\$88,141 ⁽¹⁾	363	0.93
ELEN	Professor	\$110,746	25	\$117,107	341	0.95
	Assoc Prof	\$86,859	11	\$88,693	116	0.98
	Assist Prof	\$74,606	9	\$78,296	123	0.95
	All Ranks	\$97,679	45	\$102,399 ⁽¹⁾	580	0.95
ETID	Professor	\$94,804	4	\$109,186	21	0.87
	Assoc Prof	\$75,116	8	\$75,917	20	0.99
	Assist Prof	\$59,049	5	\$68,017	13	0.87
	All Ranks	\$75,023	17	\$81,421 ⁽¹⁾	54	0.92
INEN	Professor	\$110,116	10	\$119,764	83	0.92
	Assoc Prof	\$84,401	2	\$82,498	46	1.02
	Assist Prof	\$66,915	5	\$73,923	31	0.91
	All Ranks	\$94,385	17	\$101,897 ⁽¹⁾	160	0.93
MEEN	Professor	\$112,607	27	\$111,331	221	1.01
	Assoc Prof	\$72,083	11	\$82,695	120	0.87
	Assist Prof	\$64,709	6	\$71,157	85	0.91
	All Ranks	\$95,944	44	\$98,693 ⁽¹⁾	426	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 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
NUEN	Professor	\$101,675	6	\$126,770	25	0.80
	Assoc Prof	\$89,082	2	\$87,697	13	1.02
	Assist Prof	\$58,948	4	\$68,141	7	0.87
	All Ranks	\$85,334	12	\$100,715 (1)	45	0.85
PETE	Professor	\$103,703	5	\$105,127	10	0.99
	Assoc Prof	\$82,857	8	\$75,899	2	1.09
	All Ranks	\$90,875	13	\$87,141 (1)	12	1.04
COLLEGE	Professor	\$109,146	133	\$115,404 (1)	1,178	0.95
	Assoc Prof	\$79,986	71	\$83,585 (1)	557	0.96
	Assist Prof	\$69,805	67	\$73,339 (1)	509	0.95
	All Ranks	\$91,780	271	\$96,668 (1)	2,244	0.95

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

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

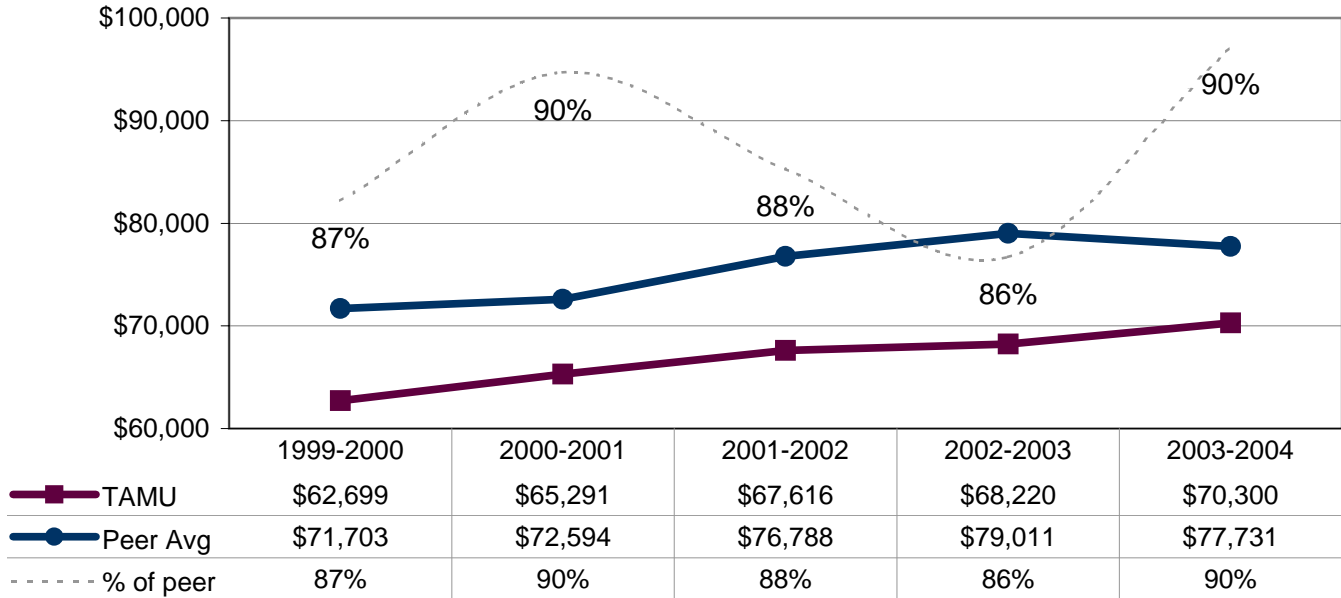
* Institution did not participate in salary study.

4/28/04

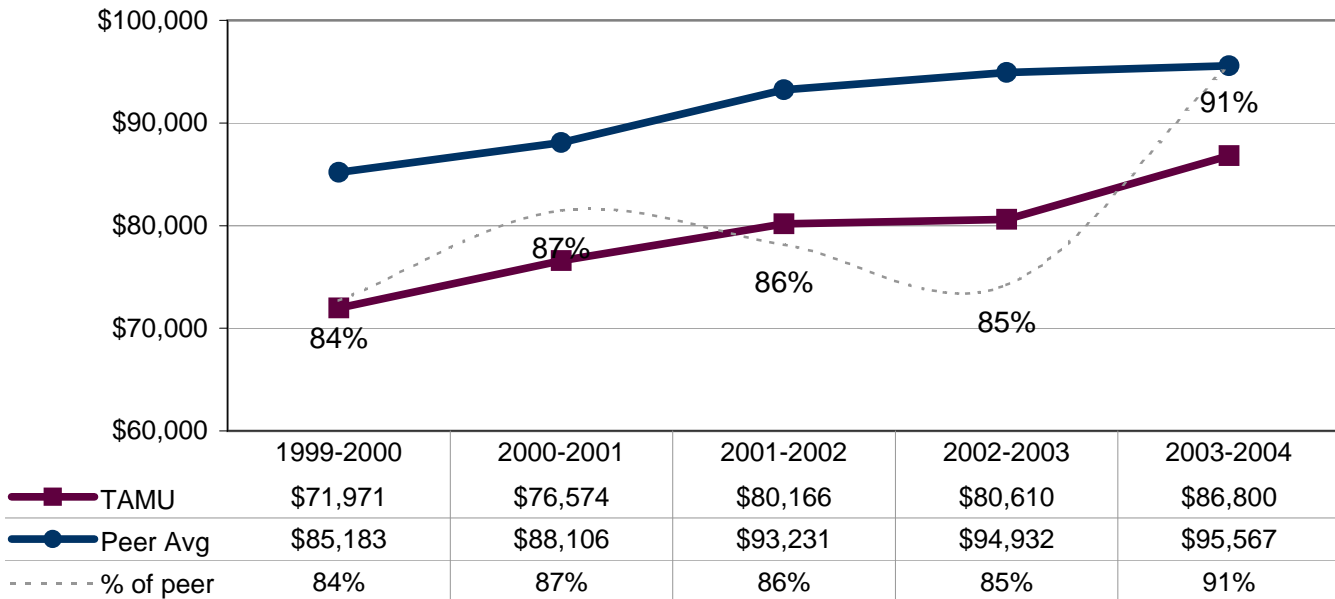
Texas A&M Salaries vs Aggregated College Peer Groups

College of Geosciences

All Ranks



Professor

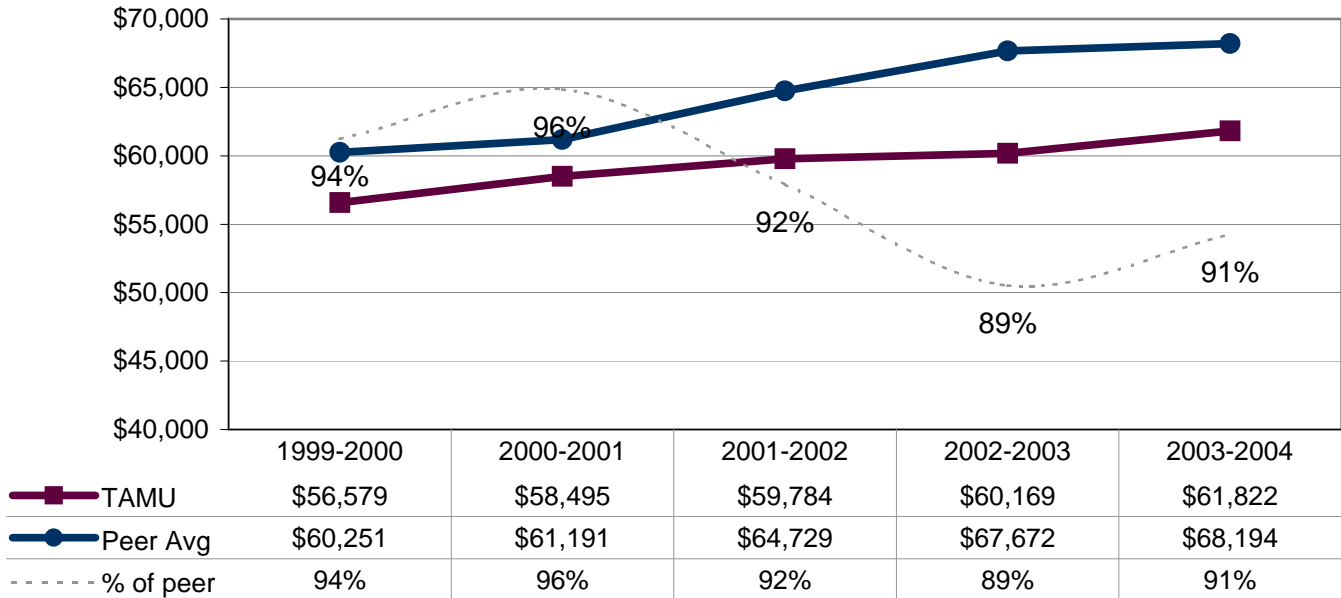


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

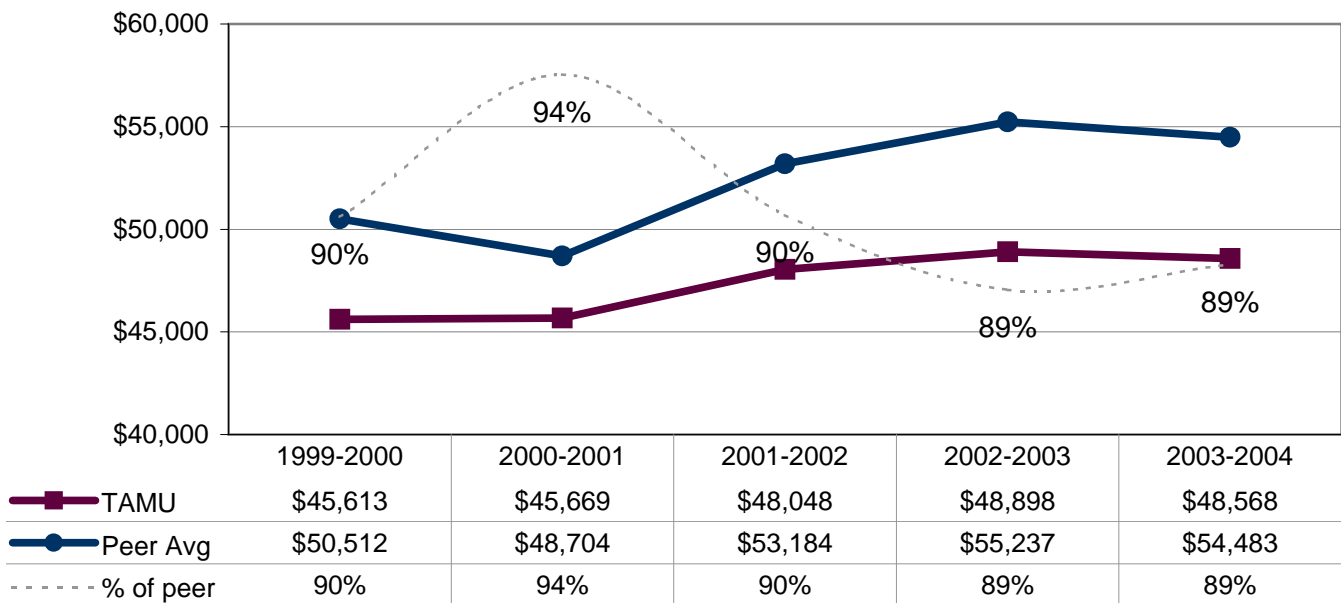
Texas A&M Salaries vs Aggregated College Peer Groups

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, 4/28/2004

Texas A&M University
College of Geosciences
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ATMO	Professor	\$101,038	3	\$109,323	35	0.92
	Assoc Prof	\$65,705	2	\$76,404	6	0.86
	Assist Prof	\$51,194	6	\$55,879	4	0.92
	All Ranks	\$67,426	11	\$74,186 (1)	45	0.91
GEOG	Professor	\$76,165	5	\$88,390	25	0.86
	Assoc Prof	\$57,223	3	\$66,973	13	0.85
	Assist Prof	\$44,199	8	\$52,745	11	0.84
	All Ranks	\$56,630	16	\$66,552 (1)	49	0.85
GEPL	Professor	\$83,013	16	\$93,534	72	0.89
	Assoc Prof	\$66,212	6	\$68,723	17	0.96
	Assist Prof	\$52,131	4	\$61,544	12	0.85
	All Ranks	\$74,385	26	\$82,887 (1)	101	0.90
OCNG	Professor	\$91,875	14	\$97,507	19	0.94
	Assoc Prof	\$56,743	4	\$64,211	10	0.88
	Assist Prof	\$49,555	5	\$49,938	3	0.99
	All Ranks	\$76,565	23	\$81,375 (1)	32	0.94
COLLEGE	Professor	\$86,800	38	\$95,567 (1)	151	0.91
	Assoc Prof	\$61,822	15	\$68,194 (1)	46	0.91
	Assist Prof	\$48,568	23	\$54,483 (1)	30	0.89
	All Ranks	\$70,300	76	\$77,731 (1)	227	0.90

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

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

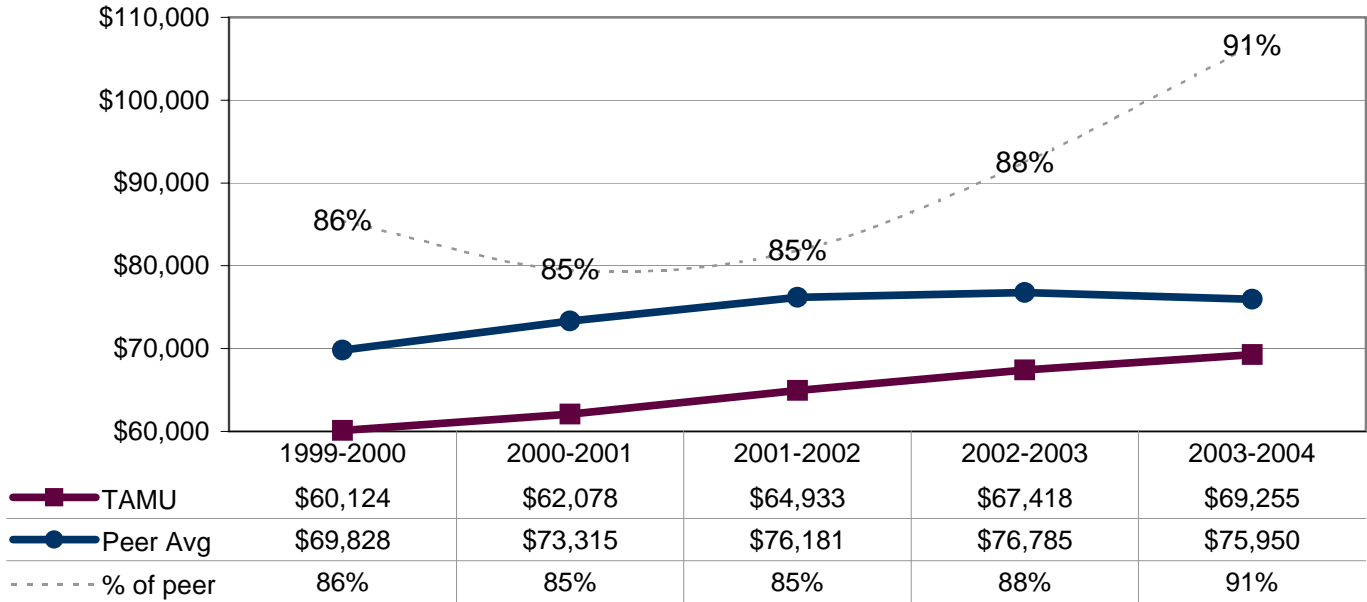
* Institution did not participate in salary study.

4/28/04

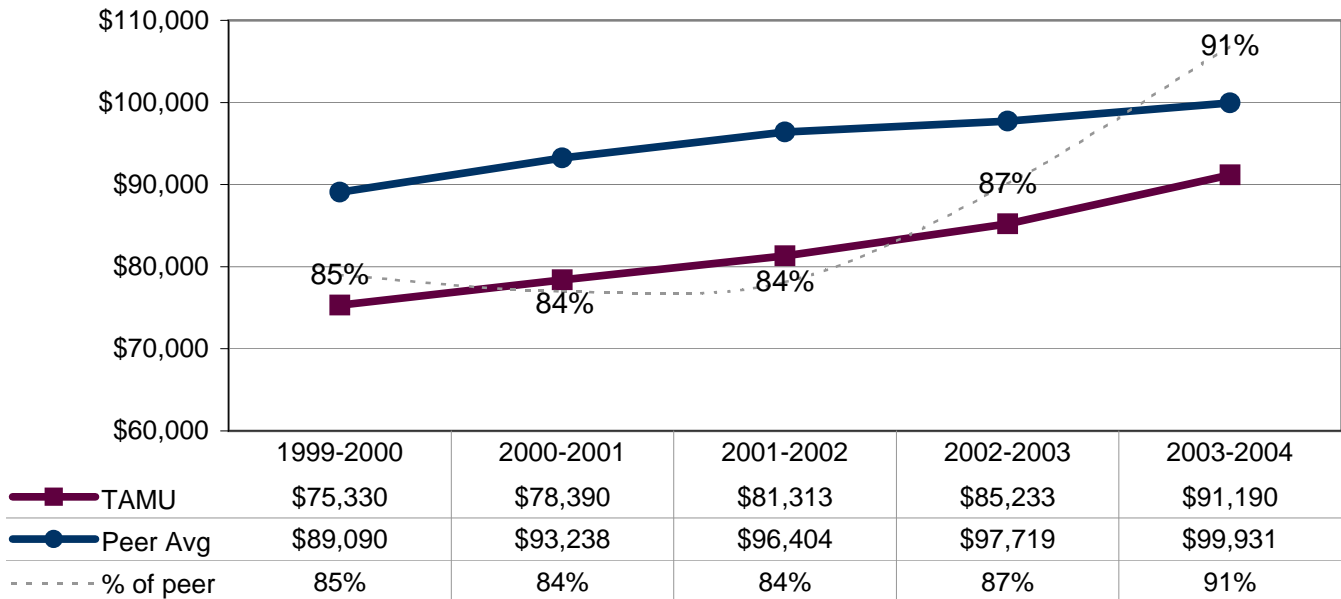
Texas A&M Salaries vs Aggregated College Peer Groups

College of Liberal Arts

All Ranks



Professor

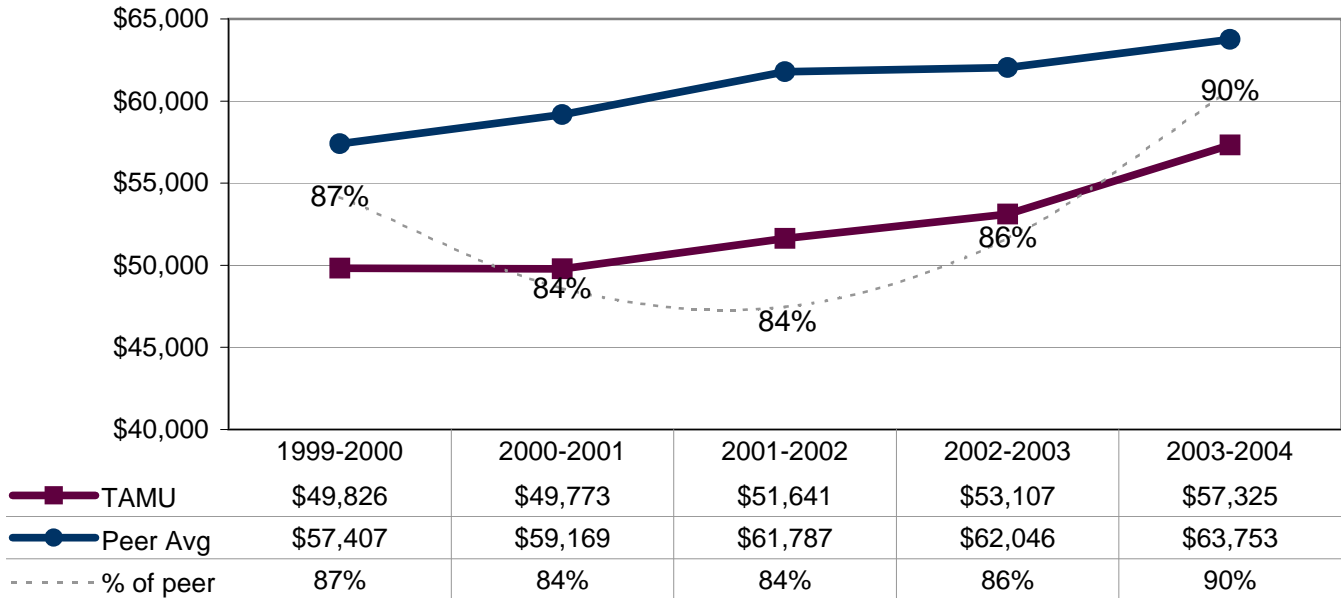


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/30/2004

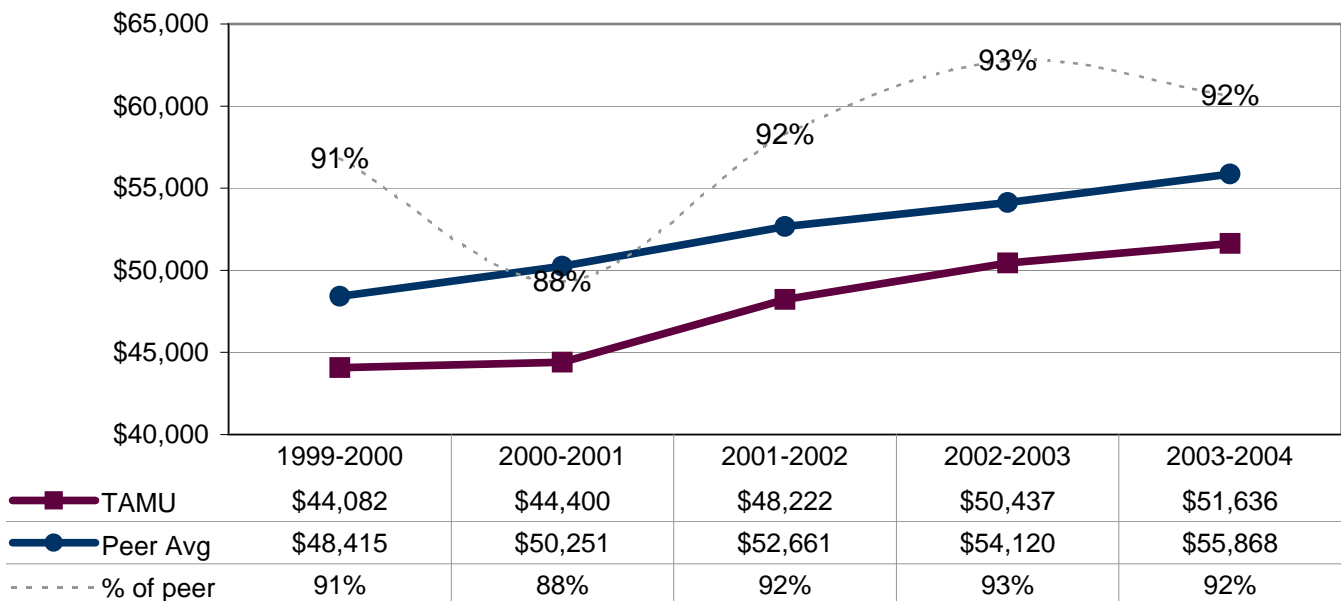
Texas A&M Salaries vs Aggregated College Peer Groups

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, 4/30/2004

Texas A&M University
College of Liberal Arts
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ANTH	Professor	\$71,991	6	\$84,138	68	0.86
	Assoc Prof	\$52,332	8	\$60,899	52	0.86
	Assist Prof	\$46,639	7	\$50,849	39	0.92
	All Ranks	\$56,051	21	\$64,189 (1)	159	0.87
COMM	Professor	\$89,729	7	\$91,444	53	0.98
	Assoc Prof	\$74,276	1	\$60,568	50	1.23
	Assist Prof	\$52,257	7	\$55,063	54	0.95
	All Ranks	\$71,212	15	\$72,408 (1)	157	0.98
ECON	Professor	\$116,448	14	\$129,494	127	0.90
	Assoc Prof	\$96,342	4	\$87,443	43	1.10
	Assist Prof	\$78,321	10	\$74,650	47	1.05
	All Ranks	\$99,959	28	\$103,900 (1)	217	0.96
ENGL	Professor	\$80,851	22	\$93,428	344	0.87
	Assoc Prof	\$54,986	13	\$60,608	210	0.91
	Assist Prof	\$47,493	12	\$51,695	125	0.92
	All Ranks	\$65,180	47	\$73,695 (1)	679	0.88
HIST	Professor	\$84,935	15	\$94,079	167	0.90
	Assoc Prof	\$50,239	16	\$62,811	121	0.80
	Assist Prof	\$45,334	9	\$51,348	62	0.88
	All Ranks	\$62,146	40	\$71,957 (1)	350	0.86
JOUR	Professor	\$76,055	1	\$89,237	39	0.85
	Assoc Prof	\$59,828	5	\$62,953	28	0.95
	Assist Prof	\$40,000	3	\$56,240	15	0.71
	All Ranks	\$55,022	9	\$63,636 (1)	82	0.86
MODL	Professor	\$76,517	10	\$87,994	187	0.87
	Assoc Prof	\$50,949	14	\$60,724	125	0.84
	Assist Prof	\$43,479	7	\$50,622	79	0.86
	All Ranks	\$57,510	31	\$67,239 (1)	391	0.86
PHUM	Professor	\$80,837	6	\$88,357	97	0.91
	Assoc Prof	\$51,130	6	\$59,267	38	0.86
	Assist Prof	\$43,376	5	\$51,384	30	0.84
	All Ranks	\$59,334	17	\$67,215 (1)	165	0.88
POLS	Professor	\$107,154	16	\$103,975	121	1.03
	Assoc Prof	\$65,376	7	\$69,195	74	0.94
	Assist Prof	\$52,195	11	\$57,774	70	0.90
	All Ranks	\$80,772	34	\$81,867 (1)	265	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 Liberal Arts
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
PRFM	Professor	\$73,317	3	\$77,974	246	0.94
	Assoc Prof	\$52,329	3	\$59,356	163	0.88
	Assist Prof	\$47,701	6	\$49,175	93	0.97
	All Ranks	\$55,262	12	\$58,920 (1)	502	0.94
PSYC	Professor	\$101,436	14	\$110,860	223	0.91
	Assoc Prof	\$64,366	8	\$64,866	94	0.99
	Assist Prof	\$55,441	9	\$57,389	75	0.97
	All Ranks	\$78,516	31	\$83,467 (1)	392	0.94
SOC1	Professor	\$88,633	11	\$101,639	88	0.87
	Assoc Prof	\$61,816	6	\$68,205	48	0.91
	Assist Prof	\$49,977	8	\$56,773	58	0.88
	All Ranks	\$69,827	25	\$79,258 (1)	194	0.88
COLLEGE	Professor	\$91,190	125	\$99,931 (1)	1,760	0.91
	Assoc Prof	\$57,325	91	\$63,753 (1)	1,046	0.90
	Assist Prof	\$51,636	94	\$55,868 (1)	747	0.92
	All Ranks	\$69,255	310	\$75,950 (1)	3,553	0.91

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

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 (IN)

UNIVERSITY OF ARIZONA

UNIVERSITY OF ILLINOIS AT URBANA/CHAMPAIGNE

UNIVERSITY OF MICHIGAN

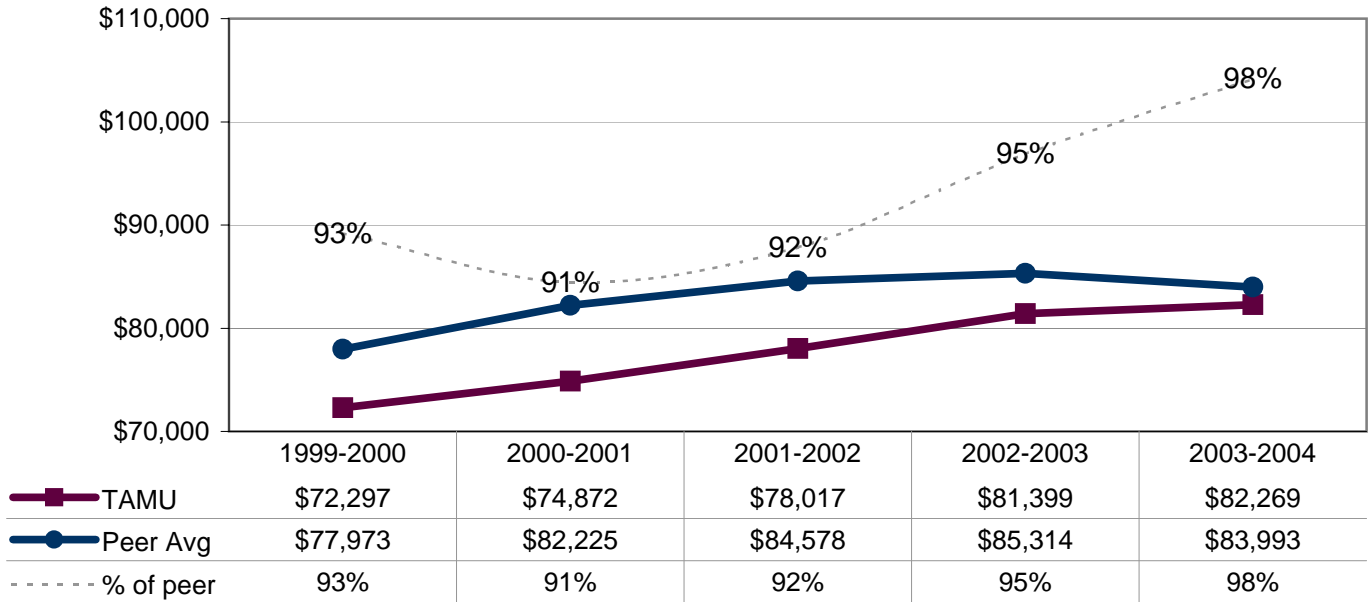
UNIVERSITY OF MISSOURI AT COLUMBIA

* Institution did not participate in salary study.

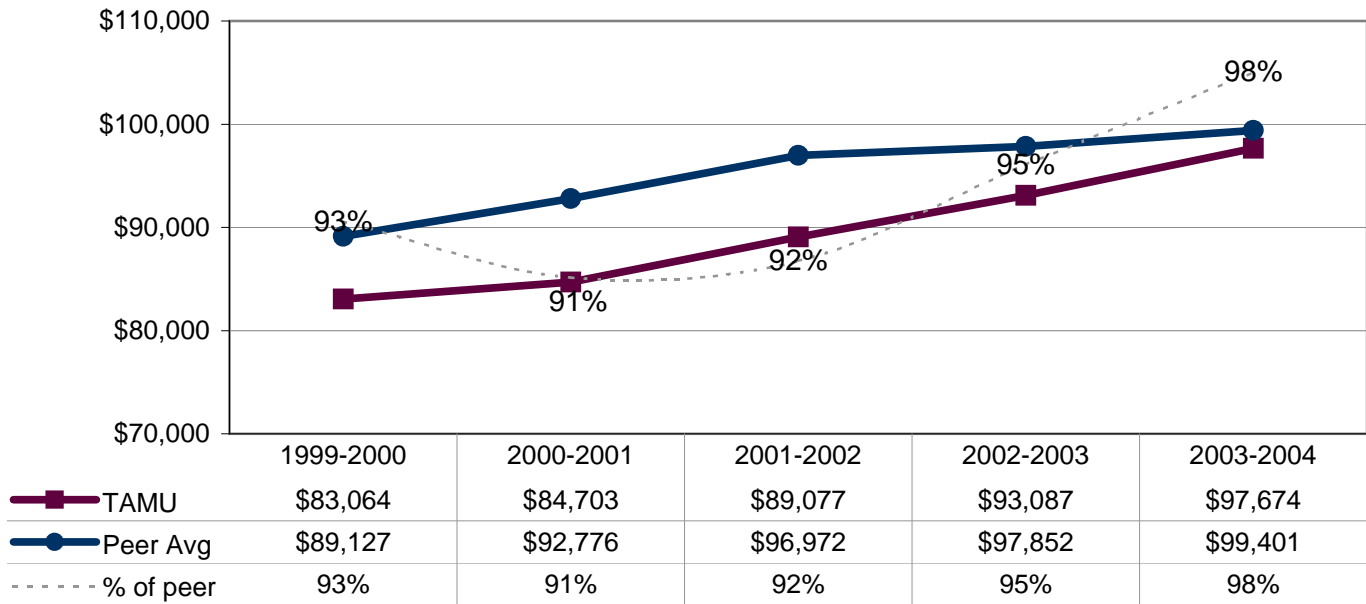
Texas A&M Salaries vs Aggregated College Peer Groups

College of Science

All Ranks



Professor

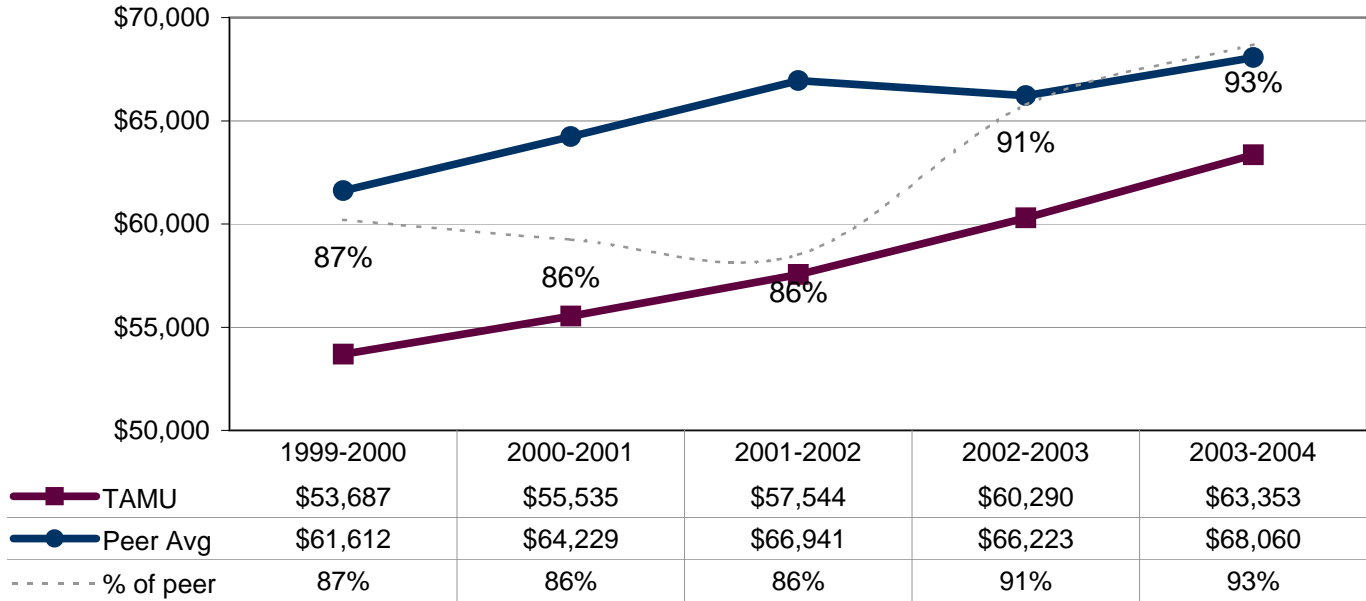


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

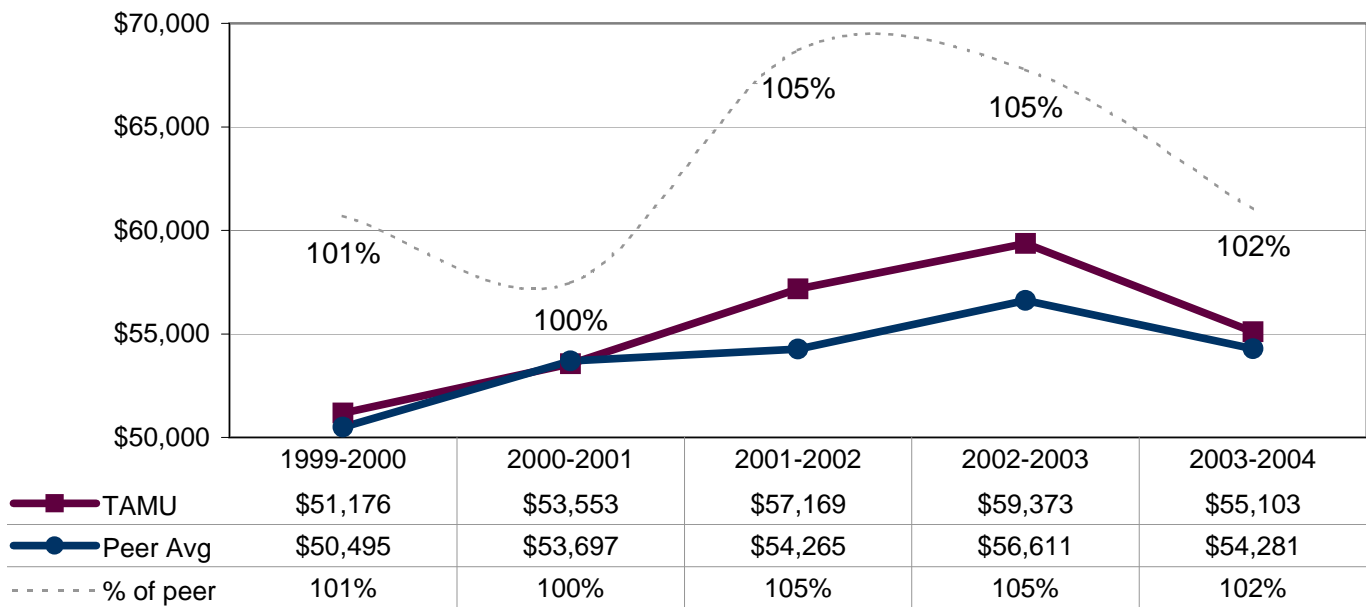
Texas A&M Salaries vs Aggregated College Peer Groups

College of Science

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 4/28/2004

Texas A&M University
College of Science
Salaries for 2003-2004

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
BIOL	Professor	\$85,892	13	\$91,494	163	0.94
	Assoc Prof	\$59,908	13	\$67,470	74	0.89
	Assist Prof	\$57,764	5	\$57,627	72	1.00
	All Ranks	\$70,459	31	\$75,957 ⁽¹⁾	309	0.93
CHEM	Professor	\$104,384	35	\$106,821	198	0.98
	Assoc Prof	\$76,717	4	\$70,259	47	1.09
	Assist Prof	\$60,975	4	\$58,126	58	1.05
	All Ranks	\$97,772	43	\$98,890 ⁽¹⁾	303	0.99
MATH	Professor	\$96,292	36	\$94,607	292	1.02
	Assoc Prof	\$60,371	17	\$67,186	116	0.90
	Assist Prof	\$50,419	29	\$51,374	141	0.98
	All Ranks	\$72,622	82	\$73,632 ⁽¹⁾	549	0.99
PHYS	Professor	\$94,417	33	\$99,757	247	0.95
	Assoc Prof	\$67,162	4	\$70,316	57	0.96
	Assist Prof	\$66,490	5	\$58,668	68	1.13
	All Ranks	\$88,497	42	\$92,062 ⁽¹⁾	372	0.96
STAT	Professor	\$102,708	15	\$99,663	77	1.03
	Assoc Prof	\$76,750	2	\$70,420	32	1.09
	Assist Prof	\$65,625	4	\$61,842	49	1.06
	All Ranks	\$93,172	21	\$89,674 ⁽¹⁾	158	1.04
COLLEGE	Professor	\$97,674	132	\$99,401 ⁽¹⁾	977	0.98
	Assoc Prof	\$63,353	40	\$68,060 ⁽¹⁾	326	0.93
	Assist Prof	\$55,103	47	\$54,281 ⁽¹⁾	388	1.02
	All Ranks	\$82,269	219	\$83,993 ⁽¹⁾	1,691	0.98

* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution