

TEXAS A&M UNIVERSITY

Faculty Salary Study Nine Month Salaries

2002–2003

2003–2004

2004–2005

2005–2006

2006–2007



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

TABLE OF CONTENTS

STUDY CHARACTERISTICS AND LIMITATIONS	3
UNIVERSITY SUMMARY	5
COLLEGE SUMMARIES:	
AGRICULTURE & LIFE SCIENCES	9
ARCHITECTURE	13
BUSINESS ADMINISTRATION	16
EDUCATION	19
ENGINEERING	22
GEOSCIENCES.....	26
LIBERAL ARTS	29
SCIENCE	33
VETERINARY MEDICINE	36
APPENDIX A:	
LISTING OF PEER PARTICIPATION FOR EACH COLLEGE FOR THE LAST 5 YEARS	39
APPENDIX B:	
LISTING OF PEER CIP CODES INCLUDED IN DEPARTMENTAL COMPARISONS.....	41

TEXAS A&M FACULTY SALARY STUDY CHARACTERISTICS AND LIMITATIONS

DATA SOURCE

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

WHICH TEXAS A&M FACULTY ARE INCLUDED/EXCLUDED

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

COMPARING TEXAS A&M DEPARTMENTS TO PEER GROUP PROGRAMS

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

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

IMPORTANT SOURCES OF VARIATION IN DATA FROM YEAR TO YEAR.

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

CHANGES IN 2005

- Due to the change in survey requirements this year, all Texas A&M departments were submitted using CIP 2000 codes, instead of the CIP 1990 codes used in the past. The peer group file, created by OSU, also contained only CIP 2000 codes. This resulted in some CIP codes being deleted, some being consolidated and others being added. Some became too general and were thus dropped from the analysis. For more on CIP codes, see *Appendix B* and <http://nces.ed.gov/pubs2002/cip2000/>
- Peer study for the College of Veterinary Medicine was done as a pilot after the 2003–2004 edition of *TAMU Faculty Salary Study* was completed. Therefore Veterinary Medicine was not included in the University total of that study. Veterinary Medicine was included in the 2004–2005 edition for the first time.
- The individual departments in the College of Veterinary Medicine currently do not have enough *comparable* peer data for each program to be compared individually. Therefore Veterinary Medicine is evaluated only at college level.
- College of Engineering and College of Science have changed their respective groups of peers. To see the changes, please refer to *Appendix A*.

Texas A&M University
University Summary
Salaries for 2006-2007

College	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
Agriculture & Life Sciences	Professor	\$91,616	151	\$96,460	(1) 1,160	0.95
	Assoc Prof	\$65,350	67	\$68,770	(1) 565	0.95
	Assist Prof	\$57,236	58	\$59,668	(1) 469	0.96
	All Ranks	\$78,015	276	\$82,006	(1) 2,194	0.95
Architecture	Professor	\$97,833	29	\$102,856	(1) 126	0.95
	Assoc Prof	\$69,612	30	\$77,398	(1) 154	0.90
	Assist Prof	\$56,905	25	\$59,703	(1) 108	0.95
	All Ranks	\$75,573	84	\$80,921	(1) 388	0.93
Business Administration	Professor	\$161,156	50	\$173,401	(1) 329	0.93
	Assoc Prof	\$145,113	26	\$132,715	(1) 178	1.09
	Assist Prof	\$126,854	19	\$129,206	(1) 250	0.98
	All Ranks	\$149,905	95	\$153,427	(1) 757	0.98
Education	Professor	\$100,896	41	\$100,506	(1) 293	1.00
	Assoc Prof	\$71,390	38	\$72,681	(1) 250	0.98
	Assist Prof	\$64,108	34	\$60,844	(1) 191	1.05
	All Ranks	\$79,905	113	\$79,215	(1) 734	1.01
Engineering	Professor	\$120,067	149	\$134,161	(1) 951	0.89
	Assoc Prof	\$87,719	73	\$93,791	(1) 406	0.94
	Assist Prof	\$76,632	112	\$81,514	(1) 399	0.94
	All Ranks	\$98,432	334	\$107,683	(1) 1,756	0.91
Geosciences	Professor	\$94,806	44	\$109,407	(1) 212	0.87
	Assoc Prof	\$67,419	24	\$76,927	(1) 79	0.88
	Assist Prof	\$57,417	19	\$64,771	(1) 73	0.89
	All Ranks	\$79,086	87	\$90,699	(1) 364	0.87
Liberal Arts	Professor	\$102,647	136	\$113,276	(1) 1,718	0.91
	Assoc Prof	\$65,543	98	\$71,701	(1) 1,066	0.91
	Assist Prof	\$58,196	86	\$61,960	(1) 835	0.94
	All Ranks	\$79,337	320	\$86,752	(1) 3,619	0.91
Science	Professor	\$112,359	140	\$116,386	(1) 1,244	0.97
	Assoc Prof	\$74,316	45	\$79,263	(1) 335	0.94
	Assist Prof	\$67,873	48	\$67,004	(1) 457	1.01
	All Ranks	\$95,847	233	\$99,043	(1) 2,036	0.97
Veterinary Medicine	Professor	\$93,170	60	\$106,214	(1) 249	0.88
	Assoc Prof	\$71,184	36	\$83,145	(1) 219	0.86
	Assist Prof	\$62,322	25	\$71,828	(1) 161	0.87
	All Ranks	\$80,255	121	\$92,246	(1) 629	0.87

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

Texas A&M University
University Summary
Salaries for 2006-2007

College	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
Texas A&M University	Professor	\$107,760	800	\$116,519	(1) 6,282	0.92
	Assoc Prof	\$76,211	437	\$81,057	(1) 3,252	0.94
	Assist Prof	\$67,668	426	\$70,839	(1) 2,943	0.96
	All Ranks	\$89,199	1,663	\$95,499	(1) 12,477	0.93

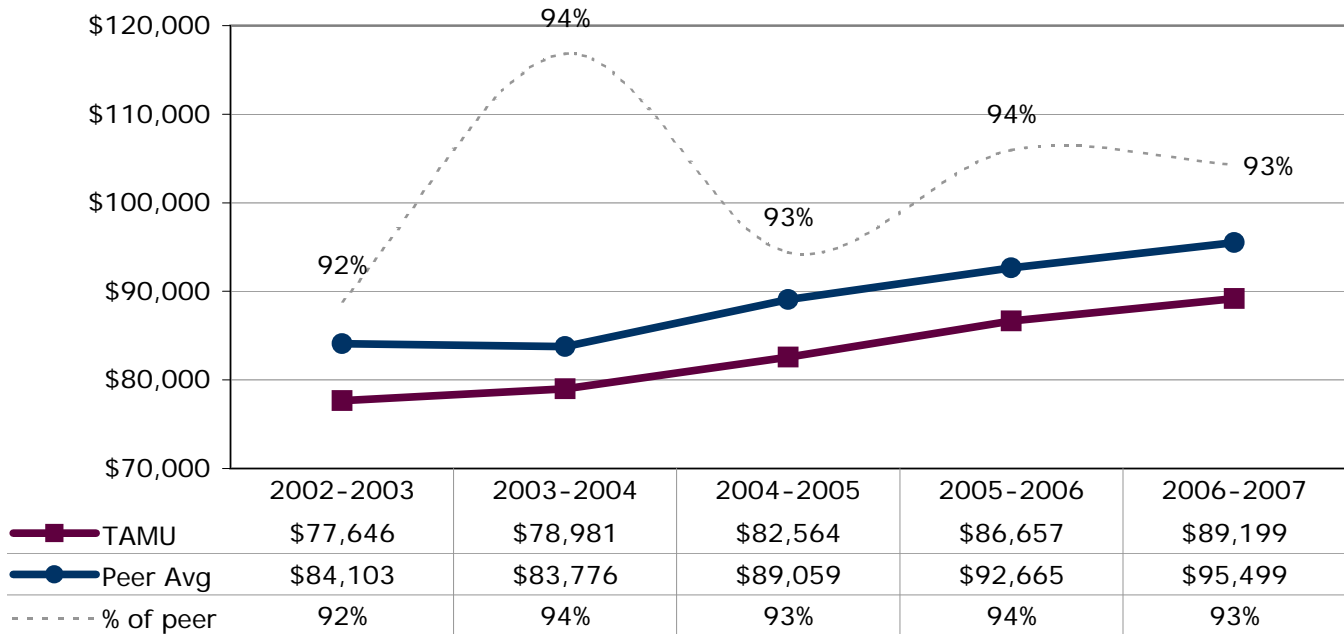
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

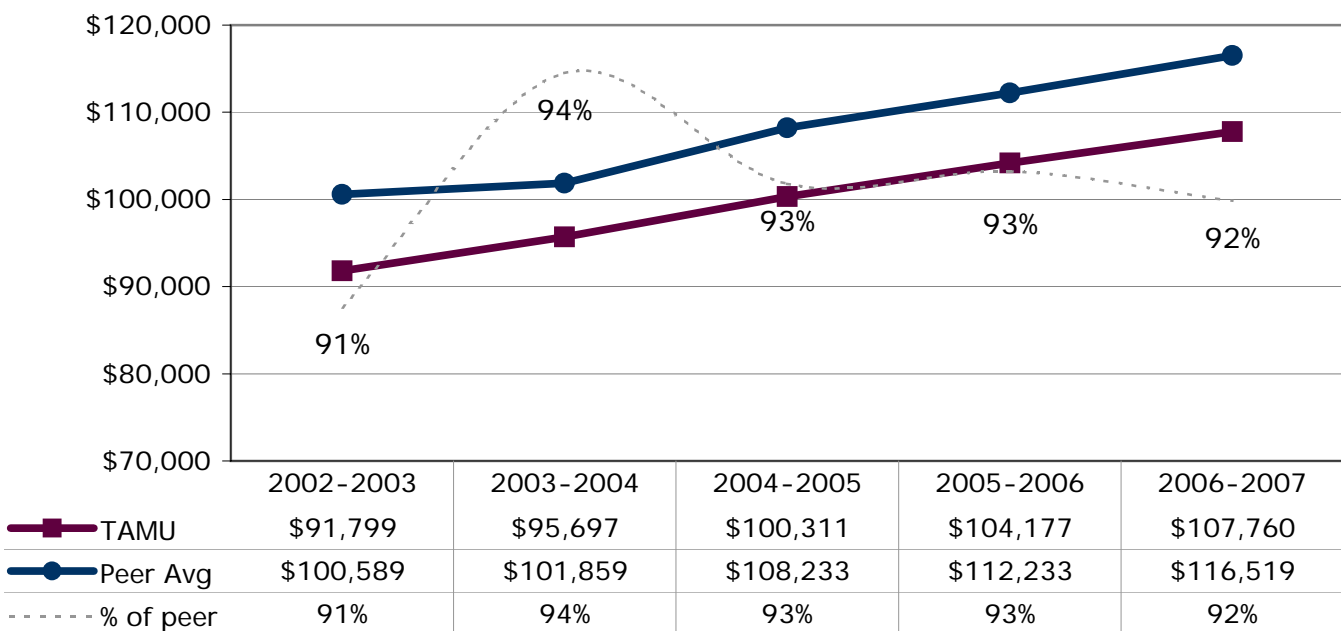
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

All Ranks



Professor

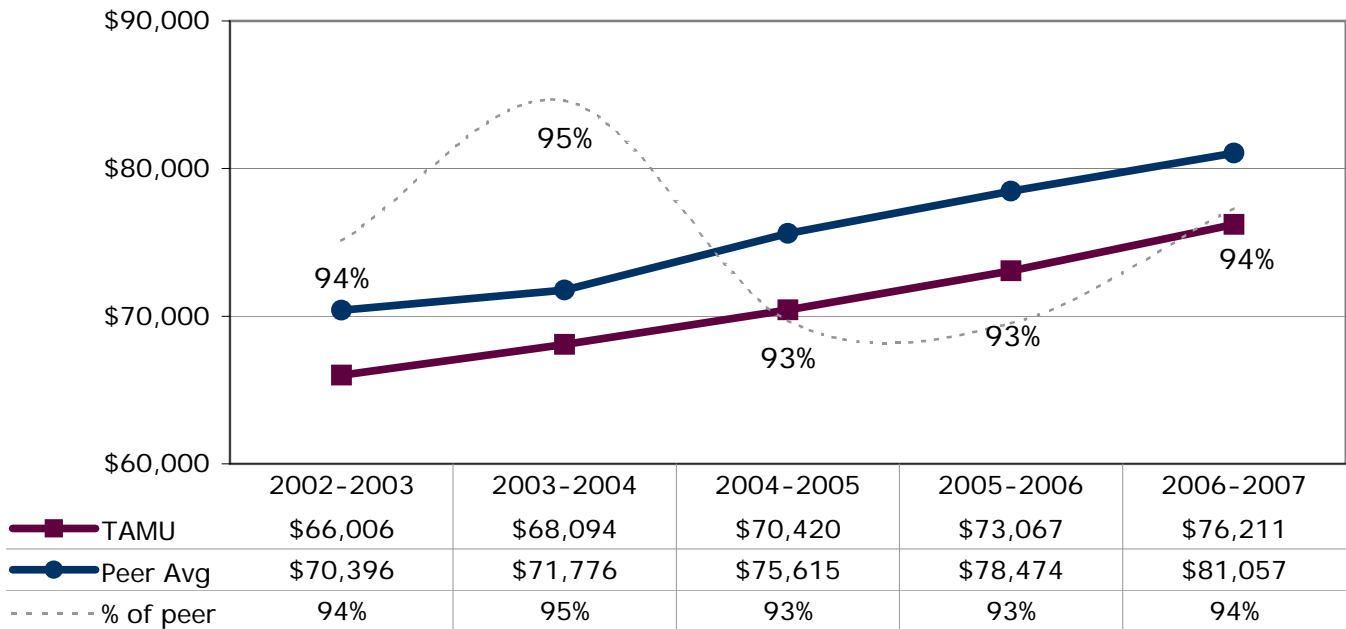


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

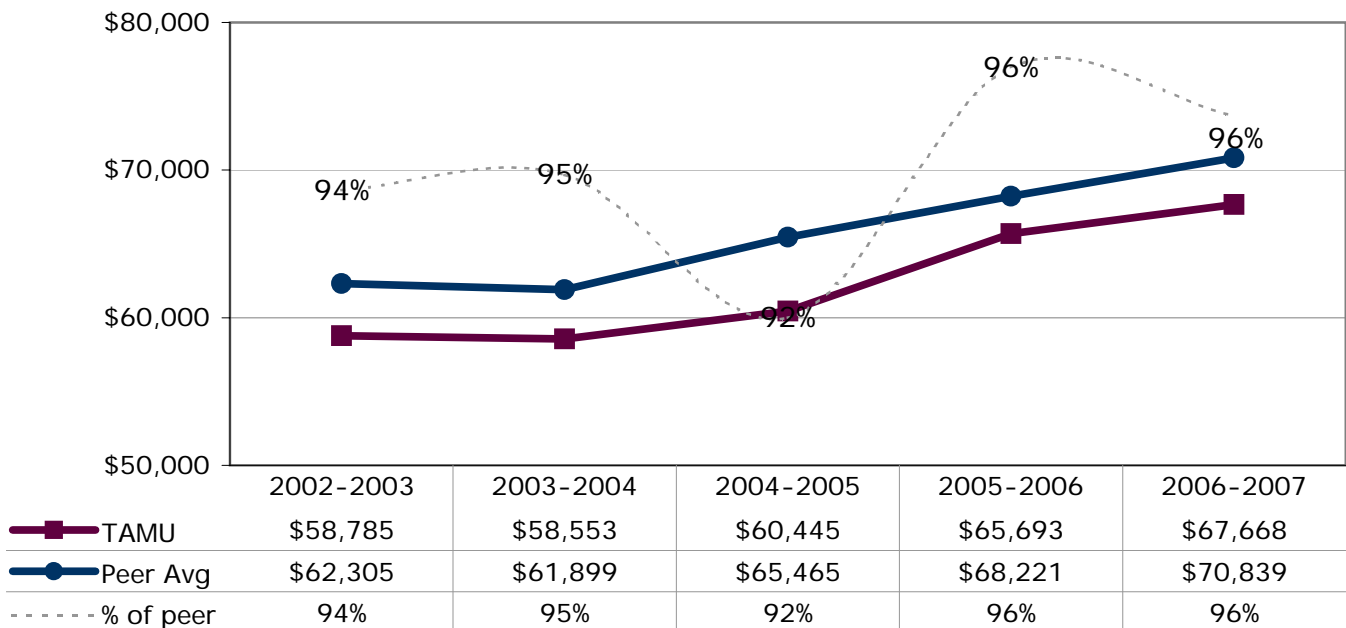
Texas A&M Salaries vs Aggregated College Peer Groups

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, 5/2/2007

Texas A&M University
College of Agriculture & Life Sciences
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AGEC	Professor	\$95,070	23	\$106,979	155	0.89
	Assoc Prof	\$72,183	2	\$80,061	41	0.90
	Assist Prof	\$62,643	3	\$77,635	46	0.81
	All Ranks	\$89,961	28	\$101,912 ⁽¹⁾	242	0.88
ALEC	Professor	\$87,277	4	\$103,502	22	0.84
	Assoc Prof	\$71,262	6	\$78,494	18	0.91
	Assist Prof	\$54,394	6	\$58,142	18	0.94
	All Ranks	\$68,940	16	\$77,114 ⁽¹⁾	58	0.89
ANSC	Professor	\$84,171	14	\$96,216	136	0.87
	Assoc Prof	\$69,707	9	\$73,453	72	0.95
	Assist Prof	\$56,881	7	\$58,670	60	0.97
	All Ranks	\$73,464	30	\$80,626 ⁽¹⁾	268	0.91
BAEN	Professor	\$101,345	14	\$104,046	81	0.97
	Assoc Prof	\$62,599	3	\$78,747	46	0.79
	Assist Prof	\$63,122	2	\$69,244	34	0.91
	All Ranks	\$91,204	19	\$96,388 ⁽¹⁾	161	0.95
BCBP	Professor	\$111,071	13	\$118,782	95	0.94
	Assoc Prof	\$62,764	7	\$74,032	37	0.85
	Assist Prof	\$60,121	7	\$64,553	42	0.93
	All Ranks	\$85,338	27	\$93,121 ⁽¹⁾	174	0.92
ENTO	Professor	\$94,806	12	\$94,716	121	1.00
	Assoc Prof	\$62,395	5	\$68,437	55	0.91
	Assist Prof	\$54,037	4	\$57,911	44	0.93
	All Ranks	\$79,324	21	\$81,449 ⁽¹⁾	220	0.97
FRSC	Professor	\$94,173	2	\$92,686	80	1.02
	Assoc Prof	\$60,308	6	\$69,465	57	0.87
	Assist Prof	\$50,614	1	\$58,281	44	0.87
	All Ranks	\$66,756	9	\$73,383 ⁽¹⁾	181	0.91
HRSC	Professor	\$101,022	9	\$89,163	147	1.13
	Assoc Prof	\$69,394	6	\$69,705	77	1.00
	Assist Prof	\$53,103	3	\$60,031	57	0.88
	All Ranks	\$82,493	18	\$77,822 ⁽¹⁾	281	1.06
NFSC	Professor	\$100,199	4	\$105,308	55	0.95
	Assoc Prof	\$74,660	1	\$74,319	34	1.00
	Assist Prof	\$73,500	2	\$58,527	19	1.26
	All Ranks	\$88,922	7	\$87,515 ⁽¹⁾	108	1.02

* 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 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
PLPM	Professor	\$82,880	10	\$94,156	76	0.88
	Assoc Prof	\$60,000	1	\$69,486	25	0.86
	Assist Prof	\$56,818	5	\$61,232	24	0.93
	All Ranks	\$73,306	16	\$82,325 (1)	125	0.89
POSC	Professor	\$91,171	3	\$86,800	16	1.05
	Assoc Prof	\$67,844	3	\$69,006	6	0.98
	Assist Prof	\$52,828	2	\$65,240	4	0.81
	All Ranks	\$72,838	8	\$74,737 (1)	26	0.97
RLEM	Professor	\$78,858	7			
	Assoc Prof	\$67,519	4			
	Assist Prof	\$63,987	2			
	All Ranks	\$73,081	13		(1)	
RPTS	Professor	\$95,012	6	\$97,332	24	0.98
	Assoc Prof	\$62,760	6	\$73,589	34	0.85
	Assist Prof	\$57,076	6	\$60,167	23	0.95
	All Ranks	\$71,616	18	\$77,029 (1)	81	0.93
SCSC	Professor	\$75,384	17	\$95,215	74	0.79
	Assoc Prof	\$57,854	1	\$70,122	19	0.83
	Assist Prof	\$52,811	6	\$61,376	24	0.86
	All Ranks	\$69,010	24	\$85,710 (1)	117	0.81
WFSC	Professor	\$85,786	13	\$107,137	78	0.80
	Assoc Prof	\$59,876	7	\$74,467	44	0.80
	Assist Prof	\$55,013	2	\$62,489	30	0.88
	All Ranks	\$74,744	22	\$92,683 (1)	152	0.81
COLLEGE	Professor	\$91,616	151	\$96,460 (1)	1,160	0.95
	Assoc Prof	\$65,350	67	\$68,770 (1)	565	0.95
	Assist Prof	\$57,236	58	\$59,668 (1)	469	0.96
	All Ranks	\$78,015	276	\$82,006 (1)	2,194	0.95

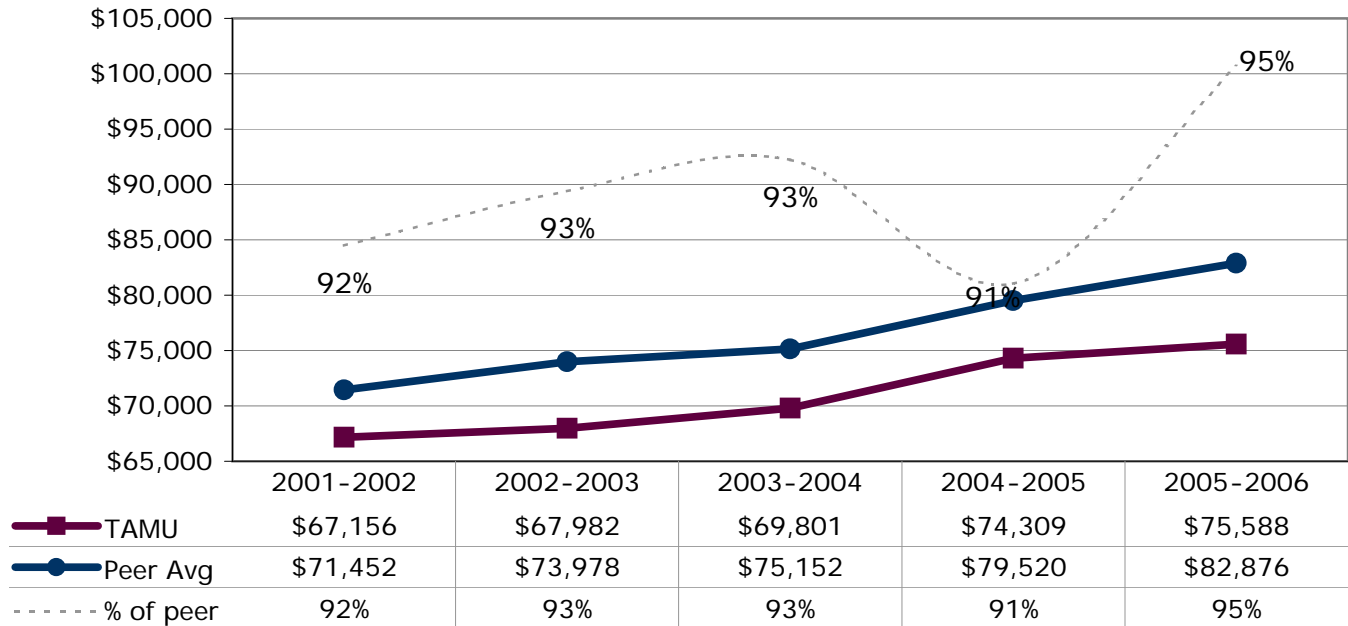
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

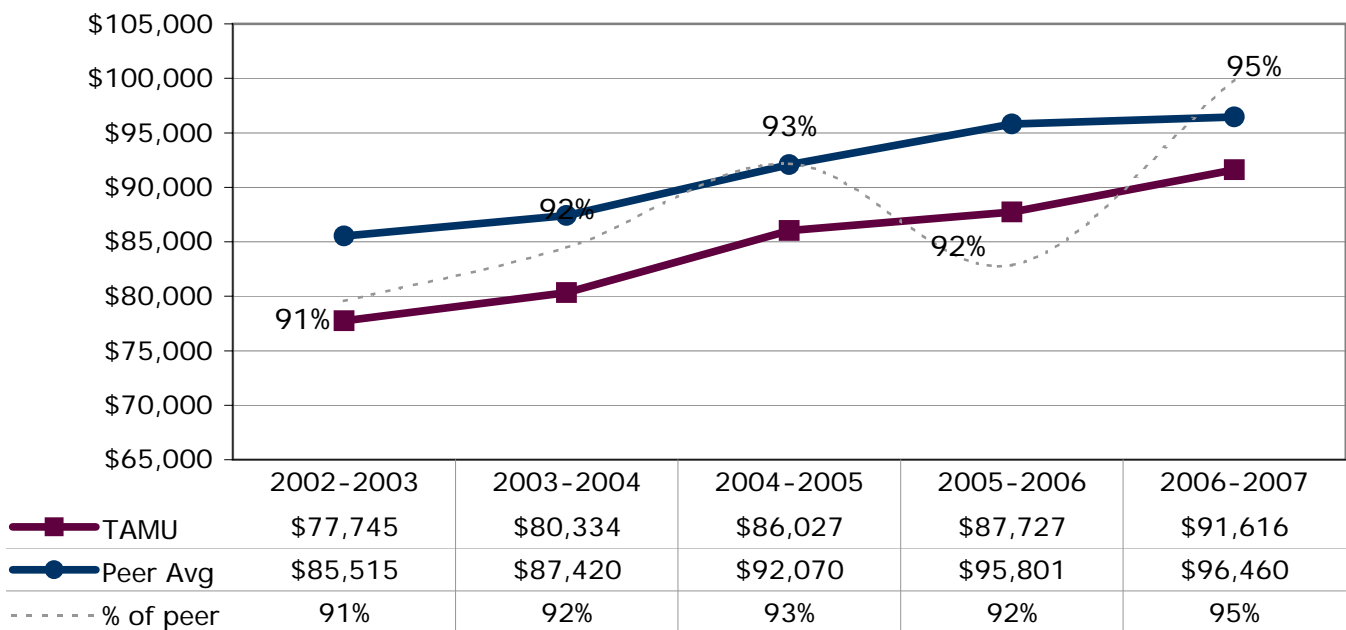
Texas A&M Salaries vs Aggregated College Peer Groups

College of Agriculture & Life Sciences

All Ranks



Professor

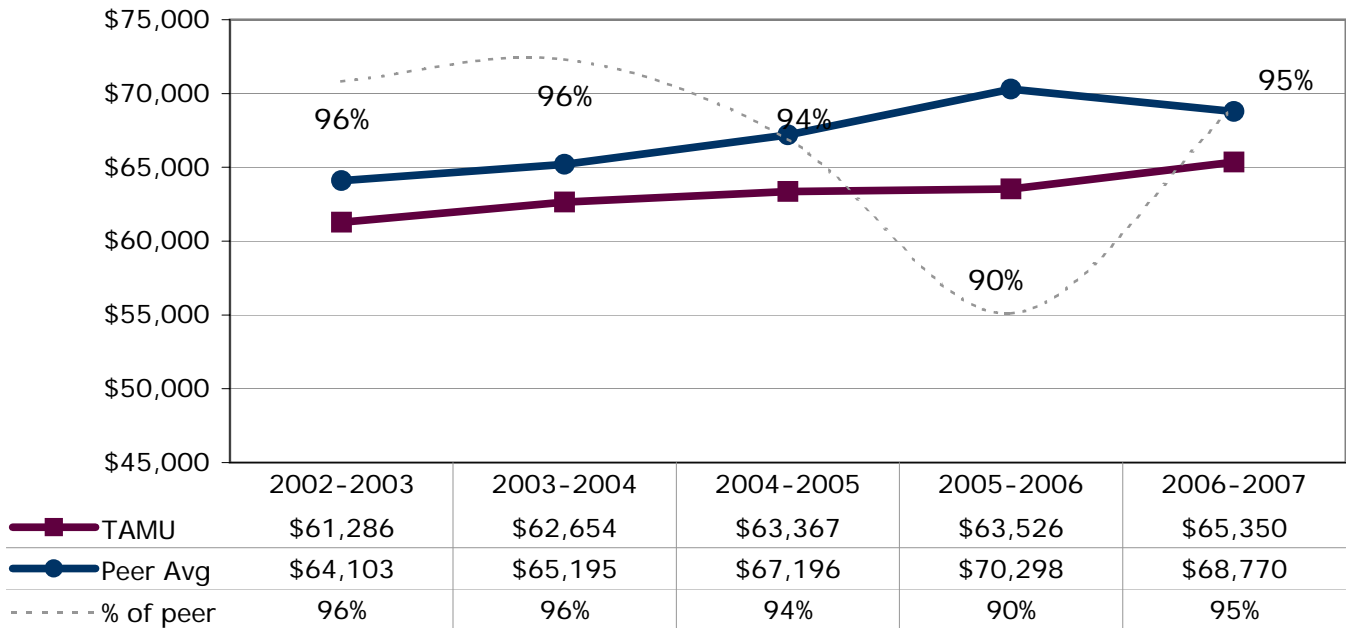


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

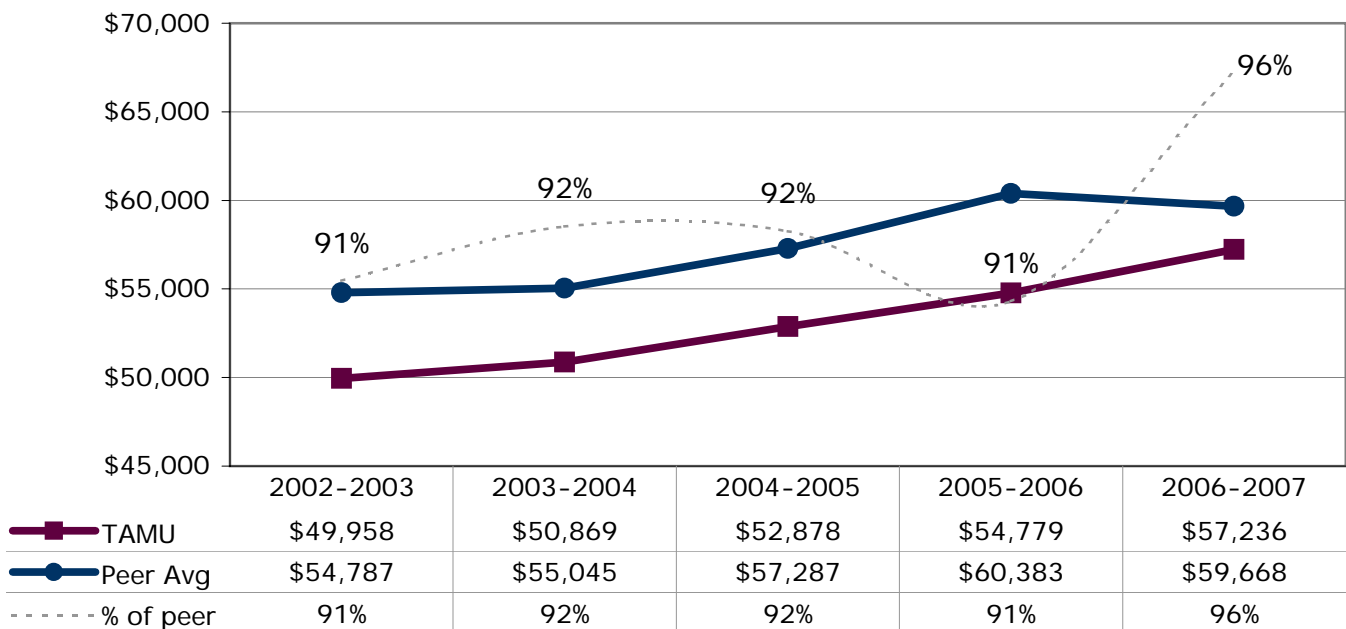
Texas A&M Salaries vs Aggregated College Peer Groups

College of Agriculture & Life Sciences

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

Texas A&M University
College of Architecture
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ARCH	Professor	\$93,982	17	\$101,601	89	0.93
	Assoc Prof	\$73,375	13	\$75,821	104	0.97
	Assist Prof	\$55,519	8	\$59,619	70	0.93
	All Ranks	\$78,835	38	\$83,943 (1)	263	0.94
COSC	Professor	\$95,452	4	\$106,919	8	0.89
	Assoc Prof	\$61,002	8	\$85,938	8	0.71
	Assist Prof	\$58,393	7	\$61,465	3	0.95
	All Ranks	\$67,293	19	\$81,339 (1)	19	0.83
LAUP	Professor	\$107,207	8	\$103,491	29	1.04
	Assoc Prof	\$71,830	9	\$72,086	42	1.00
	Assist Prof	\$56,972	10	\$58,536	35	0.97
	All Ranks	\$76,809	27	\$76,373 (1)	106	1.01
COLLEGE	Professor	\$97,833	29	\$102,856 (1)	126	0.95
	Assoc Prof	\$69,612	30	\$77,398 (1)	154	0.90
	Assist Prof	\$56,905	25	\$59,703 (1)	108	0.95
	All Ranks	\$75,573	84	\$80,921 (1)	388	0.93

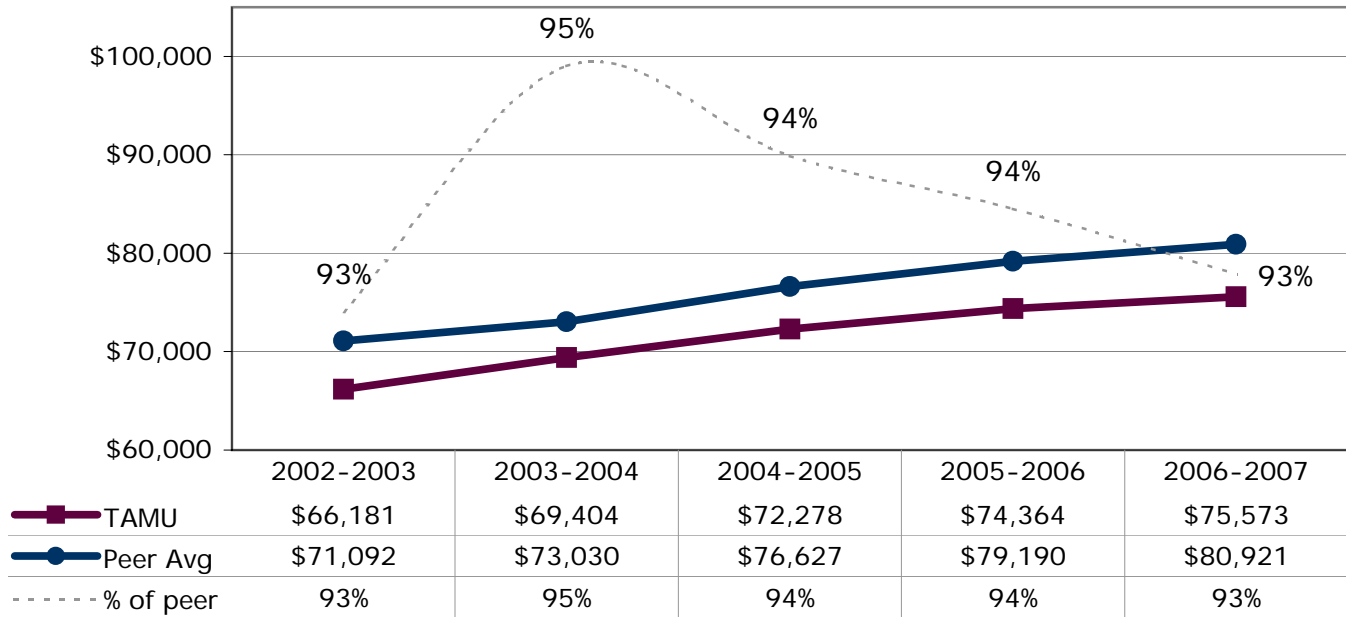
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

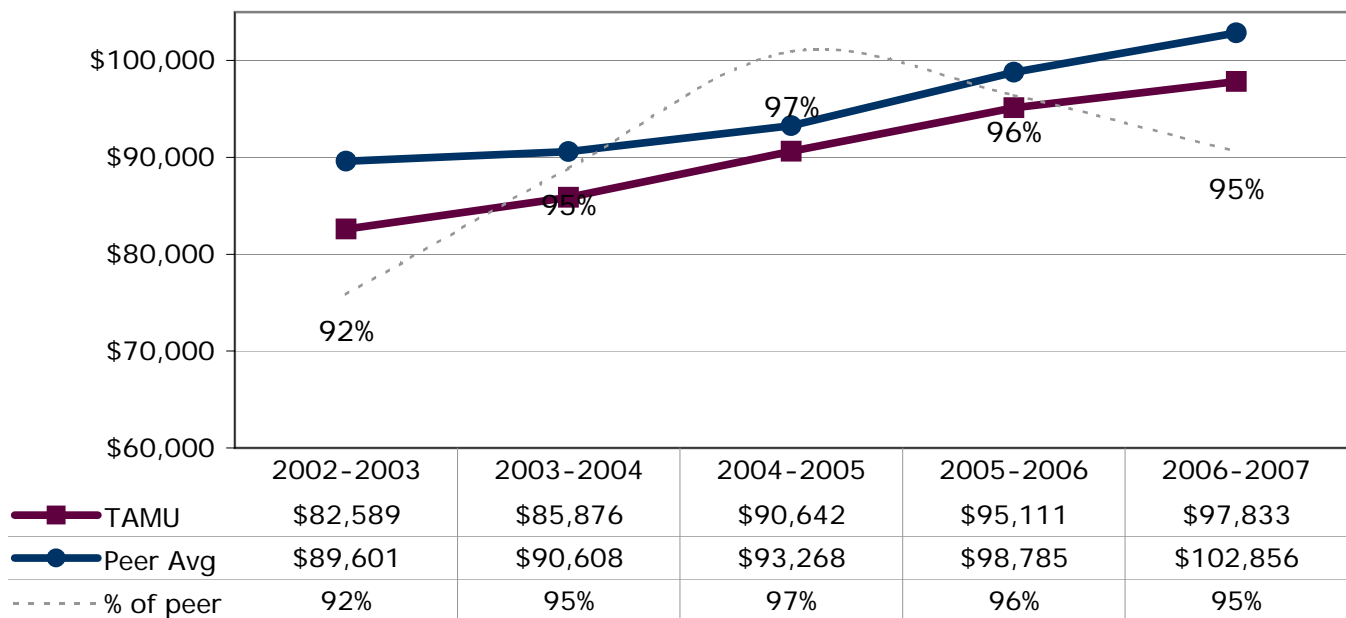
Texas A&M Salaries vs Aggregated College Peer Groups

College of Architecture

All Ranks



Professor

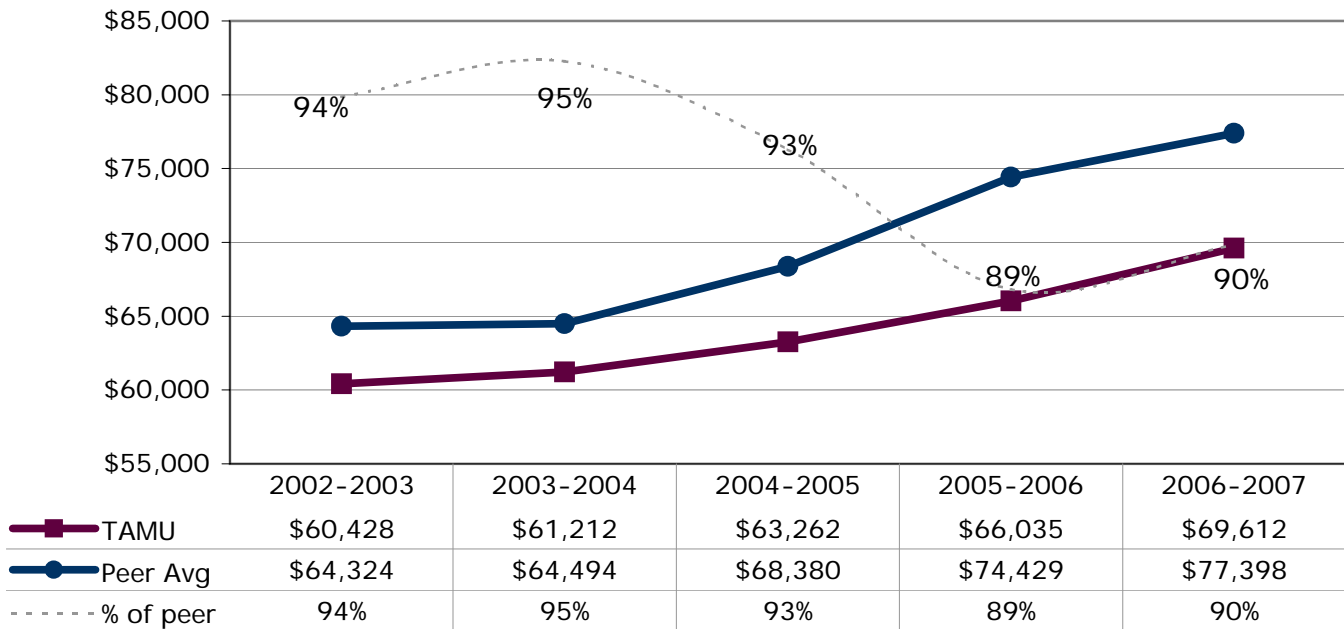


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

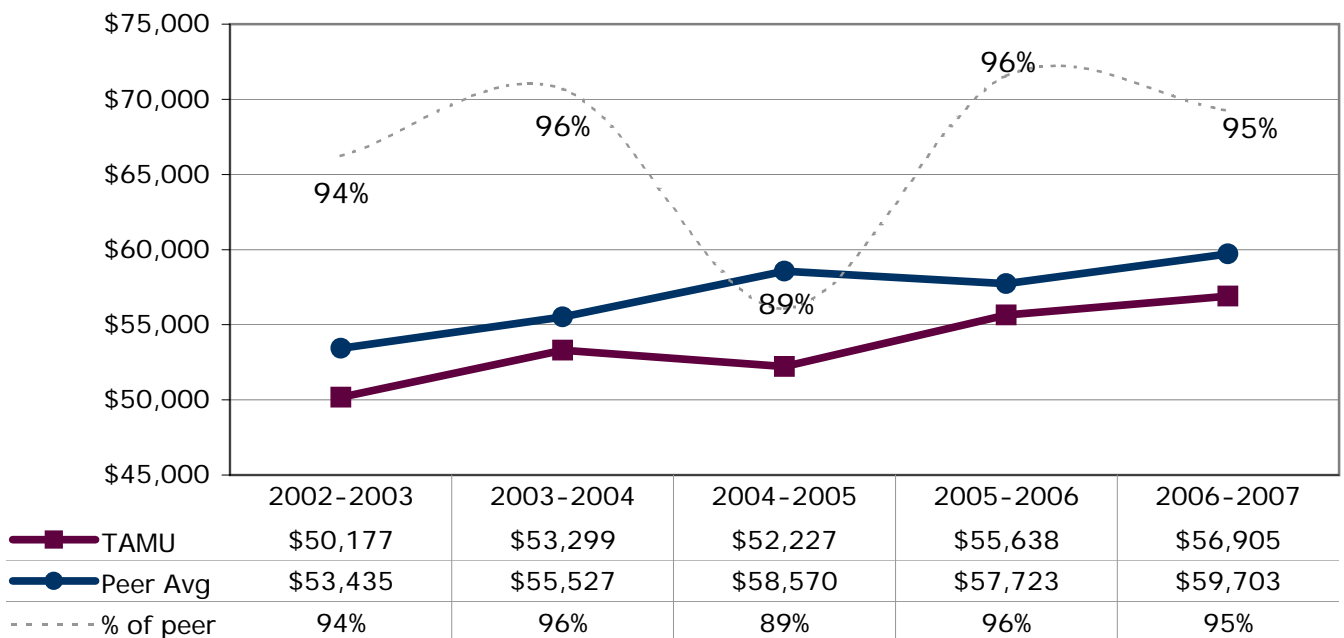
Texas A&M Salaries vs Aggregated College Peer Groups

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, 5/2/2007

Texas A&M University
College of Business Administration
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ACCT	Professor	\$157,184	12	\$175,167	59	0.90
	Assoc Prof	\$154,681	10	\$130,446	38	1.19
	Assist Prof	\$153,882	1	\$148,638	43	1.04
	All Ranks	\$155,952	23	\$154,570 ⁽¹⁾	140	1.01
FINC	Professor	\$179,056	9	\$182,117	53	0.98
	Assoc Prof	\$168,218	4	\$145,872	33	1.15
	Assist Prof	\$160,256	4	\$149,785	46	1.07
	All Ranks	\$172,082	17	\$165,981 ⁽¹⁾	132	1.04
INFO	Professor	\$131,553	7	\$167,581	13	0.79
	Assoc Prof	\$125,690	3	\$143,403	5	0.88
	Assist Prof	\$112,012	4	\$133,466	5	0.84
	All Ranks	\$124,714	14	\$152,653 ⁽¹⁾	23	0.82
MGMT	Professor	\$164,996	10	\$165,389	156	1.00
	Assoc Prof	\$138,499	6	\$128,768	76	1.08
	Assist Prof	\$114,762	7	\$116,151	126	0.99
	All Ranks	\$142,795	23	\$140,850 ⁽¹⁾	358	1.01
MKTG	Professor	\$165,772	12	\$175,168	48	0.95
	Assoc Prof	\$115,063	3	\$119,941	26	0.96
	Assist Prof	\$121,314	3	\$120,068	30	1.01
	All Ranks	\$149,911	18	\$156,780 ⁽¹⁾	104	0.96
COLLEGE	Professor	\$161,156	50	\$173,401 ⁽¹⁾	329	0.93
	Assoc Prof	\$145,113	26	\$132,715 ⁽¹⁾	178	1.09
	Assist Prof	\$126,854	19	\$129,206 ⁽¹⁾	250	0.98
	All Ranks	\$149,905	95	\$153,427 ⁽¹⁾	757	0.98

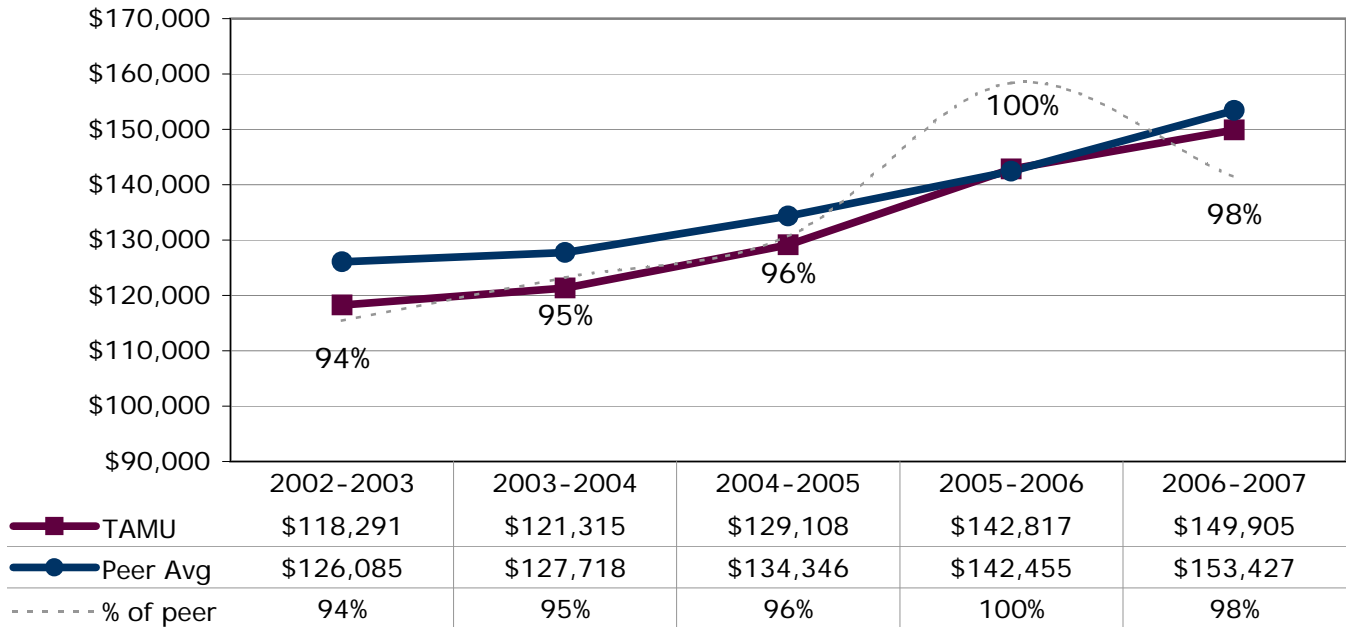
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

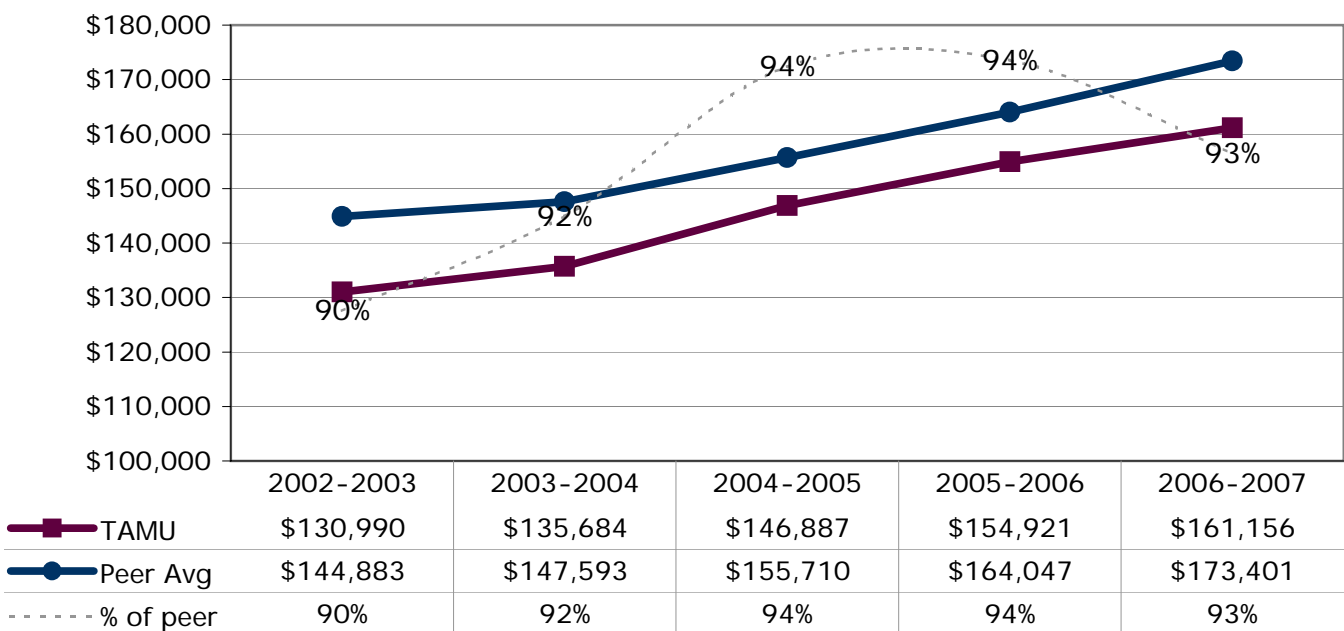
Texas A&M Salaries vs Aggregated College Peer Groups

College of Business Administration

All Ranks



Professor

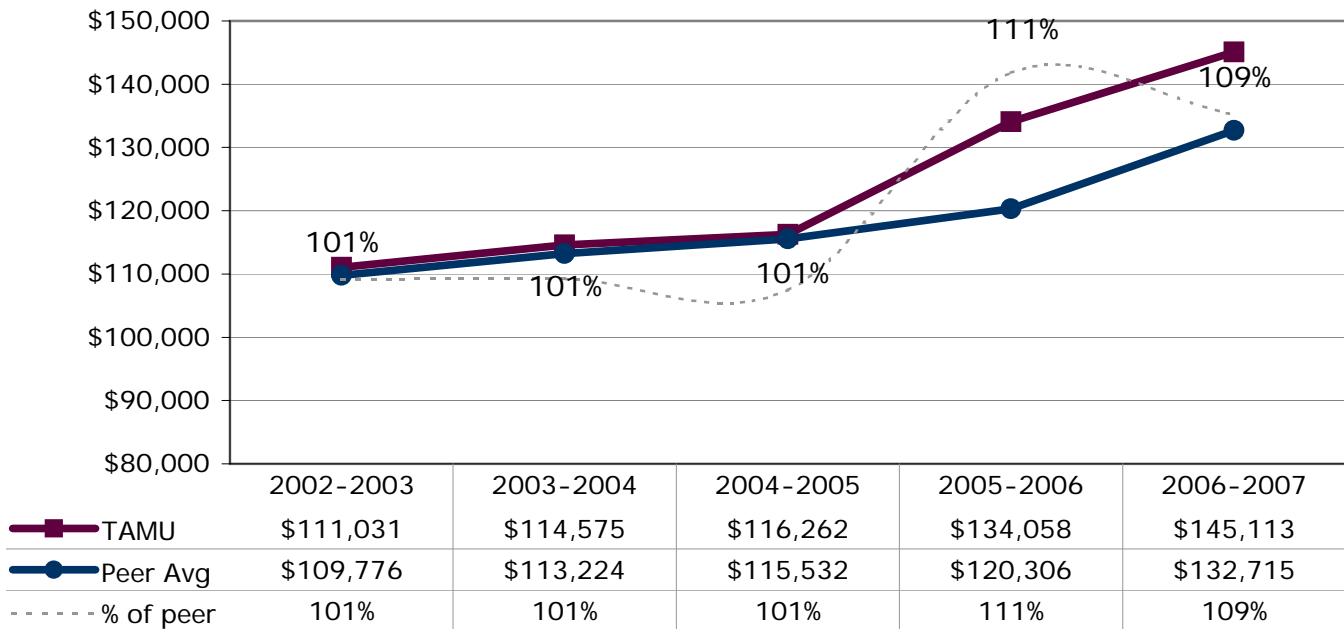


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

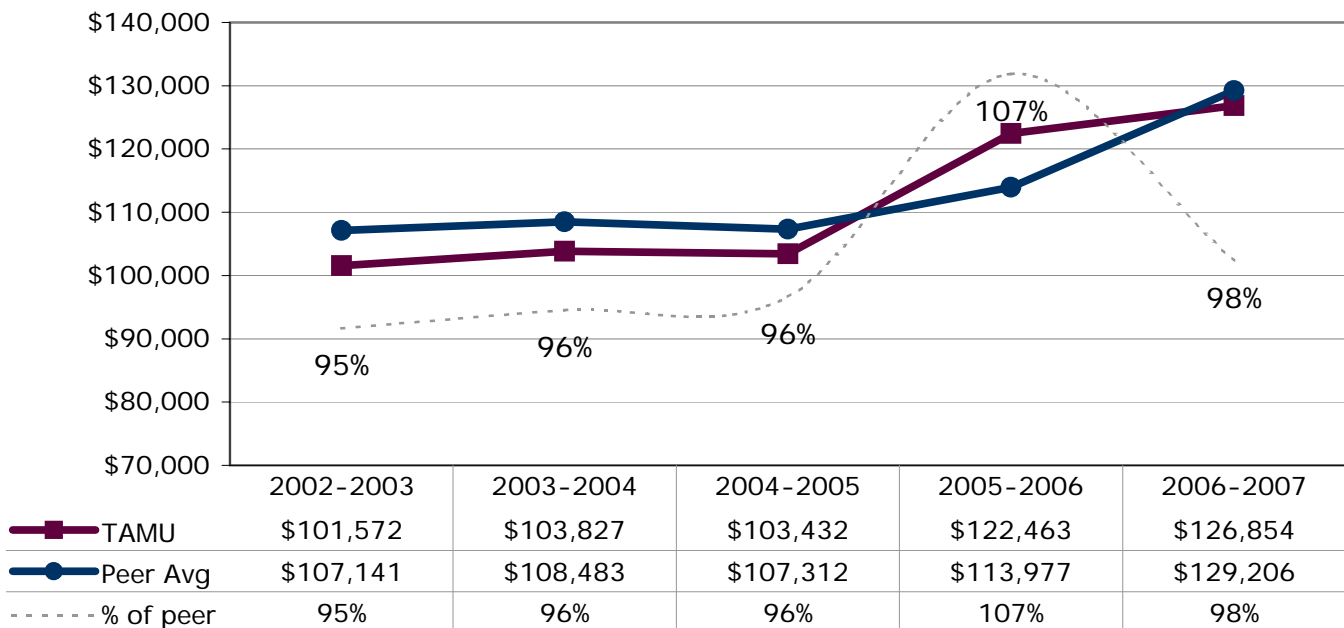
Texas A&M Salaries vs Aggregated College Peer Groups

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, 5/2/2007

Texas A&M University
College of Education
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
EAHR	Professor	\$101,341	5	\$120,975	69	0.84
	Assoc Prof	\$75,820	8	\$84,686	48	0.90
	Assist Prof	\$59,133	7	\$67,122	31	0.88
	All Ranks	\$76,360	20	\$87,611 (1)	148	0.87
EPSY	Professor	\$104,625	13	\$96,163	90	1.09
	Assoc Prof	\$71,440	10	\$68,391	68	1.04
	Assist Prof	\$59,768	7	\$57,428	52	1.04
	All Ranks	\$83,097	30	\$77,868 (1)	210	1.07
HLKN	Professor	\$93,117	12	\$102,495	60	0.91
	Assoc Prof	\$68,972	9	\$70,800	91	0.97
	Assist Prof	\$70,451	12	\$60,202	63	1.17
	All Ranks	\$78,290	33	\$78,472 (1)	214	1.00
TLAC	Professor	\$104,772	11	\$94,166	74	1.11
	Assoc Prof	\$70,102	11	\$69,390	43	1.01
	Assist Prof	\$62,746	8	\$59,302	45	1.06
	All Ranks	\$80,853	30	\$75,784 (1)	162	1.07
COLLEGE	Professor	\$100,896	41	\$100,506 (1)	293	1.00
	Assoc Prof	\$71,390	38	\$72,681 (1)	250	0.98
	Assist Prof	\$64,108	34	\$60,844 (1)	191	1.05
	All Ranks	\$79,905	113	\$79,215 (1)	734	1.01

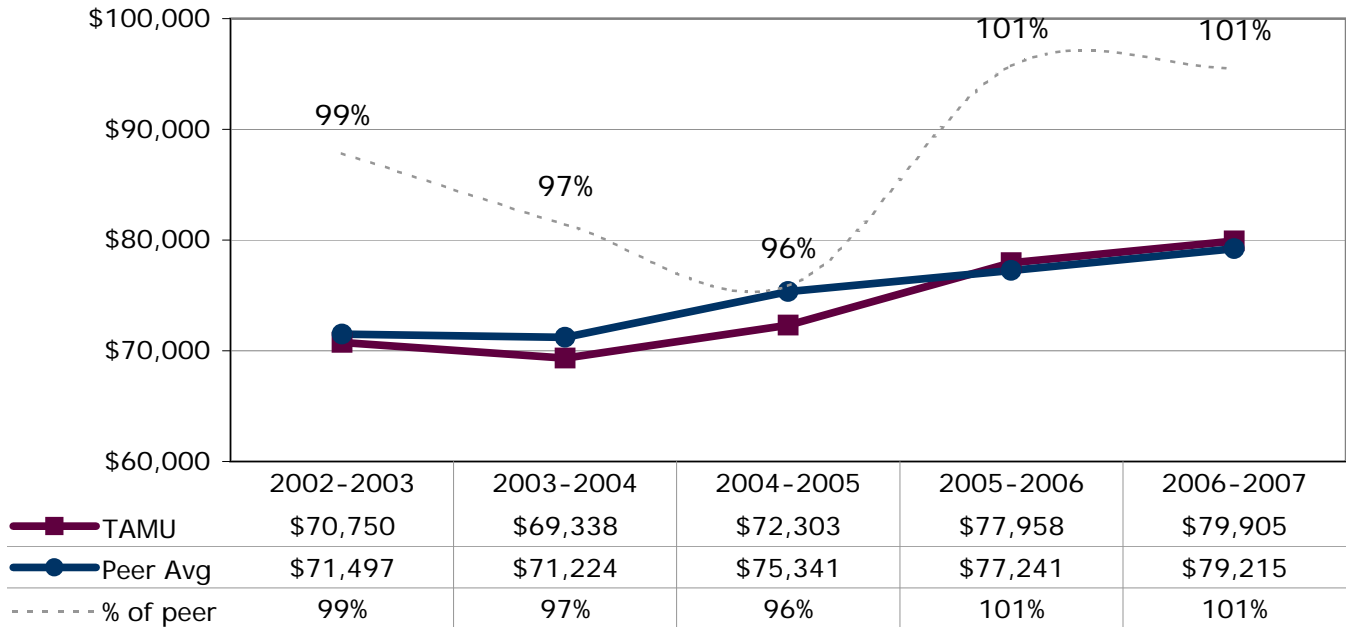
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

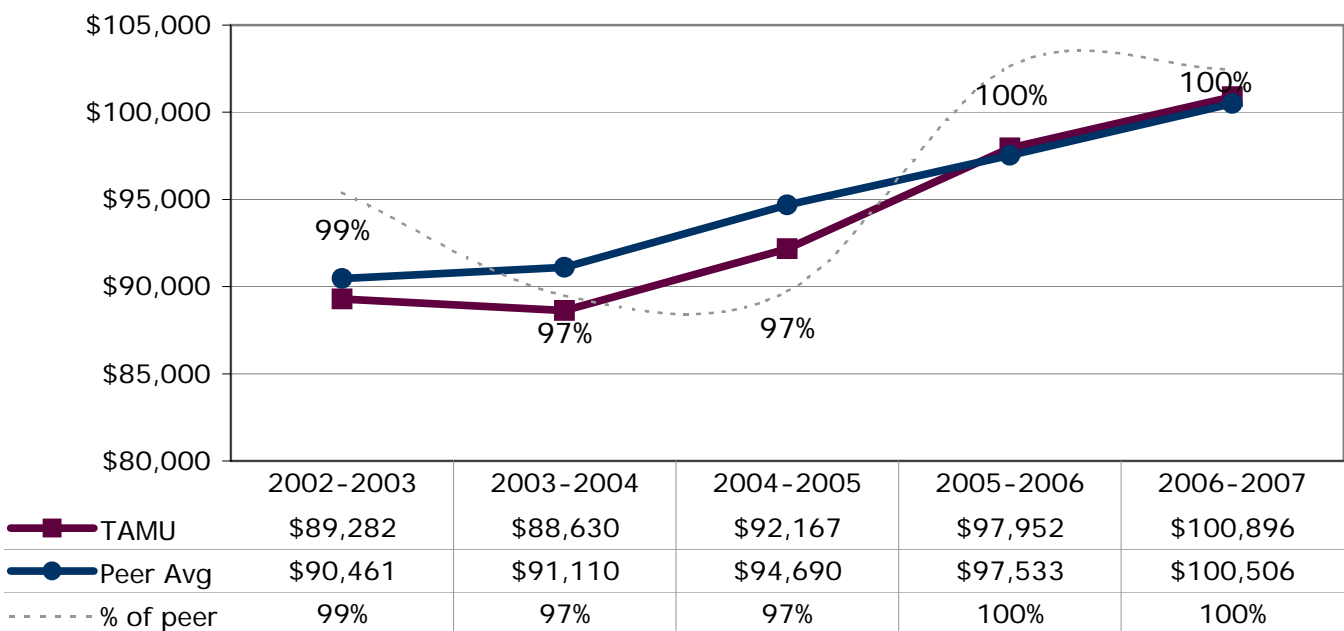
Texas A&M Salaries vs Aggregated College Peer Groups

College of Education

All Ranks



Professor

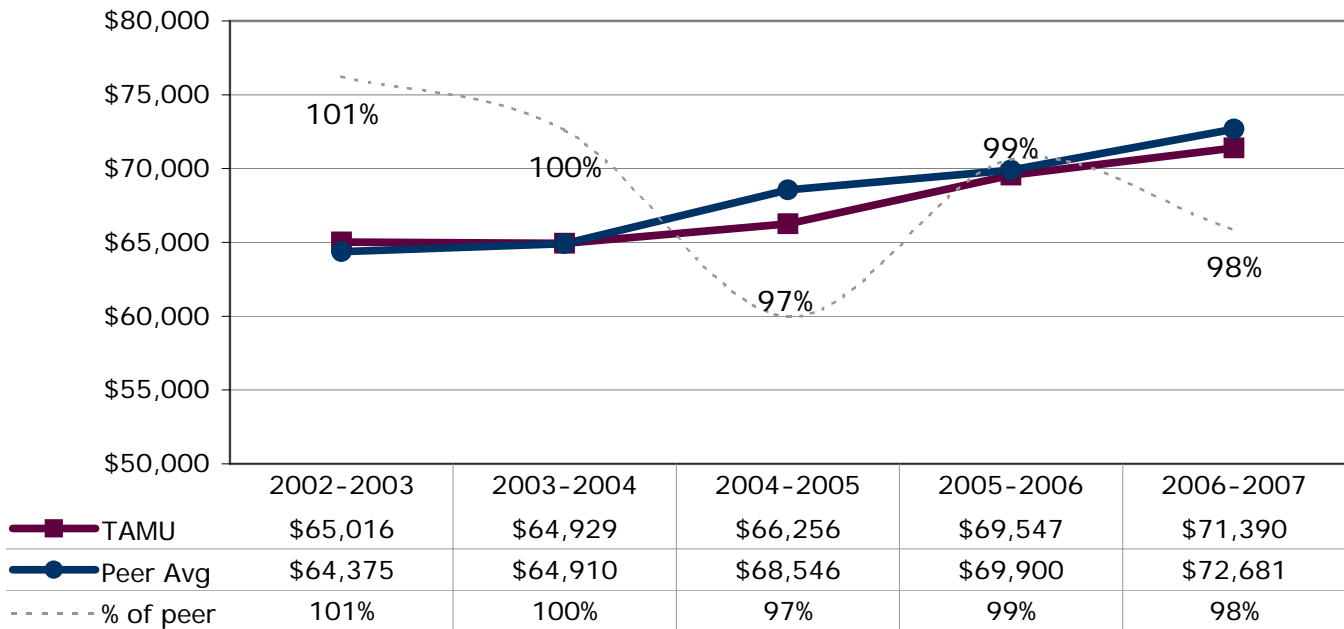


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

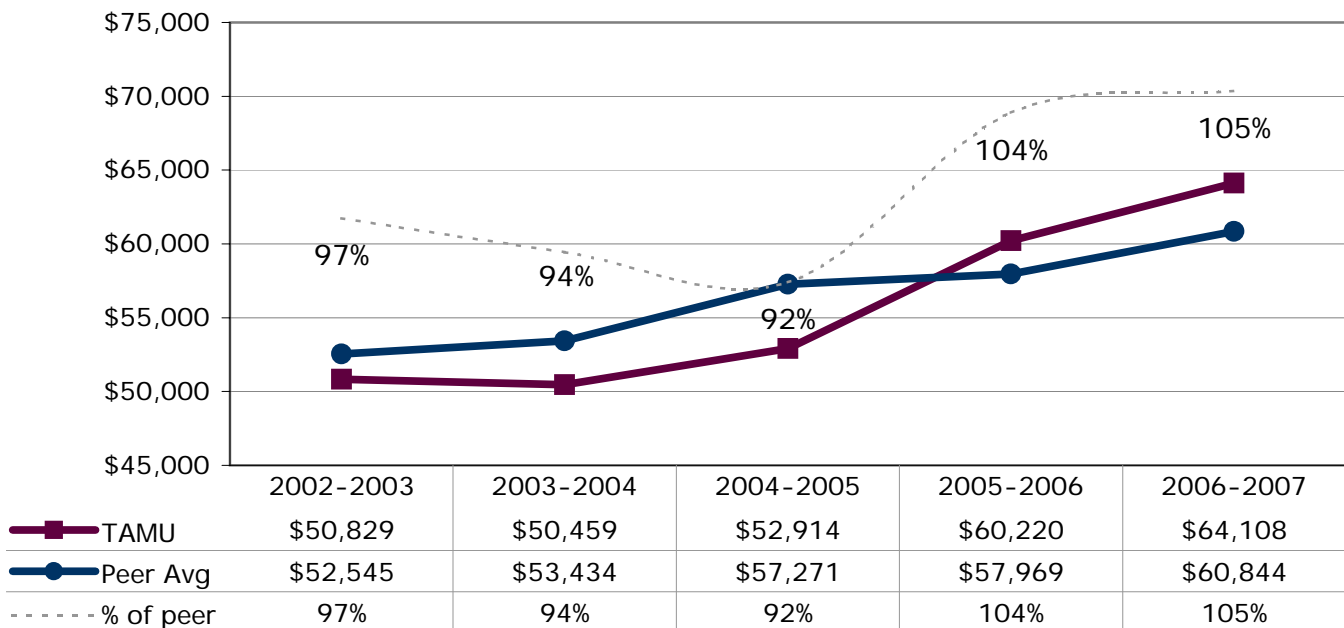
Texas A&M Salaries vs Aggregated College Peer Groups

College of Education

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

Texas A&M University
College of Engineering
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AERO	Professor	\$129,187	15	\$133,897	90	0.96
	Assoc Prof	\$87,289	6	\$99,141	25	0.88
	Assist Prof	\$78,004	7	\$78,261	23	1.00
	All Ranks	\$107,413	28	\$112,540 ⁽¹⁾	138	0.95
BMEN	Professor	\$116,080	5	\$147,074	23	0.79
	Assoc Prof	\$79,895	2	\$97,168	13	0.82
	Assist Prof	\$77,796	8	\$81,134	38	0.96
	All Ranks	\$90,837	15	\$105,252 ⁽¹⁾	74	0.86
CHEN	Professor	\$134,166	11	\$145,304	71	0.92
	Assoc Prof	\$90,936	1	\$94,644	23	0.96
	Assist Prof	\$78,075	7	\$86,341	23	0.90
	All Ranks	\$111,226	19	\$120,914 ⁽¹⁾	117	0.92
CPSC	Professor	\$118,050	15	\$136,542	155	0.86
	Assoc Prof	\$100,797	8	\$102,073	70	0.99
	Assist Prof	\$88,609	14	\$88,300	83	1.00
	All Ranks	\$103,180	37	\$110,836 ⁽¹⁾	308	0.93
CVEN	Professor	\$109,162	26	\$131,337	117	0.83
	Assoc Prof	\$81,430	13	\$92,184	65	0.88
	Assist Prof	\$71,863	19	\$78,260	64	0.92
	All Ranks	\$90,728	58	\$105,174 ⁽¹⁾	246	0.86
ECEN	Professor	\$122,546	26	\$138,670	246	0.88
	Assoc Prof	\$90,559	9	\$98,482	89	0.92
	Assist Prof	\$81,635	19	\$87,839	88	0.93
	All Ranks	\$102,820	54	\$114,087 ⁽¹⁾	423	0.90
ETID	Professor	\$106,551	5	\$89,106	7	1.20
	Assoc Prof	\$81,494	9	\$76,968	7	1.06
	Assist Prof	\$64,801	9	\$66,031	5	0.98
	All Ranks	\$80,409	23	\$75,327 ⁽¹⁾	19	1.07
ISEN	Professor	\$117,682	8	\$143,560	46	0.82
	Assoc Prof	\$95,162	5	\$92,733	27	1.03
	Assist Prof	\$76,785	8	\$81,626	21	0.94
	All Ranks	\$96,740	21	\$107,864 ⁽¹⁾	94	0.90
MEEN	Professor	\$125,232	20	\$131,447	164	0.95
	Assoc Prof	\$83,047	12	\$92,666	76	0.90
	Assist Prof	\$71,788	13	\$82,552	48	0.87
	All Ranks	\$98,543	45	\$106,980 ⁽¹⁾	288	0.92

* 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 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
NUEN	Professor	\$119,998	7	\$138,957	26	0.86
	Assoc Prof	\$94,344	4	\$99,678	8	0.95
	Assist Prof	\$71,240	4	\$60,900	2	1.17
	All Ranks	\$100,155	15	\$107,667 ⁽¹⁾	36	0.93
PETE	Professor	\$116,546	11	\$125,801	6	0.93
	Assoc Prof	\$91,462	4	\$98,632	3	0.93
	Assist Prof	\$73,800	4	\$93,041	4	0.79
	All Ranks	\$102,266	19	\$113,184 ⁽¹⁾	13	0.90
COLLEGE	Professor	\$120,067	149	\$134,161 ⁽¹⁾	951	0.89
	Assoc Prof	\$87,719	73	\$93,791 ⁽¹⁾	406	0.94
	Assist Prof	\$76,632	112	\$81,514 ⁽¹⁾	399	0.94
	All Ranks	\$98,432	334	\$107,683 ⁽¹⁾	1,756	0.91

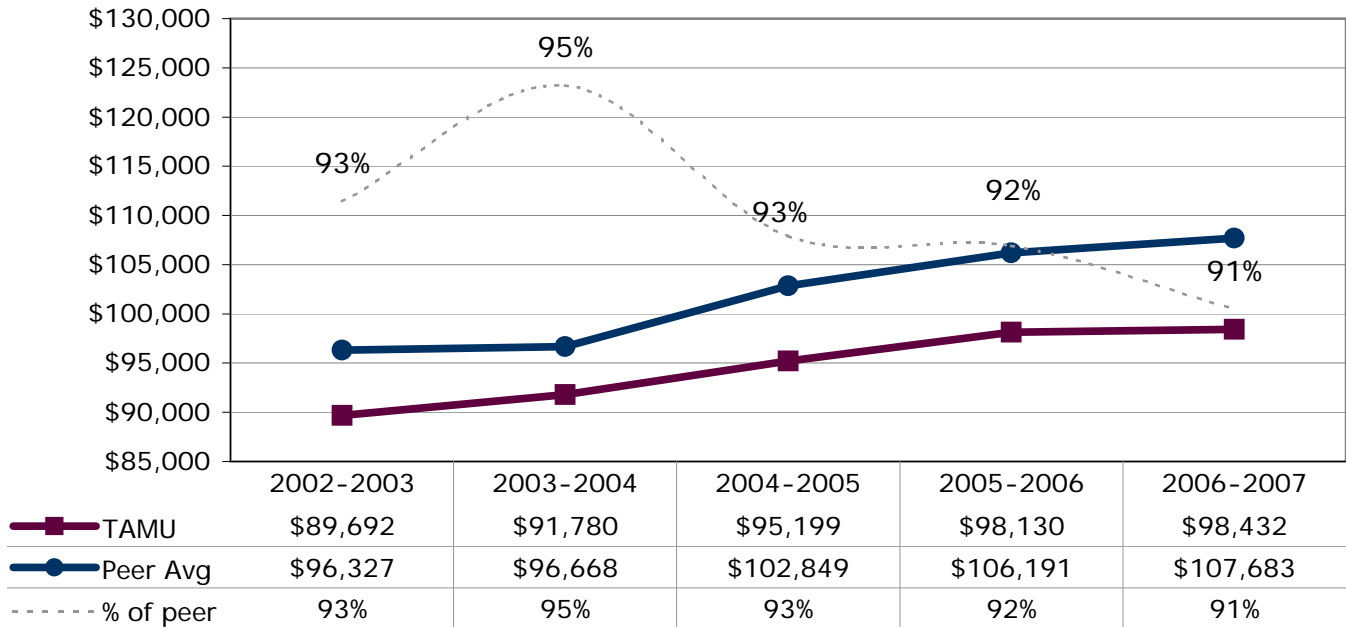
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

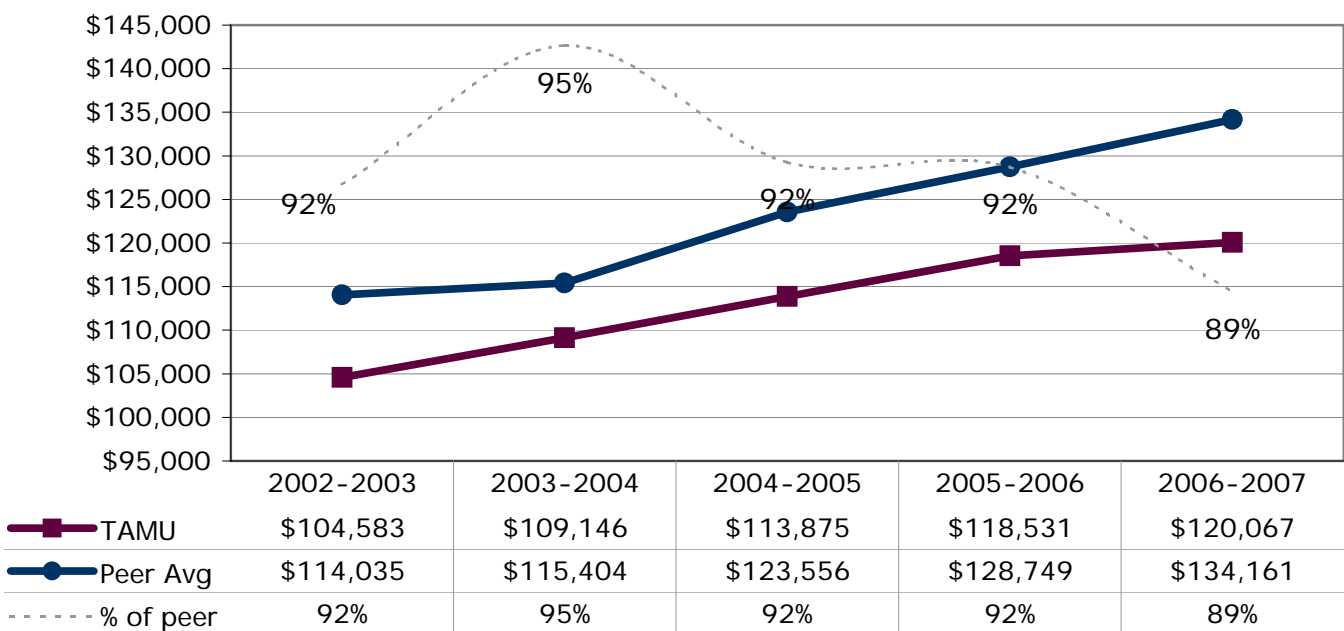
Texas A&M Salaries vs Aggregated College Peer Groups

College of Engineering

All Ranks



Professor

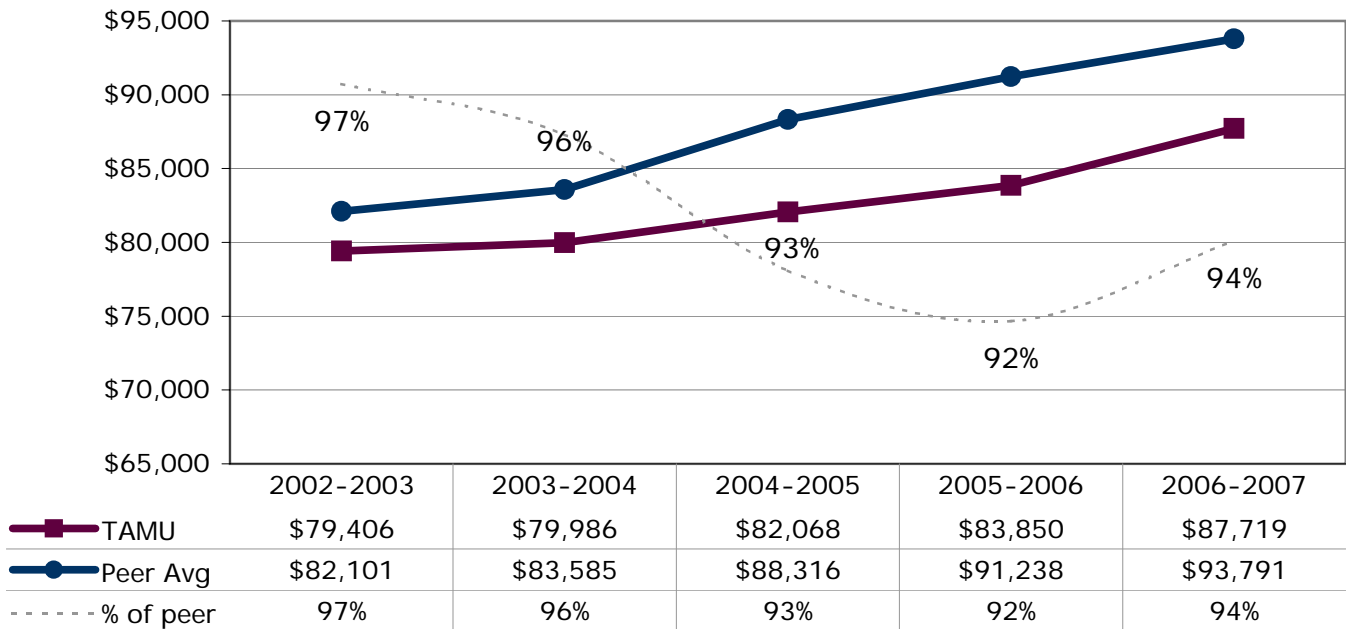


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

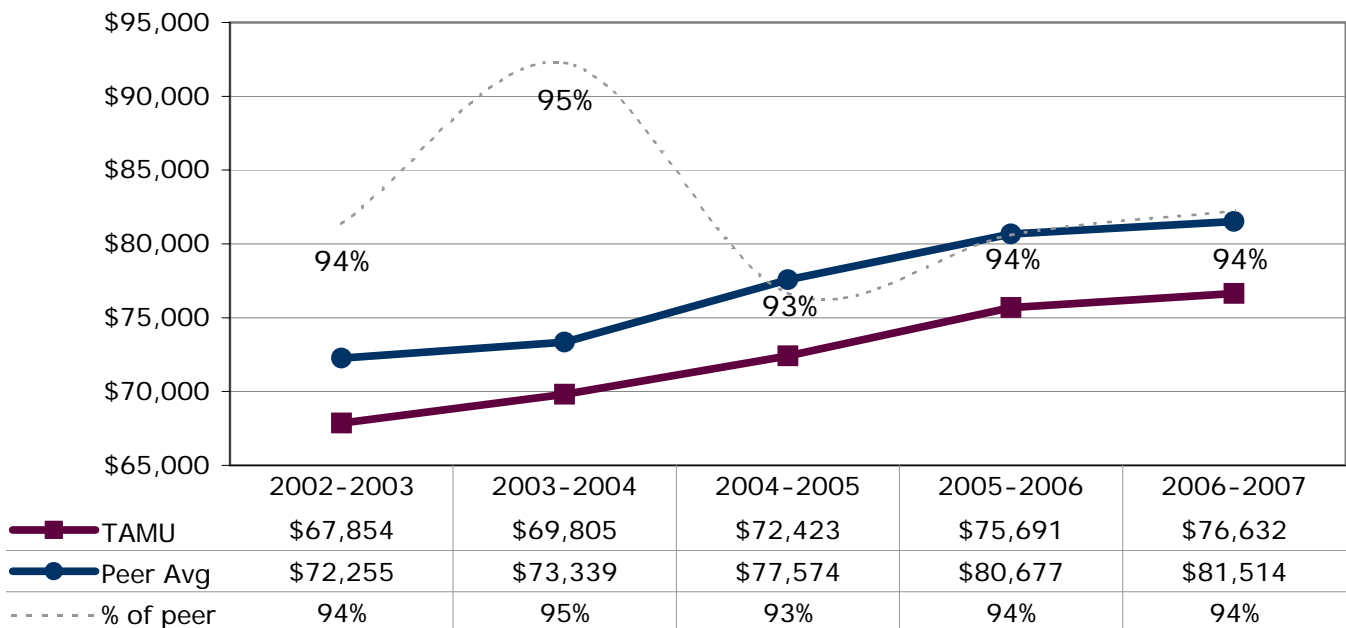
Texas A&M Salaries vs Aggregated College Peer Groups

College of Engineering

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

Texas A&M University
College of Geosciences
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ATMO	Professor	\$101,135	6	\$123,420	42	0.82
	Assoc Prof	\$70,521	6	\$84,199	16	0.84
	Assist Prof	\$58,832	6	\$70,394	9	0.84
	All Ranks	\$76,829	18	\$92,671 ⁽¹⁾	67	0.83
GEOG	Professor	\$88,716	6	\$107,281	35	0.83
	Assoc Prof	\$63,797	6	\$74,194	14	0.86
	Assist Prof	\$52,608	5	\$61,467	22	0.86
	All Ranks	\$69,301	17	\$82,129 ⁽¹⁾	71	0.84
GEPL	Professor	\$94,008	17	\$107,299	118	0.88
	Assoc Prof	\$70,915	6	\$76,864	40	0.92
	Assist Prof	\$60,962	5	\$65,791	40	0.93
	All Ranks	\$83,158	28	\$93,365 ⁽¹⁾	198	0.89
OCNG	Professor	\$95,616	15	\$107,040	17	0.89
	Assoc Prof	\$64,441	6	\$72,449	9	0.89
	Assist Prof	\$56,693	3	\$57,334	2	0.99
	All Ranks	\$82,957	24	\$92,179 ⁽¹⁾	28	0.90
COLLEGE	Professor	\$94,806	44	\$109,407 ⁽¹⁾	212	0.87
	Assoc Prof	\$67,419	24	\$76,927 ⁽¹⁾	79	0.88
	Assist Prof	\$57,417	19	\$64,771 ⁽¹⁾	73	0.89
	All Ranks	\$79,086	87	\$90,699 ⁽¹⁾	364	0.87

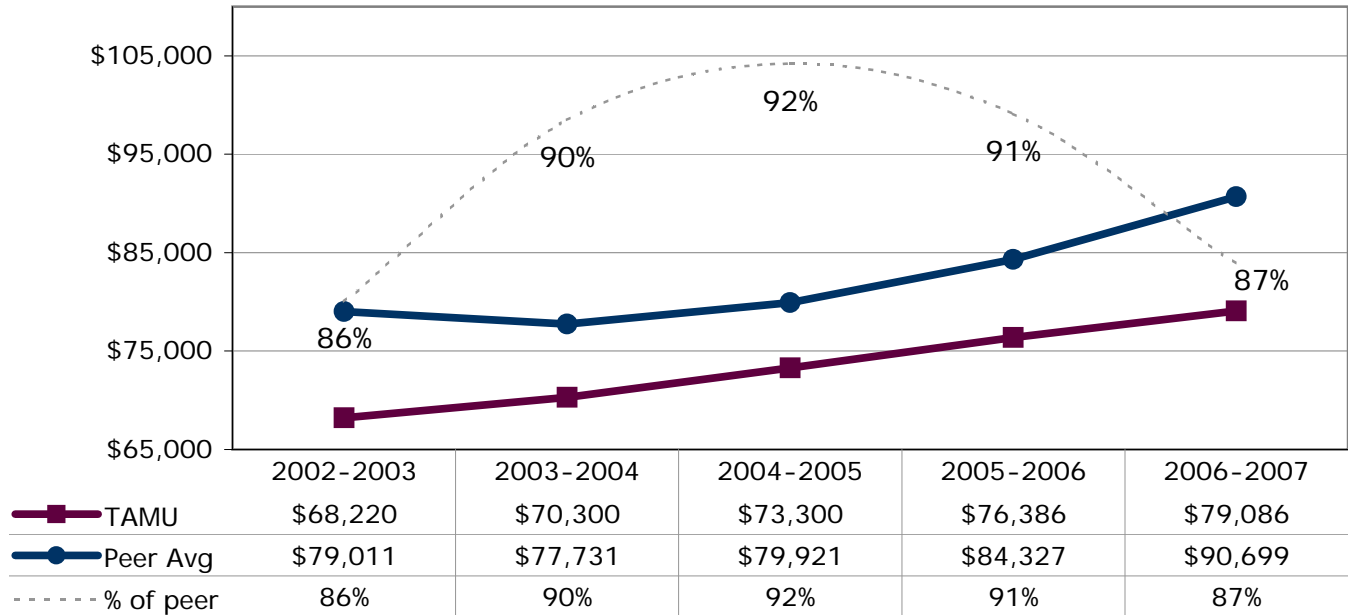
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

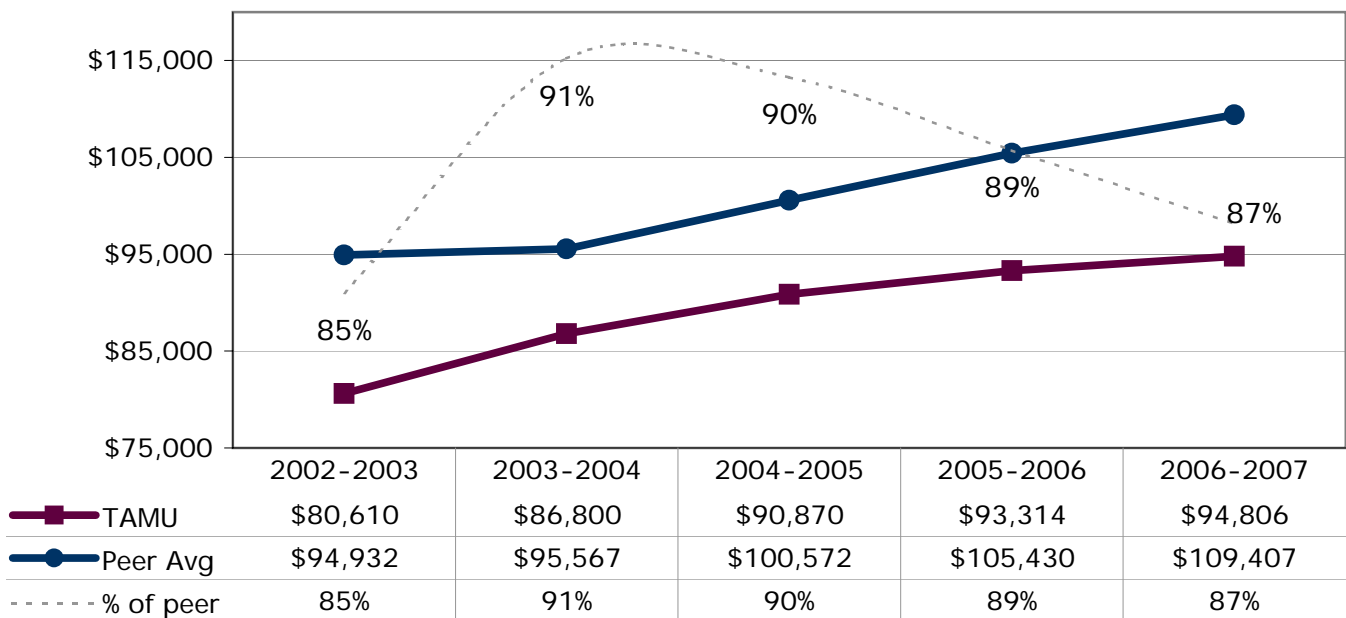
Texas A&M Salaries vs Aggregated College Peer Groups

College of Geosciences

All Ranks



Professor

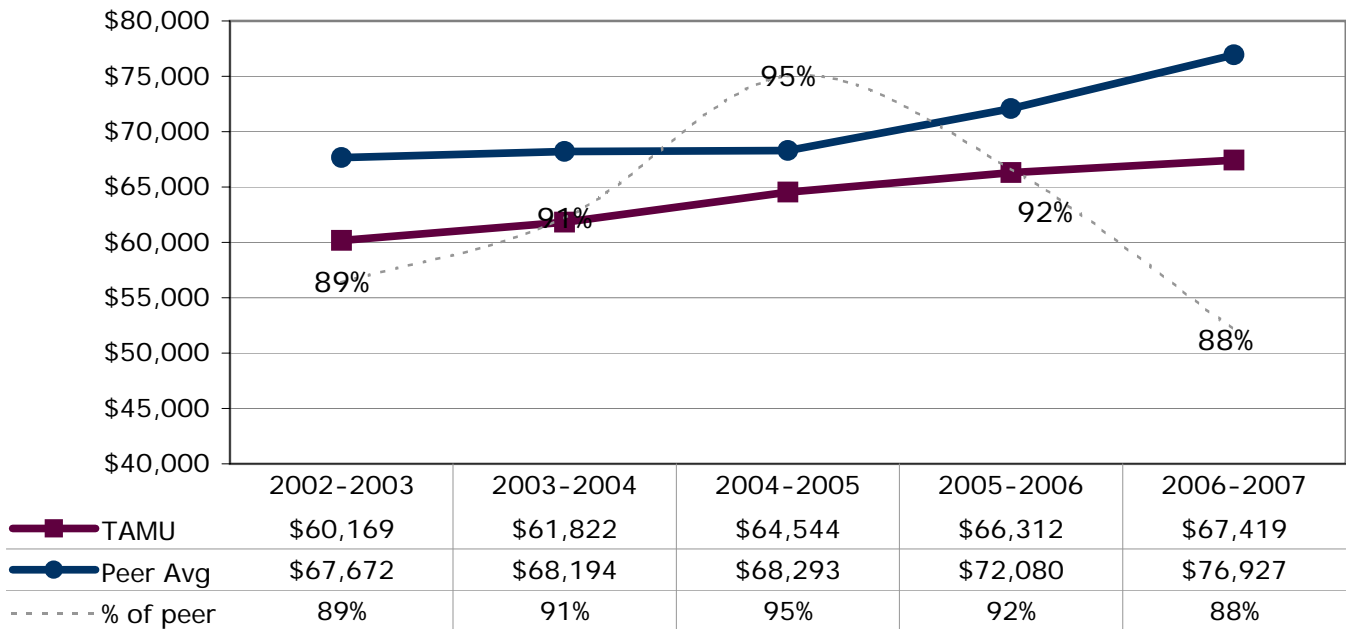


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

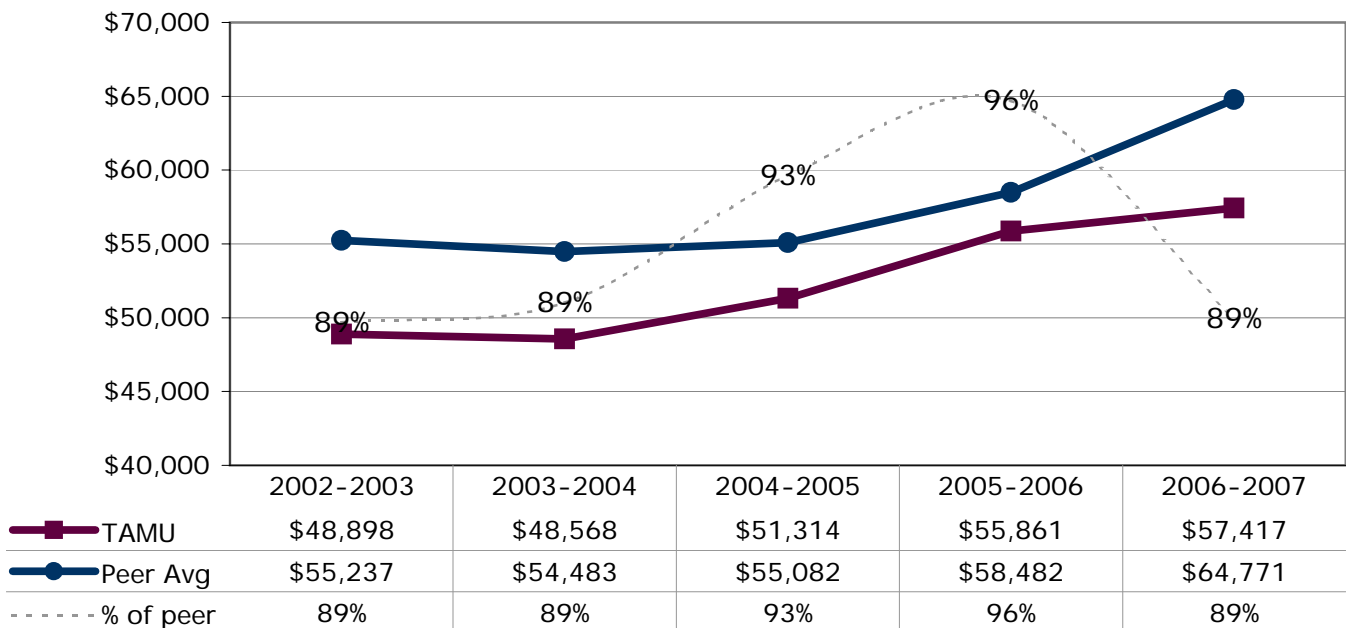
Texas A&M Salaries vs Aggregated College Peer Groups

College of Geosciences

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

Texas A&M University
College of Liberal Arts
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ANTH	Professor	\$80,665	5	\$97,877	82	0.82
	Assoc Prof	\$60,795	13	\$68,080	58	0.89
	Assist Prof	\$48,943	5	\$56,136	43	0.87
	All Ranks	\$62,538	23	\$71,961 ⁽¹⁾	183	0.87
CLLA	Assist Prof	\$61,506	1	\$60,793	20	1.01
	All Ranks	\$61,506	1	\$60,793 ⁽¹⁾	20	1.01
COMM	Professor	\$100,467	7	\$111,331	28	0.90
	Assoc Prof	\$76,145	4	\$72,209	33	1.05
	Assist Prof	\$58,915	7	\$58,030	30	1.02
	All Ranks	\$78,903	18	\$81,909 ⁽¹⁾	91	0.96
ECON	Professor	\$138,272	15	\$152,402	135	0.91
	Assoc Prof	\$116,028	3	\$105,839	35	1.10
	Assist Prof	\$83,960	6	\$90,758	72	0.93
	All Ranks	\$121,914	24	\$131,171 ⁽¹⁾	242	0.93
ENGL	Professor	\$91,856	26	\$105,346	355	0.87
	Assoc Prof	\$64,769	16	\$69,224	229	0.94
	Assist Prof	\$54,348	11	\$58,144	142	0.93
	All Ranks	\$75,894	53	\$84,645 ⁽¹⁾	726	0.90
EURO	Professor	\$85,320	5	\$90,317	89	0.94
	Assoc Prof	\$51,710	10	\$64,614	53	0.80
	Assist Prof	\$46,758	3	\$53,968	37	0.87
	All Ranks	\$60,221	18	\$69,979 ⁽¹⁾	179	0.86
HISP	Professor	\$85,234	7	\$94,622	50	0.90
	Assoc Prof	\$61,272	4	\$68,991	57	0.89
	Assist Prof	\$51,224	5	\$54,810	43	0.93
	All Ranks	\$68,615	16	\$75,773 ⁽¹⁾	150	0.91
HIST	Professor	\$93,799	17	\$105,805	183	0.89
	Assoc Prof	\$58,038	14	\$71,495	131	0.81
	Assist Prof	\$54,975	12	\$56,578	89	0.97
	All Ranks	\$71,321	43	\$80,897 ⁽¹⁾	403	0.88
PHUM	Professor	\$88,097	8	\$99,998	99	0.88
	Assoc Prof	\$59,636	8	\$68,899	45	0.87
	Assist Prof	\$50,399	5	\$57,193	26	0.88
	All Ranks	\$68,279	21	\$77,959 ⁽¹⁾	170	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 Liberal Arts
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
POLS	Professor	\$121,774	15	\$120,371	130	1.01
	Assoc Prof	\$77,973	9	\$81,107	98	0.96
	Assist Prof	\$63,245	8	\$66,408	69	0.95
	All Ranks	\$94,823	32	\$95,837 ⁽¹⁾	297	0.99
PRFM	Professor	\$84,425	4	\$85,697	214	0.99
	Assoc Prof	\$59,319	5	\$66,405	183	0.89
	Assist Prof	\$52,722	1	\$54,908	120	0.96
	All Ranks	\$68,702	10	\$72,972 ⁽¹⁾	517	0.94
PSYC	Professor	\$111,150	13	\$122,524	241	0.91
	Assoc Prof	\$75,489	7	\$74,174	89	1.02
	Assist Prof	\$62,465	12	\$64,434	84	0.97
	All Ranks	\$85,092	32	\$90,164 ⁽¹⁾	414	0.94
SOCL	Professor	\$104,227	14	\$118,428	112	0.88
	Assoc Prof	\$73,060	5	\$74,465	55	0.98
	Assist Prof	\$56,827	10	\$63,649	60	0.89
	All Ranks	\$82,509	29	\$91,959 ⁽¹⁾	227	0.90
COLLEGE	Professor	\$102,647	136	\$113,276 ⁽¹⁾	1,718	0.91
	Assoc Prof	\$65,543	98	\$71,701 ⁽¹⁾	1,066	0.91
	Assist Prof	\$58,196	86	\$61,960 ⁽¹⁾	835	0.94
	All Ranks	\$79,337	320	\$86,752 ⁽¹⁾	3,619	0.91

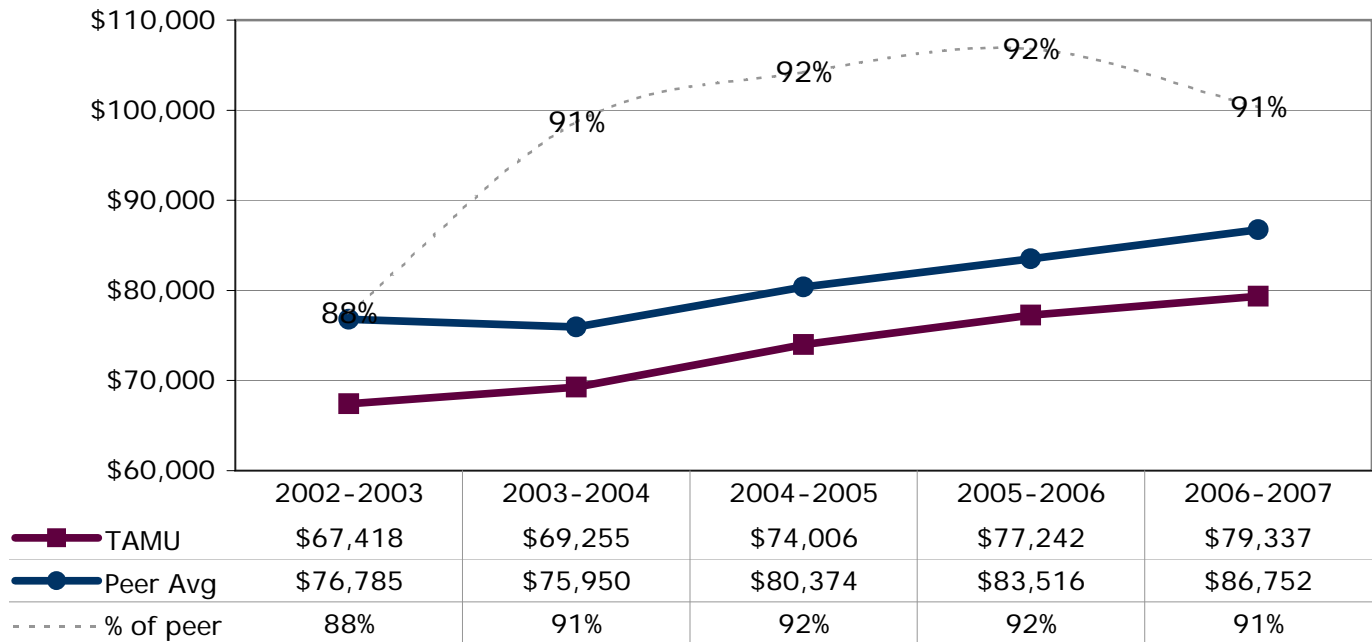
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

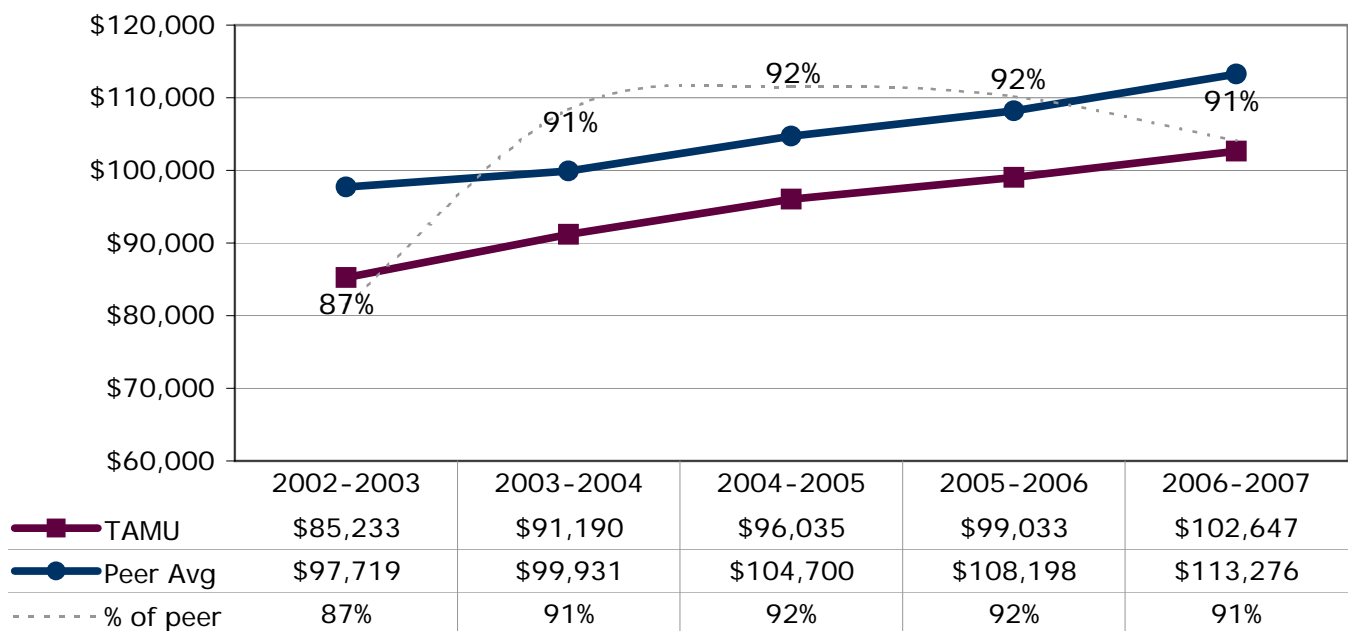
Texas A&M Salaries vs Aggregated College Peer Groups

College of Liberal Arts

All Ranks



Professor

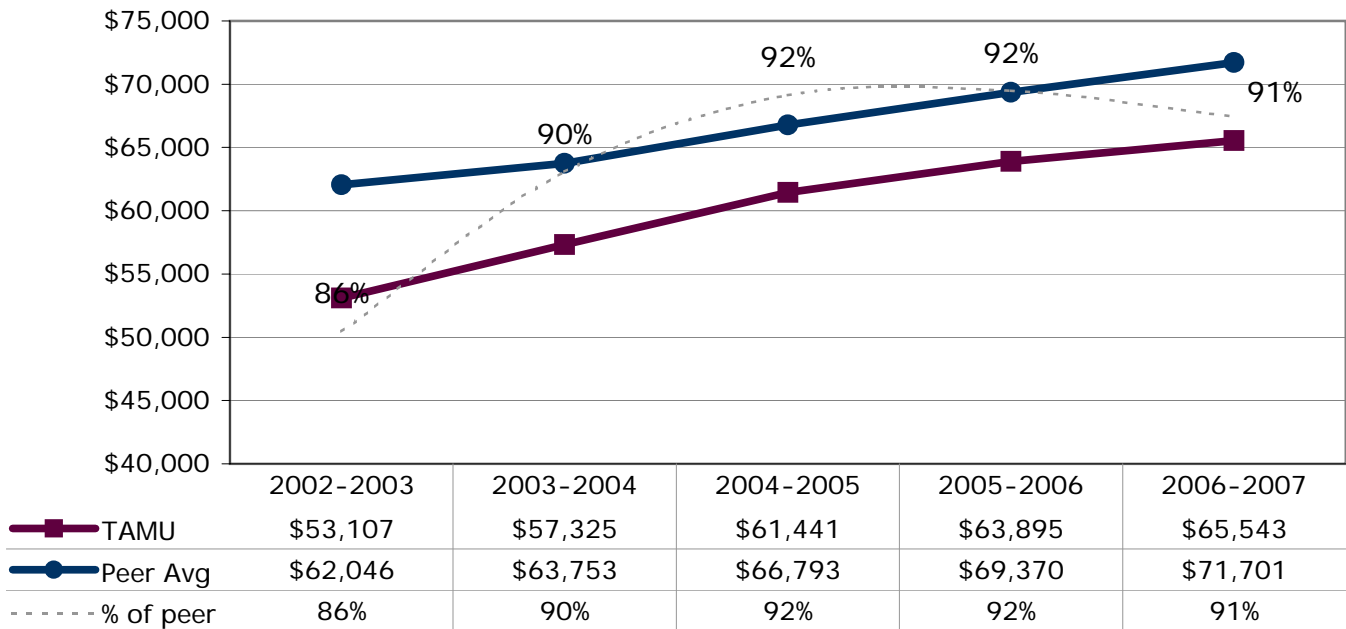


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

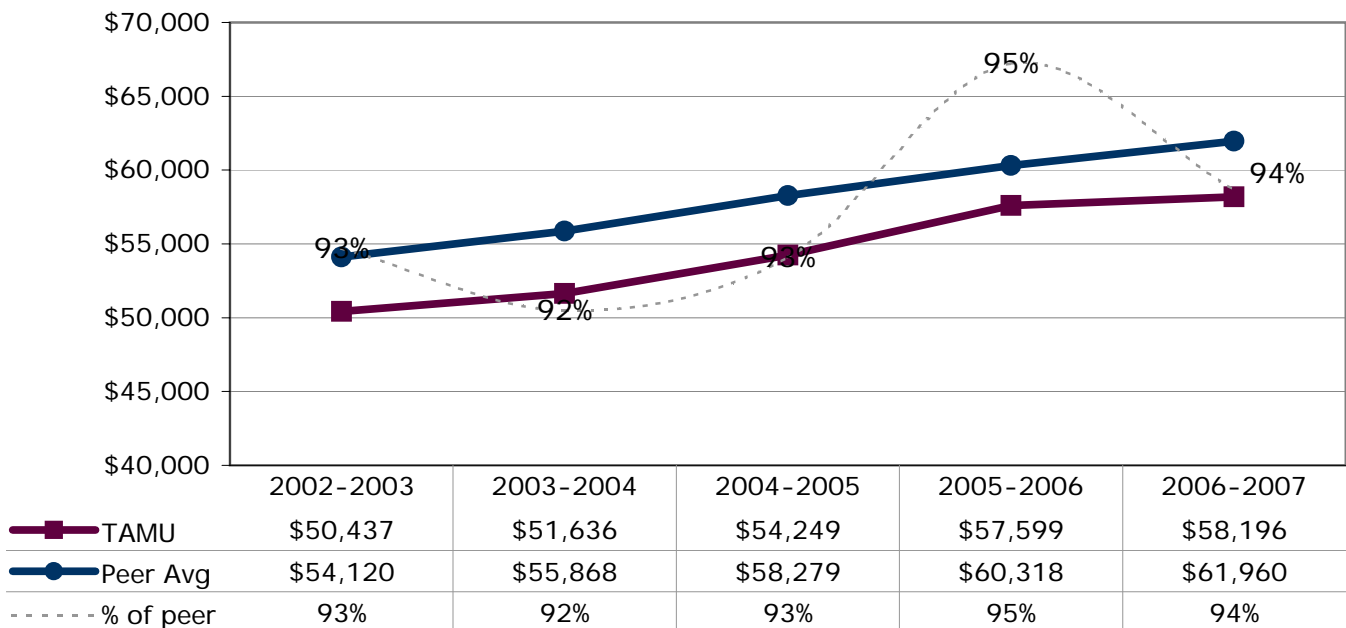
Texas A&M Salaries vs Aggregated College Peer Groups

College of Liberal Arts

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

Texas A&M University
College of Science
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
BIOL	Professor	\$104,988	16	\$113,979	269	0.92
	Assoc Prof	\$69,602	9	\$79,507	120	0.88
	Assist Prof	\$61,710	15	\$67,445	127	0.91
	All Ranks	\$80,797	40	\$88,772 (1)	516	0.91
CHEM	Professor	\$124,725	32	\$124,273	207	1.00
	Assoc Prof	\$84,252	3	\$78,293	56	1.08
	Assist Prof	\$69,211	8	\$67,896	69	1.02
	All Ranks	\$111,573	43	\$110,576 (1)	332	1.01
MATH	Professor	\$107,476	40	\$113,564	395	0.95
	Assoc Prof	\$69,218	19	\$77,684	83	0.89
	Assist Prof	\$69,454	12	\$60,250	137	1.15
	All Ranks	\$90,812	71	\$94,951 (1)	615	0.96
PHYS	Professor	\$104,546	38	\$112,671	311	0.93
	Assoc Prof	\$79,400	9	\$81,694	57	0.97
	Assist Prof	\$73,575	6	\$71,636	80	1.03
	All Ranks	\$96,770	53	\$102,765 (1)	448	0.94
STAT	Professor	\$127,678	14	\$119,257	62	1.07
	Assoc Prof	\$87,063	5	\$81,026	19	1.07
	Assist Prof	\$71,951	7	\$72,647	44	0.99
	All Ranks	\$104,864	26	\$99,356 (1)	125	1.06
COLLEGE	Professor	\$112,359	140	\$116,386 (1)	1,244	0.97
	Assoc Prof	\$74,316	45	\$79,263 (1)	335	0.94
	Assist Prof	\$67,873	48	\$67,004 (1)	457	1.01
	All Ranks	\$95,847	233	\$99,043 (1)	2,036	0.97

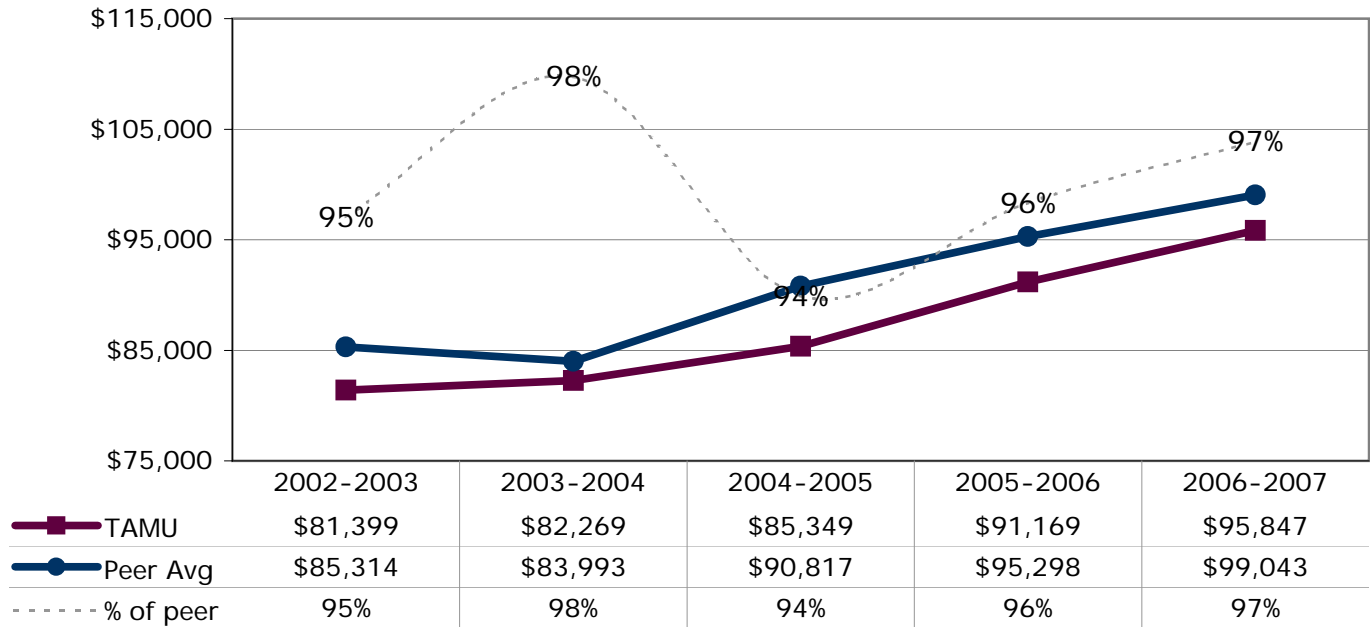
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

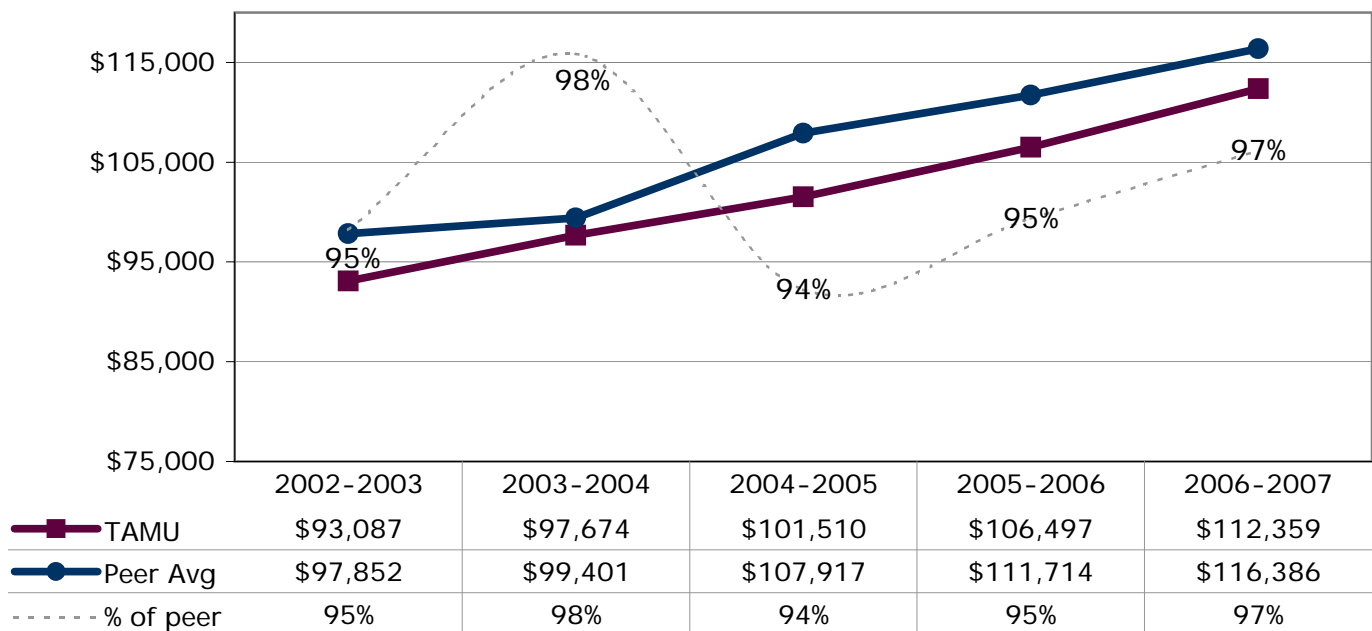
Texas A&M Salaries vs Aggregated College Peer Groups

College of Science

All Ranks



Professor

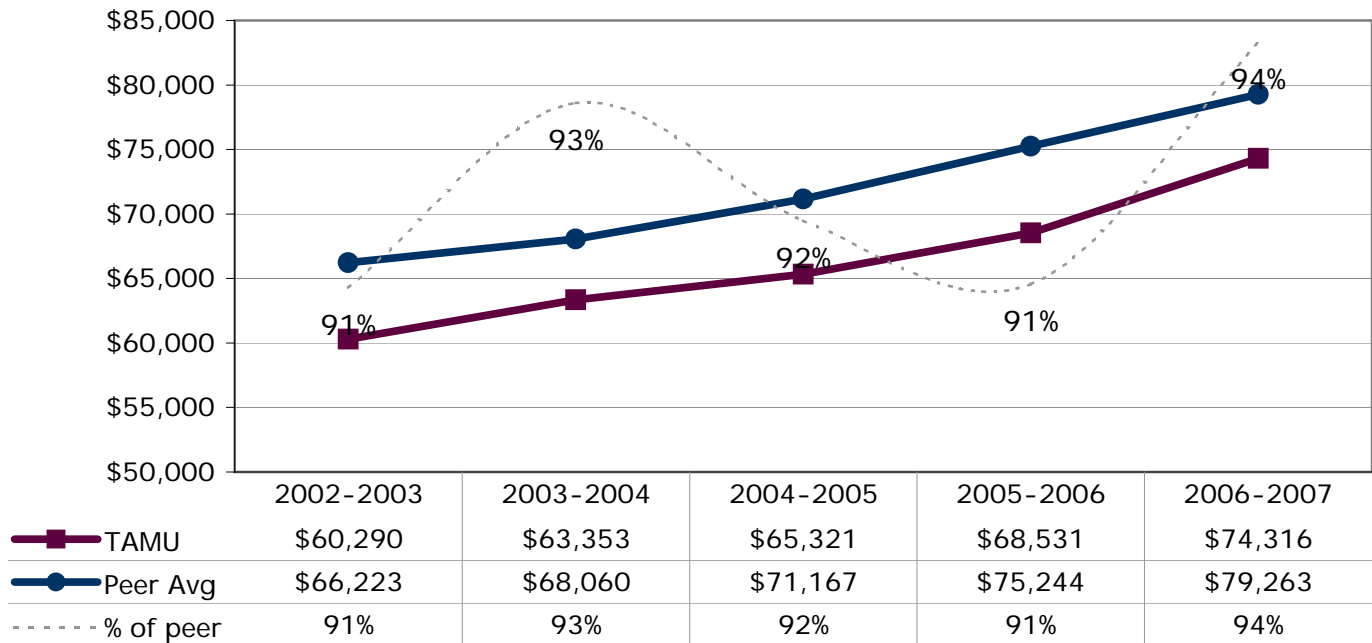


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

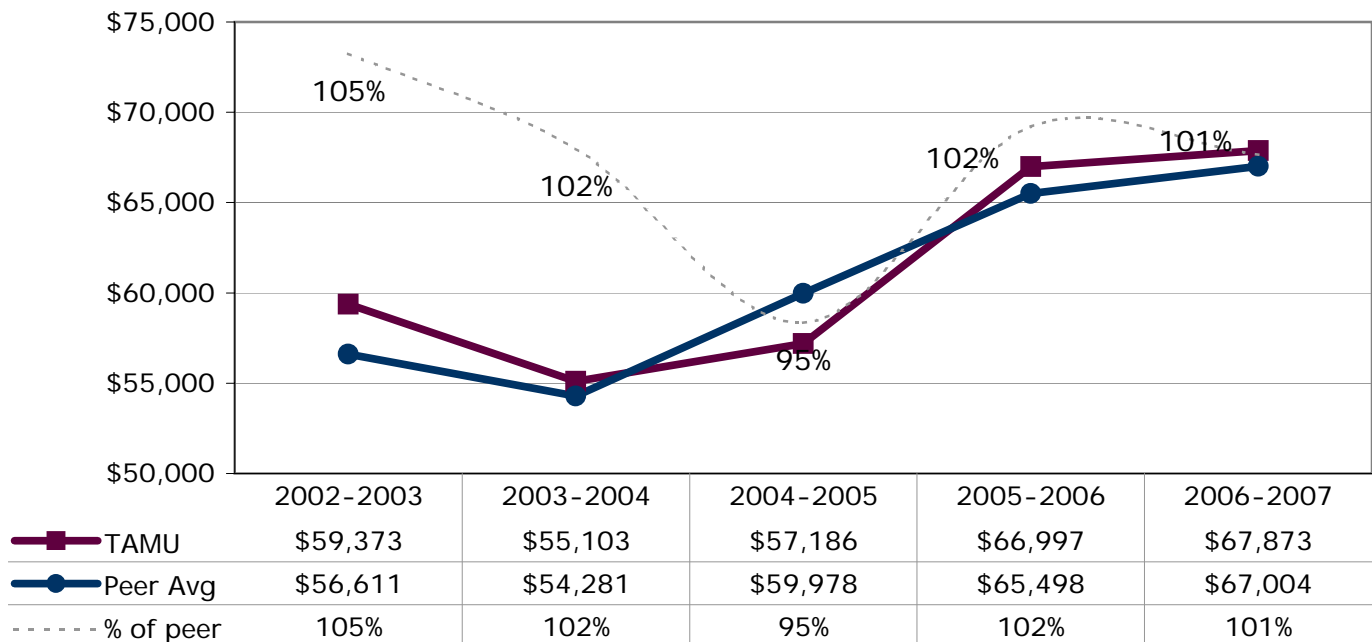
Texas A&M Salaries vs Aggregated College Peer Groups

College of Science

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

Texas A&M University
College of Veterinary Medicine
Salaries for 2006-2007

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
CLVM	Professor	\$93,170	60	\$106,214	249	0.88
	Assoc Prof	\$71,184	36	\$83,145	219	0.86
	Assist Prof	\$62,322	25	\$71,828	161	0.87
	All Ranks	\$80,255	121	\$92,246	(1) 629	0.87
COLLEGE	Professor	\$93,170	60	\$106,214	(1) 249	0.88
	Assoc Prof	\$71,184	36	\$83,145	(1) 219	0.86
	Assist Prof	\$62,322	25	\$71,828	(1) 161	0.87
	All Ranks	\$80,255	121	\$92,246	(1) 629	0.87

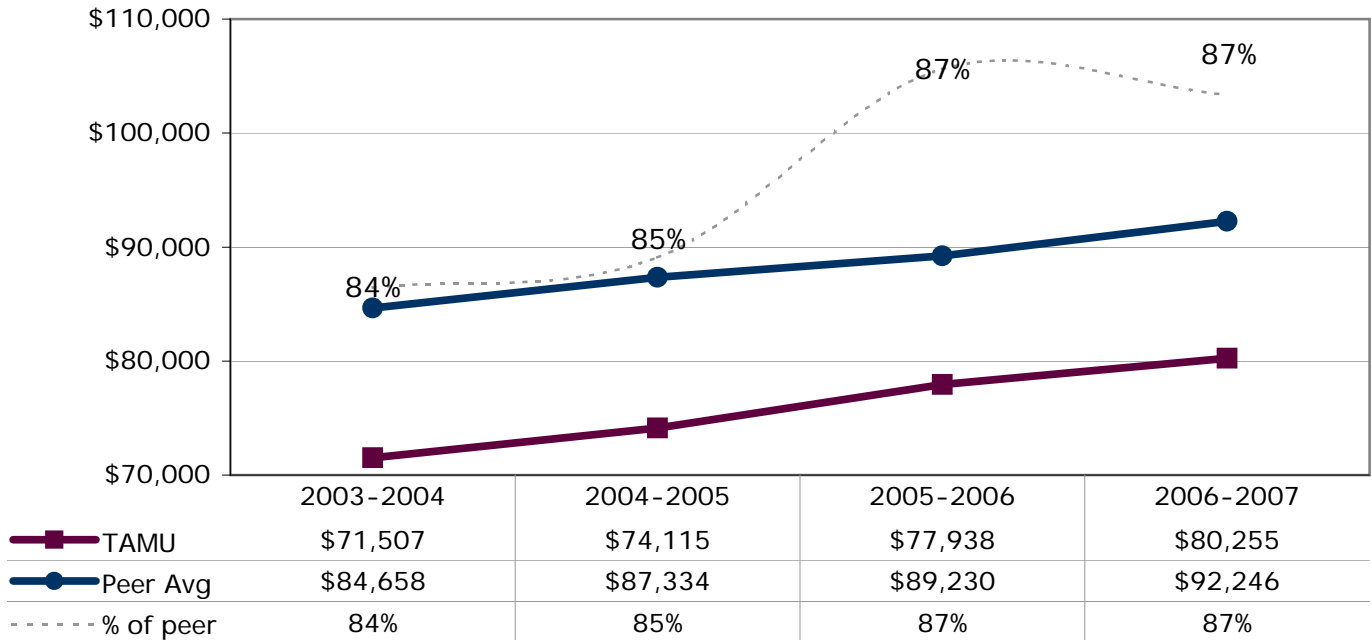
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

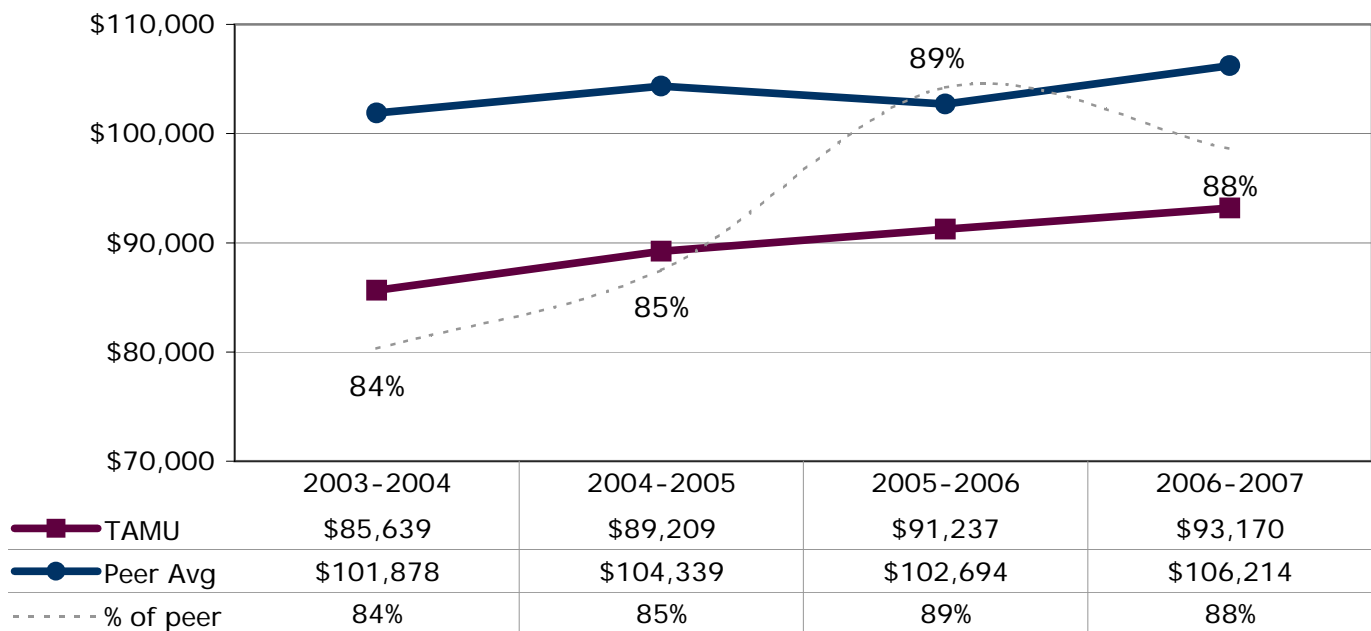
Texas A&M Salaries vs Aggregated College Peer Groups

College of Veterinary Medicine

All Ranks



Professor

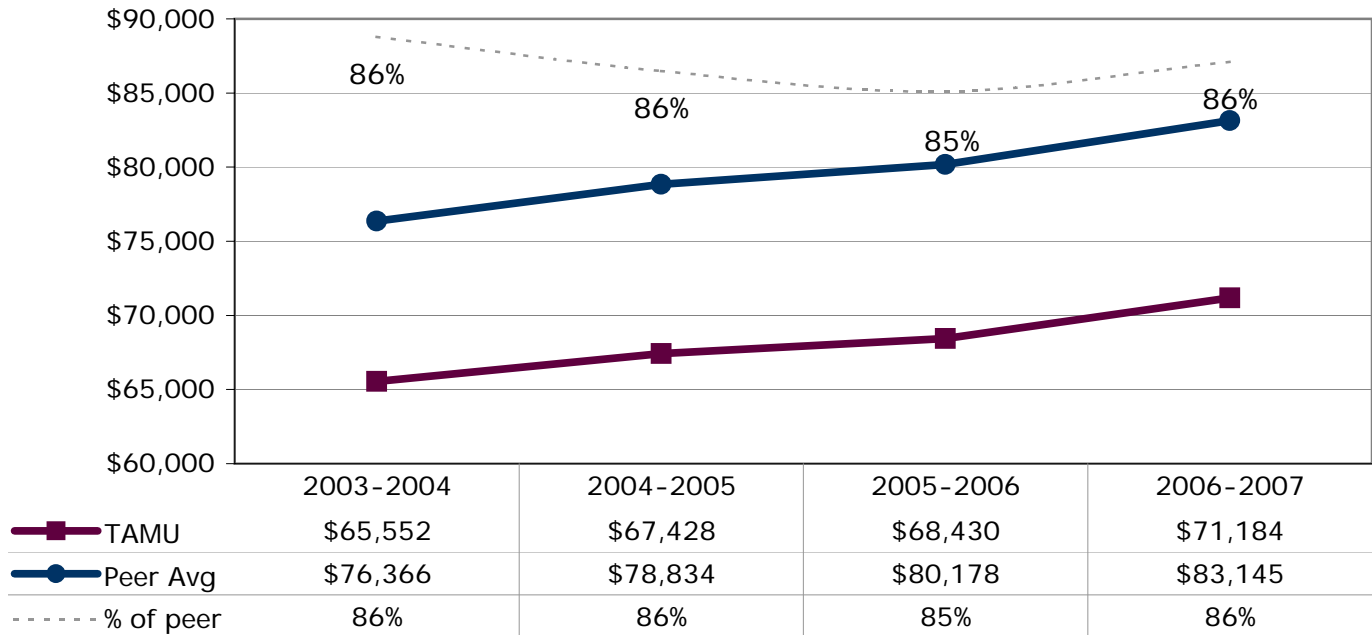


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

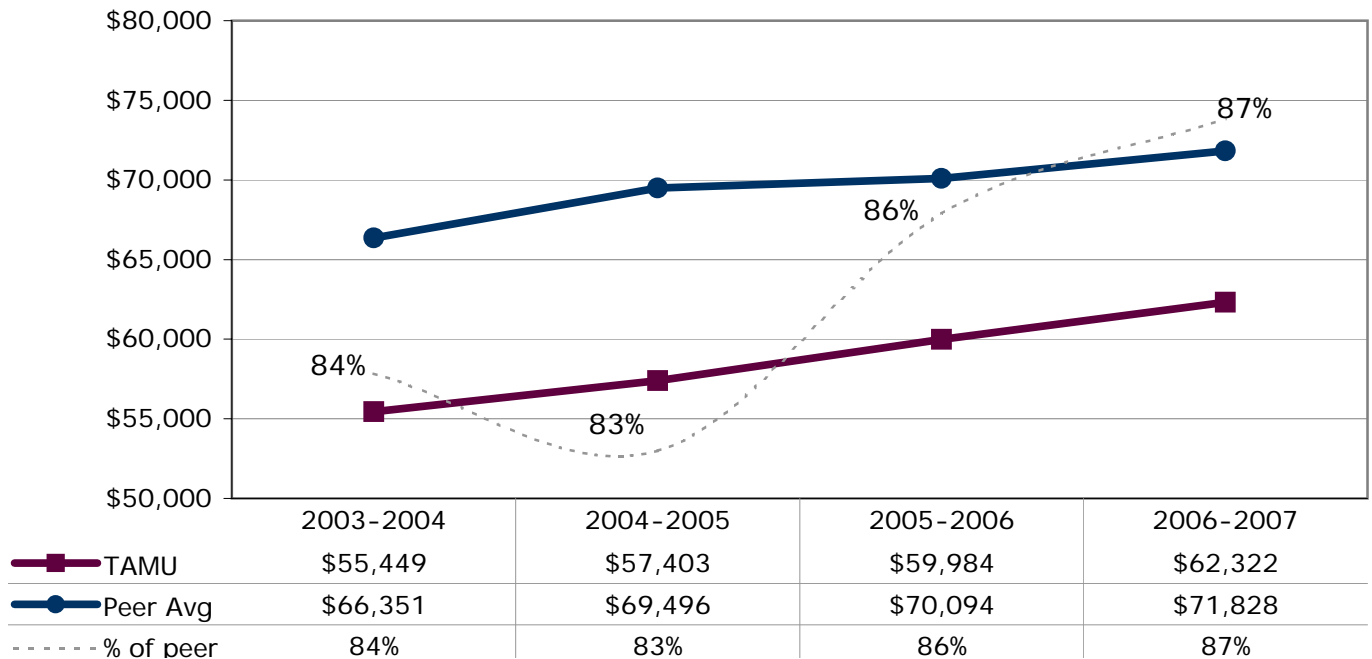
Texas A&M Salaries vs Aggregated College Peer Groups

College of Veterinary Medicine

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 5/2/2007

Appendix A:

Listing of peer participation for each college for the last 5 years

Appendix B:

Listing of peer CIP codes included in departmental comparisons

Faculty Salary Study: CIPs included in each Department

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Agriculture & Life Sciences				
	AGEC			
		01.01.03	Agricultural Economics.	242
	ALEC			
		01.00.00	Agriculture, General.	29
		01.08.02	Agricultural Communication/Journalism.	6
		13.13.01	Agricultural Teacher Education.	23
	ANSC			
		01.09.01	Animal Sciences, General.	255
		01.09.05	Dairy Science.	13
	BAEN			
		14.03.01	Agricultural/Biological Engineering and Bioengineering.	161
	BCBP			
		26.02.02	Biochemistry.	126
		26.08.02	Molecular Genetics.	48
	CLAG			
		03.03.01	Fishing and Fisheries Sciences and Management.	5
	ENTO			
		26.07.02	Entomology.	220
	FRSC			
		03.05.01	Forestry, General.	156
		03.05.06	Forest Management/Forest Resources Management.	25
	HRSC			
		01.06.01	Applied Horticulture/Horticulture Operations, General.	26
		01.11.03	Horticultural Science.	255
	NFSC			
		19.05.01	Foods, Nutrition, and Wellness Studies, General.	97
		30.19.01	Nutrition Sciences.	11
	PLPM			
		26.03.05	Plant Pathology/Phytopathology.	125
	POSC			
		01.09.07	Poultry Science.	26
	RPTS			
		31.01.01	Parks, Recreation and Leisure Studies.	11
		31.03.01	Parks, Recreation and Leisure Facilities Management.	70
	SCSC			
		01.11.04	Agricultural and Horticultural Plant Breeding.	6
		01.12.01	Soil Science and Agronomy, General.	111
	WFSC			
		03.01.01	Natural Resources/Conservation, General.	29
		03.06.01	Wildlife and Wildlands Science and Management.	69
		26.13.01	Ecology.	54

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Architecture				
	ARCH	04.02.01	Architecture (BArch, BA/BS, MArch, MA/MS, PhD).	214
		04.04.01	Environmental Design/Architecture.	42
		50.04.01	Design and Visual Communications, General.	7
	COSC	15.10.01	Construction Engineering Technology/Technician.	15
		52.02.05	Operations Management and Supervision.	4
	LAUP	04.03.01	City/Urban, Community and Regional Planning.	76
		04.06.01	Landscape Architecture (BS, BSLA, BLA, MSLA, MLA, PhD).	30

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Business Administration				
	ACCT	52.03.01	Accounting.	140
	FINC	52.08.01	Finance, General.	132
	INFO	52.13.01	Management Science, General.	23
	MGMT	52.01.01	Business/Commerce, General.	164
		52.02.01	Business Administration and Management, General.	194
	MKTG	52.14.01	Marketing/Marketing Management, General.	104

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Education				
	EAHR	13.04.01	Educational Leadership and Administration, General.	92
		13.04.06	Higher Education/Higher Education Administration.	13
		13.12.01	Adult and Continuing Education and Teaching.	22
		52.10.01	Human Resources Management/Personnel Administration, General.	21
	EPSY	13.10.01	Special Education and Teaching, General.	56
		13.11.01	Counselor Education/School Counseling and Guidance Services.	27
		42.18.01	Educational Psychology.	127
	HLKN	13.13.14	Physical Education Teaching and Coaching.	88
		31.05.05	Kinesiology and Exercise Science.	126
	TLAC	13.03.01	Curriculum and Instruction.	162

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Engineering	AERO	14.02.01	Aerospace, Aeronautical and Astronautical Engineering.	138
	BMEN	14.05.01	Biomedical/Medical Engineering.	74
	CHEN	14.07.01	Chemical Engineering.	117
	CLEN	14.01.01	Engineering, General.	290
	CPSC	11.01.01	Computer and Information Sciences, General.	257
		11.07.01	Computer Science.	51
	CVEN	14.08.01	Civil Engineering, General.	246
	ECEN	14.10.01	Electrical, Electronics and Communications Engineering.	423
	ETID	15.03.03	Electrical, Electronic and Communications Engineering Technology/Technician.	19
	ISEN	14.35.01	Industrial Engineering.	94
	MEEN	14.19.01	Mechanical Engineering.	288
	NUEN	14.23.01	Nuclear Engineering.	36
	PETE	14.25.01	Petroleum Engineering.	13

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Geosciences				
	ATMO	40.04.01	Atmospheric Sciences and Meteorology, General.	67
	GEOG	45.07.01	Geography.	71
	GEPL	40.06.01	Geology/Earth Science, General.	198
	OCNG	40.06.07	Oceanography, Chemical and Physical.	28

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Liberal Arts				
	ANTH	45.02.01	Anthropology.	183
	CLLA	05.01.02	American/United States Studies/Civilization.	19
		09.04.01	Journalism.	87
	COMM	23.10.01	Speech and Rhetorical Studies.	91
	ECON	45.06.01	Economics, General.	242
	ENGL	16.01.02	Linguistics.	85
		16.01.04	Comparative Literature.	39
		23.01.01	English Language and Literature, General.	602
	EURO	16.05.01	German Language and Literature.	68
		16.09.01	French Language and Literature.	111
	HISP	16.09.05	Spanish Language and Literature.	150
	HIST	54.01.01	History, General.	403
	PHUM	24.01.03	Humanities/Humanistic Studies.	31
		38.01.01	Philosophy.	139
	POLS	45.10.01	Political Science and Government, General.	297
	PRFM	50.05.01	Drama and Dramatics/Theatre Arts, General.	130
		50.09.01	Music, General.	387
	PSYC	42.01.01	Psychology, General.	414
	SOCI	45.11.01	Sociology.	227

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Science				
	BIOL			
		26.01.01	Biology/Biological Sciences, General.	295
		26.03.01	Botany/Plant Biology.	60
		26.04.06	Cell/Cellular and Molecular Biology.	51
		26.05.02	Microbiology, General.	66
		26.07.01	Zoology/Animal Biology.	44
	CHEM			
		40.05.01	Chemistry, General.	332
	MATH			
		27.01.01	Mathematics, General.	607
		27.03.01	Applied Mathematics.	8
	PHYS			
		40.08.01	Physics, General.	448
	STAT			
		27.05.01	Statistics, General.	125

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
----------------	-------------	-----------------	--------------------------	-----------------------------

Veterinary Medicine	CLVM	51.24.01	Veterinary Medicine (DVM).	629
---------------------	------	----------	----------------------------	-----