

TEXAS A&M UNIVERSITY

Faculty Salary Study Nine Month Salaries

2004–2005

2005–2006

2006–2007

2007–2008

2008–2009



Prepared by
Office of Institutional Studies
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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*.

CHANGES IN 2007

- A new department in the College of Agriculture & Life Sciences, Ecosystem Science & Systems Management (ESSM), appears in the study for the first time. Last year's salary data was reported under Forest Science (FRSC) and Rangeland Ecology and Management (RLEM).

NOTE: No peers reported salary data under the CIPcode used to report the Department of Visualization in the College of Architecture. Therefore, no comparison was possible.

Texas A&M University
University Summary
Salaries for 2008-2009

College	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
Agriculture & Life Sciences	Professor	\$99,292	163	\$107,353	(1) 1,187	0.92
	Assoc Prof	\$70,468	83	\$77,874	(1) 649	0.90
	Assist Prof	\$61,191	69	\$65,694	(1) 527	0.93
	All Ranks	\$83,351	315	\$90,460	(1) 2,363	0.92
Architecture	Professor	\$107,172	35	\$101,799	(1) 108	1.05
	Assoc Prof	\$77,847	27	\$73,102	(1) 150	1.06
	Assist Prof	\$61,590	38	\$55,557	(1) 82	1.11
	All Ranks	\$81,933	100	\$76,479	(1) 340	1.07
Business Administration	Professor	\$176,168	51	\$194,436	(1) 361	0.91
	Assoc Prof	\$154,236	25	\$143,686	(1) 201	1.07
	Assist Prof	\$141,059	25	\$138,057	(1) 297	1.02
	All Ranks	\$162,049	101	\$167,919	(1) 859	0.97
Education	Professor	\$107,893	43	\$107,754	(1) 302	1.00
	Assoc Prof	\$78,780	39	\$78,103	(1) 245	1.01
	Assist Prof	\$67,382	35	\$64,957	(1) 199	1.04
	All Ranks	\$86,070	117	\$85,068	(1) 746	1.01
Engineering	Professor	\$131,149	150	\$143,148	(1) 926	0.92
	Assoc Prof	\$95,299	83	\$100,472	(1) 380	0.95
	Assist Prof	\$80,589	126	\$86,033	(1) 393	0.94
	All Ranks	\$105,115	359	\$113,235	(1) 1,699	0.93
Geosciences	Professor	\$100,850	51	\$121,787	(1) 235	0.83
	Assoc Prof	\$73,217	22	\$84,076	(1) 97	0.87
	Assist Prof	\$59,649	23	\$69,932	(1) 75	0.85
	All Ranks	\$84,646	96	\$100,721	(1) 407	0.84
Liberal Arts	Professor	\$112,666	131	\$123,162	(1) 1,728	0.91
	Assoc Prof	\$70,461	102	\$77,789	(1) 1,086	0.91
	Assist Prof	\$64,105	97	\$67,535	(1) 869	0.95
	All Ranks	\$85,347	330	\$92,787	(1) 3,683	0.92
Science	Professor	\$122,120	148	\$125,488	(1) 1,205	0.97
	Assoc Prof	\$78,294	45	\$86,688	(1) 356	0.90
	Assist Prof	\$73,047	52	\$71,651	(1) 482	1.02
	All Ranks	\$103,654	245	\$106,935	(1) 2,043	0.97
Veterinary Medicine	Professor	\$100,904	60	\$115,315	(1) 249	0.88
	Assoc Prof	\$75,008	33	\$89,511	(1) 172	0.84
	Assist Prof	\$66,677	19	\$77,947	(1) 146	0.86
	All Ranks	\$87,467	112	\$101,373	(1) 567	0.86

* 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 2008-2009

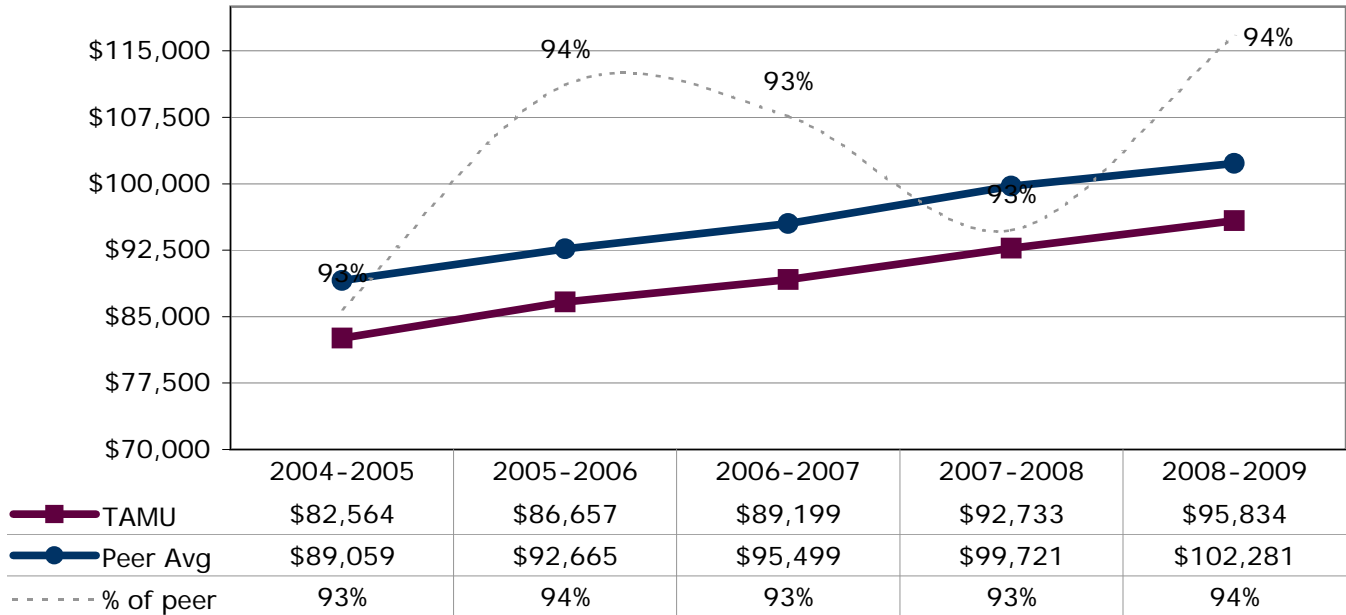
College	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
Texas A&M University	Professor	\$116,902	832	\$126,105	(1) 6,301	0.93
	Assoc Prof	\$81,885	459	\$87,263	(1) 3,336	0.94
	Assist Prof	\$72,845	484	\$75,569	(1) 3,070	0.96
	All Ranks	\$95,834	1,775	\$102,281	(1) 12,707	0.94

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

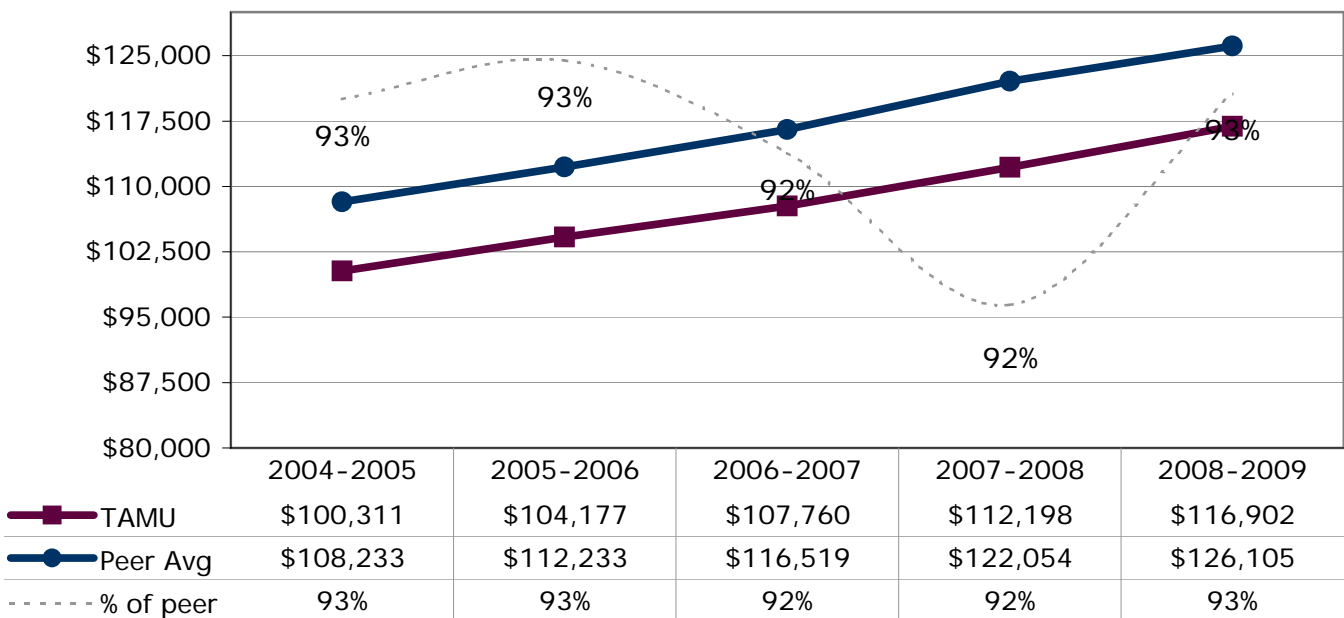
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

All Ranks



Professor

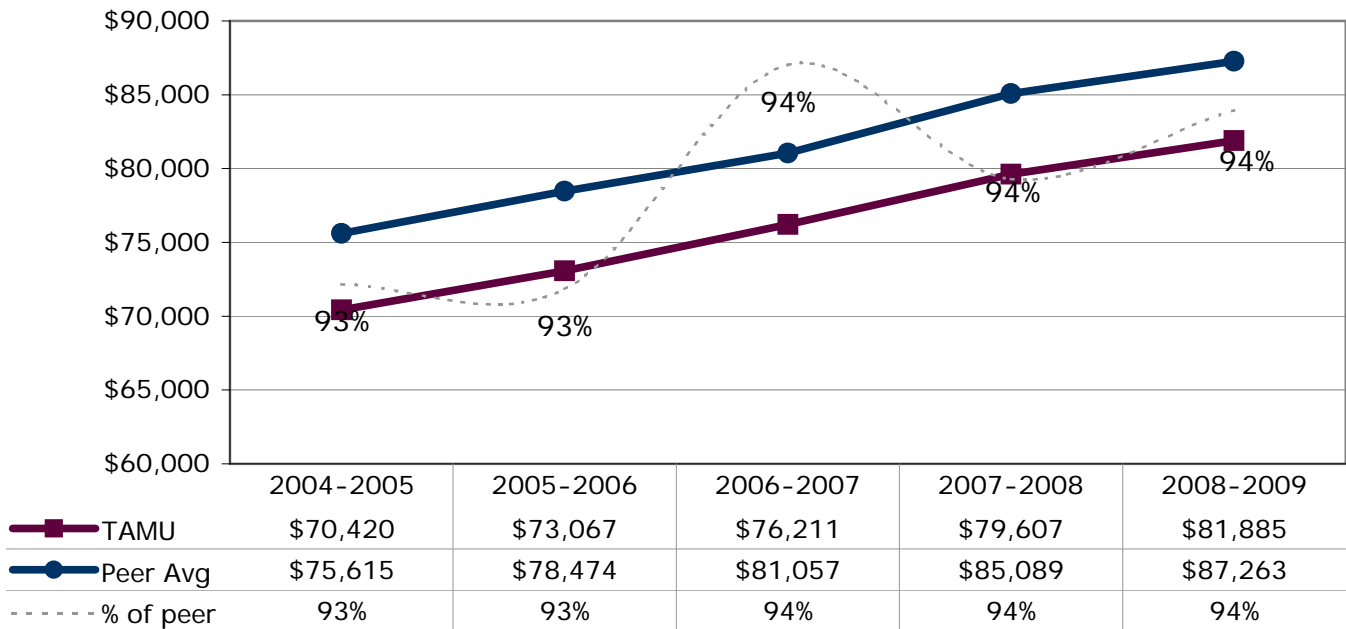


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 3/30/2009

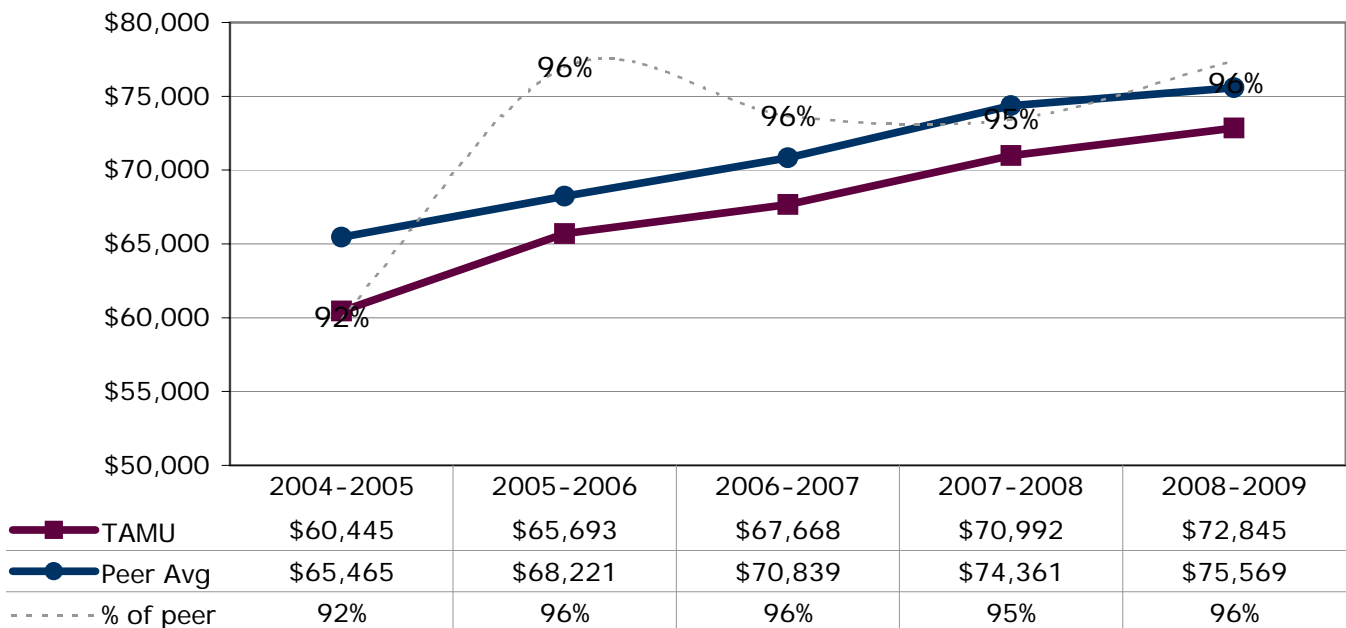
Texas A&M Salaries vs Aggregated College Peer Groups

UNIVERSITY SUMMARY

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
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Texas A&M University
College of Agriculture & Life Sciences
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AGEC	Professor	\$105,000	24	\$116,214	141	0.90
	Assoc Prof	\$79,737	2	\$91,243	53	0.87
	Assist Prof	\$67,494	6	\$78,112	50	0.86
	All Ranks	\$96,389	32	\$107,509 ⁽¹⁾	244	0.90
ALEC	Professor	\$90,573	6	\$111,259	28	0.81
	Assoc Prof	\$72,870	6	\$80,276	21	0.91
	Assist Prof	\$56,226	2	\$61,159	25	0.92
	All Ranks	\$78,079	14	\$90,824 ⁽¹⁾	74	0.86
ANSC	Professor	\$88,218	14	\$102,212	155	0.86
	Assoc Prof	\$74,370	10	\$77,250	83	0.96
	Assist Prof	\$54,171	8	\$64,639	68	0.84
	All Ranks	\$75,379	32	\$85,018 ⁽¹⁾	306	0.89
BAEN	Professor	\$109,290	13	\$108,875	82	1.00
	Assoc Prof	\$61,702	2	\$84,147	52	0.73
	Assist Prof	\$74,057	4	\$70,027	40	1.06
	All Ranks	\$96,863	19	\$98,094 ⁽¹⁾	174	0.99
BCBP	Professor	\$132,362	11	\$130,386	89	1.02
	Assoc Prof	\$67,415	7	\$82,321	38	0.82
	Assist Prof	\$60,390	6	\$65,872	40	0.92
	All Ranks	\$95,426	24	\$100,238 ⁽¹⁾	167	0.95
ENTO	Professor	\$106,003	12	\$100,457	126	1.06
	Assoc Prof	\$69,335	7	\$73,064	49	0.95
	Assist Prof	\$59,827	5	\$61,227	39	0.98
	All Ranks	\$85,688	24	\$84,294 ⁽¹⁾	214	1.02
ESSM	Professor	\$92,407	23	\$101,430	111	0.91
	Assoc Prof	\$68,932	17	\$76,802	84	0.90
	Assist Prof	\$60,661	5	\$62,488	64	0.97
	All Ranks	\$80,011	45	\$87,799 ⁽¹⁾	259	0.91
HRSC	Professor	\$106,030	9	\$95,509	141	1.11
	Assoc Prof	\$69,372	8	\$72,401	80	0.96
	Assist Prof	\$54,036	1	\$61,488	59	0.88
	All Ranks	\$86,849	18	\$83,349 ⁽¹⁾	280	1.04
NFSC	Professor	\$97,689	5	\$112,189	55	0.87
	Assoc Prof	\$78,797	3	\$77,930	32	1.01
	Assist Prof	\$77,257	6	\$70,371	25	1.10
	All Ranks	\$84,884	14	\$86,926 ⁽¹⁾	112	0.98

* 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 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
PLPM	Professor	\$90,811	9	\$100,557	77	0.90
	Assoc Prof	\$63,327	2	\$71,937	31	0.88
	Assist Prof	\$61,437	3	\$65,222	26	0.94
	All Ranks	\$80,590	14	\$88,897 ⁽¹⁾	134	0.91
POSC	Professor	\$92,026	2	\$90,647	15	1.02
	Assoc Prof	\$72,295	3	\$79,292	7	0.91
	Assist Prof	\$56,490	5	\$65,084	6	0.87
	All Ranks	\$68,339	10	\$74,459 ⁽¹⁾	28	0.92
RPTS	Professor	\$99,417	6	\$105,678	23	0.94
	Assoc Prof	\$70,058	6	\$79,527	34	0.88
	Assist Prof	\$60,021	6	\$63,096	29	0.95
	All Ranks	\$76,499	18	\$82,767 ⁽¹⁾	86	0.92
SCSC	Professor	\$85,439	16	\$102,649	66	0.83
	Assoc Prof	\$63,006	2	\$73,395	29	0.86
	Assist Prof	\$56,021	10	\$62,006	22	0.90
	All Ranks	\$73,330	28	\$86,044 ⁽¹⁾	117	0.85
WFSC	Professor	\$92,638	13	\$110,740	78	0.84
	Assoc Prof	\$71,833	8	\$80,823	56	0.89
	Assist Prof	\$52,866	2	\$63,705	34	0.83
	All Ranks	\$81,943	23	\$96,244 ⁽¹⁾	168	0.85
COLLEGE	Professor	\$99,292	163	\$107,353 ⁽¹⁾	1,187	0.92
	Assoc Prof	\$70,468	83	\$77,874 ⁽¹⁾	649	0.90
	Assist Prof	\$61,191	69	\$65,694 ⁽¹⁾	527	0.93
	All Ranks	\$83,351	315	\$90,460 ⁽¹⁾	2,363	0.92

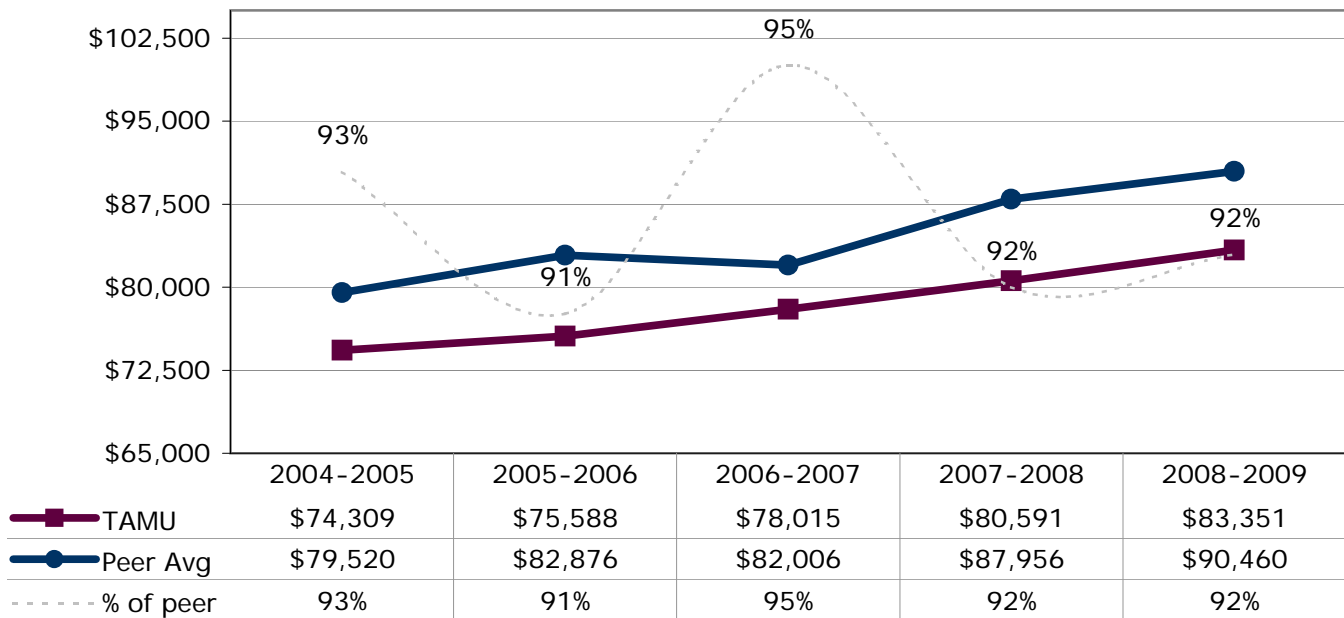
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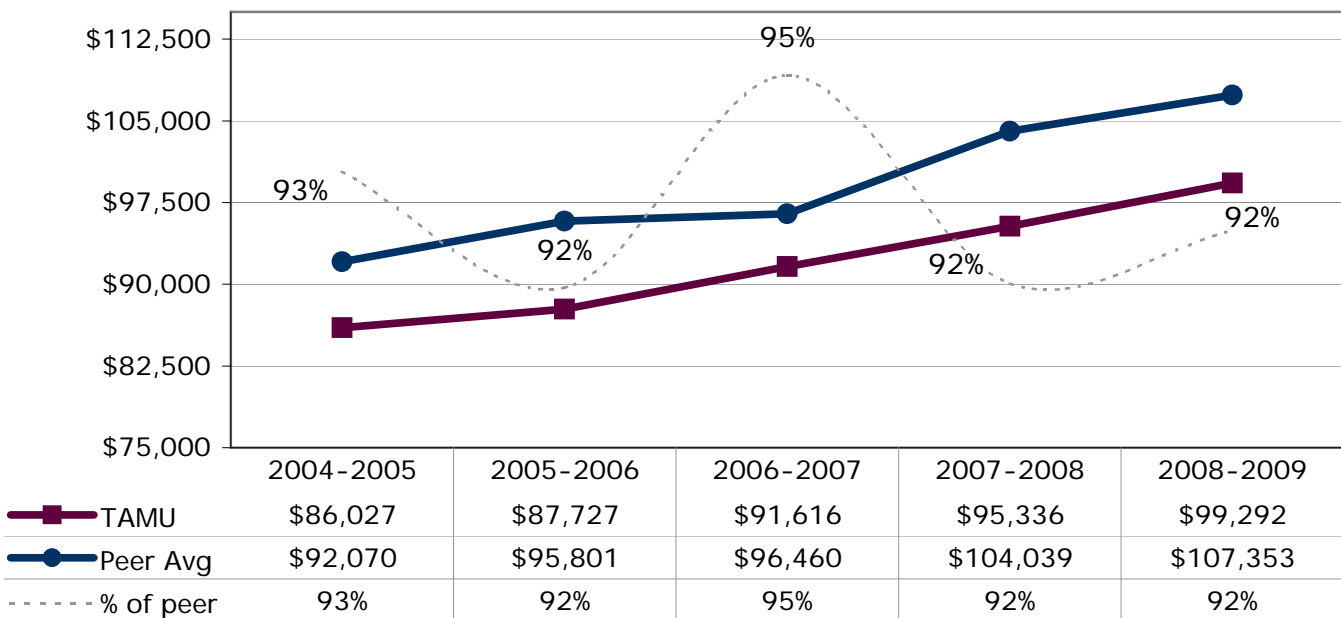
Texas A&M Salaries vs Aggregated College Peer Groups

College of Agriculture & Life Sciences

All Ranks



Professor



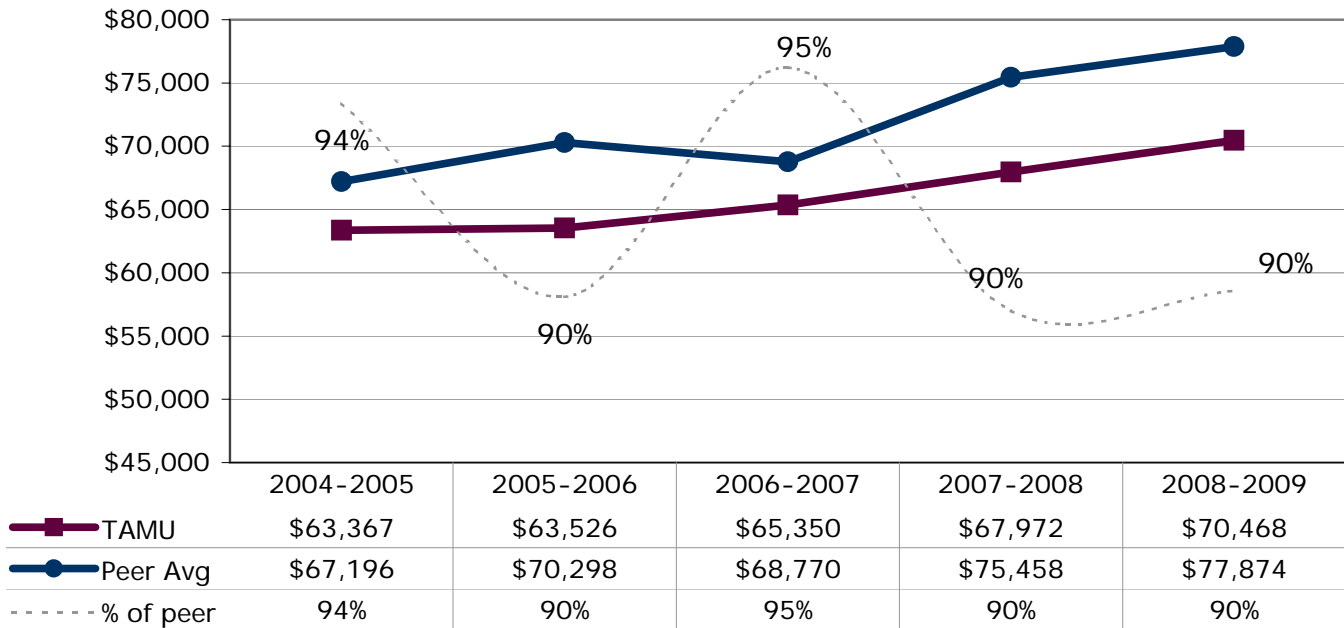
Note: Percentage labels represent TAMU average salary divided by peer average salary.

Prepared by Texas A&M Office of Institutional Studies, 3/30/2009

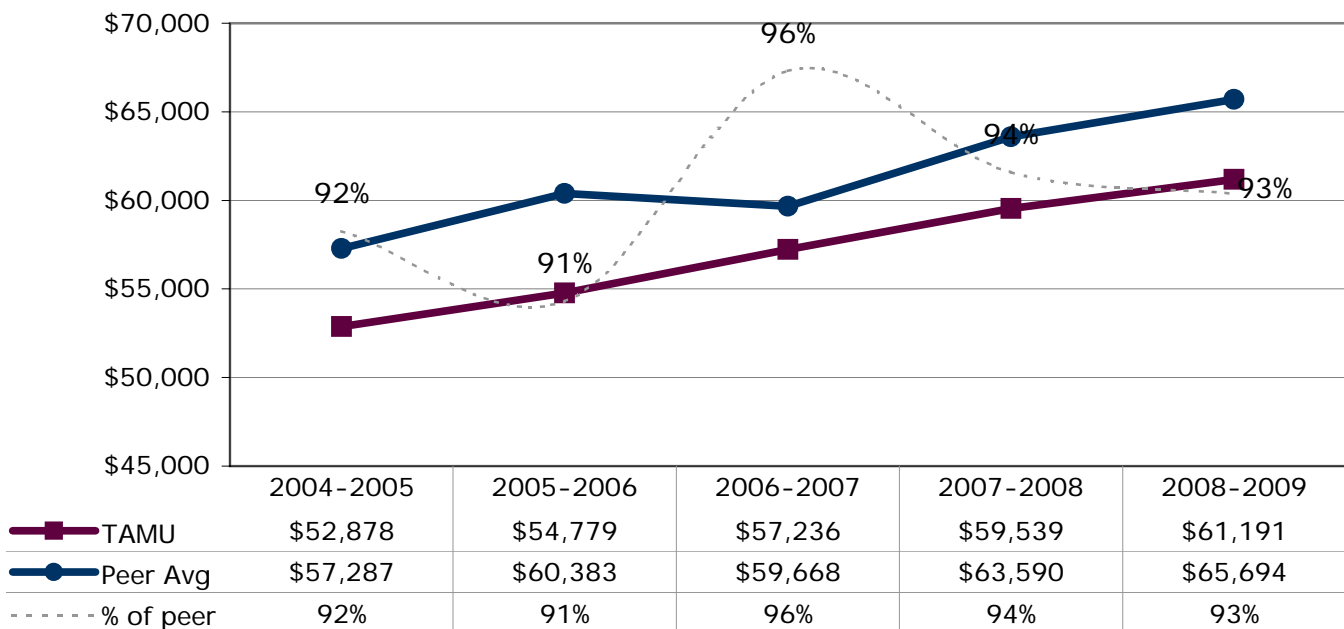
Texas A&M Salaries vs Aggregated College Peer Groups

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, 3/30/2009

Texas A&M University
College of Architecture
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ARCH	Professor	\$104,478	20	\$114,524	84	0.91
	Assoc Prof	\$80,207	8	\$80,547	121	1.00
	Assist Prof	\$61,050	14	\$64,932	57	0.94
	All Ranks	\$85,379	42	\$91,521 (1)	262	0.93
COSC	Professor	\$99,118	4	\$112,444	8	0.88
	Assoc Prof	\$72,140	8	\$84,160	8	0.86
	Assist Prof	\$63,462	9	\$63,732	6	1.00
	All Ranks	\$73,560	21	\$80,793 (1)	22	0.91
LAUP	Professor	\$122,139	8	\$102,838	16	1.19
	Assoc Prof	\$76,792	9	\$72,900	21	1.05
	Assist Prof	\$61,032	10	\$62,855	19	0.97
	All Ranks	\$84,391	27	\$78,050 (1)	56	1.08
VIZA	Professor	\$95,956	3			
	Assoc Prof	\$95,976	2			
	Assist Prof	\$60,849	5			
	All Ranks	\$78,407	10		(1)	
COLLEGE	Professor	\$107,172	35	\$101,799 (1)	108	1.05
	Assoc Prof	\$77,847	27	\$73,102 (1)	150	1.06
	Assist Prof	\$61,590	38	\$55,557 (1)	82	1.11
	All Ranks	\$81,933	100	\$76,479 (1)	340	1.07

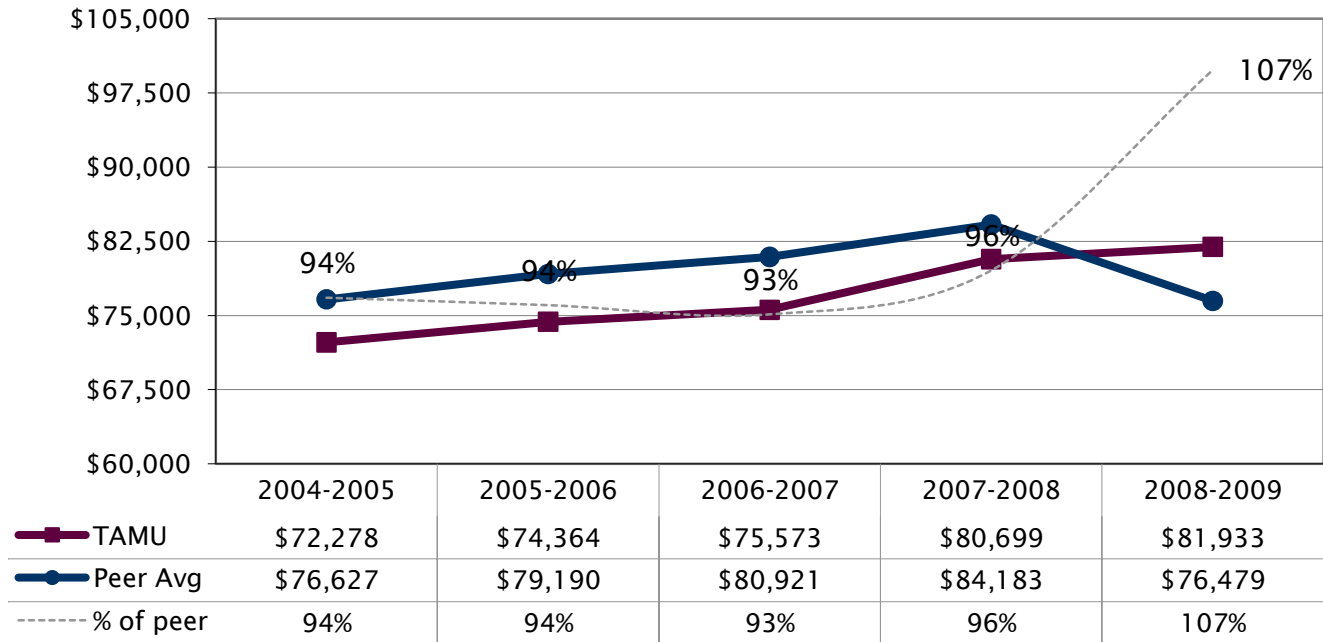
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

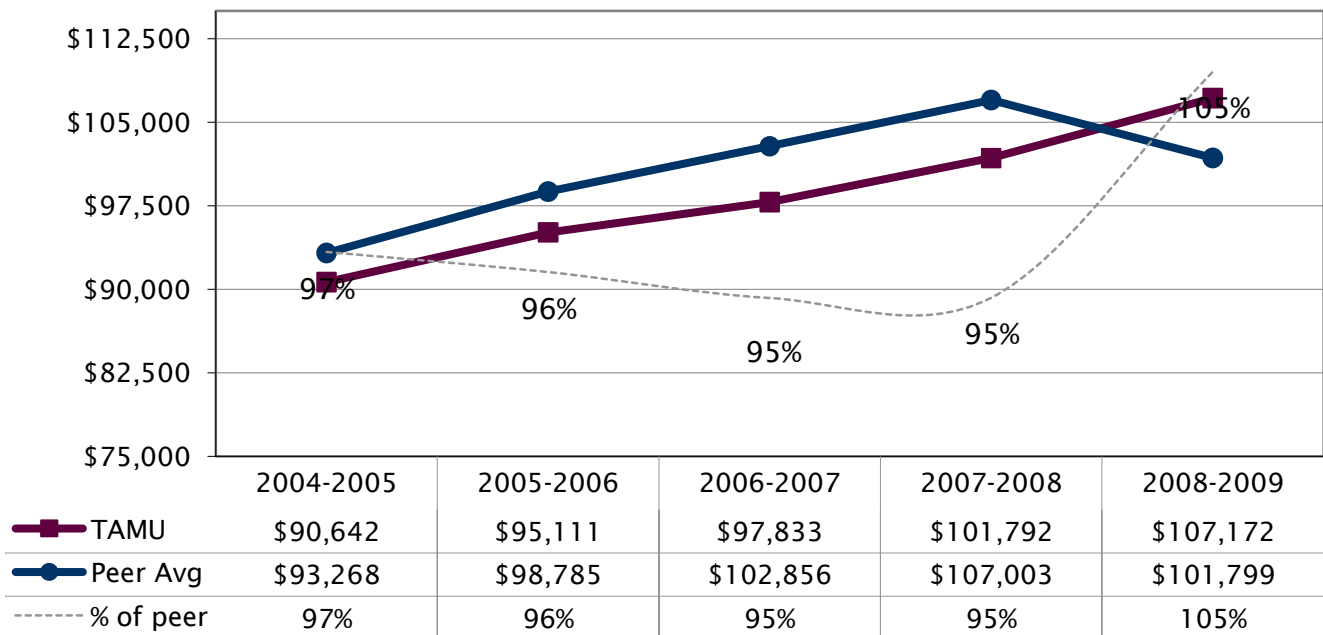
Texas A&M Salaries vs Aggregated College Peer Groups

College of Architecture

All Ranks



Professor

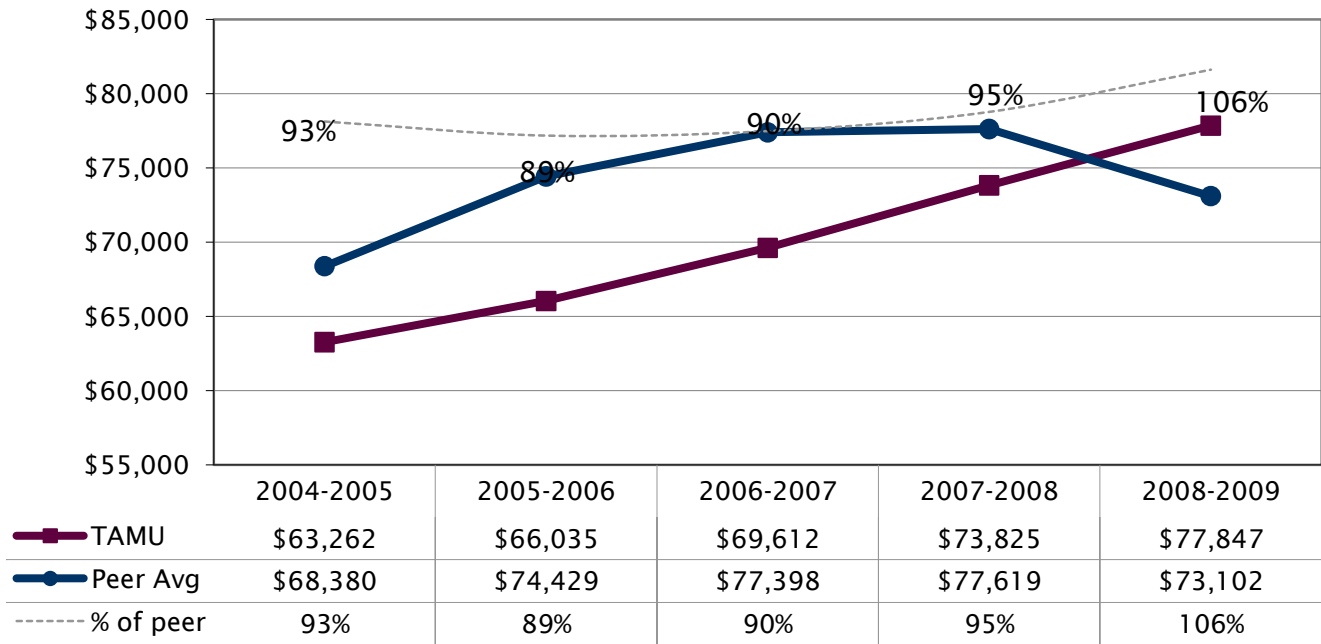


Note: Percentage labels represent TAMU average salary divided by peer average salary.
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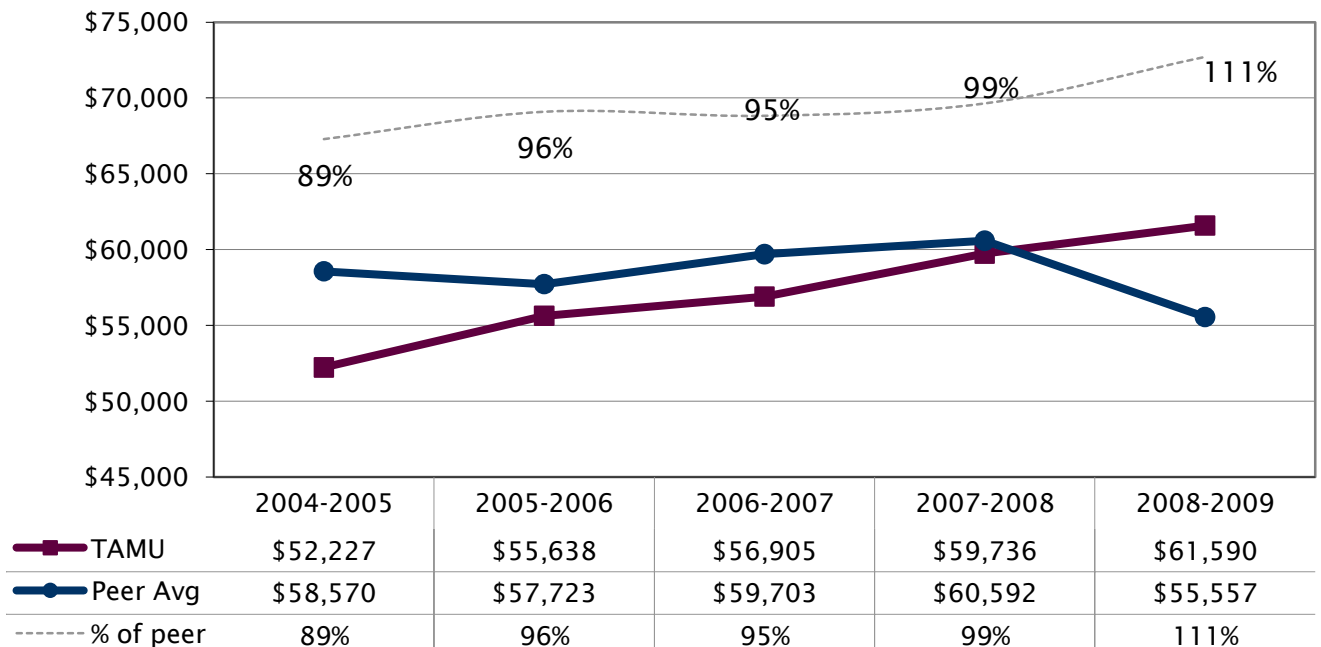
Texas A&M Salaries vs Aggregated College Peer Groups

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, 10/21/2009

Texas A&M University
College of Business Administration
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ACCT	Professor	\$177,190	14	\$196,122	57	0.90
	Assoc Prof	\$161,597	8	\$141,703	39	1.14
	Assist Prof	\$165,551	3	\$157,736	51	1.05
	All Ranks	\$170,804	25	\$174,102 (1)	147	0.98
FINC	Professor	\$194,255	10	\$205,638	54	0.94
	Assoc Prof	\$197,301	3	\$169,969	35	1.16
	Assist Prof	\$177,411	4	\$158,493	51	1.12
	All Ranks	\$190,829	17	\$188,251 (1)	140	1.01
INFO	Professor	\$156,267	7	\$193,003	16	0.81
	Assoc Prof	\$137,668	4	\$142,451	11	0.97
	Assist Prof	\$126,665	5	\$128,765	8	0.98
	All Ranks	\$142,367	16	\$160,291 (1)	35	0.89
MGMT	Professor	\$166,207	9	\$188,675	184	0.88
	Assoc Prof	\$149,118	6	\$144,596	89	1.03
	Assist Prof	\$124,497	9	\$132,340	162	0.94
	All Ranks	\$146,294	24	\$156,529 (1)	435	0.93
MKTG	Professor	\$179,239	11	\$187,733	50	0.95
	Assoc Prof	\$131,460	4	\$127,813	27	1.03
	Assist Prof	\$141,597	4	\$127,339	25	1.11
	All Ranks	\$161,256	19	\$162,404 (1)	102	0.99
COLLEGE	Professor	\$176,168	51	\$194,436 (1)	361	0.91
	Assoc Prof	\$154,236	25	\$143,686 (1)	201	1.07
	Assist Prof	\$141,059	25	\$138,057 (1)	297	1.02
	All Ranks	\$162,049	101	\$167,919 (1)	859	0.97

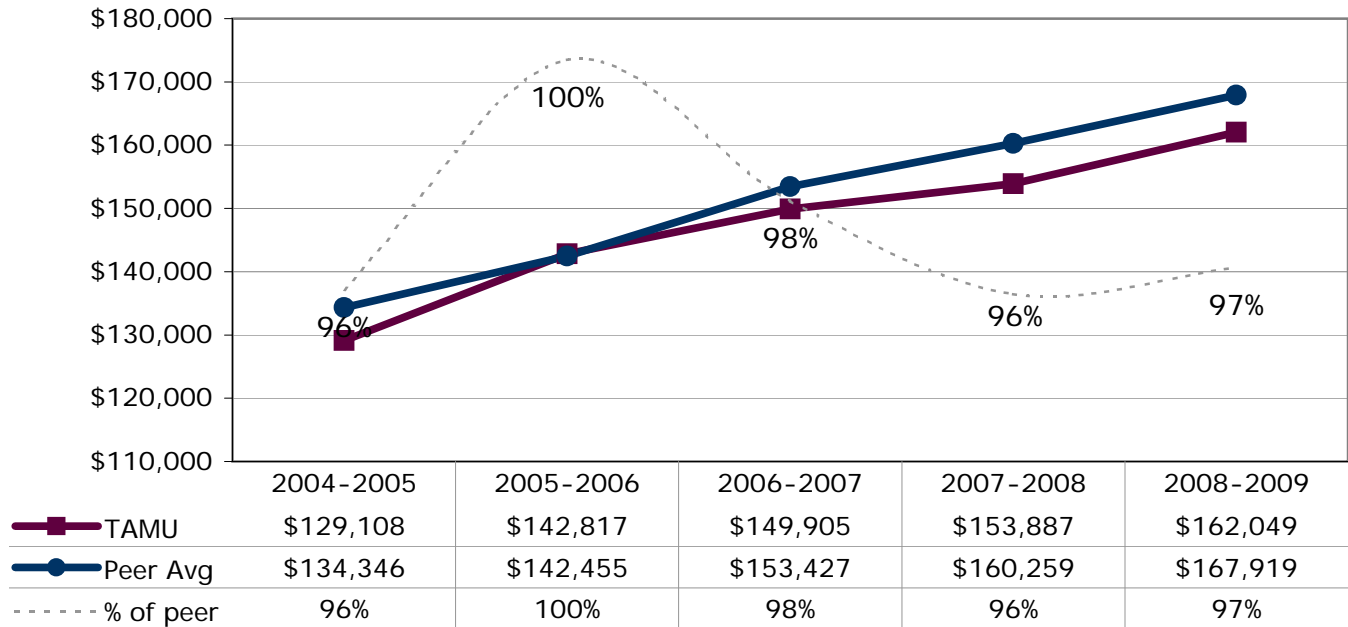
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

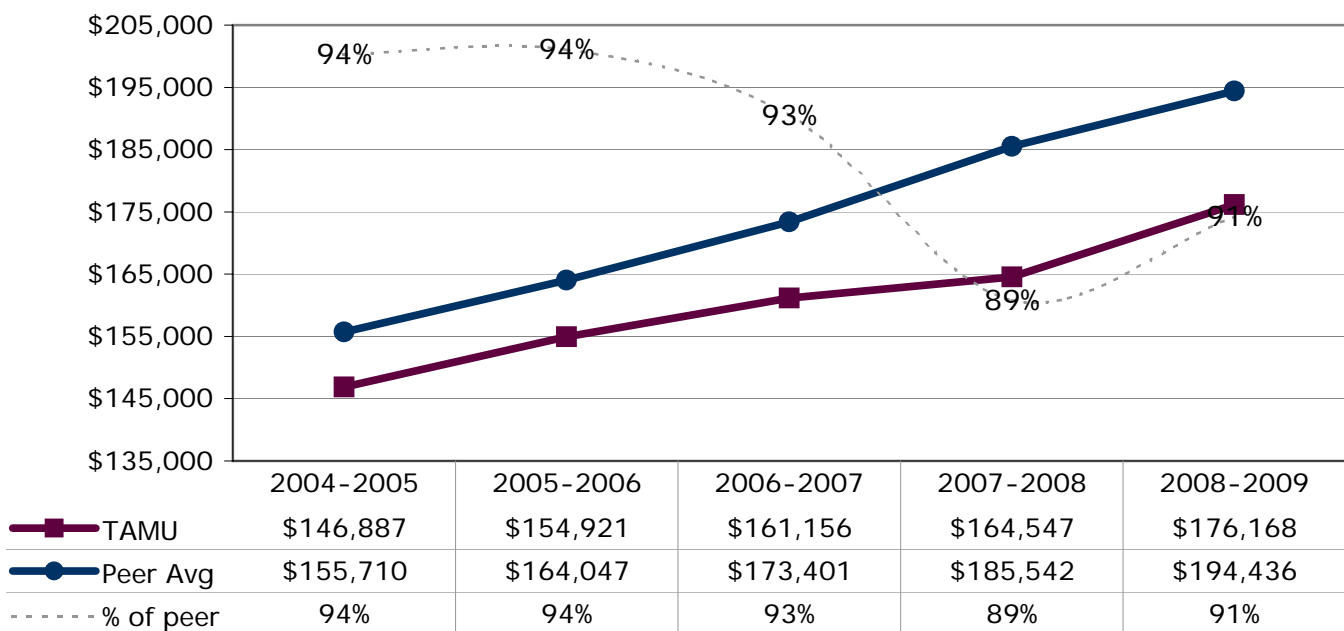
Texas A&M Salaries vs Aggregated College Peer Groups

College of Business Administration

All Ranks



Professor



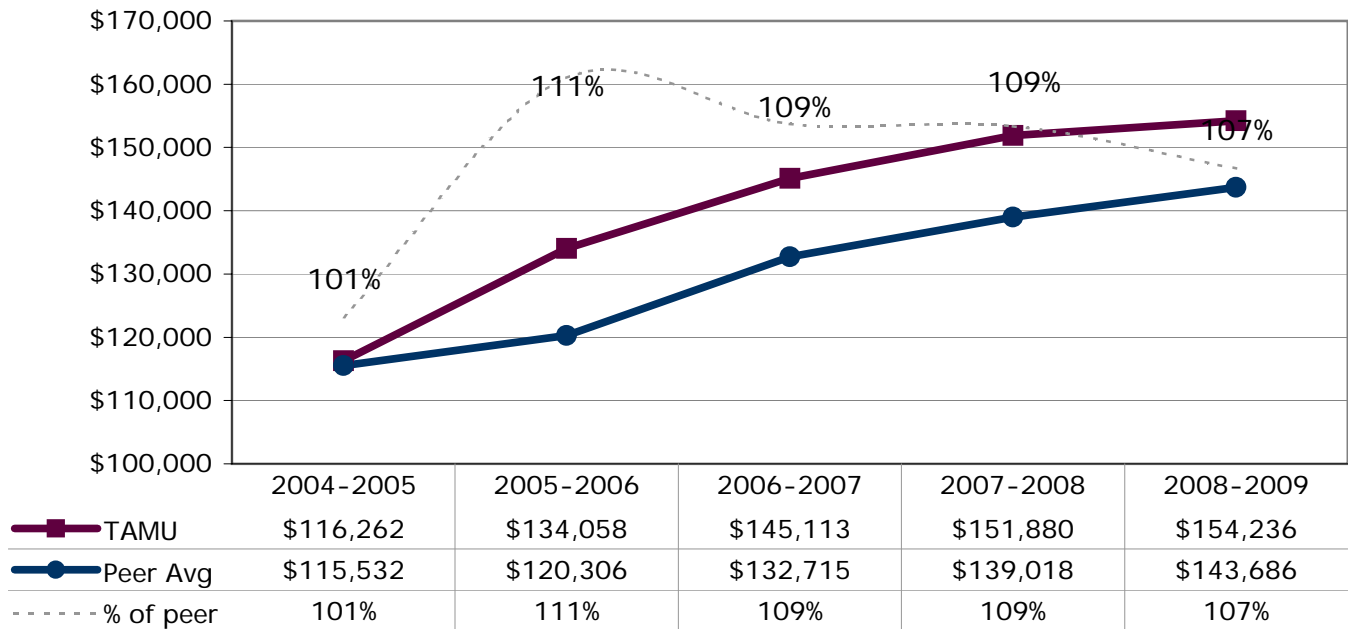
Note: Percentage labels represent TAMU average salary divided by peer average salary.

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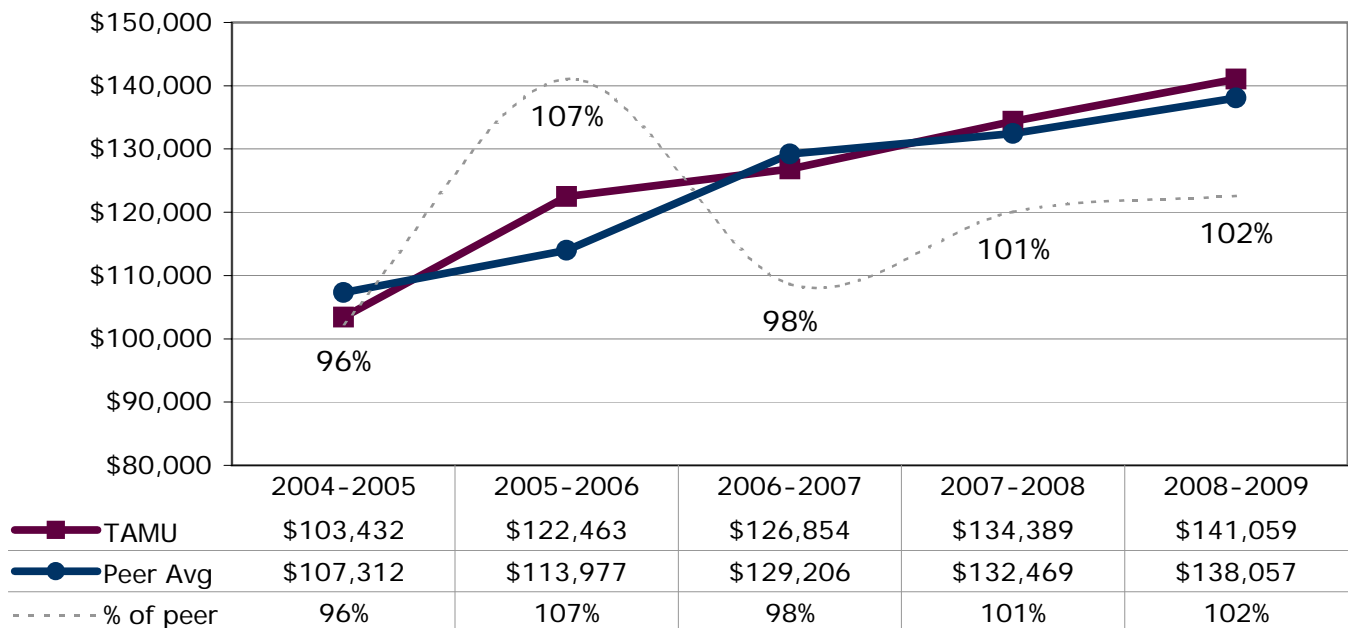
Texas A&M Salaries vs Aggregated College Peer Groups

College of Business Administration

Associate Professor



Assistant Professor



Note: Percentage labels represent TAMU average salary divided by peer average salary.
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Texas A&M University
College of Education
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
EAHR	Professor	\$120,080	6	\$125,955	67	0.95
	Assoc Prof	\$85,083	8	\$93,159	48	0.91
	Assist Prof	\$64,440	8	\$75,934	40	0.85
	All Ranks	\$87,121	22	\$95,840 (1)	155	0.91
EPSY	Professor	\$113,182	15	\$103,146	101	1.10
	Assoc Prof	\$75,497	11	\$72,899	63	1.04
	Assist Prof	\$65,309	11	\$59,868	45	1.09
	All Ranks	\$87,746	37	\$81,287 (1)	209	1.08
HLKN	Professor	\$95,590	12	\$109,617	67	0.87
	Assoc Prof	\$77,616	9	\$75,560	87	1.03
	Assist Prof	\$73,906	9	\$64,402	65	1.15
	All Ranks	\$83,693	30	\$85,835 (1)	219	0.98
TLAC	Professor	\$107,411	10	\$101,509	67	1.06
	Assoc Prof	\$78,431	11	\$74,437	47	1.05
	Assist Prof	\$65,616	7	\$61,124	49	1.07
	All Ranks	\$85,577	28	\$80,777 (1)	163	1.06
COLLEGE	Professor	\$107,893	43	\$107,754 (1)	302	1.00
	Assoc Prof	\$78,780	39	\$78,103 (1)	245	1.01
	Assist Prof	\$67,382	35	\$64,957 (1)	199	1.04
	All Ranks	\$86,070	117	\$85,068 (1)	746	1.01

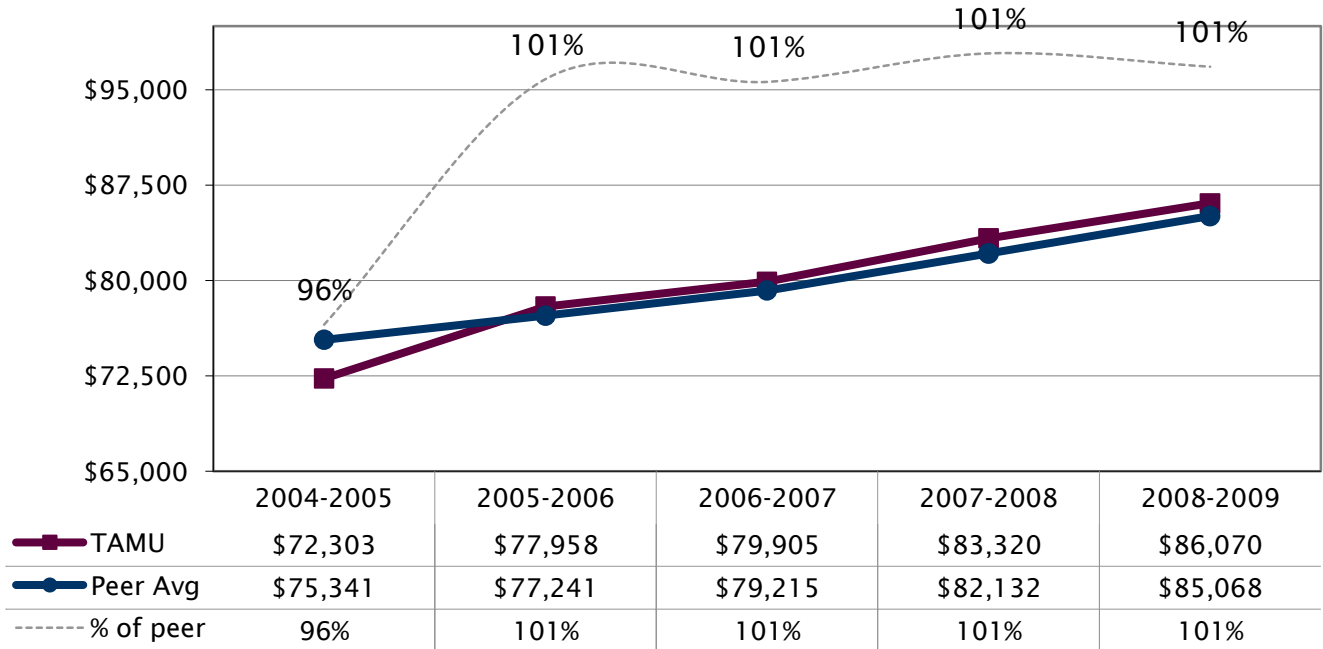
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

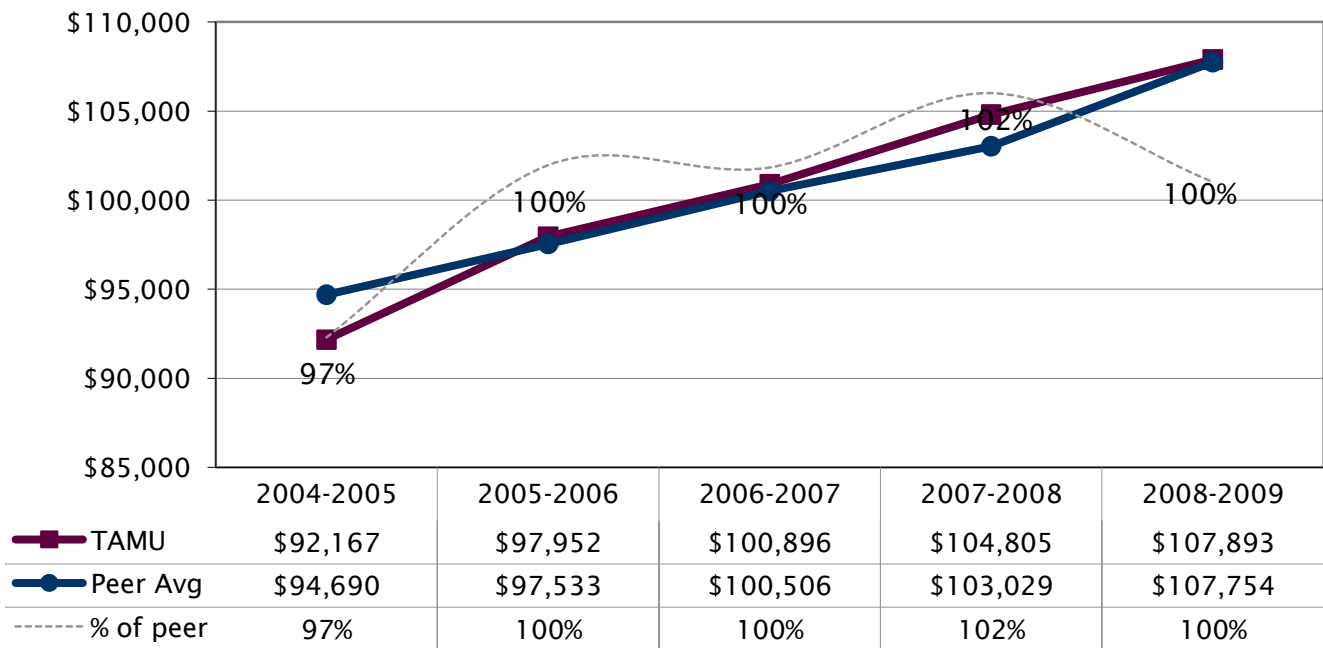
Texas A&M Salaries vs Aggregated College Peer Groups

College of Education

All Ranks



Professor

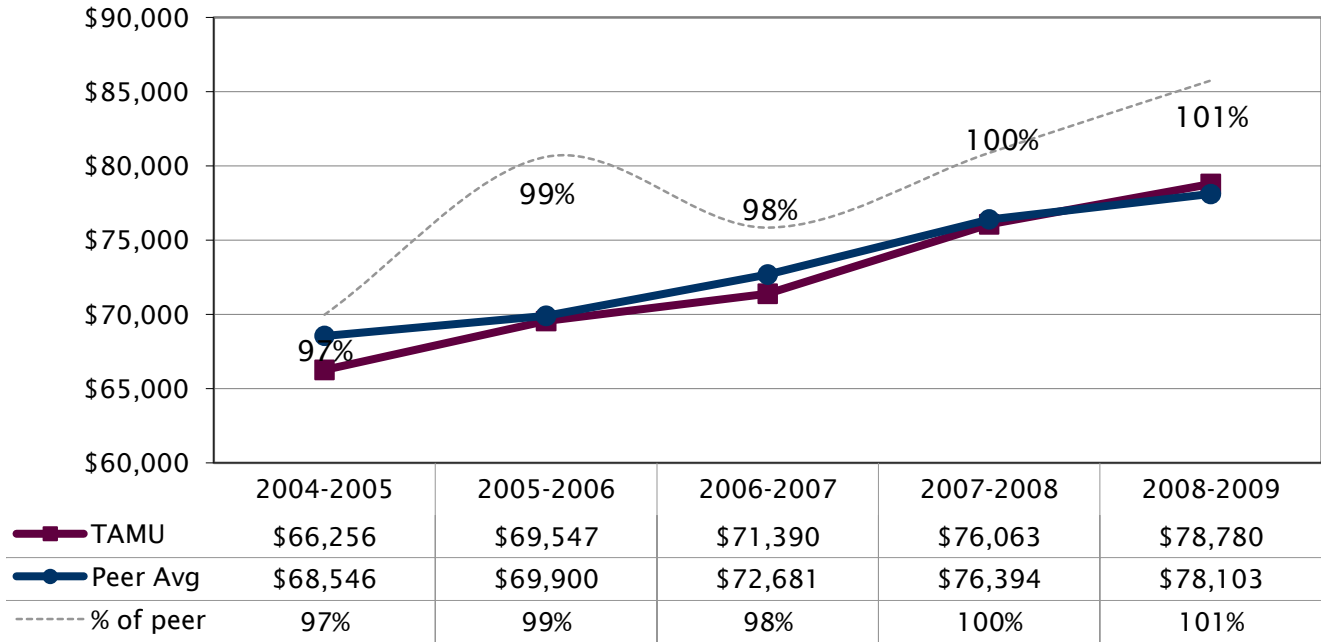


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 10/21/2009

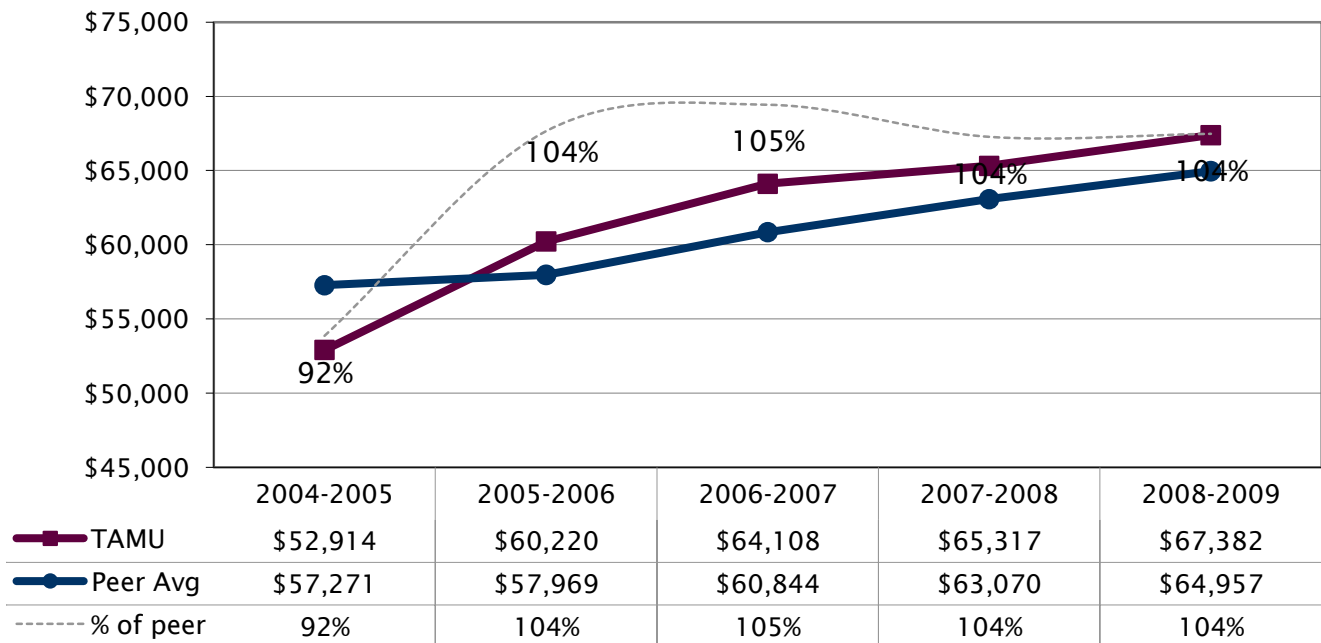
Texas A&M Salaries vs Aggregated College Peer Groups

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, 10/21/2009

Texas A&M University
College of Engineering
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
AERO	Professor	\$140,385	16	\$146,481	82	0.96
	Assoc Prof	\$95,140	7	\$106,535	24	0.89
	Assist Prof	\$82,907	7	\$84,704	26	0.98
	All Ranks	\$116,416	30	\$122,746 ⁽¹⁾	132	0.95
BMEN	Professor	\$129,525	5	\$166,427	20	0.78
	Assoc Prof	\$95,163	4	\$104,294	20	0.91
	Assist Prof	\$79,609	10	\$84,611	37	0.94
	All Ranks	\$96,019	19	\$110,285 ⁽¹⁾	77	0.87
CHEN	Professor	\$138,935	10	\$156,053	69	0.89
	Assoc Prof	\$98,932	2	\$102,897	20	0.96
	Assist Prof	\$79,868	9	\$88,181	27	0.91
	All Ranks	\$109,811	21	\$121,903 ⁽¹⁾	116	0.90
CPSC	Professor	\$131,931	16	\$145,501	178	0.91
	Assoc Prof	\$106,421	10	\$106,233	84	1.00
	Assist Prof	\$90,985	12	\$92,280	73	0.99
	All Ranks	\$112,288	38	\$118,361 ⁽¹⁾	335	0.95
CVEN	Professor	\$118,094	25	\$138,165	119	0.85
	Assoc Prof	\$85,881	17	\$97,357	58	0.88
	Assist Prof	\$76,732	21	\$84,967	62	0.90
	All Ranks	\$95,614	63	\$109,421 ⁽¹⁾	239	0.87
ECEN	Professor	\$129,520	27	\$148,128	199	0.87
	Assoc Prof	\$93,591	8	\$105,645	73	0.89
	Assist Prof	\$86,837	23	\$91,129	70	0.95
	All Ranks	\$107,638	58	\$119,665 ⁽¹⁾	342	0.90
ETID	Professor	\$114,172	5	\$97,104	6	1.18
	Assoc Prof	\$92,295	7	\$81,433	6	1.13
	Assist Prof	\$68,311	13	\$71,055	5	0.96
	All Ranks	\$84,199	25	\$79,171 ⁽¹⁾	17	1.06
ISEN	Professor	\$137,995	8	\$150,579	45	0.92
	Assoc Prof	\$103,912	7	\$100,834	26	1.03
	Assist Prof	\$78,122	7	\$83,015	16	0.94
	All Ranks	\$108,100	22	\$113,253 ⁽¹⁾	87	0.95
MEEN	Professor	\$141,297	20	\$135,636	171	1.04
	Assoc Prof	\$91,002	13	\$98,500	62	0.92
	Assist Prof	\$79,125	15	\$87,772	67	0.90
	All Ranks	\$108,247	48	\$110,621 ⁽¹⁾	300	0.98

* 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 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
NUEN	Professor	\$133,876	7	\$148,455	28	0.90
	Assoc Prof	\$106,121	4	\$96,868	4	1.10
	Assist Prof	\$79,730	5	\$87,035	6	0.92
	All Ranks	\$110,017	16	\$116,365 (1)	38	0.95
PETE	Professor	\$126,456	11	\$137,469	9	0.92
	Assoc Prof	\$102,857	4	\$116,005	3	0.89
	Assist Prof	\$84,526	4	\$90,805	4	0.93
	All Ranks	\$112,660	19	\$123,126 (1)	16	0.91
COLLEGE	Professor	\$131,149	150	\$143,148 (1)	926	0.92
	Assoc Prof	\$95,299	83	\$100,472 (1)	380	0.95
	Assist Prof	\$80,589	126	\$86,033 (1)	393	0.94
	All Ranks	\$105,115	359	\$113,235 (1)	1,699	0.93

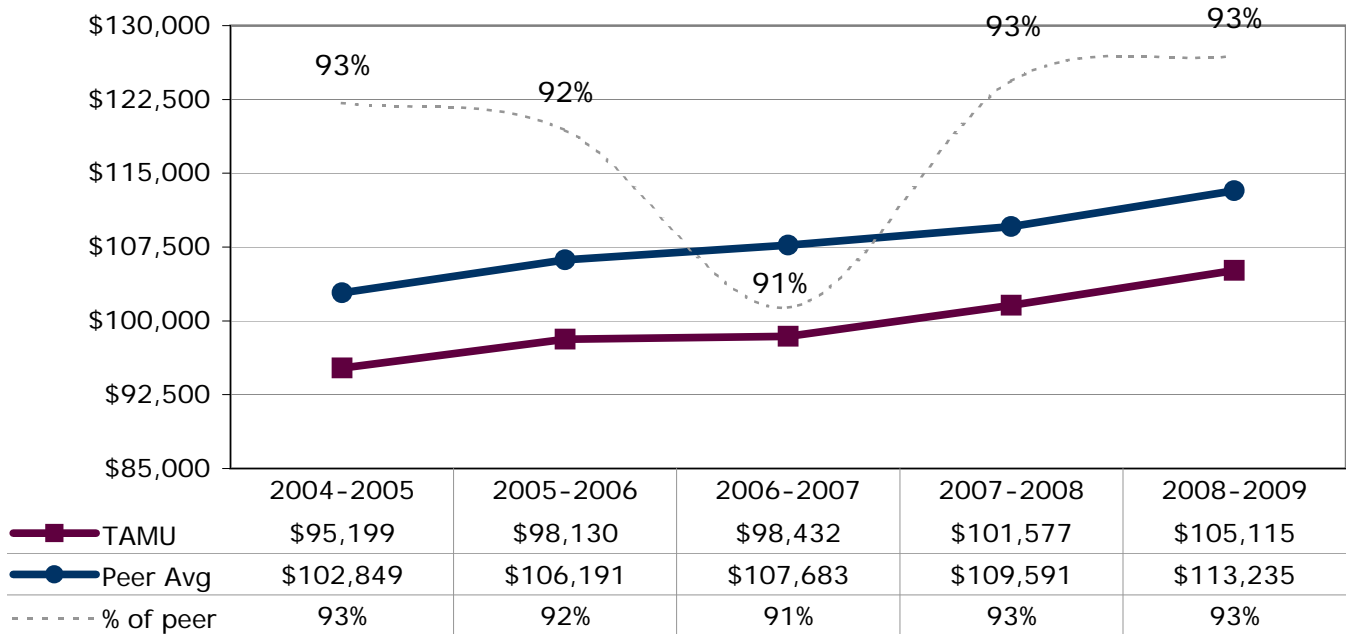
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

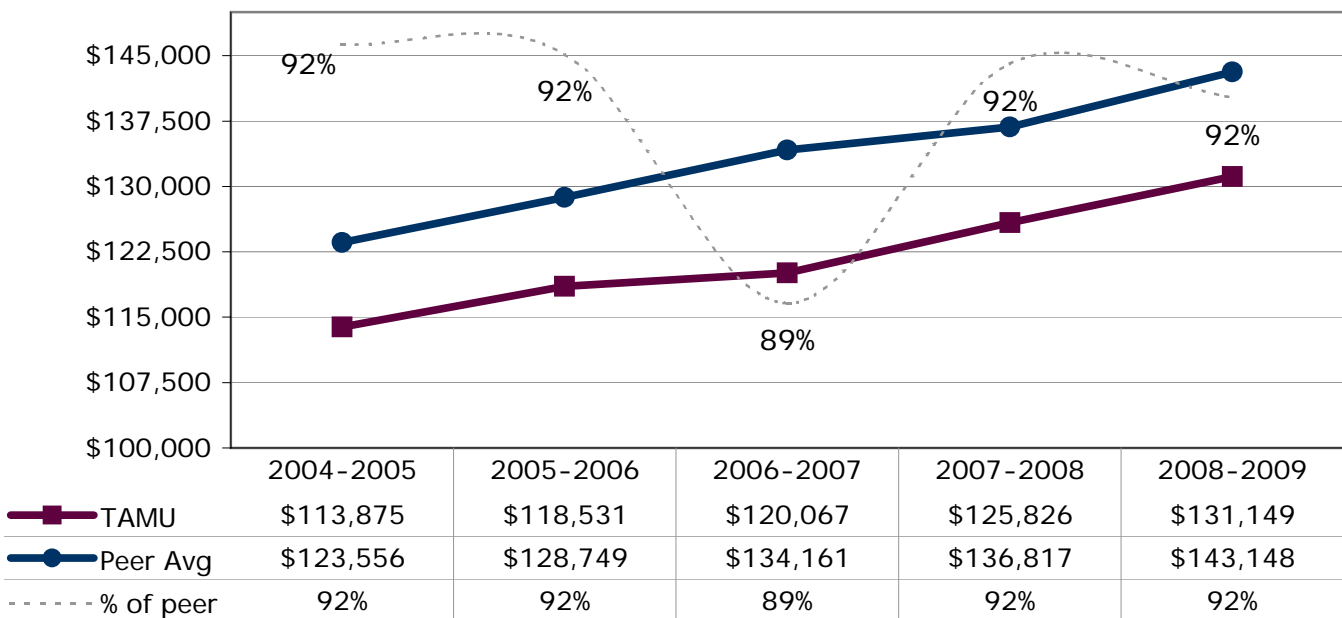
Texas A&M Salaries vs Aggregated College Peer Groups

College of Engineering

All Ranks



Professor

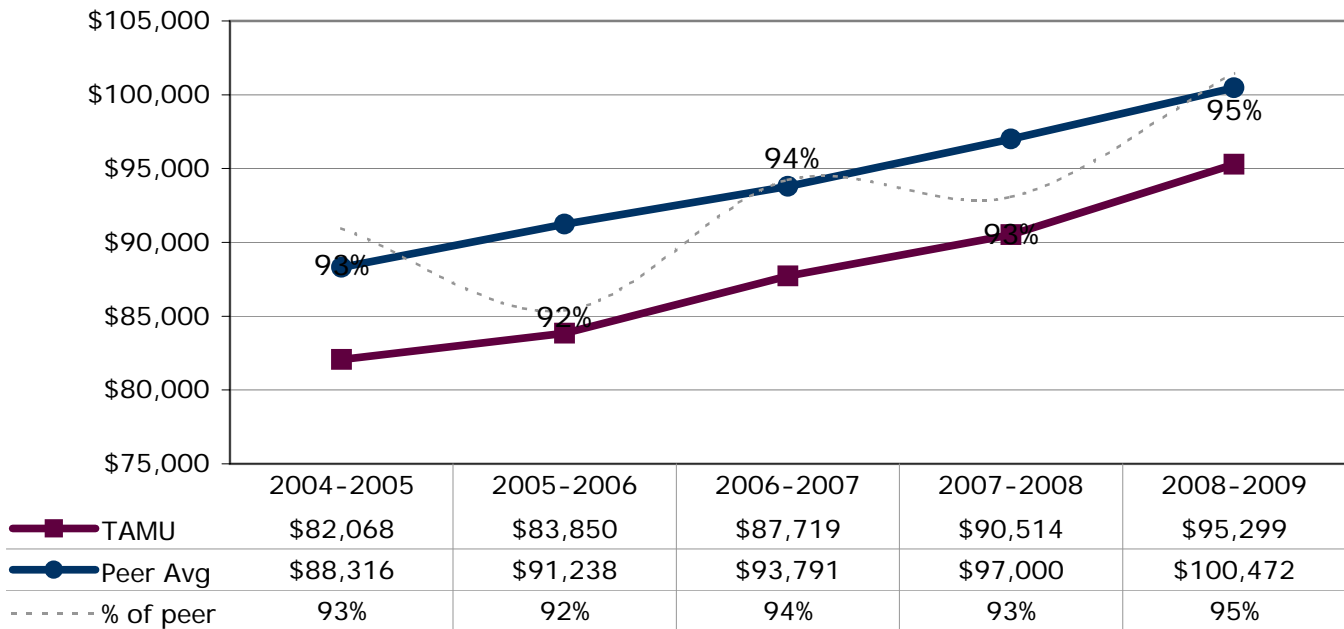


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 3/30/2009

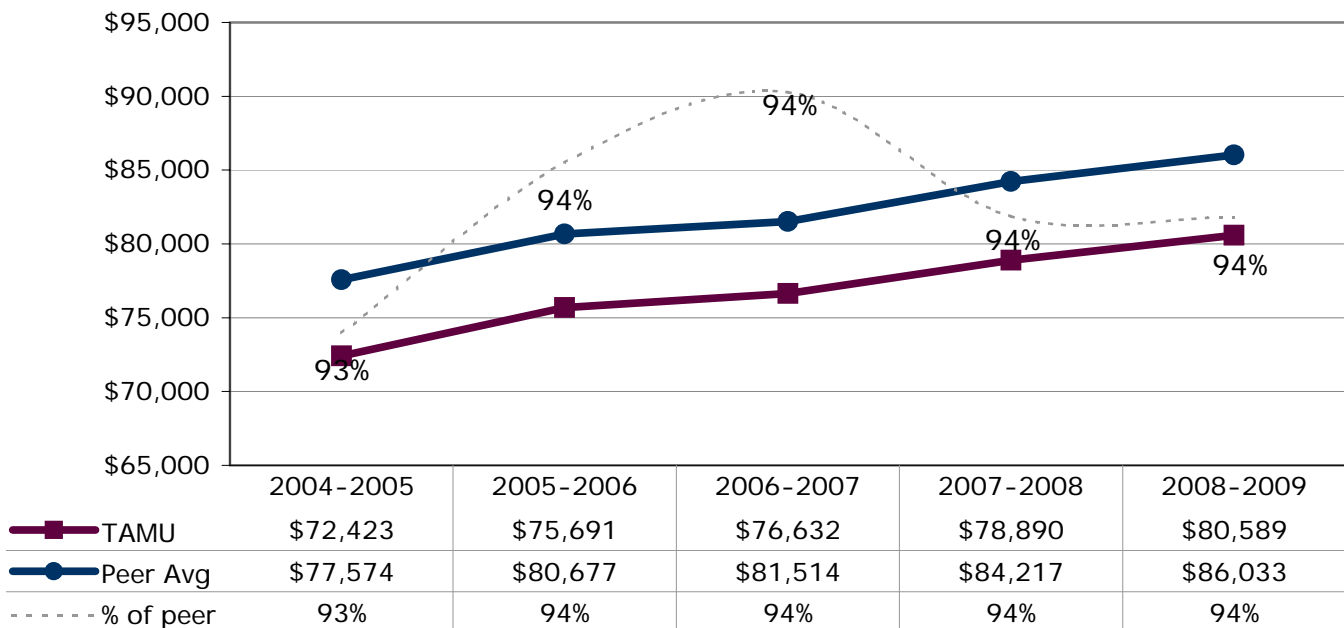
Texas A&M Salaries vs Aggregated College Peer Groups

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, 3/30/2009

Texas A&M University
College of Geosciences
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ATMO	Professor	\$98,305	8	\$134,230	40	0.73
	Assoc Prof	\$74,307	3	\$87,832	16	0.85
	Assist Prof	\$62,065	5	\$77,269	9	0.80
	All Ranks	\$82,480	16	\$107,730 ⁽¹⁾	65	0.77
GEOG	Professor	\$99,129	7	\$116,231	44	0.85
	Assoc Prof	\$69,403	6	\$77,177	23	0.90
	Assist Prof	\$57,686	9	\$65,892	22	0.88
	All Ranks	\$74,068	22	\$84,987 ⁽¹⁾	89	0.87
GEPL	Professor	\$97,780	17	\$119,747	119	0.82
	Assoc Prof	\$75,393	8	\$86,480	39	0.87
	Assist Prof	\$63,021	4	\$70,440	31	0.89
	All Ranks	\$86,810	29	\$103,769 ⁽¹⁾	189	0.84
OCNG	Professor	\$105,302	19	\$120,419	32	0.87
	Assoc Prof	\$73,657	5	\$86,254	19	0.85
	Assist Prof	\$58,071	5	\$69,462	13	0.84
	All Ranks	\$91,703	29	\$105,743 ⁽¹⁾	64	0.87
COLLEGE	Professor	\$100,850	51	\$121,787 ⁽¹⁾	235	0.83
	Assoc Prof	\$73,217	22	\$84,076 ⁽¹⁾	97	0.87
	Assist Prof	\$59,649	23	\$69,932 ⁽¹⁾	75	0.85
	All Ranks	\$84,646	96	\$100,721 ⁽¹⁾	407	0.84

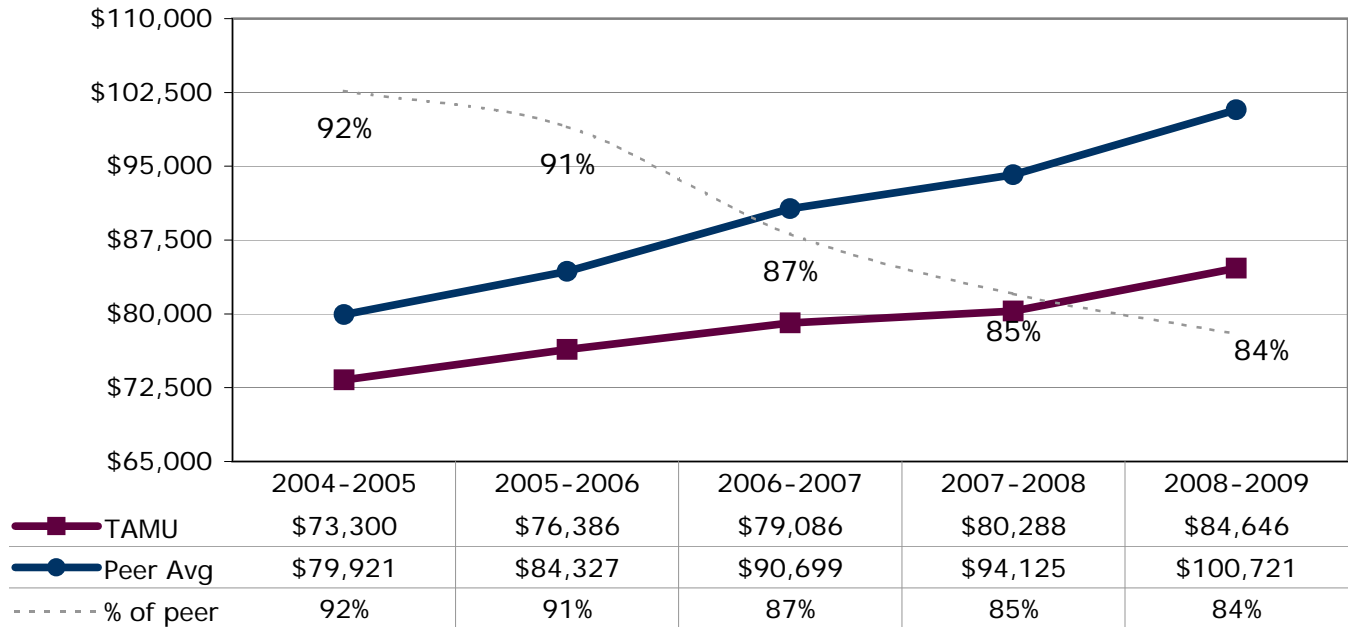
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

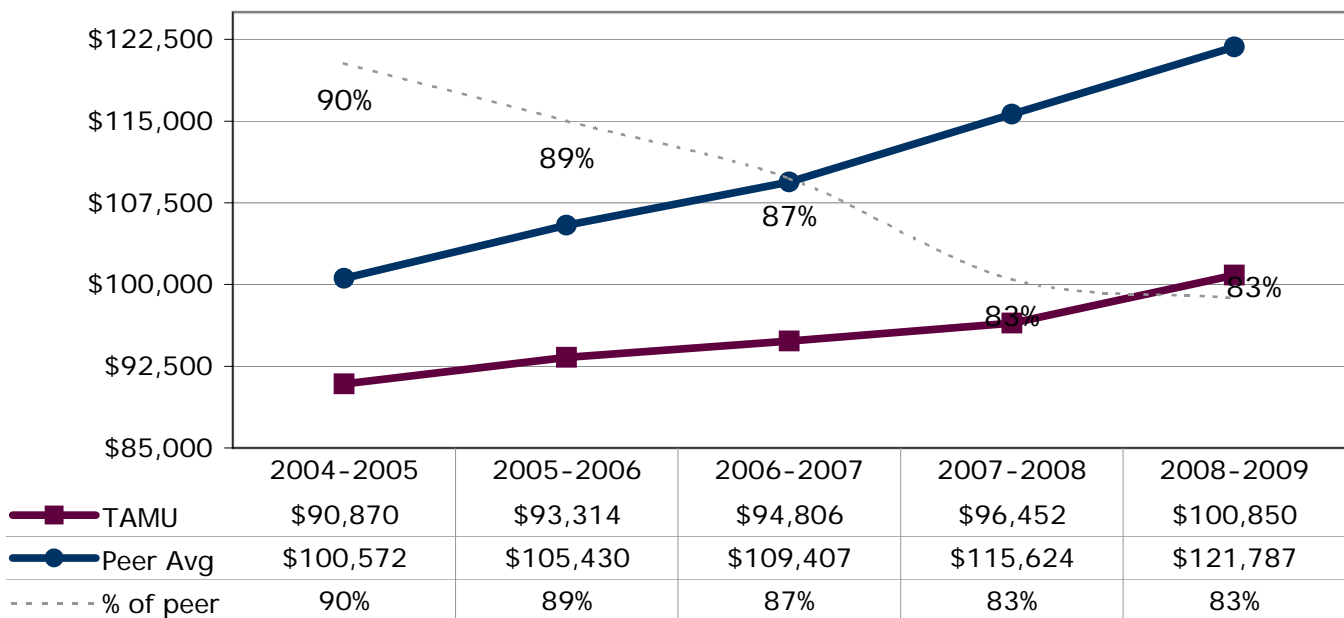
Texas A&M Salaries vs Aggregated College Peer Groups

College of Geosciences

All Ranks



Professor

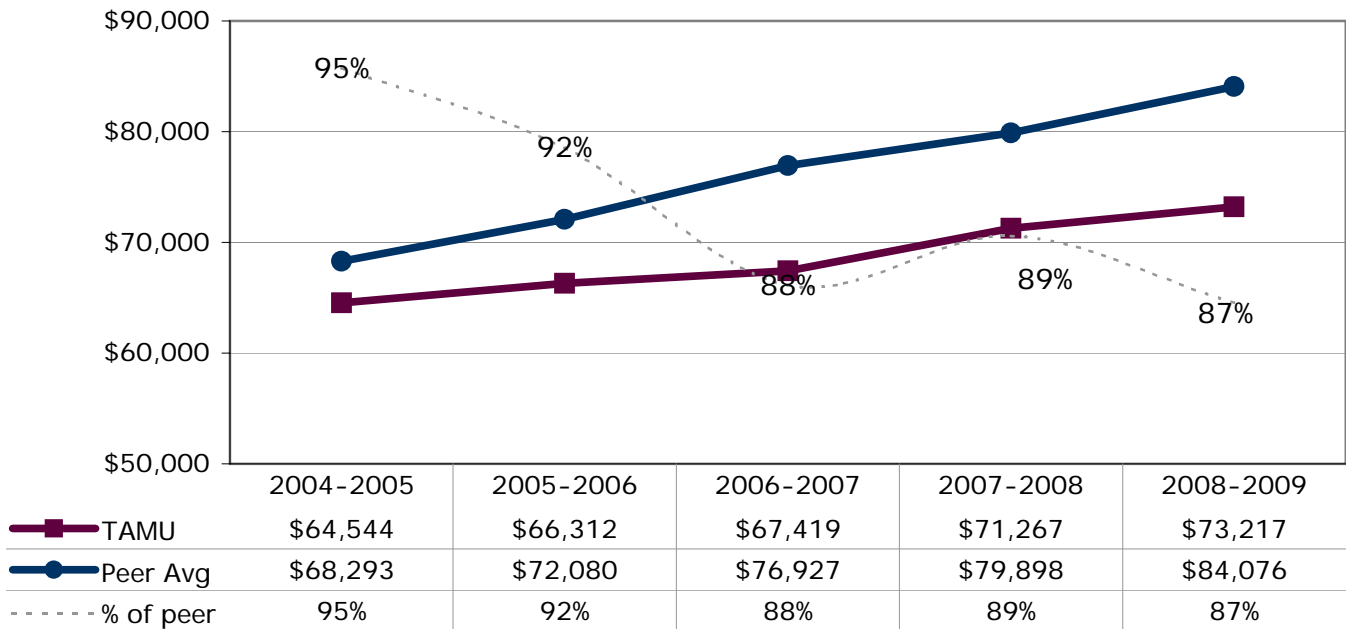


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 3/30/2009

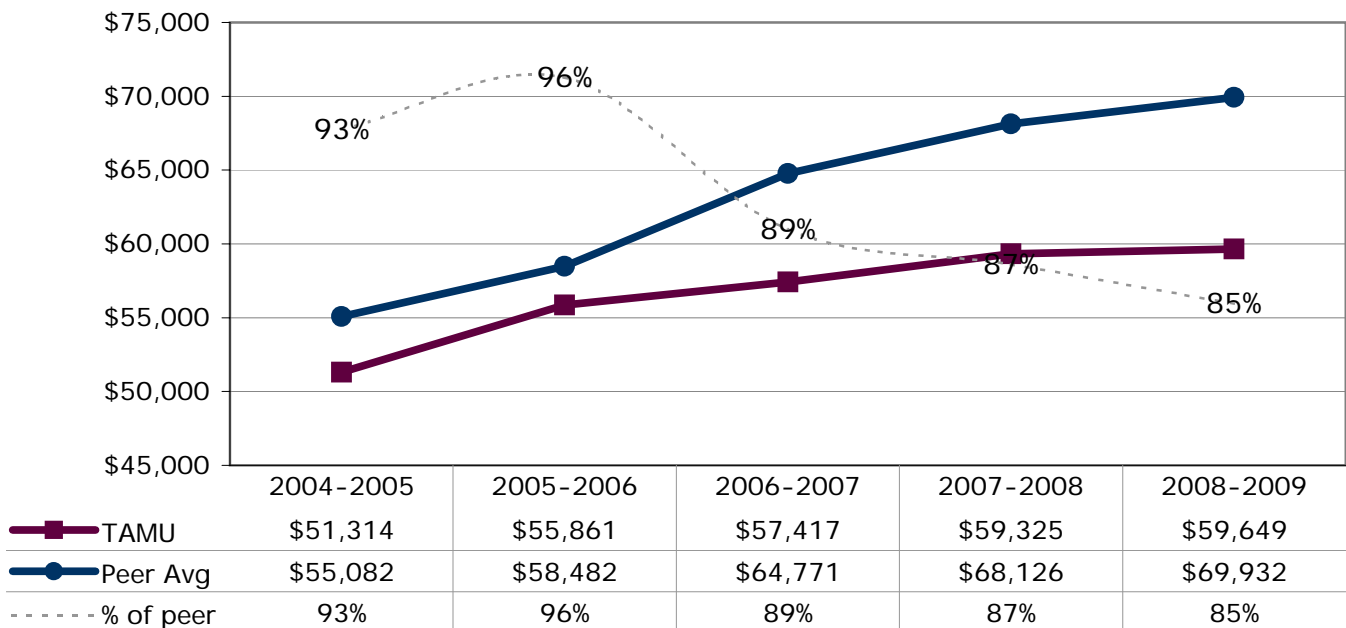
Texas A&M Salaries vs Aggregated College Peer Groups

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, 3/30/2009

Texas A&M University
College of Liberal Arts
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
ANTH	Professor	\$87,322	5	\$104,282	81	0.84
	Assoc Prof	\$65,609	13	\$73,334	56	0.89
	Assist Prof	\$57,110	7	\$62,046	49	0.92
	All Ranks	\$67,572	25	\$76,363 ⁽¹⁾	186	0.88
CLLA	Assist Prof	\$61,466	2	\$66,276	24	0.93
	All Ranks	\$61,466	2	\$66,276 ⁽¹⁾	24	0.93
COMM	Professor	\$104,591	6	\$115,034	34	0.91
	Assoc Prof	\$83,232	4	\$76,731	36	1.08
	Assist Prof	\$64,186	8	\$59,910	27	1.07
	All Ranks	\$81,887	18	\$82,023 ⁽¹⁾	97	1.00
ECON	Professor	\$148,008	16	\$169,924	133	0.87
	Assoc Prof	\$119,815	4	\$113,844	39	1.05
	Assist Prof	\$94,024	7	\$99,892	78	0.94
	All Ranks	\$129,835	27	\$143,459 ⁽¹⁾	250	0.91
ENGL	Professor	\$101,797	24	\$113,661	359	0.90
	Assoc Prof	\$68,837	16	\$74,471	231	0.92
	Assist Prof	\$58,632	10	\$62,421	149	0.94
	All Ranks	\$82,617	50	\$90,872 ⁽¹⁾	739	0.91
EURO	Professor	\$86,477	4	\$96,007	82	0.90
	Assoc Prof	\$58,526	9	\$69,056	63	0.85
	Assist Prof	\$56,184	3	\$56,994	45	0.99
	All Ranks	\$65,075	16	\$73,532 ⁽¹⁾	190	0.88
HISP	Professor	\$91,415	6	\$101,480	52	0.90
	Assoc Prof	\$64,359	5	\$72,426	58	0.89
	Assist Prof	\$53,762	4	\$57,257	46	0.94
	All Ranks	\$72,356	15	\$80,003 ⁽¹⁾	156	0.90
HIST	Professor	\$102,814	16	\$113,187	176	0.91
	Assoc Prof	\$63,012	14	\$77,619	149	0.81
	Assist Prof	\$59,432	12	\$61,921	82	0.96
	All Ranks	\$77,152	42	\$86,684 ⁽¹⁾	407	0.89
PHUM	Professor	\$97,732	8	\$104,744	99	0.93
	Assoc Prof	\$60,975	9	\$75,365	41	0.81
	Assist Prof	\$55,911	3	\$60,739	30	0.92
	All Ranks	\$74,918	20	\$84,923 ⁽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 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
POLS	Professor	\$133,831	14	\$131,897	118	1.01
	Assoc Prof	\$86,614	10	\$87,566	85	0.99
	Assist Prof	\$68,566	13	\$73,845	73	0.93
	All Ranks	\$98,139	37	\$99,519 (1)	276	0.99
PRFM	Professor	\$89,258	4	\$92,313	229	0.97
	Assoc Prof	\$64,280	5	\$70,185	190	0.92
	Assist Prof	\$58,712	5	\$58,081	121	1.01
	All Ranks	\$69,428	14	\$72,184 (1)	540	0.96
PSYC	Professor	\$120,640	15	\$132,007	246	0.91
	Assoc Prof	\$72,692	9	\$79,926	77	0.91
	Assist Prof	\$69,049	10	\$71,429	91	0.97
	All Ranks	\$92,774	34	\$100,404 (1)	414	0.92
SOCL	Professor	\$117,102	13	\$126,018	119	0.93
	Assoc Prof	\$74,822	4	\$83,208	61	0.90
	Assist Prof	\$61,353	13	\$68,561	54	0.89
	All Ranks	\$87,307	30	\$95,412 (1)	234	0.92
COLLEGE	Professor	\$112,666	131	\$123,162 (1)	1,728	0.91
	Assoc Prof	\$70,461	102	\$77,789 (1)	1,086	0.91
	Assist Prof	\$64,105	97	\$67,535 (1)	869	0.95
	All Ranks	\$85,347	330	\$92,787 (1)	3,683	0.92

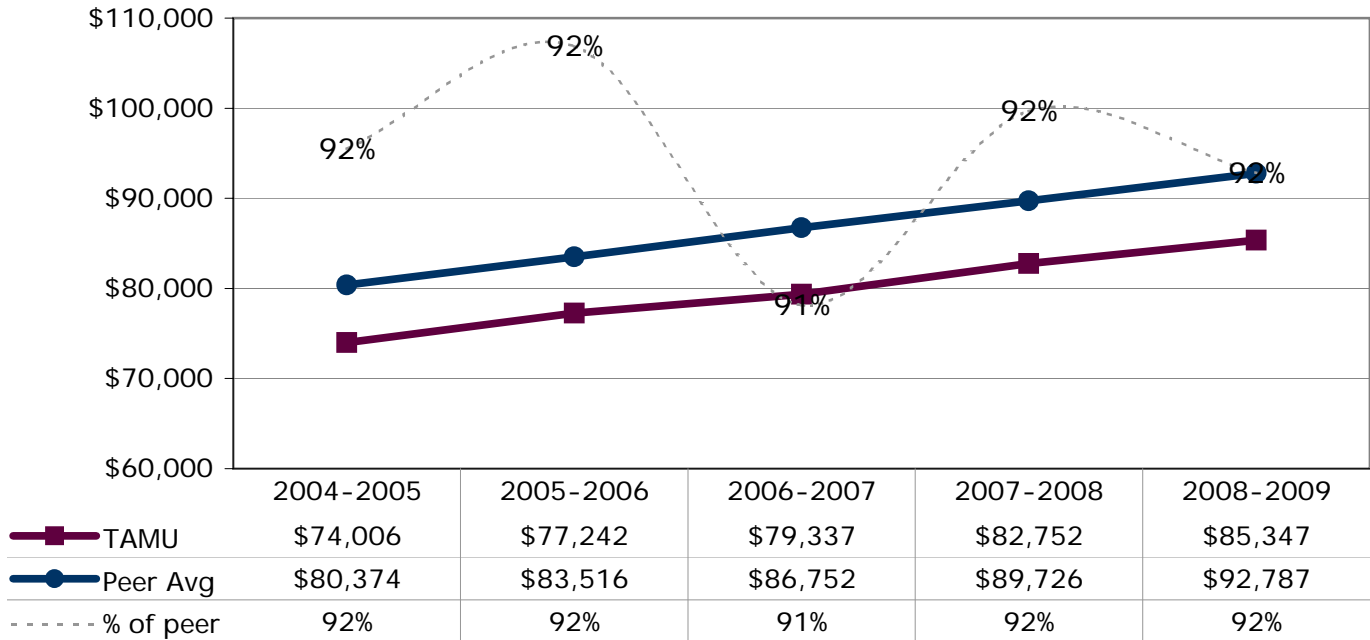
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

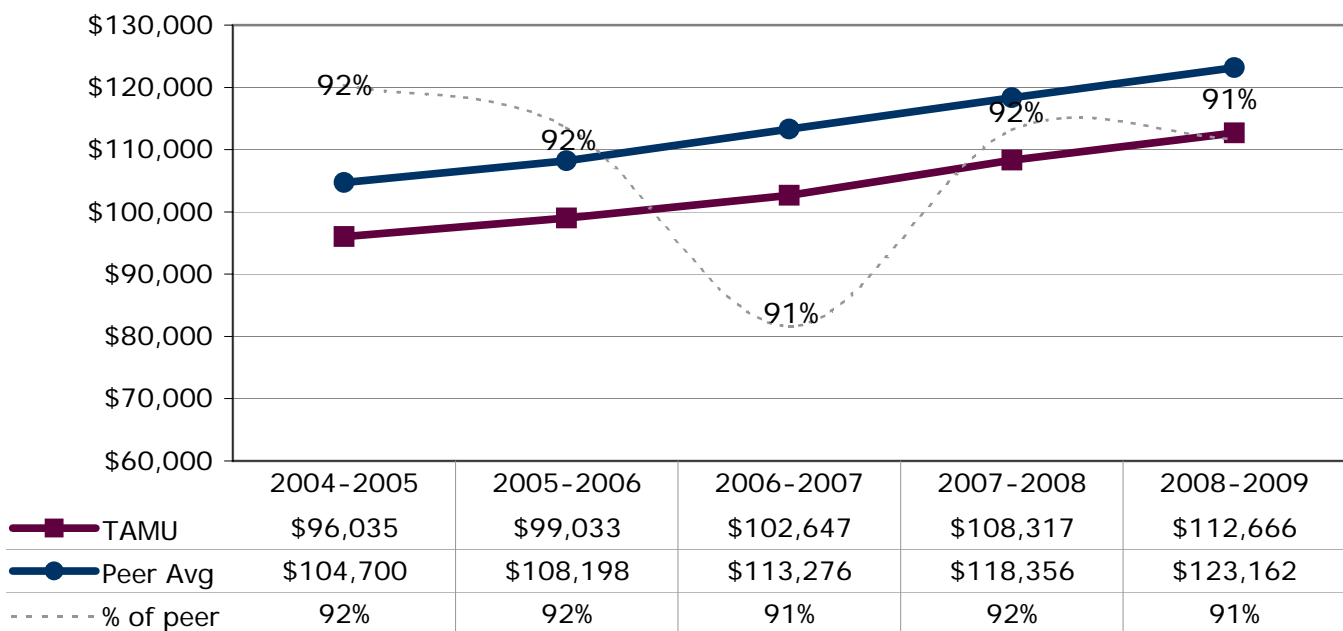
Texas A&M Salaries vs Aggregated College Peer Groups

College of Liberal Arts

All Ranks



Professor

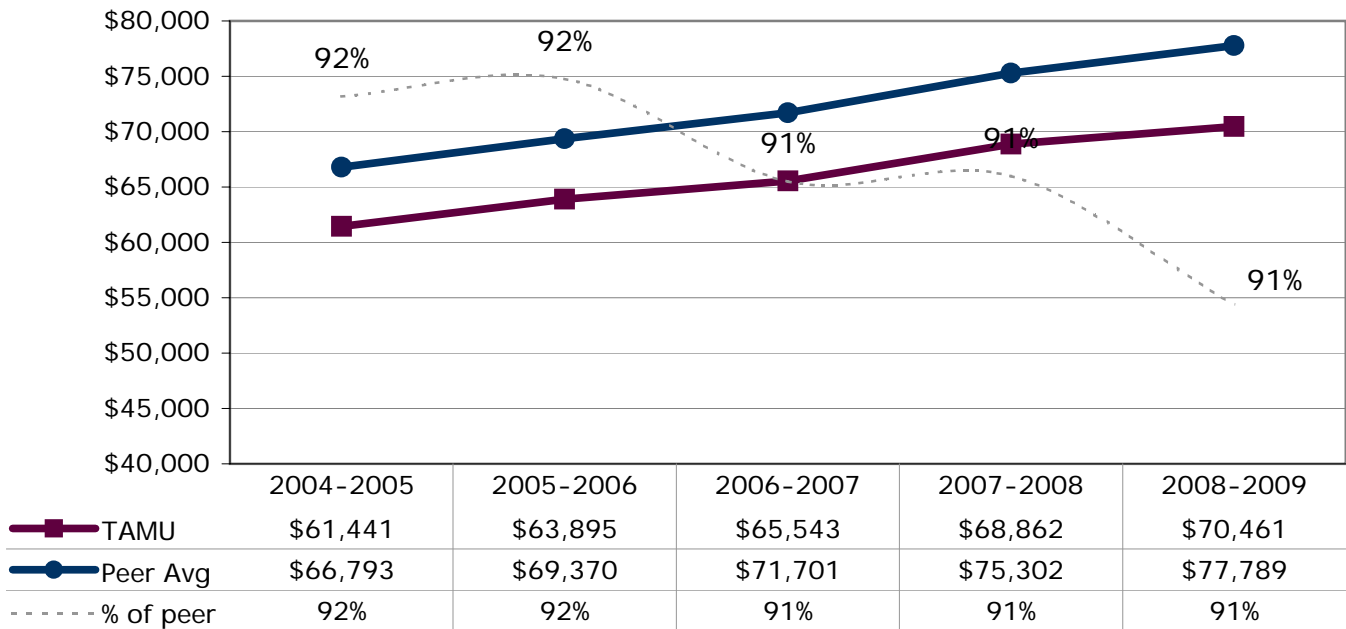


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 3/30/2009

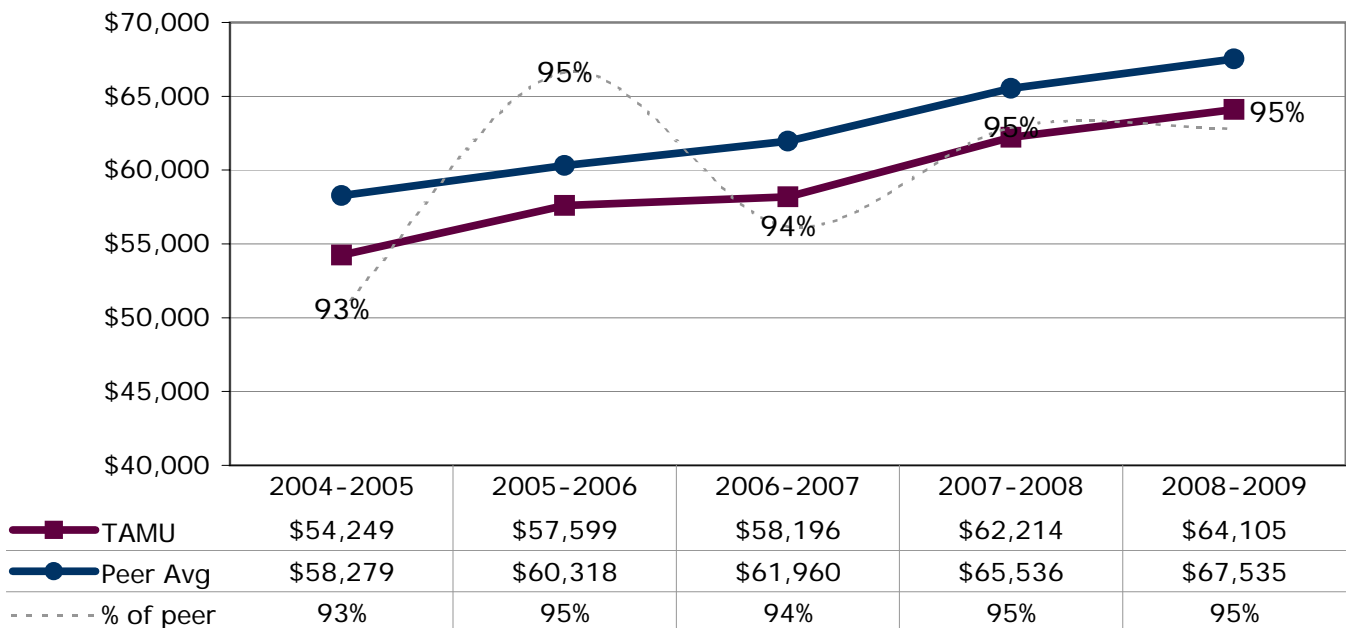
Texas A&M Salaries vs Aggregated College Peer Groups

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, 3/30/2009

Texas A&M University
College of Science
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
BIOL	Professor	\$110,737	17	\$123,953	261	0.89
	Assoc Prof	\$71,898	9	\$85,121	130	0.84
	Assist Prof	\$64,972	14	\$71,962	128	0.90
	All Ranks	\$85,980	40	\$97,019 ⁽¹⁾	519	0.89
CHEM	Professor	\$131,698	34	\$132,208	205	1.00
	Assoc Prof	\$83,509	2	\$87,462	50	0.95
	Assist Prof	\$74,106	8	\$72,602	68	1.02
	All Ranks	\$119,036	44	\$119,337 ⁽¹⁾	323	1.00
MATH	Professor	\$117,447	41	\$123,185	378	0.95
	Assoc Prof	\$73,037	20	\$86,170	93	0.85
	Assist Prof	\$77,013	12	\$64,140	150	1.20
	All Ranks	\$98,633	73	\$103,338 ⁽¹⁾	621	0.95
PHYS	Professor	\$116,679	39	\$122,107	299	0.96
	Assoc Prof	\$86,535	10	\$89,085	59	0.97
	Assist Prof	\$77,400	8	\$77,207	91	1.00
	All Ranks	\$105,878	57	\$110,012 ⁽¹⁾	449	0.96
STAT	Professor	\$138,096	17	\$126,890	62	1.09
	Assoc Prof	\$95,757	4	\$86,425	24	1.11
	Assist Prof	\$75,261	10	\$75,023	45	1.00
	All Ranks	\$112,364	31	\$104,937 ⁽¹⁾	131	1.07
COLLEGE	Professor	\$122,120	148	\$125,488 ⁽¹⁾	1,205	0.97
	Assoc Prof	\$78,294	45	\$86,688 ⁽¹⁾	356	0.90
	Assist Prof	\$73,047	52	\$71,651 ⁽¹⁾	482	1.02
	All Ranks	\$103,654	245	\$106,935 ⁽¹⁾	2,043	0.97

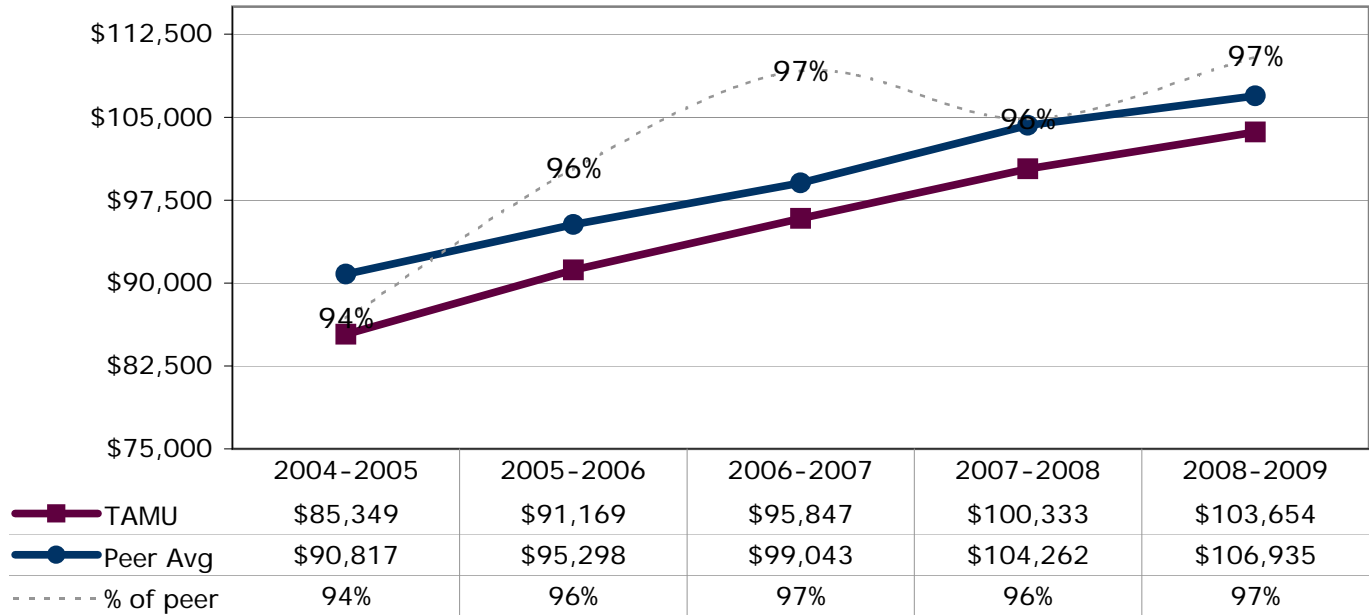
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

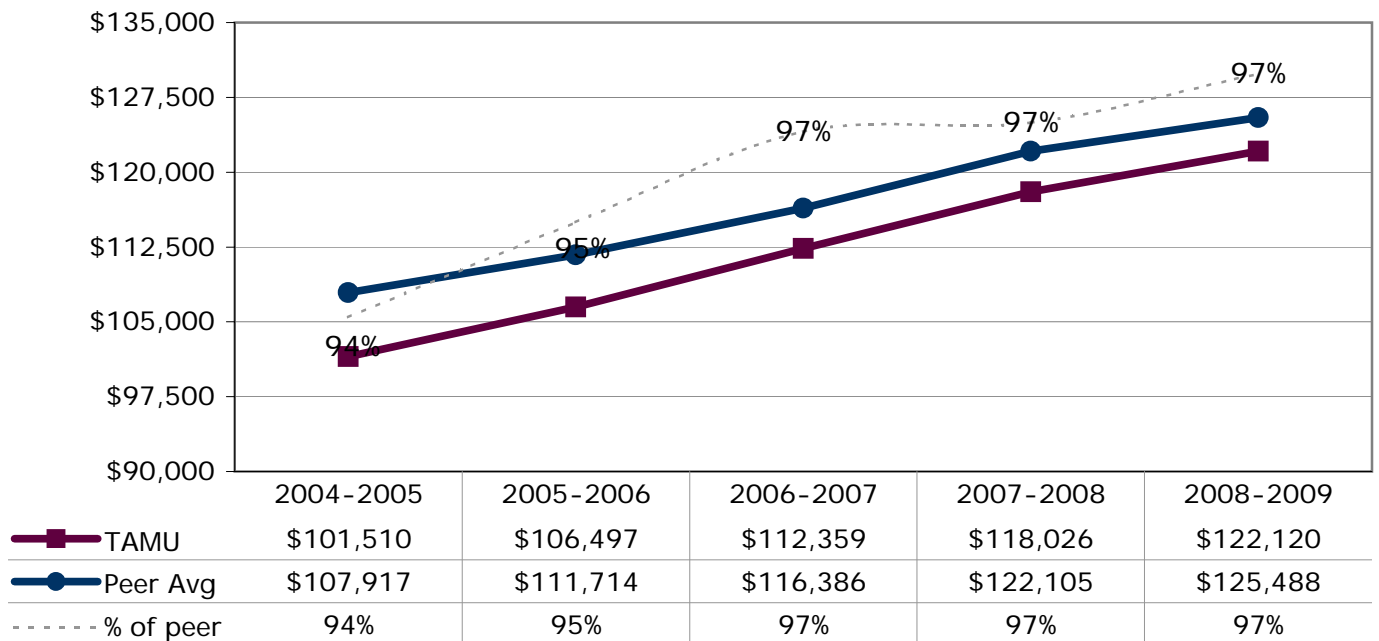
Texas A&M Salaries vs Aggregated College Peer Groups

College of Science

All Ranks



Professor

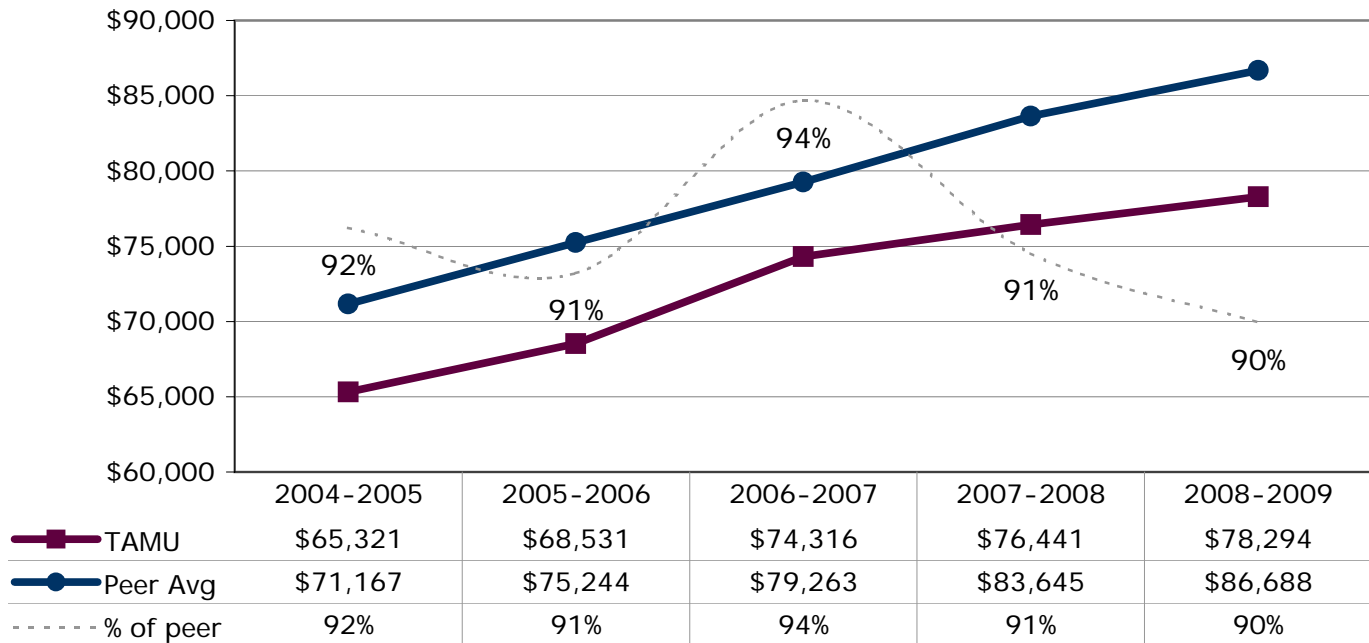


Note: Percentage labels represent TAMU average salary divided by peer average salary.
 Prepared by Texas A&M Office of Institutional Studies, 3/30/2009

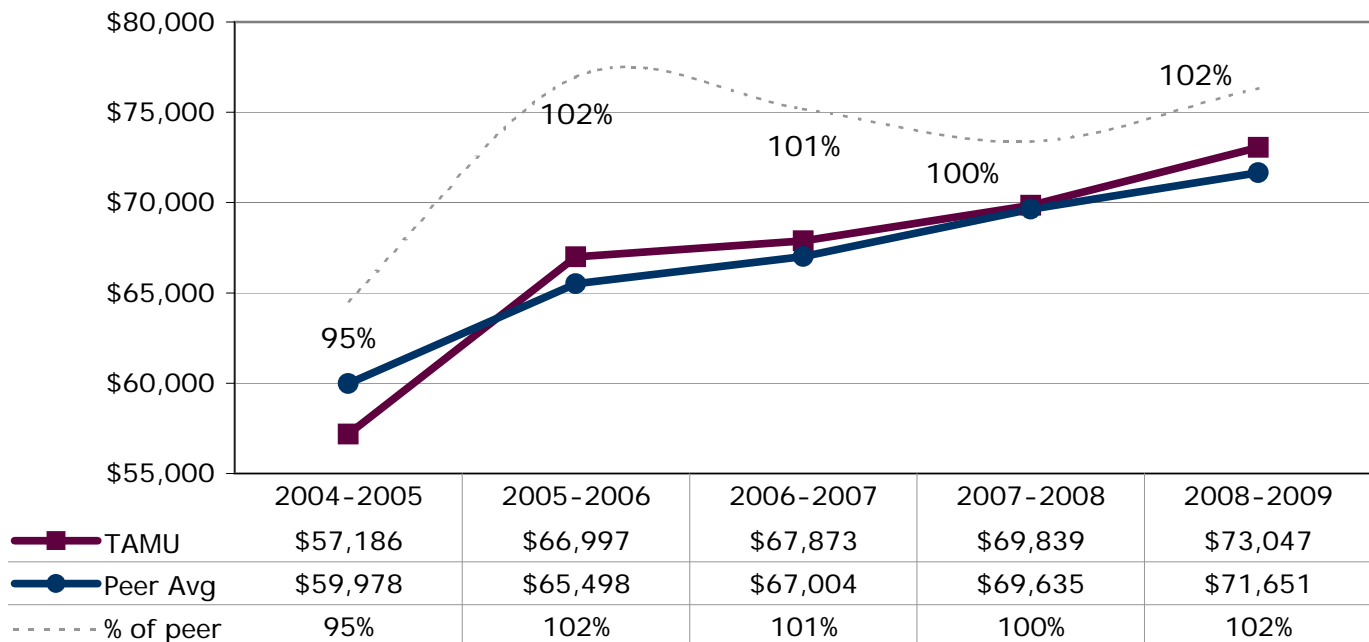
Texas A&M Salaries vs Aggregated College Peer Groups

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, 3/30/2009

Texas A&M University
College of Veterinary Medicine
Salaries for 2008-2009

DEPT	Faculty Rank	Texas A&M		Peer Group		Rel. Mkt*
		Avg. Salary	# Faculty	Avg. Salary	# Faculty	
CLVM	Professor	\$100,904	60	\$115,315	249	0.88
	Assoc Prof	\$75,008	33	\$89,511	172	0.84
	Assist Prof	\$66,677	19	\$77,947	146	0.86
	All Ranks	\$87,467	112	\$101,373	(1) 567	0.86
COLLEGE	Professor	\$100,904	60	\$115,315	(1) 249	0.88
	Assoc Prof	\$75,008	33	\$89,511	(1) 172	0.84
	Assist Prof	\$66,677	19	\$77,947	(1) 146	0.86
	All Ranks	\$87,467	112	\$101,373	(1) 567	0.86

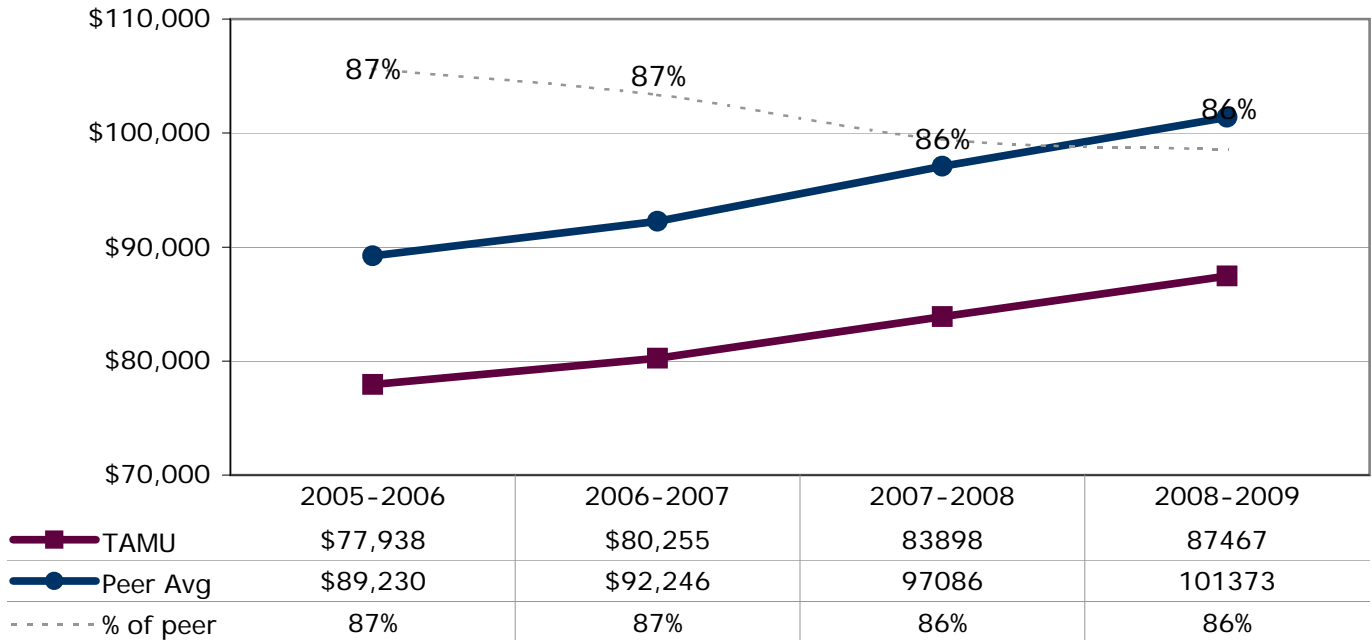
* TAMU average salary divided by peer average salary

(1) Peer averages are weighted by TAMU faculty distribution

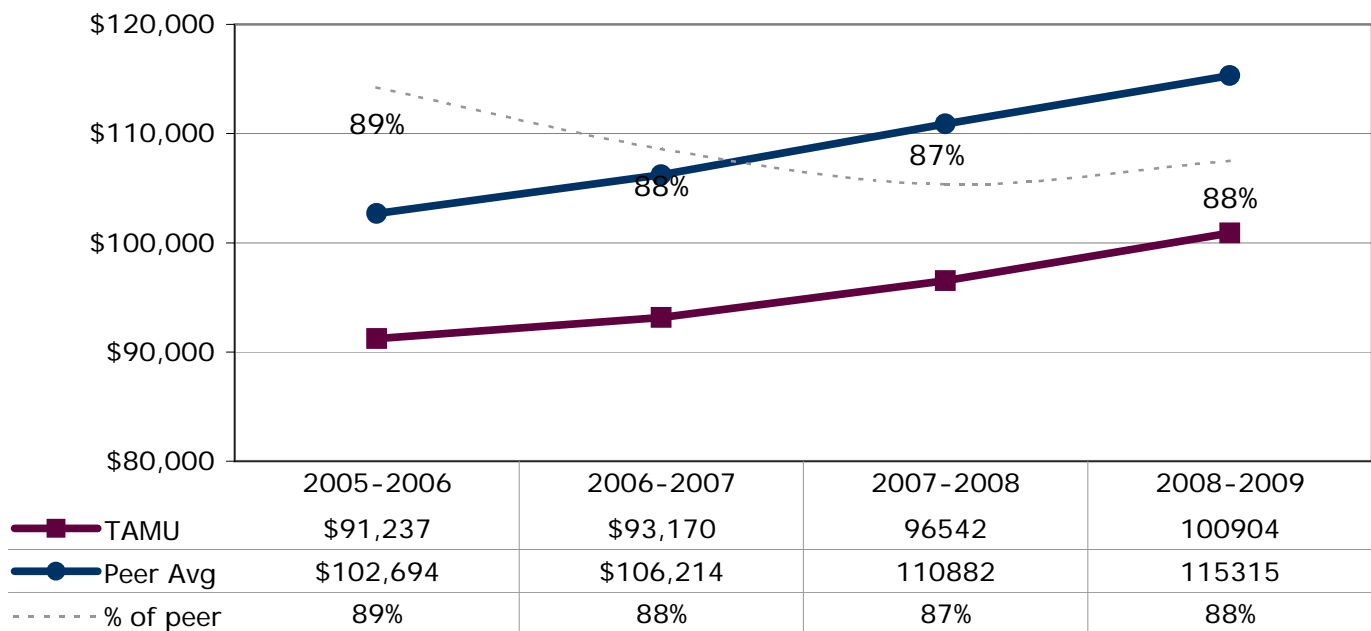
Texas A&M Salaries vs Aggregated College Peer Groups

College of Veterinary Medicine

All Ranks



Professor



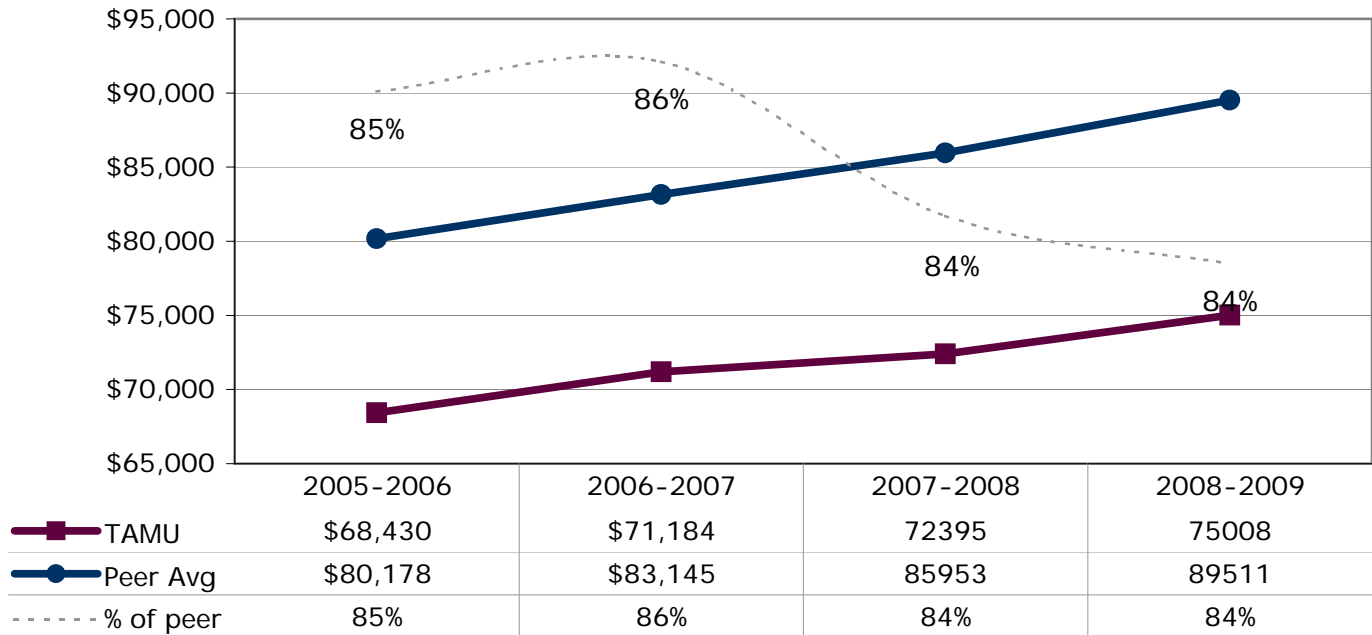
Note: Percentage labels represent TAMU average salary divided by peer average salary.

Prepared by Texas A&M Office of Institutional Studies, 3/30/2009

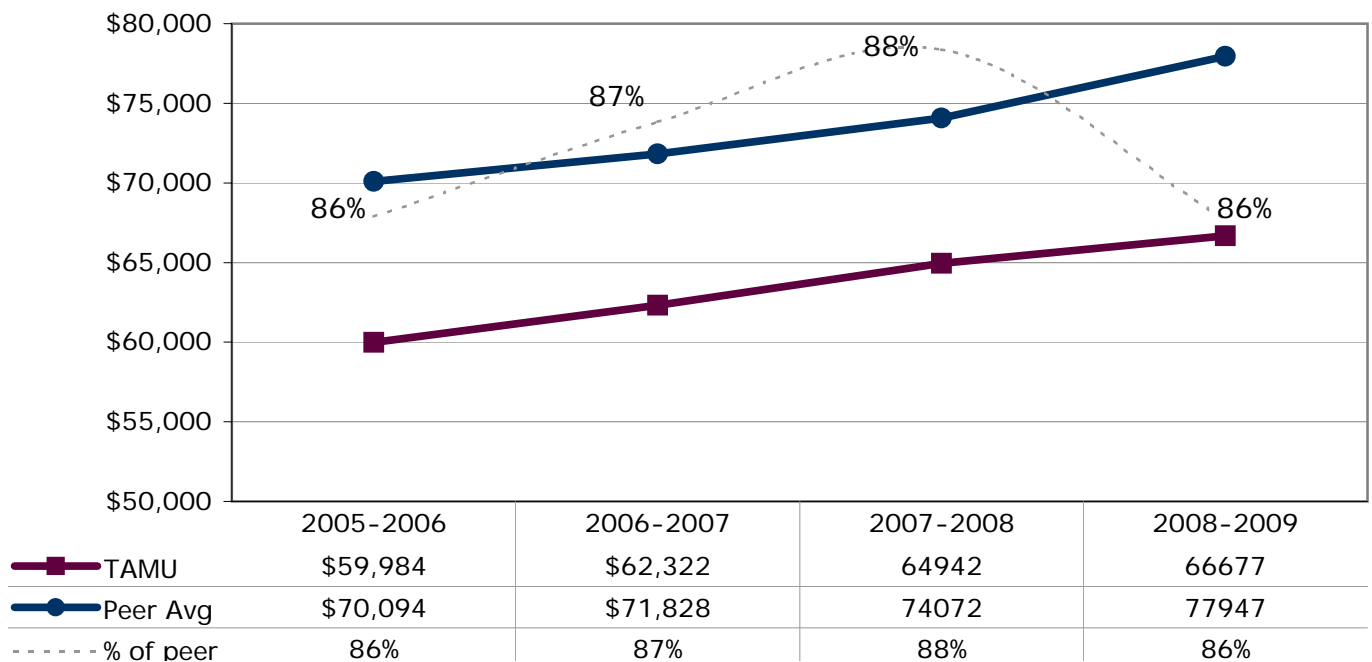
Texas A&M Salaries vs Aggregated College Peer Groups

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, 3/30/2009

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.	244
	ALEC			
		01.00.00	Agriculture, General.	32
		01.08.02	Agricultural Communication/Journalism.	9
		13.13.01	Agricultural Teacher Education.	33
	ANSC			
		01.09.01	Animal Sciences, General.	292
		01.09.05	Dairy Science.	14
	BAEN			
		14.03.01	Agricultural/Biological Engineering and Bioengineering.	174
	BCBP			
		26.02.02	Biochemistry.	135
		26.08.02	Molecular Genetics.	32
	ENTO			
		26.07.02	Entomology.	214
	ESSM			
		03.01.01	Natural Resources/Conservation, General.	56
		03.05.01	Forestry, General.	178
		03.05.06	Forest Management/Forest Resources Management.	25
	HRSC			
		01.06.01	Applied Horticulture/Horticulture Operations, General.	27
		01.11.03	Horticultural Science.	253
	NFSC			
		19.05.01	Foods, Nutrition, and Wellness Studies, General.	100
		30.19.01	Nutrition Sciences.	12
	PLPM			
		26.03.05	Plant Pathology/Phytopathology.	134
	POSC			
		01.09.07	Poultry Science.	28
	RPTS			
		31.01.01	Parks, Recreation and Leisure Studies.	13
		31.03.01	Parks, Recreation and Leisure Facilities Management.	73
	SCSC			
		01.11.04	Agricultural and Horticultural Plant Breeding.	5
		01.12.01	Soil Science and Agronomy, General.	112
	WFSC			
		03.01.01	Natural Resources/Conservation, General.	56
		03.06.01	Wildlife and Wildlands Science and Management.	66
		26.13.01	Ecology.	46

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Architecture				
	ARCH	04.02.01	Architecture (BArch, BA/BS, MArch, MA/MS, PhD).	216
		04.04.01	Environmental Design/Architecture.	46
	COSC	15.10.01	Construction Engineering Technology/Technician.	19
		52.02.05	Operations Management and Supervision.	3
	LAUP	04.03.01	City/Urban, Community and Regional Planning.	36
		04.06.01	Landscape Architecture (BS, BSLA, BLA, MSLA, MLA, PhD).	20

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
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Business Administration

ACCT

52.03.01	Accounting.	147
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FINC

52.08.01	Finance, General.	140
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INFO

52.12.01	Management Information Systems, General.	1
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52.13.01	Management Science, General.	34
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MGMT

52.01.01	Business/Commerce, General.	177
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52.02.01	Business Administration and Management, General.	258
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MKTG

52.14.01	Marketing/Marketing Management, General.	102
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College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Education				
	EAHR	13.04.01	Educational Leadership and Administration, General.	99
		13.04.06	Higher Education/Higher Education Administration.	8
		13.12.01	Adult and Continuing Education and Teaching.	24
		52.10.01	Human Resources Management/Personnel Administration, General.	24
	EPSY	13.10.01	Special Education and Teaching, General.	51
		13.11.01	Counselor Education/School Counseling and Guidance Services.	30
		42.18.01	Educational Psychology.	128
	HLKN	13.13.14	Physical Education Teaching and Coaching.	88
		31.05.01	Health and Physical Education, General.	3
		31.05.05	Kinesiology and Exercise Science.	128
	TLAC	13.03.01	Curriculum and Instruction.	163

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Engineering	AERO	14.02.01	Aerospace, Aeronautical and Astronautical Engineering.	132
	BMEN	14.05.01	Biomedical/Medical Engineering.	77
	CHEN	14.07.01	Chemical Engineering.	116
	CPSC	11.01.01	Computer and Information Sciences, General.	287
		11.07.01	Computer Science.	48
	CVEN	14.08.01	Civil Engineering, General.	239
	ECEN	14.10.01	Electrical, Electronics and Communications Engineering.	342
	ETID	15.03.03	Electrical, Electronic and Communications Engineering Technology/Technician.	17
	ISEN	14.35.01	Industrial Engineering.	87
	MEEN	14.19.01	Mechanical Engineering.	300
	NUEN	14.23.01	Nuclear Engineering.	38
	PETE	14.25.01	Petroleum Engineering.	16

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Geosciences				
	ATMO	40.04.01	Atmospheric Sciences and Meteorology, General.	65
	GEOG	45.07.01	Geography.	89
	GEPL	40.06.01	Geology/Earth Science, General.	189
	OCNG	40.06.07	Oceanography, Chemical and Physical.	64

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
Liberal Arts				
	ANTH	45.02.01	Anthropology.	186
	CLLA	05.01.02	American/United States Studies/Civilization.	8
		09.04.01	Journalism.	16
	COMM	23.10.01	Speech and Rhetorical Studies.	97
	ECON	45.06.01	Economics, General.	250
	ENGL	16.01.02	Linguistics.	93
		16.01.04	Comparative Literature.	36
		23.01.01	English Language and Literature, General.	610
	EURO	16.05.01	German Language and Literature.	68
		16.09.01	French Language and Literature.	110
		16.12.03	Latin Language and Literature.	12
	HISP	16.09.05	Spanish Language and Literature.	156
	HIST	54.01.01	History, General.	407
	PHUM	24.01.03	Humanities/Humanistic Studies.	32
		38.01.01	Philosophy.	138
	POLS	45.10.01	Political Science and Government, General.	276
	PRFM	50.05.01	Drama and Dramatics/Theatre Arts, General.	137
		50.09.01	Music, General.	403
	PSYC	42.01.01	Psychology, General.	414
	SOCI	45.11.01	Sociology.	234

College	Dept	CIP Code	CIP Program Title	Peer Faculty Members
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Science

BIOL

26.01.01	Biology/Biological Sciences, General.	307
26.03.01	Botany/Plant Biology.	55
26.04.06	Cell/Cellular and Molecular Biology.	49
26.05.02	Microbiology, General.	65
26.07.01	Zoology/Animal Biology.	43

CHEM

40.05.01	Chemistry, General.	323
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MATH

27.01.01	Mathematics, General.	611
27.03.01	Applied Mathematics.	10

PHYS

40.08.01	Physics, General.	449
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STAT

27.05.01	Statistics, General.	131
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Veterinary Medicine
CLVM

51.24.01	Veterinary Medicine (DVM).	536
51.25.01	Veterinary Sciences/Veterinary Clinical Sciences, General (Cert.	31