

## 2007 ASA-CSSA-SSSA Salary Survey Report June 2007

### Methodology

The Societies periodically conduct a survey of faculty salaries in departments of agronomy, crop, soil and environmental sciences. This year, the survey was conducted via an online submission process. Two requests were sent via email to our internal list of department heads asking for their participation. In addition, a paper copy was mailed to all department heads asking specifically for their salary data. *The results are only a compilation of those departments that participated.*

In listening to feedback from members, additional information was requested this year to provide a greater range of variables from which to view the data and make compensation and budget decisions. Previously, data was only collected by type of position and minimum, median and maximum salary by position. This year, general information was collected about department and institution size (budget, number of faculty, and number of students) appointment length, professional focus, and 2006-2007 salary for each faculty member.

Forty one universities provided information on 458 positions. However, only 19 departments provided additional information in addition to the department chair information. The following are the number of positions reported on:

Department Chair	33
Professor	215
Associate Professor	133
Assistant Professor	77

The average departmental size for the reported data is 172 students with 26 faculty. The average institutional size for the reported data is 23,447 students with 1,648 faculty. Due to varying budget data provided, salaries were not compiled based on budgetary size of the department and institution.

### Position and Regional Data

The basic information was compiled by geographic region and is summarized in the table below. Northeastern Region data was provided by four institutions, North Central Region data was provided by thirteen institutions, Western Region data was provided by thirteen institutions and Southern Region data was provided by eleven institutions. The regional map is shown at the end of this report.

Across all regions, the average 12 month salary for each of the positions is:

Department Chair	\$117,445
Professor	\$103,508
Associate Professor	\$77,639
Assistant Professor	\$72,597

*12 month positions only						
Regional Salary Survey Averages						
Region	Average	Max	Min	Median	2002 Average	%Change in Average from 2002
<b>Department Chair</b>						
North Central	\$136,333	\$164,000	\$94,000	\$154,508	\$107,566	26.74
Northeast	*Not enough data reported					
Southern	\$121,806	\$159,787	\$86,000	\$128,404	\$114,982	5.93
Western	\$114,915	\$130,000	\$89,000	\$120,000	\$98,868	16.23
Region	Average	Max	Min	Median	2002 Average	%Change in Average from 2002
<b>Professor</b>						
North Central	\$105,765	\$217,062	\$68,863	\$100,000	\$90,150	17.32
Northeast	\$108,612	\$129,564	\$90,228	\$109,872	\$99,360	9.31
Southern	\$101,724	\$128,583	\$76,124	\$100,495	\$81,827	24.32
Western	\$95,527	\$125,000	\$65,643	\$93,941	\$84,136	13.54
Region	Average	Max	Min	Median	2002 Average	%Change in Average from 2002
<b>Associate Professor</b>						
North Central	\$75,995	\$104,000	\$61,908	\$74,812	\$67,451	12.67
Northeast	\$84,135	\$92,200	\$74,624	\$84,294	\$72,323	16.33
Southern	\$77,123	\$97,103	\$67,919	\$77,038	\$60,591	27.28
Western	\$72,482	\$87,800	\$62,628	\$71,172	\$65,774	10.20
Region	Average	Max	Min	Median	2002 Average	%Change in Average from 2002
<b>Assistant Professor</b>						
North Central	\$69,267	\$81,423	\$61,570	\$69,240	\$60,395	14.69
Northeast	\$61,527	\$64,489	\$50,841	\$64,489	\$60,612	1.51
Southern	\$72,422	\$92,664	\$65,000	\$70,974	\$56,252	28.75
Western	\$62,299	\$70,000	\$53,751	\$62,052	\$54,815	13.65

The average change in salary, across all positions and regions, is 16% since the 2002 survey. The lowest is in the Northeast region for an Assistant Professor and the greatest is in the Southern region for an Assistant Professor.

### Salary by Length of Appointment

Does salary increase (or decrease) exponentially with the length of the appointment (9 months vs. 12 months)? For each position reported, survey participants were asked to select the length of the appointment. Overall averages are below:

<b>Salary by Position and Length of Appointment</b>			
<b>Department Chair</b>			
		Max	Min
Overall Average (12 months)	<b>\$125,307</b>	\$164,000	\$86,000
Overall Average (9 months)	<b>\$89,700</b>	\$157,675	\$71,000
<b>Professor</b>			
		Max	Min
Overall Average (12 months)	<b>\$102,879</b>	\$217,062	\$65,643
Overall Average (9 months)	<b>\$102,483</b>	\$190,896	\$59,271
<b>Associate Professor</b>			
		Min	Max
Overall Average (12 months)	<b>\$76,298</b>	\$61,908	\$104,000
Overall Average (9 months)	<b>\$76,570</b>	\$60,738	\$99,493
<b>Assistant Professor</b>			
		Min	Max
Overall Average (12 months)	<b>\$68,863</b>	\$50,841	\$92,664
Overall Average (9 months)	<b>\$63,643</b>	\$42,400	\$86,730

The different in appointment length impacted the department chair salary most significantly – with a difference of \$35,607. The professor and associate professor positions showed no significant difference. There was a \$5,219 different in salary for the assistant professor position.

### Do salaries differ by specialty?

One question asked in response to feedback was if salaries differed by the different scientific areas – agronomy, crop science, soil science and environmental science. In the reporting, participants selected the primary focus area for each of the faculty. Based on the information provided, the difference becomes more pronounced as faculty move up the career ladder. The range among the four focus areas by position are:

Department Chair	\$32,345
Professor	\$16,205
Associate Professor	\$6,738
Assistant Professor	\$6,567

<b>By Area of Primary Focus</b>				
	Agronomy	Crop Science	Soil Science	Environmental Science
Department Chair	\$118,567	\$140,069	\$130,016	\$107,724
Professor	\$100,456	\$103,355	\$101,319	\$116,661
Associate Professor	\$78,873	\$73,865	\$72,238	\$72,135
Assistant Professor	\$71,135	\$67,880	\$68,643	\$64,568

### Salary by Size of Department

Finally, is there a difference in salary, based on the size of the department? Looking at the median, there are only small differences, with the exception of the department chair salary, based on faculty size.

<b>Salary by Size of Department</b>			
<b>Number of Students in the Department</b>			
<b>Less Than 100</b>			
	Average	Range	Median
Department Chair	\$117,615	\$87,081-159,786	\$122,004
Professor	\$102,926	\$59,271-217,062	\$104,482
Associate Professor	\$76,285	\$57,850-99,493	\$76,560
Assistant Professor	\$65,819	\$42,400-89,746	\$65,000
<b>Greater Than 100</b>			
	Average	Range	Median
Department Chair	\$120,980	\$72,000-164,000	\$123,102
Professor	\$102,698	\$68,863-176,496	\$95,725
Associate Professor	\$76,417	\$61,908-104,000	\$74,084
Assistant Professor	\$68,353	\$53,750-92,664	\$67,700

<b>Number of Faculty in the Department</b>			
<b>Less Than 30</b>			
	Average	Range	Median
Department Chair	\$106,563	\$71,000-145,000	\$105,000
Professor	\$103,306	\$59,271-217,062	\$100,556
Associate Professor	\$75,900	\$57,850-99,493	\$75,456
Assistant Professor	\$61,351	\$42,400-86,730	\$62,600
<b>Greater Than 30</b>			
	Average	Range	Median
Department Chair	\$140,720	\$94,000-164,000	\$154,407
Professor	\$102,406	\$65,642-\$189,834	\$97,711
Associate Professor	\$76,888	\$61,908-104,000	\$74,619
Assistant Professor	\$63,283	\$53,750-92,664	\$69,240

### Questions and Feedback

For questions and to provide feedback for the next survey, please contact Susan Chapman, Director of Member Services, ASA-CSSA-SSSA, 608-268-4951 or [schapman@agronomy.org](mailto:schapman@agronomy.org).

**Thank you to all participants!**

# ASA-CSSA-SSSA Regional Map

