

# **AHA Salary Survey**

**As of December 31, 2019**

## AHA SALARY SURVEY 2019

	1	2	3	4	5	6	7	8	9	
<i>Institute</i>	<i>Agriculture</i>		<i>Experiment Station</i>		<i>Academic Programs</i>		<i>Extension</i>		<i>Intn'l Agric.</i>	<i>School/College</i>
	<i>Main</i>	<i>Main</i>	<i>Avg.</i>	<i>Main</i>	<i>Avg.</i>	<i>Main</i>	<i>Avg.</i>	<i>Main</i>	<i>of Forestry</i>	
	<i>Administrator</i>	<i>Administrator</i>	<i>Assoc/Asst/Dir</i>	<i>Administrator</i>	<i>Assoc/Asst/Dir</i>	<i>Administrator</i>	<i>Assoc/Asst/Dir</i>	<i>Administrator</i>	<i>Main Admin.</i>	
Univ. of Arkansas	\$276,260	\$242,050	\$134,582	\$242,050		\$218,360	\$159,444			
Auburn University	\$316,460		\$198,000	\$157,000		\$265,430	\$159,131		\$296,350	
Clemson University	\$290,000	\$168,446	N/A	\$161,979	N/A	\$185,979	\$148,212	N/A	\$145,114	
Univ. of Florida	\$357,160	\$252,369	\$175,958	\$265,048	\$166,196	\$265,330	\$186,843	\$190,394	\$212,196	
Univ. of Georgia	\$299,786	\$230,100	\$164,500	\$230,601	\$199,382	\$213,593	\$157,125	\$181,013	N/A	
Univ. of Kentucky	\$337,456	\$219,307	\$126,063	\$190,000	N/A	\$265,000	\$149,124	Vacant	N/A	
Louisiana State Univ.	\$335,368	w/Main Admin	\$188,450 (B)	W/Main Admin		w/Main Admin	\$188,450 (B)		\$180,868	
Mississippi State Univ.	\$275,817	\$290,139	\$201,847	w/Exp Station	\$192,878	\$239,152	\$189,375	None	w/Exp Station	
N. C. State Univ.	\$323,879	\$248,955	\$159,186	\$227,000	\$187,840	\$225,000	\$154,861	\$85,876	\$278,283	
Oklahoma State Univ.	\$302,100	\$213,864	\$203,680	\$197,889	\$150,000	\$210,000	\$161,642			
Univ. of Tennessee	\$356,800	\$275,000	\$205,934	\$229,854	\$214,582	\$237,338	\$140,832	\$1113,147	N/A	
Texas A&M Univ.	\$426,360	Main Admin	\$206,300	\$195,736	\$136,604	\$220,000	\$143,877	\$307,754	N/A	
Virginia Tech	\$326,917	\$262,448	\$170,000	\$235,893	\$114,307	\$233,434	\$119,440	\$222,500	\$305,125	
<b>Respondents</b>	<b>13</b>	<b>12</b>	<b>13</b>	<b>13</b>	<b>10</b>	<b>13</b>	<b>13</b>	<b>9</b>	<b>11</b>	
Minimum	\$275,817	\$168,446	\$126,063	\$157,000	\$114,307	\$185,979	\$119,440	\$85,876	\$145,114	
Maximum	\$426,360	\$290,139	\$206,300	\$265,048	\$214,582	\$265,430	\$189,375	\$1113,147	\$305,125	
Average	\$324,951	\$240,268	\$177,875	\$212,095	\$170,224	\$231,551	\$158,335	\$350,114	\$236,323	

A - Interim

B - Average of Program Leaders salaries

## AHA SALARY SURVEY 2019

10      11      12      13      14      15      16      17      18      19      20      21      22

### Department Head

<u>Institute</u>	<u>Aq Econ</u>	<u>Aq Educ</u>	<u>Aq Eng</u>	<u>Agronomy</u>	<u>Ani Sci</u>	<u>Dairy</u>	<u>Ento</u>	<u>Food Sci</u>	<u>Forestry</u>	<u>Biochem</u>	<u>Horticulture</u>	<u>Plant Path</u>	<u>Plant Sci</u>
Univ. of Arkansas		\$189,637	\$234,249	\$201,324	\$190,900		\$149,324	\$192,000	\$157,766		\$208,992	w/Entomology	
Auburn University	\$200,000		\$198,910	\$195,880	\$201,310		\$182,300	w/Poultry			\$191,480	w/Entomology	
Clemson University	\$145,845	w/Econ	w/Econ	\$145,834	\$141,667	w/AniSci	w/Agron	\$158,930	\$145,114	\$161,247	w/Agron	w/Agron	W/Agron
Univ. of Florida	\$193,057	\$187,035	\$193,654	\$206,523	\$221,196	w/AniSci	\$215,379	\$197,977	\$212,196	\$218,512	\$188,504	\$228,978	\$136,495
Univ. of Georgia	\$215,000	\$175,516	N/A	\$201,000	\$184,100	w/AniSci	\$191,020	\$201,921	N/A	N/A	\$180,000	\$195,366	W/Agron
Univ. of Kentucky	\$206,015	N/A	\$178,588	N/A	\$220,956	N/A	\$261,880	N/A	\$186,434	N/A	\$183,325	\$175,376	\$180,388
Louisiana State Univ.	\$182,000	\$160,629	\$151,302	\$158,226	\$196,650		\$159,136	W/Forestry	\$180,868		\$158,226	\$162,181	
Mississippi State Univ.	\$198,095		Vacant	w/Plant Sci	\$182,204	w/Ani Sci	\$175,000	\$177,626	\$175,000	w/Ento	w/Plant Sci	w/Entomology	\$175,000
N. C. State Univ.	\$223,681	\$187,141	\$200,500	\$203,026	\$205,990	w/AniSci	w/PlantPath	\$177,160	\$201,884	\$172,142	\$182,000	\$187,580	\$165,000
Oklahoma State Univ.		\$185,485	\$183,600		\$183,564		\$150,816			\$180,000	\$157,000		\$162,856
Univ. of Tennessee	\$156,538		\$171,987		\$222,715		\$173,599	Vacant	\$169,000				\$197,003
Texas A&M Univ.	\$152,828	\$225,000	\$218,109	\$225,546	\$271,555	N/A	\$153,498	\$218,109	N/A	\$354,445	\$199,445	\$183,627	N/A
Virginia Tech	\$220,193	\$200,000	\$194,928	\$196,000	\$237,368	\$237,368	\$199,335	\$197,500	\$171,146	\$199,335	See Agron	See Agron	
<b>Respondents</b>	<b>11</b>	<b>10</b>	<b>13</b>	<b>11</b>	<b>13</b>	<b>8</b>	<b>13</b>	<b>12</b>	<b>11</b>	<b>9</b>	<b>12</b>	<b>11</b>	<b>9</b>
Minimum	\$145,845	\$160,629	\$151,302	\$145,834	\$141,667	\$237,368	\$149,324	\$158,930	\$145,114	\$161,247	\$157,000	\$162,181	\$136,495
Maximum	\$223,681	\$225,000	\$234,249	\$225,546	\$271,555	\$237,368	\$261,880	\$218,109	\$212,196	\$354,445	\$208,992	\$228,978	\$197,003
Average	\$190,296	\$188,805	\$192,583	\$192,595	\$204,629	\$237,368	\$182,844	\$190,153	\$177,712	\$214,280	\$183,219	\$188,851	\$169,457

## AHA SALARY SURVEY 2019

23            24            25

<i>Institute</i>	<i>Department Head (Cont'd)</i>				<i>Department Head (Cont'd)</i>										
	<u>Poultry Sci</u>	<u>Vet Sci</u>	<u>W/life &amp; Fish.</u>	<u>Applied Ecology</u>	<u>Microbiology</u>	<u>Family, Youth, &amp; Community Sci</u>	<u>Nat Res &amp; Enviro</u>	<u>Rec Park &amp; Tourism Sci</u>	<u>Ecosystem Sci &amp; Mgt</u>	<u>Human Nutrition Foods&amp;Exerc</u>	<u>Human/Family Sciences</u>	<u>Landscape Architecture</u>	<u>Comm &amp; Leader Development</u>	<u>Soil &amp; Water Mgt</u>	<u>Sustainable Bioproducts</u>
Univ. of Arkansas	\$216,000														
Auburn University	\$187,350		\$217,480												
Clemson University	w/AniSci	w/AniSci	w/Forestry												
Univ. of Florida	\$305,539		\$214,227			\$194,217	\$255,228							\$195,700	
Univ. of Georgia	\$192,186	N/A	N/A												
Univ. of Kentucky	N/A	\$227,777	N/A			\$162,503		\$157,814		\$132,600		\$176,305	\$179,729		
Louisiana State Univ.			w/Forestry												
Mississippi State Univ.	\$175,000	N/A	\$175,000								\$180,000	\$159,213			\$175,000
N. C. State Univ.	\$195,500	N/A	\$201,884	\$171,500											
Oklahoma State Univ.							\$152,760								
Univ. of Tennessee															
Texas A&M Univ.	\$166,783	N/A	\$196,302					\$178,630							
Virginia Tech	\$200,631	\$181,504								\$180,533					
Respondents	9	8	9	1		2	2	2		2	1	2	1	1	1
Minimum	\$166,783	\$181,504	\$175,000	\$171,500	\$,	\$162,503	\$152,760	\$157,814	\$,	\$132,600	\$180,000	\$159,213	\$179,729	\$195,700	\$175,000
Maximum	\$216,000	\$305,539	\$217,480	\$171,500	\$,	\$194,217	\$255,228	\$178,630	\$,	\$180,533	\$180,000	\$176,305	\$179,729	\$195,700	\$175,000
Average	\$190,493	\$238,273	\$200,979	\$171,500	#DIV/0!	\$178,360	\$203,994	\$168,222	#DIV/0!	\$156,567	\$180,000	\$167,759	\$179,729	\$195,700	\$175,000

**AHA SALARY SURVEY  
2019**

	26	27	28	29	30	31	32	33	34	35	36	37	38	39
<i>Institute</i>	<i>Total</i>	<i>Average</i>	<i>Average</i>	<i>Average</i>	<i>Average</i>	<i>Median</i>	<i>Directors at Branch Stations</i>				<i>Superintendents at Branch Stations</i>			
	<i>Number</i>	<i>Assistant</i>	<i>Associate</i>	<i>Full</i>	<i>All</i>	<i>All</i>	<i>Number</i>	<i>Average</i>	<i>High</i>	<i>Low</i>	<i>Number</i>	<i>Average</i>	<i>High</i>	<i>Low</i>
<i>Faculty</i>	<i>Professors</i>	<i>Professors</i>	<i>Professors</i>	<i>Ranks</i>	<i>Ranks</i>	<i>Ranks</i>								
Univ. of Arkansas	174	\$84,472	\$97,671	\$131,121	\$112,859	\$106,543	2	\$185,519	\$196,112	\$174,925	8	\$75,756	\$101,137	\$62,883
Auburn University	116	\$84,300	\$96,700	\$129,000	\$105,000	\$98,000	10	\$87,300	\$99,700	\$72,300				
Clemson University	167	\$86,748	\$97,806	\$128,827	\$102,104	\$95,334	5	\$148,482	\$180,688	\$121,980	N/A	N/A	N/A	N/A
Univ. of Florida	623	\$91,634	\$110,657	\$145,612	\$107,810	\$102,770	12	\$176,648	\$189,158	\$139,739				
Univ. of Georgia	235	\$92,283	\$109,261	\$135,439	\$116,198	\$108,951	2	\$174,009	\$191,069	\$156,948	8	\$70,002	\$97,746	\$51,613
Univ. of Kentucky	229	\$90,488	\$103,476	\$131,034	\$112,550	\$107,331	1	\$144,210	\$144,210	\$144,210	3	\$65,424	\$76,982	\$58,681
Louisiana State Univ.	152	\$87,420	\$95,153	\$115,400	\$110,251	\$99,530	5	\$125,106	\$148,078	\$94,069				
Mississippi State Univ.	234	\$88,749	\$99,212	\$119,730	\$101,272	\$96,062	4	\$162,652	\$163,475	\$162,240	1	\$95,659	\$95,659	\$95,659
N. C. State Univ.	362	\$91,500	\$107,045	\$124,493	\$109,164	\$106,428	2	\$159,186	\$179,132	\$139,000	6	\$77,182	\$94,958	\$58,997
Oklahoma State Univ.	159	\$85,319	\$91,446	\$113,411	\$102,603	\$99,385	1	\$152,693			20	\$53,457	\$74,567	\$36,830
Univ. of Tennessee	175	\$89,343	\$107,052	\$133,900	\$113,760	\$108,719	9	\$133,800	\$159,162	\$98,000				
Texas A&M Univ.	399	\$86,551	\$98,880	\$132,144	\$112,148	\$104,576	10	\$182,678	\$218,970	\$148,948				
Virginia Tech	398	\$113,519	\$129,484	\$159,046	\$136,742	\$126,803	6	\$129,583	\$150,850	\$114,300	4	\$74,598	\$83,090	\$57,100
<b>Respondents</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>12</b>	<b>12</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>
Minimum	116	\$84,300	\$91,446	\$113,411	\$101,272	\$95,334	1	\$87,300	\$99,700	\$72,300	1	\$53,457	\$74,567	\$36,830
Maximum	623	\$113,519	\$129,484	\$159,046	\$136,742	\$126,803	12	\$185,519	\$218,970	\$174,925	20	\$95,659	\$101,137	\$95,659
Average	263.3	\$90,179	\$103,373	\$130,704	\$110,959	\$104,649	5.3	\$150,913	\$168,384	\$130,555	7.1	\$73,154	\$89,163	\$60,252

## AHA SALARY SURVEY 2019

<i>Institute</i>	40	41			42	43	State Appropriations FY 19/20 Including Benefits		Local Funding FY 18/19
	<i>Avg. Salary of District or Area Directors</i>	<i>Extension Service Base Starting Salary of Agents</i>			<i>Avg. Salary of All Agents</i>	<i>Percent of salary state contributes toward retirement</i>	<i>Experiment Stations</i>	<i>Extension Service</i>	<i>Extension Services</i>
		<i>B.S.</i>	<i>Masters</i>	<i>PhD</i>					
Univ. of Arkansas	\$104,186	\$36,000	\$40,000		\$54,674	up to 10%	\$37,453,831	\$32,669,397	\$4,551,791
Auburn University	N/A	\$39,151	\$43,151	N/A	\$45,082	12.43%	\$33,681,139	\$39,594,509	\$2,380,788
Clemson University	\$100,141	\$40,000	\$45,000	Negotiable	\$50,507	12.89%	\$18,809,112	\$21,887,524	\$607,933
Univ. of Florida	\$148,598	\$40,000	\$47,000	\$57,600	\$68,513	9.40%	\$82,121,495	\$48,191,264	\$32,328,957
Univ. of Georgia	\$121,257	\$36,000	\$47,000	N/A	\$58,316	21.4% or 9.24%	\$47,454,193	\$44,205,415	\$29,183,365
Univ. of Kentucky	\$99,526	\$35,500	\$39,500	\$39,500	\$53,670	10.00%	\$32,237,463	\$35,251,580	\$35,724,300
Louisiana State Univ.	\$152,447	\$40,000	\$45,000		\$58,679	8.00%	\$27,800,020	\$22,137,374	\$3,787,210
Mississippi State Univ.	\$162,652	\$40,000	\$42,000	N/A	\$74,264	15.75%	\$23,338,327	\$30,339,497	\$2,940,097
N. C. State Univ.	\$102,805	\$40,000	\$45,000	\$50,000	\$53,020	19.70%	\$65,039,712	\$42,890,079	\$29,122,645
Oklahoma State Univ.	\$111,236	\$34,000	\$37,000	\$37,000	\$50,767	11.00%	\$20,655,813	\$22,471,369	\$8,847,555
Univ. of Tennessee	\$121,579	\$37,000	\$41,000	N/A	\$54,823	19.23%	\$31,206,388	\$38,387,017	\$8,722,755
Texas A&M Univ.	\$89,400	\$41,000	\$45,000	\$45,000	\$36,868	7.50%	\$73,456,177	\$65,539,718	\$46,633,522
Virginia Tech	\$97,951	\$40,000	\$43,000	Negotiated	\$56,778	13.52%	\$37,530,479	\$37,543,081	\$6,590,000
<b>Respondents</b>	13	13	13	11	13		13	13	13
Minimum	\$89,400	\$34,000	\$37,000	\$37,000	\$36,868		\$18,809,112	\$21,887,524	\$607,933
Maximum	\$162,652	\$41,000	\$47,000	\$57,600	\$74,264		\$82,121,495	\$65,539,718	\$46,633,522
Average	\$117,648	\$38,358	\$43,050	\$45,820	\$55,074		\$40,829,550	\$37,008,294	\$16,263,148