

# **AHA Salary Survey**

**As of December 31, 2016**

## AHA SALARY SURVEY 2016

|                         | 1                    | 2                    | 3                         | 4                    | 5                        | 6                    | 7                     | 8                    | 9                    |                       |
|-------------------------|----------------------|----------------------|---------------------------|----------------------|--------------------------|----------------------|-----------------------|----------------------|----------------------|-----------------------|
|                         | <i>Agriculture</i>   |                      | <i>Experiment Station</i> |                      | <i>Academic Programs</i> |                      | <i>Extension</i>      |                      | <i>Intrnl 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>Institute</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       | \$268,214            | \$220,382            | \$190,197                 | \$200,000            |                          | \$203,500            | \$151,703             |                      |                      |                       |
| Auburn University       | \$283,500            | See Ag Main Adm      | \$274,218                 | \$202,860            | N/A                      | \$226,600            | \$163,317             | \$171,830            | \$204,630            |                       |
| Clemson University      | \$295,409            | \$180,688            | \$144,497                 | \$184,719            | \$194,021                | \$180,688            | \$145,335             | N/A                  | N/A                  |                       |
| Univ. of Florida        | \$338,250            | \$246,000            | \$151,875                 | \$246,123            | \$154,217                | \$246,176            | \$171,471             | \$100,000            | \$119,681            |                       |
| Univ. of Georgia        | \$281,680            | \$215,364            | \$179,000                 | \$216,233            | \$152,962                | \$185,658            | \$158,000             | \$169,309            | \$211,150            |                       |
| Univ. of Kentucky       | \$319,644            | \$226,791            | \$114,892                 | \$194,249            | N/A                      | \$224,608            | \$124,665             | \$138,431            | N/A                  |                       |
| Louisiana State Univ.   | \$316,117            |                      | \$171,228                 | \$316,117            | \$89,611                 |                      | \$171,228             | \$118,650            | \$170,000            |                       |
| Mississippi State Univ. | \$267,458            | \$265,696            | \$181,190                 | ee ExpSt Main Admin  | \$169,143                | \$204,092            | \$179,400             | None                 | See ExpSt Main Adm   |                       |
| N. C. State Univ.       | \$309,722            | \$219,955            | \$164,199                 | \$209,280            | \$158,549                | \$207,775            | \$163,177             | \$80,796             | \$267,372            |                       |
| Oklahoma State Univ.    | \$271,830            | \$210,000            | \$189,672                 | \$187,440            |                          | \$209,160            | \$160,336             |                      |                      |                       |
| Univ. of Tennessee      | \$335,300            | \$229,007            | \$189,617                 | \$211,622            | \$185,842                | \$208,947            | \$180,687             | \$103,000            | N/A                  |                       |
| Texas A&M Univ.         | \$470,250            | \$248,966            | \$216,626                 | \$269,469            | \$161,542                | \$248,480            | \$174,039             | \$303,955            | N/A                  |                       |
| Virginia Tech           | \$285,463            | \$245,514            | \$150,000                 | \$208,080            | \$108,426                | \$218,025            | \$116,234             | \$206,000            | \$265,125            |                       |
| <b>Respondents</b>      | <b>13</b>            | <b>12</b>            | <b>13</b>                 | <b>13</b>            | <b>11</b>                | <b>12</b>            | <b>13</b>             | <b>11</b>            | <b>11</b>            |                       |
| Minimum                 | \$267,458            | \$180,688            | \$114,892                 | \$184,719            | \$89,611                 | \$180,688            | \$116,234             | \$80,796             | \$119,681            |                       |
| Maximum                 | \$470,250            | \$265,696            | \$274,218                 | \$316,117            | \$194,021                | \$248,480            | \$180,687             | \$303,955            | \$267,372            |                       |
| Average                 | \$310,987            | \$228,033            | \$178,247                 | \$220,516            | \$152,701                | \$213,642            | \$158,430             | \$154,663            | \$206,326            |                       |

## AHA SALARY SURVEY 2016

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*Department Head*

| <i>Institute</i>        | <i>Ag Econ</i> | <i>Ag Educ</i> | <i>Ag Eng</i> | <i>Agronomy</i> | <i>Ani Sci</i> | <i>Dairy</i> | <i>Ento</i> | <i>Food Sci</i> | <i>Forestry</i> | <i>Biochem</i> | <i>Horticulture</i> | <i>Plant Path</i> | <i>Plant Sci</i> |
|-------------------------|----------------|----------------|---------------|-----------------|----------------|--------------|-------------|-----------------|-----------------|----------------|---------------------|-------------------|------------------|
| Univ. of Arkansas       | \$191,532      | \$176,965      | \$228,938     | \$163,018       | \$162,685      |              |             | \$202,454       | \$140,282       |                | \$193,902           | \$135,302         |                  |
| Auburn University       | \$159,710      | \$144,000      | \$144,746     | \$177,690       | \$184,220      | See AniSci   | \$162,730   | \$178,510       | \$204,630       | \$167,080      | \$179,480           | See Ento          | \$166,400        |
| Clemson University      |                |                |               |                 | \$170,358      |              |             | \$182,768       | \$168,517       |                |                     | \$139,538         |                  |
| Univ. of Florida        | \$189,625      | \$172,000      | \$179,484     | \$182,571       | \$196,471      | See AniSci   | \$200,000   | \$175,088       | \$119,681       |                | \$237,258           | \$237,258         | \$185,134        |
| Univ. of Georgia        | \$198,963      | \$183,372      | N/A           | \$196,085       | \$187,272      | See AniSci   | \$172,750   | \$187,179       | N/A             | N/A            | \$179,028           | \$189,000         | See Agonomy      |
| Univ. of Kentucky       | \$163,150      | N/A            | \$183,710     | N/A             | \$166,080      | N/A          | \$247,311   | N/A             | \$186,083       | N/A            | \$195,073           | \$159,400         | \$188,723        |
| Louisiana State Univ.   | \$155,000      |                | \$142,973     | \$153,357       |                |              |             | \$160,000       | \$170,000       |                |                     | \$152,872         |                  |
| Mississippi State Univ. | \$190,000      | See Human Sci  | \$185,858     | See Plt Sci     | \$158,916      | See AniSci   | \$158,218   | \$151,171       | \$163,880       | See Ento       | See PltSci          | See Ento          | \$156,421        |
| N. C. State Univ.       | \$190,000      | \$162,100      | \$190,000     | \$194,026       | \$188,490      | See AniSci   | See PltPath | \$169,495       | \$190,255       | \$163,000      | \$170,728           | \$176,818         | \$190,145        |
| Oklahoma State Univ.    | \$180,036      | \$182,232      | \$169,345     | See PltSci      | \$180,276      | See AniSci   | \$141,036   | See AniSci      | See OtherNREM   | \$169,464      | \$150,000           | See Ento          | \$155,004        |
| Univ. of Tennessee      | \$137,583      |                | \$161,385     |                 | \$176,371      |              | \$162,500   | \$160,782       | \$180,487       |                |                     |                   | \$163,242        |
| Texas A&M Univ.         | \$189,239      | \$198,576      | \$211,190     | \$207,983       | \$287,989      | N/A          | \$192,120   | \$186,007       | N/A             | \$209,471      | \$192,172           | \$176,934         | N/A              |
| Virginia Tech           | \$197,600      | \$242,464      | \$206,140     | \$140,292       | \$203,400      | \$169,066    | \$184,000   | \$180,500       | \$146,736       | \$184,000      | \$172,489           | \$167,529         |                  |
| <b>Respondents</b>      | 12             | 10             | 12            | 11              | 12             | 9            | 10          | 13              | 13              | 8              | 10                  | 12                | 9                |
| Minimum                 | \$137,583      | \$144,000      | \$142,973     | \$140,292       | \$158,916      | \$169,066    | \$141,036   | \$151,171       | \$119,681       | \$163,000      | \$150,000           | \$135,302         | \$155,004        |
| Maximum                 | \$198,963      | \$242,464      | \$228,938     | \$207,983       | \$287,989      | \$169,066    | \$247,311   | \$202,454       | \$204,630       | \$209,471      | \$237,258           | \$237,258         | \$190,145        |
| Average                 | \$178,537      | \$182,714      | \$182,161     | \$176,878       | \$188,544      | \$169,066    | \$180,074   | \$175,814       | \$167,055       | \$178,603      | \$185,570           | \$170,517         | \$172,153        |

## AHA SALARY SURVEY 2016

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| <i>Institute</i>        | <i>Department Head (Cont'd)</i> |                |                          | <i>Department Head (Cont'd)</i> |                     |   |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
|-------------------------|---------------------------------|----------------|--------------------------|---------------------------------|---------------------|---|-------------------------------|--------------------------------|--------------------------------|--|------------------------------|-------------------------------|--------------------------------------|-----------------------------|--------------------------------|----------|
|                         | <i>Poultry Sci</i>              | <i>Vet Sci</i> | <i>W'lfe &amp; Fish.</i> | <i>Applied Ecology</i>          | <i>Microbiology</i> | <i>Family, Youth, &amp; Community Sci</i> | <i>Nat Resource Education</i> | <i>Recre Parks Tourism Sci</i> | <i>Ecosystem Sci &amp; Mgt</i> | <i>Human Nutrition Foods&amp;Exerc</i> | <i>Human/Family Sciences</i> | <i>Landscape Architecture</i> | <i>Comm &amp; Leader Development</i> | <i>Soil &amp; Water Mgt</i> | <i>Sustainable Bioproducts</i> |          |
| Univ. of Arkansas       | \$189,285                       |                |                          |                                 |                     |   |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
| Auburn University       | \$180,650                       | \$305,070      | \$196,650                |                                 |                     |   |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
| Clemson University      |                                 |                |                          |                                 |                     |   |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
| Univ. of Florida        |                                 | \$319,324      | \$181,166                |                                 | \$202,909           | \$180,349                                 | \$169,740                     |                                |                                |  |                              |                               |                                      |                             | \$256,869                      |          |
| Univ. of Georgia        | \$172,750                       | N/A            | N/A                      |                                 |                     |   |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
| Univ. of Kentucky       | N/A                             | \$214,652      | N/A                      |                                 |                     | \$155,233                                 |                               |                                |                                | \$149,350                              | \$155,233                    | \$165,750                     | \$169,000                            |                             |                                |          |
| Louisiana State Univ.   |                                 |                |                          |                                 |                     |   |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
| Mississippi State Univ. | \$155,303                       | N/A            | \$155,300                |                                 |                     |   |                               |                                |                                |  | \$162,360                    | \$150,424                     |                                      |                             | \$170,733                      |          |
| N. C. State Univ.       | \$169,070                       | N/A            | \$190,255                | \$164,130                       |                     |   |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
| Oklahoma State Univ.    | See AniSci                      |                | SeeOtherNREM             |                                 |                     | \$150,000                                 |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
| Univ. of Tennessee      |                                 |                |                          |                                 |                     |   |                               |                                |                                |  |                              |                               |                                      |                             |                                |          |
| Texas A&M Univ.         | \$174,541                       | N/A            | \$171,812                |                                 |                     |   |                               | \$173,818                      | \$180,974                      |  |                              |                               |                                      |                             |                                |          |
| Virginia Tech           |                                 | \$210,804      | \$159,298                |                                 |                     |   |                               |                                |                                | \$194,500                              |                              |                               |                                      |                             |                                |          |
| <b>Respondents</b>      | <b>8</b>                        | <b>8</b>       | <b>9</b>                 | <b>1</b>                        | <b>1</b>            | <b>2</b>                                  | <b>2</b>                      | <b>1</b>                       | <b>1</b>                       | <b>2</b>                               | <b>2</b>                     | <b>2</b>                      | <b>1</b>                             | <b>1</b>                    | <b>1</b>                       | <b>1</b> |
| Minimum                 | \$155,303                       | \$210,804      | \$155,300                | \$164,130                       | \$202,909           | \$155,233                                 | \$150,000                     | \$173,818                      | \$180,974                      | \$149,350                              | \$155,233                    | \$150,424                     | \$169,000                            | \$256,869                   | \$170,733                      |          |
| Maximum                 | \$189,285                       | \$319,324      | \$196,650                | \$164,130                       | \$202,909           | \$180,349                                 | \$169,740                     | \$173,818                      | \$180,974                      | \$194,500                              | \$162,360                    | \$165,750                     | \$169,000                            | \$256,869                   | \$170,733                      |          |
| Average                 | \$173,600                       | \$262,463      | \$175,747                | \$164,130                       | \$202,909           | \$167,791                                 | \$159,870                     | \$173,818                      | \$180,974                      | \$171,925                              | \$158,797                    | \$158,087                     | \$169,000                            | \$256,869                   | \$170,733                      |          |

## AHA SALARY SURVEY 2016

|                         | 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>Faculty</i> | <i>Professors</i> | <i>Professors</i> | <i>Professors</i> | <i>Ranks</i>   | <i>Ranks</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> |
| Univ. of Arkansas       | 195            | \$79,768          | \$92,675          | \$123,344         | \$105,184      | \$99,855      | 4                                   | \$145,743      | \$161,842   | \$127,191  | 7   | \$69,993       | \$76,258    | \$57,940   |
| Auburn University       | 123            | \$75,553          | \$83,573          | \$116,391         | \$95,699       | \$88,965      | 11                                  | \$80,564       | \$94,480    | \$68,090   | 10  | \$62,550       | \$78,550    | \$51,900   |
| Clemson University      | 86             | \$85,797          | \$99,031          | \$132,451         | \$110,862      | \$109,317     | 6                                   | \$144,497      | \$151,540   | \$127,432  |   |                |             |            |
| Univ. of Florida        | 499            | \$88,987          | \$103,446         | \$134,106         | \$111,388      | \$103,195     | 12                                  | \$164,036      | \$185,653   | \$146,335  |   |                |             |            |
| Univ. of Georgia        | 249            | \$104,222         | \$109,635         | \$131,525         | \$118,815      | \$112,375     | 2                                   | \$137,246      | \$177,824   | \$96,667   | 9   | \$66,208       | \$75,317    | \$51,935   |
| Univ. of Kentucky       | 224            | \$88,346          | \$98,048          | \$121,812         | \$106,721      | \$104,300     | 2                                   | \$129,677      | \$135,950   | \$123,403  | 3   | \$68,616       | \$75,382    | \$57,208   |
| Louisiana State Univ.   | 146            | \$83,482          | \$89,341          | \$110,226         | \$110,640      | \$96,125      | 3                                   | \$129,233      | \$155,327   | \$108,766  |   |                |             |            |
| Mississippi State Univ. | 253            | \$81,789          | \$96,904          | \$111,716         | \$96,260       | \$94,372      | 4                                   | \$162,697      | \$164,105   | \$161,288  | 2   | \$105,567      | \$122,692   | \$88,442   |
| N. C. State Univ.       | 275            | \$88,848          | \$102,608         | \$134,279         | \$117,581      | \$112,394     | 1                                   | \$109,551      |             |            | 8   | \$69,385       | \$91,898    | \$49,753   |
| Oklahoma State Univ.    | 160            | \$81,583          | \$90,885          | \$119,536         | \$101,300      | \$96,514      |                                     |                |             |            | 16  | \$52,782       | \$73,104    | \$36,312   |
| Univ. of Tennessee      | 174            | \$84,438          | \$99,140          | \$124,503         | \$105,924      | \$100,849     | 8                                   | \$128,189      | \$148,016   | \$100,609  | N/A                                       |                |             |            |
| Texas A&M Univ.         | 420            | \$87,026          | \$101,722         | \$138,152         | \$115,992      | \$105,514     | 10                                  | \$172,266      | \$209,422   | \$133,480  |   |                |             |            |
| Virginia Tech           | 395            | \$104,342         | \$121,337         | \$146,188         | \$127,520      | \$119,499     | 6                                   | \$130,333      | \$141,000   | \$116,500  | 3   | \$87,928       | \$98,100    | \$70,000   |
| <b>Respondents</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>11</b>   | <b>11</b>  | <b>9</b>                                  | <b>8</b>       | <b>8</b>    | <b>8</b>   |
| Minimum                 | 86             | \$75,553          | \$83,573          | \$110,226         | \$95,699       | \$88,965      | 1                                   | \$80,564       | \$94,480    | \$68,090   | 2   | \$52,782       | \$73,104    | \$36,312   |
| Maximum                 | 499            | \$104,342         | \$121,337         | \$146,188         | \$127,520      | \$119,499     | 12                                  | \$172,266      | \$209,422   | \$161,288  | 16  | \$105,567      | \$122,692   | \$88,442   |
| Average                 | 246.1          | \$87,245          | \$99,103          | \$126,479         | \$109,530      | \$103,329     | 5.8                                 | \$136,169      | \$156,833   | \$119,069  | 7.3                                       | \$72,879       | \$86,413    | \$57,936   |

## AHA SALARY SURVEY 2016

| <i>Institute</i>        | 40   | 41  |                |            | 42                                   | 43   | State Appropriations<br>FY 16/17<br>Including Benefits |                              | Local<br>Funding<br>FY 15/16  |
|-------------------------|--|---|----------------|------------|--------------------------------------|--|--|------------------------------|-------------------------------|
|                         | <i>Avg. Salary of<br/>District or Area<br/>Directors</i> | <i>Extension Service<br/>Base Starting<br/>Salary of Agents</i> |                |            | <i>Avg. Salary of<br/>All Agents</i> | <i>Percent of salary<br/>state contributes<br/>toward retirement</i> | <i>Experiment<br/>Stations</i>                         | <i>Extension<br/>Service</i> | <i>Extension<br/>Services</i> |
|                         |  | <i>B.S.</i>   | <i>Masters</i> | <i>PhD</i> |                                      |  |  |                              |                               |
| Univ. of Arkansas       | \$101,237  | \$36,000  | \$40,000       |            | \$53,971                             | Up to 10%  | \$36,682,120   | \$31,956,923                 | \$3,449,528                   |
| Auburn University       | \$128,500  | \$36,892  | \$40,892       | N/A        | \$50,080                             | Tier 1 - 7.5% Tier2 - 6.0%   | \$32,071,575   | \$37,010,436                 | \$2,258,222                   |
| Clemson University      | \$84,412   | \$36,000  | \$38,000       | Negotiable | \$58,412                             | 12.89%   | \$15,831,687   | \$17,219,061                 | \$714,045                     |
| Univ. of Florida        | \$141,469  | \$40,000  | \$47,000       | \$54,000   | \$67,037                             | 8.20%  | \$83,337,291   | \$49,466,296                 | \$31,509,452                  |
| Univ. of Georgia        | \$107,177  | \$34,500  | \$46,000       | N/A        | \$58,423                             | 14.27%   | \$38,763,187   | \$34,830,899                 | \$26,776,013                  |
| Univ. of Kentucky       | \$92,912   | \$35,500  | \$39,500       | \$39,500   | \$50,730                             | 10.00%   | \$31,714,678   | \$33,360,318                 | \$24,734,200                  |
| Louisiana State Univ.   |  | \$36,000  | \$40,000       |            | \$54,755                             | 8.00%  | \$39,871,609   | \$33,990,428                 | \$4,290,000                   |
| Mississippi State Univ. | \$135,592  | \$40,000  | \$42,000       | N/A        | \$52,325                             | 15.75%   | \$24,048,366   | \$31,054,313                 | \$2,885,558                   |
| N. C. State Univ.       | \$98,838   | \$35,000  | \$40,000       | \$45,000   | \$47,697                             | 15.32%   | \$58,972,461   | \$41,270,320                 | \$26,569,454                  |
| Oklahoma State Univ.    | \$107,878  | \$34,000  | \$37,000       | \$37,000   | \$50,321                             | 11.00%   | \$21,659,538   | \$23,635,900                 | \$8,094,118                   |
| Univ. of Tennessee      | \$112,256  | \$35,500  | \$39,500       | N/A        | \$51,758                             | 15.30%   | \$27,745,788   | \$33,950,817                 | \$7,359,050                   |
| Texas A&M Univ.         | \$86,116   | \$36,000  | \$40,000       | \$40,000   | \$54,347                             | 6.80%  | \$71,546,140   | \$64,930,979                 | \$44,145,318                  |
| Virginia Tech           | \$93,948   | \$33,000  | \$36,000       | Negotiated | \$52,344                             | 13.49%   | \$35,705,296   | \$35,391,289                 | \$6,400,000                   |
| <b>Respondents</b>      | 12   | 13  | 13             | 11         | 13                                   |  | 13   | 13                           | 13                            |
| Minimum                 | \$84,412   | \$33,000  | \$36,000       | \$37,000   | \$47,697                             |  | \$15,831,687   | \$17,219,061                 | \$714,045                     |
| Maximum                 | \$141,469  | \$40,000  | \$47,000       | \$54,000   | \$67,037                             |  | \$83,337,291   | \$64,930,979                 | \$44,145,318                  |
| Average                 | \$107,528  | \$36,030  | \$40,453       | \$43,100   | \$54,015                             |  | \$39,842,287   | \$36,005,229                 | \$14,552,689                  |