

# **AHA Salary Survey**

**As of December 31, 2018**

## AHA SALARY SURVEY 2018

	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	\$268,215	\$235,000	\$153,152	\$235,000		\$218,360	\$134,278			
Auburn University	\$304,280	See #1	\$190,885	\$151,700	N/A	\$256,450	\$194,390	Vacant	\$271,590	
Clemson University	\$295,409	\$180,000	\$159,040	\$285,000	\$180,000	\$180,688	\$145,335	N/A	\$168,517	
Univ. of Florida	\$353,624	\$257,181	\$158,758	\$257,308	\$148,484	\$257,356	\$173,435	\$104,585	\$206,000	
Univ. of Georgia	\$288,722	\$220,000	\$160,000	\$221,639	\$190,204	\$205,299	\$148,475	\$173,542	\$216,429	
Univ. of Kentucky	\$330,927	\$215,429	\$121,629	\$202,814	N/A	\$167,948 A	\$141,761	\$143,016	N/A	
Louisiana State Univ.	\$335,369	\$188,563 B		See Main Admin		See Main Admin	\$188,563 B		\$180,868	
Mississippi State Univ.	\$278,156	\$278,980	\$193,146	W/ExpStat	\$184,147	\$239,000	\$186,576	None	W/ExpStat	
N. C. State Univ.	\$323,879	\$248,955	\$159,186	\$227,000	\$187,840	\$225,000	\$168,548	\$85,876	\$278,283	
Oklahoma State Univ.	\$288,330	\$210,000	\$200,000	\$187,440	\$123,195	\$210,000	\$160,336			
Univ. of Tennessee	\$344,843	\$240,000	\$201,487	\$225,260	\$211,082	\$232,725	\$152,189	\$109,142	N/A	
Texas A&M Univ.	\$453,508	\$295,608	\$220,000	\$220,000	\$166,388	\$237,329	\$176,796	\$303,955	N/A	
Virginia Tech	\$317,395	\$255,424	\$164,900	\$229,580	\$112,286	\$227,186	\$115,021	\$216,000	\$296,238	
<b>Respondents</b>	<b>13</b>	<b>13</b>	<b>12</b>	<b>13</b>	<b>11</b>	<b>13</b>	<b>13</b>	<b>10</b>	<b>11</b>	
Minimum	\$268,215	\$180,000	\$121,629	\$151,700	\$112,286	\$167,948	\$115,021	\$85,876	\$168,517	
Maximum	\$453,508	\$295,608	\$220,000	\$285,000	\$211,082	\$257,356	\$194,390	\$303,955	\$296,238	
Average	\$321,743	\$235,428	\$173,515	\$222,067	\$167,070	\$221,445	\$160,439	\$162,302	\$231,132	

A - Interim

B - Average of Program Leaders salaries

## AHA SALARY SURVEY 2018

	10	11	12	13	14	15	16	17	18	19	20	21	22
<i>Institute</i>	<i>Department Head</i>												
	<i>Aq Econ</i>	<i>Aq Educ</i>	<i>Aq 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	\$156,000	\$185,919	\$230,175	\$197,218	\$186,900		\$145,257		\$155,805		\$192,894	w/Ento	
Auburn University	\$166,122		\$192,080	\$189,250	\$194,500	w/Ani Sci	\$176,990	w/Poultry Sci	w/School	\$195,580	\$185,000	w/Ento	
Clemson University			\$170,014		\$135,049			\$182,768	\$168,517				\$170,000
Univ. of Florida	\$158,223	\$208,827	\$188,000	\$206,139	\$208,827	w/Ani Sci	\$209,090	\$183,045	\$206,000	\$212,132	\$183,000	\$222,292	\$132,509
Univ. of Georgia	\$205,966	\$170,000	\$165,475	\$198,000	\$180,000	w/Ani Sci	\$179,142	\$193,262	N/A	N/A	\$127,672	\$185,615	W/Agronomy
Univ. of Kentucky	\$201,985	N/A	\$175,088	N/A	\$216,631	N/A	\$256,755	W/Ani Sci	\$182,784	N/A	\$148,708	A \$171,941	\$175,088
Louisiana State Univ.	\$164,440	\$160,629	\$151,302	\$158,226	\$196,650		\$159,136	\$180,868	\$180,686		\$158,226	\$162,181	
Mississippi State Univ.	\$197,600		\$239,780	W/Plant Sci	\$182,000	w/Ani Sci	\$166,606	\$158,333	\$180,747	w/Ento	W/Plant Sci	w/Ento	\$163,330
N. C. State Univ.	\$197,500	\$172,141	\$200,500	\$203,026	\$205,990	w/Ani Sci	w/Plant Path	\$168,889	\$201,884	\$172,142	\$182,000	\$187,580	\$165,000
Oklahoma State Univ.	\$180,036	\$182,232	\$180,000	W/Plant Sci	\$180,276	W/Ani Sci	\$141,036	W/Ani Sci	See NERM	\$180,000	\$150,000	w/Ento	\$155,004
Univ. of Tennessee	\$183,731		\$170,063		\$188,611		\$171,162	\$169,618	\$132,359			w/Ento	\$174,568
Texas A&M Univ.	\$150,858	\$193,595	\$231,966	\$213,182	\$236,914	N/A	\$225,000	\$189,262	N/A	\$213,137	\$195,534	\$180,913	N/A
Virginia Tech	\$214,300	\$187,978	\$189,711	\$190,000	\$211,550	\$139,400	\$194,000	\$191,500	\$154,161	\$194,000			
<b>Respondents</b>	<b>12</b>	<b>9</b>	<b>13</b>	<b>11</b>	<b>13</b>	<b>9</b>	<b>12</b>	<b>12</b>	<b>13</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>9</b>
Minimum	\$150,858	\$160,629	\$151,302	\$158,226	\$135,049	\$139,400	\$141,036	\$158,333	\$132,359	\$172,142	\$127,672	\$162,181	\$132,509
Maximum	\$214,300	\$208,827	\$239,780	\$213,182	\$236,914	\$139,400	\$256,755	\$193,262	\$206,000	\$213,137	\$195,534	\$222,292	\$175,088
Average	\$181,397	\$182,665	\$191,089	\$194,380	\$194,146	\$139,400	\$184,016	\$179,727	\$173,660	\$194,499	\$169,226	\$185,087	\$162,214

## AHA SALARY SURVEY 2018

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	\$190,586														
Auburn University	\$192,970	\$325,060	\$210,060												
Clemson University															
Univ. of Florida		\$353,686	\$189,399			\$188,546	\$177,455							\$208,982	
Univ. of Georgia	\$179,142	N/A	N/A												
Univ. of Kentucky	N/A	\$223,302	N/A			\$160,403		\$154,714		\$130,000	A	\$172,855	\$176,204		
Louisiana State Univ.			\$180,868												
Mississippi State Univ.	\$162,055	N/A	\$161,827								\$170,949	\$156,860			\$161,420
N. C. State Univ.	\$195,500	N/A	\$201,884	\$171,500											
Oklahoma State Univ.	W/Ani Sci						\$150,000								
Univ. of Tennessee			W/Forestry												
Texas A&M Univ.	\$196,313	N/A						\$193,595	\$236,914						
Virginia Tech		\$184,226	\$171,023							\$221,000					
<b>Respondents</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>1</b>		<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>
Minimum	\$162,055	\$184,226	\$161,827	\$171,500	\$,	\$160,403	\$150,000	\$154,714	\$236,914	\$130,000	\$170,949	\$156,860	\$176,204	\$208,982	\$161,420
Maximum	\$196,313	\$353,686	\$210,060	\$171,500	\$,	\$188,546	\$177,455	\$193,595	\$236,914	\$221,000	\$170,949	\$172,855	\$176,204	\$208,982	\$161,420
Average	\$186,094	\$271,569	\$185,844	\$171,500	#DIV/0!	\$174,475	\$163,728	\$174,155	\$236,914	\$175,500	\$170,949	\$164,858	\$176,204	\$208,982	\$161,420

**AHA SALARY SURVEY  
2018**

	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	193	\$81,161	\$95,037	\$126,306	\$108,919	\$103,727	3	\$165,226	\$170,000	\$140,000	7	\$69,018	\$80,000	\$58,389
Auburn University	121	\$78,327	\$85,521	\$120,183	\$94,677	\$88,720	13	\$81,337	\$93,070	\$70,000	W/Dir	N/A	N/A	N/A
Clemson University	86	\$85,452	\$102,312	\$129,898	\$110,045	\$108,518	5	\$154,608	\$180,688	\$127,432	N/A			
Univ. of Florida	488	\$90,229	\$98,809	\$145,080	\$117,785	\$107,076	12	\$176,396	\$194,529	\$169,950				
Univ. of Georgia	228	\$90,933	\$102,645	\$129,233	\$111,630	\$103,932	2	\$166,562	\$182,270	\$150,854	10	\$63,161	\$77,250	\$50,000
Univ. of Kentucky	227	\$88,715	\$102,929	\$128,353	\$110,148	\$105,896	2	\$136,169	\$142,110	\$130,227	3	\$64,010	\$75,473	\$57,040
Louisiana State Univ.	140	\$88,889	\$93,979	\$110,768	\$102,420	\$99,707	5	\$125,106	\$148,078	\$96,069				
Mississippi State Univ.	241	\$85,234	\$98,716	\$114,343	\$98,197	\$94,632	4	\$160,167	\$168,397	\$156,000	1	\$91,978	\$91,978	\$91,978
N. C. State Univ.	332	\$91,778	\$108,224	\$138,179	\$114,148	\$114,430	2	\$159,186	\$179,372	\$139,000	8	\$73,299	\$90,721	\$58,997
Oklahoma State Univ.	150	\$82,533	\$93,065	\$118,220	\$103,346	\$98,023	1	\$150,000			19	\$53,766	\$73,104	\$36,108
Univ. of Tennessee	169	\$88,532	\$105,038	\$130,819	\$112,206	\$106,054	8	\$135,220	\$156,100	\$106,490	N/A			
Texas A&M Univ.	412	\$85,843	\$100,684	\$138,012	\$115,580	\$104,827	12	\$176,813	\$214,856	\$146,458				
Virginia Tech	381	\$111,298	\$125,417	\$154,707	\$132,679	\$123,173	6	\$126,217	\$147,000	\$111,000	2	\$74,750	\$76,000	\$73,500
<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>10</b>	<b>8</b>	<b>8</b>	<b>8</b>
Minimum	86	\$78,327	\$85,521	\$110,768	\$94,677	\$88,720	1	\$81,337	\$93,070	\$70,000	1	\$53,766	\$73,104	\$36,108
Maximum	488	\$111,298	\$125,417	\$154,707	\$132,679	\$123,173	13	\$176,813	\$214,856	\$169,950	19	\$91,978	\$91,978	\$91,978
Average	243.7	\$88,379	\$100,952	\$129,546	\$110,137	\$104,517	5.8	\$147,154	\$164,706	\$128,623	7.1	\$69,997	\$80,647	\$60,859

## AHA SALARY SURVEY 2018

<i>Institute</i>	40	41			42	43	State Appropriations FY 18/19 Including Benefits		Local Funding FY 17/18
	<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	\$102,186	\$36,000	\$40,000		\$53,687	up to 10%	\$36,792,780	\$32,052,518	\$4,460,212
Auburn University	\$136,330	\$38,383	\$42,383		\$52,732	Teir 1 12.24%/Teir 2 11.01%	\$32,037,578	\$37,439,303	\$2,380,788
Clemson University	\$90,244	\$36,000	\$38,000	Negotiable	\$53,245	12.89%	\$18,395,270	\$20,310,119	\$526,395
Univ. of Florida	\$148,598	\$40,000	\$47,000	\$54,000	\$69,472	8.80%	\$83,339,867	\$55,699,998	\$31,956,112
Univ. of Georgia	\$117,099	\$34,500	\$46,000	N/A	\$59,406	20.9% or 9.24%	\$46,675,198	\$41,618,743	\$29,183,365
Univ. of Kentucky	\$97,628	\$35,500	\$39,500	\$39,500	\$52,350	10.00%	\$32,113,170	\$34,561,916	\$29,427,800
Louisiana State Univ.	\$152,447	\$40,000	\$45,000		\$58,818	8.00%	\$26,616,150	\$20,896,105	\$4,175,963
Mississippi State Univ.	\$160,167	\$40,000	\$42,000	N/A	\$59,278	15.75%	\$23,036,610	\$29,812,427	\$2,908,810
N. C. State Univ.	\$102,945	\$35,000	\$40,000	\$45,000	\$49,274	18.86%	\$66,922,611	\$56,458,567	\$30,642,795
Oklahoma State Univ.	\$107,360	\$34,000	\$37,000	\$37,000	\$48,362	11.00%	\$20,218,164	\$22,063,005	\$8,586,271
Univ. of Tennessee	\$118,611	\$36,500	\$40,500	N/A	\$53,884	19.23%	\$30,008,688	\$36,651,817	\$8,293,709
Texas A&M Univ.	\$88,500	\$41,000	\$45,000	\$45,000	\$36,629	6.80%	\$69,909,719	\$65,024,392	\$47,010,465
Virginia Tech	\$95,181	\$33,000	\$36,000	Negotiable	\$54,818	13.52%	\$36,874,374	\$36,398,506	\$21,700,000
<b>Respondents</b>	13	13	13	10	13		13	13	13
Minimum	\$88,500	\$33,000	\$36,000	\$37,000	\$36,629		\$18,395,270	\$20,310,119	\$526,395
Maximum	\$160,167	\$41,000	\$47,000	\$54,000	\$69,472		\$83,339,867	\$65,024,392	\$47,010,465
Average	\$116,715	\$36,914	\$41,414	\$44,100	\$53,997		\$40,226,168	\$37,614,417	\$17,019,437