



**ADVANCE CENTER**  
TEXAS A&M UNIVERSITY

# Annual Salary Studies

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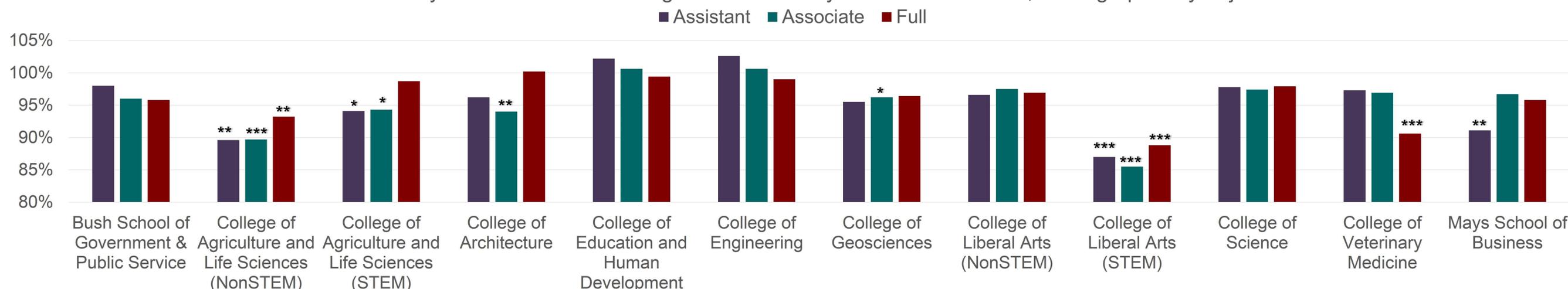
## Methodology:

- Annual analyses of payroll data on tenured/tenure track faculty in 10 TAMU Colleges.
- The 2015 study covered the 12 years from 2004 through 2015.
- Estimation strategy: Linear mixed models/panel random effects models.
- Separate salary models for each college.
- The dependent variable is full-time-equivalent monthly salary.
- The independent variables are an extensive set of demographic characteristics (including sex) that could reasonably explain variations in those monthly salaries.
- The research team worked closely with TAMU's colleges to refine the set of demographic indicators included in the analysis and to ensure that important demographic nuances (such as the possible influence of being board certified on salaries in the College of Veterinary Medicine) were captured by the models.

## Key Findings:

- Significant differences in salary by sex in 6 TAMU Colleges—COALS, Architecture, Geosciences, Liberal Arts, Veterinary Medicine and Mays
- Males and females equally likely to be paid less than model predictions
- Salary superstars nearly twice as likely to be male

Female Faculty Salaries as a Percentage of Male Faculty Salaries in 2014-15, Demographically Adjusted



## Abstract

Building on earlier work, the Office of the Dean of Faculties and the TAMU ADVANCE Center have, since 2012, sponsored annual studies of faculty salaries at Texas A&M University. The primary goal of each study was to determine whether or not there were statistically significant differences in monthly salary between male and female tenured/tenure-track faculty at Texas A&M University, after adjustment for demographic factors such as title, age, race/ethnicity, and years of service. However, these analyses have also been used to determine whether or not there were any systematic differences by race/ethnicity or national origin, and to identify individuals whose actual salaries were unusually high or unusually low, given the predictions of the salary model. Individuals with salaries that diverged sharply from the model predictions were flagged for follow-up by college administrators, and in many cases adjustments were made for those individuals (both male and female).