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).