**National Salary Survey Conducted for the American Association of Agricultural Educators (AAAE)**

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 List of Tables

[2022 Executive Summary 6](#_Toc119592080)

[Need for the Project 6](#_Toc119592081)

[Data Collection Methods 6](#_Toc119592082)

[Results 7](#_Toc119592083)

[Aggregated Data for all Participating Institutions 7](#_Toc119592084)

[**Table 1** 7](#_Toc119592085)

[*Member Institutions Total Student Enrollment* 7](#_Toc119592086)

[**Table 2** 7](#_Toc119592087)

[*Member Institutions ALEC Program Enrollment* 7](#_Toc119592088)

[**Table 3** 8](#_Toc119592089)

[*MS/Ph.D Teaching Assistants/Research /Assistants* 8](#_Toc119592090)

[**Table 4** 8](#_Toc119592091)

[*Number of Non-Tenure Track Agriculture Education Employed Faculty* 8](#_Toc119592092)

[**Table 5** 8](#_Toc119592093)

[*Average of Non-Tenure Track Faculty Contracts and Salary* 8](#_Toc119592094)

[**Table 6** 9](#_Toc119592095)

[*Number of Tenure Track Faculty Employed at all Institutions* 9](#_Toc119592096)

[**Table 7** 9](#_Toc119592097)

[*Average of Tenure Track Agriculture Communications Faculty Contracts and Salaries* 9](#_Toc119592098)

[**Table 8** 9](#_Toc119592099)

[*Number Tenure Track Agriculture Teacher Education Faculty Contracts and Salaries* 9](#_Toc119592100)

[**Table 9** 10](#_Toc119592101)

[*Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries* 10](#_Toc119592102)

[Aggregated Data for Land-Grant Institutions 11](#_Toc119592103)

[**Table 10** 11](#_Toc119592104)

[*Land-grant Member Institutions Total Student Enrollment* 11](#_Toc119592105)

[**Table 11** 11](#_Toc119592106)

[*Land-grant Institutions Designations* 11](#_Toc119592107)

[**Table 12** 12](#_Toc119592108)

[*Land-grant Member Institutions ALEC Program Enrollment* 12](#_Toc119592109)

[Graduate Student Data: Contract, Pay, Contract Length 12](#_Toc119592110)

[**Table 13** 12](#_Toc119592111)

[*MS/Ph.D. Teaching Assistants/Research /Assistants at Land-grant Institutions* 12](#_Toc119592112)

[Tenure Track Faculty at Land-grant Institutions 13](#_Toc119592113)

[**Table 14** 13](#_Toc119592114)

[*Average of Non-Tenure Agriculture Education Employed Faculty at Land-grant Institutions* 13](#_Toc119592115)

[**Table 15** 13](#_Toc119592116)

[*Average of Non-Tenure Track Faculty Contracts and Salary at Land-grant Institutions* 13](#_Toc119592117)

[Tenure Track Faculty 13](#_Toc119592118)

[**Table 16** 13](#_Toc119592119)

[*Tenure Track Faculty Employed at Land-Grant at Land-grant Institutions* 13](#_Toc119592120)

[**Table 17** 13](#_Toc119592121)

[*Average of Tenure Track Faculty Salary at Land-Grant Institutions* 13](#_Toc119592122)

[Contract and Salary Grades by Faculty Level at Land-Grant Institutions 14](#_Toc119592123)

[**Table 18** 14](#_Toc119592124)

[*Tenure Track Agriculture Communications Faculty Contracts and Salaries at Land-grant Institutions* 14](#_Toc119592125)

[**Table 19** 14](#_Toc119592126)

[*Average of Tenure Track Agriculture Education Faculty Contracts and Salaries at Land-grant Institutions* 14](#_Toc119592127)

[**Table 20** 14](#_Toc119592128)

[*Average of Tenure Track Agriculture Leadership Faculty Contracts and Salaries at Land-grant Institutions* 14](#_Toc119592129)

[Aggregated Data for Non-Land Grant 15](#_Toc119592130)

[**Table 21** 15](#_Toc119592131)

[Member Institutions Total Student Enrollment 15](#_Toc119592132)

[**Table 22** 15](#_Toc119592133)

[*Institution Designation* 15](#_Toc119592134)

[**Table 24** 15](#_Toc119592135)

[*Member Institutions ALEC Program Enrollment* 15](#_Toc119592136)

[Graduate Student Data: Contract, Pay, Contract Length 16](#_Toc119592137)

[**Table 24** 16](#_Toc119592138)

[*MS/Ph.D Teaching Assistants/Research /Assistants* 16](#_Toc119592139)

[Non-Tenure Track Faculty at Non-Land-grant Institutions 16](#_Toc119592140)

[**Table 25** 16](#_Toc119592141)

[*Number of Non-Tenure Agriculture Education Employed Faculty* 16](#_Toc119592142)

[**Table 26** 16](#_Toc119592143)

[*Average of Non-Tenure Track Faculty Contracts and Salary* 16](#_Toc119592144)

[Tenure Track Faculty at Non-Land-grant Institutions 17](#_Toc119592145)

[**Table 27** 17](#_Toc119592146)

[*Number of Tenure Track Faculty Employed at Non-Land Grant Institutions* 17](#_Toc119592147)

[**Table 28** 17](#_Toc119592148)

[*Average of Tenure Track Faculty Salary* 17](#_Toc119592149)

[Contract and Salary Grades by Faculty Level at Non-Land-Grant Institutions 17](#_Toc119592150)

[**Table 29** 17](#_Toc119592151)

[*Number of Tenure Track Agriculture Communications Faculty Contracts and Salaries* 17](#_Toc119592152)

[**Table 30** 18](#_Toc119592153)

[*Number of Tenure Track Agriculture Education Faculty Contracts and Salaries* 18](#_Toc119592154)

[**Table 31** 18](#_Toc119592155)

[*Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries* 18](#_Toc119592156)

[Additional Salary and Contract Analysis Between AAAE Regions 19](#_Toc119592157)

[North Central AAAE 19](#_Toc119592158)

[**Table 32** 19](#_Toc119592159)

[*Member Institutions Total Student Enrollment at North Central Region Institutions* 19](#_Toc119592160)

[**Table 33** 19](#_Toc119592161)

[*Institution Designation at North Central Region Institutions* 19](#_Toc119592162)

[**Table 34** 19](#_Toc119592163)

[*Member Institutions ALEC Program Enrollment at North Central Region Institutions* 19](#_Toc119592164)

[**Table 35** 20](#_Toc119592165)

[*MS/Ph.D Teaching Assistants/Research /Assistants at North Central Region Institutions* 20](#_Toc119592166)

[**Table 36** 20](#_Toc119592167)

[*Number of Non-Tenure Agriculture Education Employed Faculty at North Central Region Institutions* 20](#_Toc119592168)

[**Table 37** 20](#_Toc119592169)

[*Average of Non-Tenure Track Faculty Contracts and Salary at North Central Region Institutions* 20](#_Toc119592170)

[**Table 39** 21](#_Toc119592171)

[*Average of Tenure Track Faculty Salary Across at North Central Region Institutions* 21](#_Toc119592172)

[**Table 40** 21](#_Toc119592173)

[*Number of Tenure Track Agriculture Communications Faculty Contracts and Salaries at at North Central Region Institutions* 21](#_Toc119592174)

[**Table 41** 21](#_Toc119592175)

[*Number of Tenure Track Agriculture Education Faculty Contracts and Salaries at North Central Region Institutions* 21](#_Toc119592176)

[**Table 42** 22](#_Toc119592177)

[*Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries* 22](#_Toc119592178)

[Western AAAE Region 23](#_Toc119592179)

[**Table 43** 23](#_Toc119592180)

[*Member Institutions Total Student Enrollment at Western Region Institutions* 23](#_Toc119592181)

[**Table 44** 23](#_Toc119592182)

[*Institution Designation at Western Region Institutions* 23](#_Toc119592183)

[**Table 45** 23](#_Toc119592184)

[*Member Institutions ALEC Program Enrollment at Western Region Institutions* 23](#_Toc119592185)

[**Table 46** 24](#_Toc119592186)

[*MS/Ph.D Teaching Assistants/Research /Assistants at Western Region Institutions* 24](#_Toc119592187)

[**Table 47** 24](#_Toc119592188)

[*Number of Non-Tenure Agriculture Education Employed Faculty at Western Region Institutions* 24](#_Toc119592189)

[**Table 48** 24](#_Toc119592190)

[*Average of Non-Tenure Track Faculty Contracts and Salary at Western Region Institutions* 24](#_Toc119592191)

[**Table 49** 24](#_Toc119592192)

[*Number of Tenure Track Faculty Employed at Western Region at Western Region Institutions* 24](#_Toc119592193)

[**Table 50** 25](#_Toc119592194)

[*Average of Tenure Track Faculty Salary Across Western Region at Western Region Institutions* 25](#_Toc119592195)

[**Table 51** 25](#_Toc119592196)

[*Number of Tenure Track Agriculture Communications Faculty Contracts and Salaries at Western Region Institutions* 25](#_Toc119592197)

[**Table 52** 25](#_Toc119592198)

[*Number of Tenure Track Agriculture Education Faculty Contracts and Salaries at Western Region Institutions* 25](#_Toc119592199)

[**Table 53** 26](#_Toc119592200)

[*Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries at Western Region Institutions* 26](#_Toc119592201)

[Southern AAAE Region 27](#_Toc119592202)

[**Table 54** 27](#_Toc119592203)

[*Member Institutions Total Student Enrollment at Southern Region Institutions* 27](#_Toc119592204)

[**Table 55** 27](#_Toc119592205)

[*Institution Designation at Southern Region Institutions* 27](#_Toc119592206)

[**Table 56** 27](#_Toc119592207)

[*Member Institutions ALEC Program Enrollment at Southern Region Institutions* 27](#_Toc119592208)

[**Table 57** 28](#_Toc119592209)

[*MS/Ph.D Teaching Assistants/Research /Assistants at Southern Region Institutions* 28](#_Toc119592210)

[**Table 58** 28](#_Toc119592211)

[*Number of Non-Tenure Agriculture Education Employed at Southern Region Institutions* 28](#_Toc119592212)

[**Table 59** 28](#_Toc119592213)

[*Average of Non-Tenure Track Faculty Contracts and Salary at Southern Region Institutions* 28](#_Toc119592214)

[**Table 60** 28](#_Toc119592215)

[*Number of Tenure Track Faculty Employed at Southern Region at Southern Region Institutions* 28](#_Toc119592216)

[**Table 61** 29](#_Toc119592217)

[*Average of Tenure Track Faculty Salary Across Southern Region at Southern Region Institutions* 29](#_Toc119592218)

[**Table 62** 29](#_Toc119592219)

[*Number of Tenure Track Agriculture Communications Faculty Contracts and Salaries at Southern Region Institutions* 29](#_Toc119592220)

[**Table 63** 29](#_Toc119592221)

[*Number of Tenure Track Agriculture Education Faculty Contracts and Salaries at Southern Region Institutions* 29](#_Toc119592222)

[**Table 64** 30](#_Toc119592223)

[*Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries at Southern Region Institutions* 30](#_Toc119592224)

[Recommendations 30](#_Toc119592225)

[References 31](#_Toc119592226)

# **2022 Executive Summary**

Since 1998, eight salary studies have been completed for AAAE with varying timeframes between studies. During the spring of 2022, Drs. Clemons, Lindner, and McKibben of Auburn University facilitated a nationwide study on behalf of the AAAE to assess the current renumeration provided by varying institutions for all levels of professional rank (assistant, associate, professor), instructors, and graduate students. This study represents the ninth iteration of the national salary survey.

# **Need for the Project**

Historical studies have often addressed discrepancies, variations, and gaps between agriculture education teachers and expected salary levels. Although most of the research has been conducted at the secondary level (Myers et al., 2004; Sorensen et al., 2017; Solomonson et al., 2021; & McKibben et al., 2022), very few have addressed post-secondary salary expectations and realities (Igo et al., 2019; Kotrlik et al., 2002). To better understand variations between institutions, regions, and programs, this study sought to address the current realities associated with salary and wage expectations. The profession continues to experience demands for well qualified faculty, instructors, and graduate students. Therefore, it is vital to the field to be well educated regarding salary expectations between peer institutions to ensure pay is representative of the expertise our members possess.

# **Data Collection Methods**

A review of previous studies national salary studies (2013-2016) provided the foundational approaches for instrument development, data capturing, analysis, and reporting. The initial review of the American Association for Agricultural Education (AAAE) membership roster did not provide a robust set of contact data; therefore, a new contact list was developed to better identify faculty in positions to provide the salary and personnel data required. To better capture the active membership an initial email announcing the need for contact information was sent through the AAAE email listserve. The email consisted of introductory information regarding the purpose of the study, the need for accurate contact data by individuals serving as program coordinators or department chairs in ALEC programs, and the Qualtrics instrument link. The Qualtrics instrument was developed to capture contact information only: name, rank, position, email, phone, and name of institution. After reasonable attempts to gather the contact information had been completed, the final research instrument was directly emailed to those individuals responding the contact information request. This contact list consisted of 65 (N = 65) respondents indicating they would participate in the salary study.

The instrument for this study was developed by examining previous salary studies, expert feedback, national salary studies outside of AAAE, and review by various AAAE committees. A pilot study was conducted to ascertain inter-rater reliability and was reviewed by ten ALEC faculty members at the rank of assistant, associate, professor, and administrators. The salary instrument was announced to the field in April 2022 with subsequent pre-participation emails sent to each potential participant. The instrument was distributed in April 2022 with follow up email reminders every three days for two weeks. During April and May, 54 (n = 54), instruments were completed from a potential population of 65 (N = 65). The overall response rate for this study was 83.0 percent.

# **Results**

The results of this study are presented in table summary and represent the analysis of data collected from AAAE member institutions. The findings of this study are presented by aggregated data (all member institutions, Land-Grant institutions, and Non-Land-Grant Institutions).

## **Aggregated Data for all Participating Institutions**

This study collected 54 complete responses from 65 potential respondents. When reporting by institution, participants were asked to indicate the current university enrollment (Table 1). Collected enrollment data is represented in this study as the average enrollment of all participants.

### **Table 1**

### *Member Institutions Total Student Enrollment*

|  |  |
| --- | --- |
| Participating Institutions | Average Institutional Enrollment |
|  | Undergraduate | Graduate (all levels) |
| 54 | 20,602 | 4,921 |

To better understand the current enrollment by degree type in Agriculture, Leadership, Education, and Communication (ALEC) programs, data is presented (Table 2) in an aggregate format consisting of programs across all institutions.

### **Table 2**

### *Member Institutions ALEC Program Enrollment*

|  |  |
| --- | --- |
| Degree Program | Level of ALEC Education |
|  | Undergraduate | Graduate | Ph.D. |
| Ag Education | 61 | 15 | 8 |
| Ag Leadership | 64 | 19 | 10 |
| Ag Comm. | 67 | 14 | 4 |
| \*Other | 96 | 20 | 10 |

\*Extension, ALEC Combined, CTE

This investigation is the first AAAE national salary study to report graduate level student data (Table 3) from member institutions. Any comparison of historical data is not possible; therefore, these findings only represent contracted agreements from 2022.

### **Table 3**

### *MS/Ph.D Teaching Assistants/Research /Assistants*

|  |  |
| --- | --- |
| Degree  | Level of ALEC Education |
|  | Graduate | Ph.D. |
|  | Number | Pay/Mo | Avg Contract | Number | Pay/Mo | Avg Contract |
| Teaching Assist |  3.70  |  $1,545.64  | 9.94  | 2.77  |  $2,013.22  | 11 .00  |
| Research Assist | 4.67 | $1,509.27 | 11.38 | 3.88 | $2,168.43  | 10.15 |

Table four presents’ findings associated with non-tenure track faculty employed by member institutions. To ensure all non-tenure track titles (lecturer, instructor, adjunct, etc.) were captured correctly, the researchers elected to include the titles and allow for open ended response by participants.

### **Table 4**

### *Number of Non-Tenure Track Agriculture Education Employed Faculty*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 16 | 11 | 13 |
| Ag. Leadership | 7 | 3 | 5 |
| Ag. Comm. | 11 | 3 | 6 |

Capturing non-tenure track contract length and salary levels were vital to the wholistic understanding of employment within our field. Participants were provided open response when reported length of contract and salary levels (Table 5). Contracts and salaries were analyzed and presented through an average of all respondent data.

### **Table 5**

### *Average of Non-Tenure Track Faculty Contracts and Salary*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 9.08 | $61,445.08 | $47,727.27 | $6,850.10 |
| Ag. Leadership | 9.60 | $61,428.57 | $60,666.67 | $8,200.00 |
| Ag. Comm. | 9.92 | $64,400.00 | $51,000.00 | $9,471.43 |

Table six reports the total number of tenure track faculty at all ranks from participating member institutions.

### **Table 6**

### *Number of Tenure Track Faculty Employed at all Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Assistant | Associate | Professor |
| Agriculture Ed. | 28.00 | 31.00 | 23.00 |
| Ag. Leadership | 10.00 | 10.00 | 8.00 |
| Ag. Comm. | 17.00 | 9.00 | 9.00 |

A more complete breakdown by faculty type at all member institutions (education, communications, and leadership) was analyzed. Tables seven, eight, and nine report faculty rank, number of faculty, average starting salary, contract length, overall salary, and monthly earning by content area (education, communications, and leadership).

### **Table 7**

### *Average of Tenure Track Agriculture Communications Faculty Contracts and Salaries*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 13.00 | $74,516.00 | 9.92 | $60,000.00 | $100,000.00 | $7,760.33 |
| Associate | 6.00 | $82,200.00 | 9.20 | $71,000.00 | $95,000.00 | $8,944.44 |
| Professor | 5.00 | $126,250.00 | 11.00 | $85,000.00 | \*$110,000.00 | $9,490.74 |

Note: Outliers were removed from the data analysis due to administrative salary inflation.

### **Table 8**

### *Number Tenure Track Agriculture Teacher Education Faculty Contracts and Salaries*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 15.00 | $72,166.67 | 10.12 | $61,000.00 | $85,000.00 | $6,727.08 |
| Associate | 15.00 | $80,225.00 | 9.27 | $55,000.00 | $96,000.00 | $8,052.78 |
| Professor | 16.00 | $110,245.80 | 10.37 | $68,000.00 | $150,000.00 | $10,669.87 |

### **Table 9**

### *Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 4.00 | $75,050.00 | 9.50 | $60,000.00 | $82,000.00 | $7,847.92 |
| Associate | 3.00 | $90,200.00 | 9.00 | $80,000.00 | $96,000.00 | $10,037.04 |
| Professor | 3.00 | $108,750.00 | 9.00 | $100,000.00 | $120,000.00 | $11,666.67 |

## **Aggregated Data for Land-Grant Institutions**

Land-grant institutional support consisted of 32 respondents. Overall enrollment of land-grant universities was higher than the aggregated data of all institution. The increase in student enrollment at the undergraduate and graduate (Table 10) are typically reflective of the land-grant status and availability of major areas of studies campus wide.

### **Table 10**

### *Land-grant Member Institutions Total Student Enrollment*

|  |  |
| --- | --- |
| Participating Institutions | Average Institutional Enrollment |
|  | Undergraduate | Graduate (all levels) |
| 32 | 25,681 | 66,524 |

Further analysis was conducted to identify participants across varying classifications (Table 11) of land-grant designations. To fully serve the profession and its member institutions, salary comparison from all types of land-grant universities was included in this report.

### **Table 11**

### *Land-grant Institutions Designations*

|  |  |  |
| --- | --- | --- |
| Institution | Designation | f |
| Land-grant | HBCU | 2 |
| Land-grant | 1890 | 5 |
| Land-grant | Hispanic Serving | 4 |
| Land-grant | 1994 | 0 |
| Land-grant | 1962 | 12 |
| Land-grant | NA | 0 |
| Land-grant | No Response | 4 |

The data reported strong connections between ALEC degree programs (Table 12) at land-grant universities. Typically, most ALEC programs offered degrees in leadership, education, and communication. Analysis revealed that the availability of professional degrees decreases between the graduate and Ph.D. levels.

### **Table 12**

### *Land-grant Member Institutions ALEC Program Enrollment*

|  |  |
| --- | --- |
| Degree Program | Level of ALEC Education |
|  | Undergraduate | Graduate | Ph.D. |
| Ag Education | 57 | 18 | 9 |
| Ag Leadership | 57 | 15 | 9 |
| Ag Comm. | 56 | 12 | 7 |
| \*Other | 80 | 24 | 8 |

\*Extension, ALEC Combined, CTE

Graduate salaries (Table 13) trended slightly higher than the aggregated data between all institution types. Overall, slight differences existed between classifications of graduate teaching and graduate research assistants. Graduate pay scales trended higher when compared to non-land-grant institutions.

## **Graduate Student Data: Contract, Pay, Contract Length**

### **Table 13**

### *MS/Ph.D. Teaching Assistants/Research /Assistants at Land-grant Institutions*

|  |  |
| --- | --- |
| Degree  | Level of ALEC Education |
|  | Graduate | Ph.D. |
|  | Number | Pay/Mo | Avg Contract | Number | Pay/Mo | Avg Contract |
| Teaching Assist | 4.25 | $1,605.00 | 9.82 | 3.19 | $2,017.00 | 10.67 |
| Research Assist | 4.1 | $1,694.00 | 11.11 | 4.25 | $2,185.00 | 9.94 |

Tables 14-20 provide data regarding non-tenure, tenure, and salary levels between education, leadership, and communication faculty lines. Land-grants of all types consistently offered higher initial compensation for faculty lines at the assistant, associate, and professor rank. Additionally, non-tenure track compensation saw substantially higher pay when compared to non-land-grant institutions. The higher salary scale for non-tenure track faculty may be reflective of longer contract length at land-grant institutions.

## **Tenure Track Faculty at Land-grant Institutions**

### **Table 14**

### *Average of Non-Tenure Agriculture Education Employed Faculty at Land-grant Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 9 | 8 | 6 |
| Ag. Leadership | 7 | 3 | 5 |
| Ag. Comm. | 9 | 3 | 4 |

### **Table 15**

### *Average of Non-Tenure Track Faculty Contracts and Salary at Land-grant Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 9.72 | $64,198.44 | $50,000.00 | $10,600.00 |
| Ag. Leadership | 9.72 | $64,198.44 | $50,000.00 | $10,600.00 |
| Ag. Comm. | 10.11 | $65,250.00 | $51,000.00 | $11,460.00 |

## **Tenure Track Faculty**

### **Table 16**

### *Tenure Track Faculty Employed at Land-Grant at Land-grant Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Assistant | Associate | Professor |
| Agriculture Ed. | 16.00 | 20.00 | 17.00 |
| Ag. Leadership | 7.00 | 8.00 | 7.00 |
| Ag. Comm. | 11.00 | 6.00 | 7.00 |

### **Table 17**

### *Average of Tenure Track Faculty Salary at Land-Grant Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Assistant | Associate | Professor |
| Agriculture Ed. | 9.63 | $76,902.94 | $90,543.22 | $126,731.33 |
| Ag. Leadership | 9.54 | $69,800.00 | $103,030.43 | $118,285.71 |
| Ag. Comm. | 9.53 | $76,750.00 | $83,192.86 | $99,041.17 |

Note: Outliers were removed from the data analysis due to administrative salary inflation.

## **Contract and Salary Grades by Faculty Level at Land-Grant Institutions**

### **Table 18**

### *Tenure Track Agriculture Communications Faculty Contracts and Salaries at Land-grant Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 7 | $74,516.36 | 10.5 | $72,000.00 | $100,000.00 | $8,009.56 |
| Associate | 2 | $82,200.00 | 9.5 | $85,000.00 | $95,000.00 | $9,527.78 |
| Professor | 3 | $101,666.60 | 12 | $85,000.00 | \*$110,000.00 | $8,125.00 |

Note: Respondents occasionally included admin salary in addition to faculty responsibilities.

### **Table 19**

### *Average of Tenure Track Agriculture Education Faculty Contracts and Salaries at Land-grant Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 10 | $74,363.00 | 10.20 | $65,000.00 | $85,000.00 | $6,554.92 |
| Associate | 10 | $82,537.50 | 9.10 | $57,000.00 | $96,000.00 | $8,076.39 |
| Professor | 9 | $118,460.00 | 10.44 | $85,000.00 | $150,000.00 | $11,486.57 |

### **Table 20**

### *Average of Tenure Track Agriculture Leadership Faculty Contracts and Salaries at Land-grant Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 3 | $78,416.67 | 9.75 | $73,500.00 | $80,000.00 | $8,145.83 |
| Associate | 2 | $92,750.00 | 9.50 | $90,000.00 | $96,000.00 | $10,611.11 |
| Professor | 2 | $110,000.00 | 9.00 | $100,000.00 | $120,000.00 | $11,666.67 |

## **Aggregated Data for Non-Land Grant**

Addressing salary, contracts, and faculty at non-land grant institutions was vital to provide a detailed salary analysis for the profession. Non-land-grant universities and colleges often experience similar faculty lines, graduate employment, and contracted instruction like their land-grant counterparts. Table 21 reports the aggregated enrollment of all non-land-grant institutions. Table 22 designates institutions according to their classification.

### **Table 21**

### Member Institutions Total Student Enrollment

|  |  |
| --- | --- |
| Participating Institutions | Average Institutional Enrollment |
|  | Undergraduate | Graduate (all levels) |
| 17 | 14,818 | 2,559 |

### **Table 22**

### *Institution Designation*

|  |  |
| --- | --- |
| Institution | Designation |
| HBCU | 0 |
| 1890 | 0 |
| Hispanic Serving | 3  |
| 1994 | 0 |
| 1962 | 0 |
| NA | 3 |
| No Response | 8 |

When comparing ALEC enrollment (Table 23) between non-land-grant and land-grant institutions, the data reflects higher enrollment in ALEC programs at non-land-grant universities across all student classifications.

### **Table 24**

### *Member Institutions ALEC Program Enrollment*

|  |  |
| --- | --- |
| Degree Program | Level of ALEC Education |
|  | Undergraduate | Graduate | Ph.D. |
| Ag Education | 103 | 28 | 18 |
| Ag Leadership | 27 |  | 11 |
| Ag Comm. | 66 | 40 | 5 |
| \*Other | 392 | 33 |   |

\*Extension, ALEC Combined, CTE

Comparatively, non-land-grant universities reported slightly lower salary lines (Table 24) for graduate and Ph.D. assistantships. This offset between institutional types on average was less than $225.00 for graduate students and insignificant at the Ph.D. level.

## **Graduate Student Data: Contract, Pay, Contract Length**

### **Table 24**

### *MS/Ph.D Teaching Assistants/Research /Assistants*

|  |  |
| --- | --- |
| Degree  | Level of ALEC Education |
|  | Graduate | Ph.D. |
|  | Number | Pay/Mo | Avg Contract | Number | Pay/Mo | Avg Contract |
| Teaching Assist | 3.00 | $1,404.29 | 9.80 | 2.00 | $2,000.00 | 12 |
| Research Assist | 6.75 | $1,200.00 | 12.00 | 2.0 | $2,000.00 | 12 |

Non-land-grant institutions reported significantly less non-tenure track faculty (Table 25) positions compared to their land-grant counterparts. Additionally, salary levels (Table 26) varied greatly between institutional types even though non-land-grant institutions tended to have higher enrollment in ALEC programs. Contractual expectations between faculties (land-grant and non-land-grant) may explain the reduced non-tenure track faculty lines.

## **Non-Tenure Track Faculty at Non-Land-grant Institutions**

### **Table 25**

### *Number of Non-Tenure Agriculture Education Employed Faculty*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 5 | 3 | 6 |
| Ag. Leadership | 0 | 0 | 0 |
| Ag. Comm. | 2 | 0 | 2 |

### **Table 26**

### *Average of Non-Tenure Track Faculty Contracts and Salary*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 8.50 | $55,250.00 | $41,666.67  | $3,100.20 |
| Ag. Leadership |  |  |  |  |
| Ag. Comm. | 9.33 | $61,000.00 |   | $4500.00  |

Similarities exist between tenure track faculty lines as non-tenure track faculty at non-land-grant institutions (Table 27). When compared to their land-grant peers, non-land-grant ALEC programs tended to have substantially fewer faculty at all tenure levels, reduced salary (Table 27-31) levels, but similar contract length.

## **Tenure Track Faculty at Non-Land-grant Institutions**

### **Table 27**

### *Number of Tenure Track Faculty Employed at Non-Land Grant Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Assistant | Associate | Professor |
| Agriculture Ed. | 10 | 8 | 4 |
| Ag. Leadership | 3 | 2 | 1 |
| Ag. Comm. | 5 | 2 | 2 |

### **Table 28**

### *Average of Tenure Track Faculty Salary*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Assistant | Associate | Professor |
| Agriculture Ed. | 9.00 | $69,875.00 | $83,142.86 | $106,600.00 |
| Ag. Leadership | 9.00 | $66,500.00 | $72,500.00 | $105,000.00 |
| Ag. Comm. | 9.20 | $69,600.00 | $75,500.00 | $95,500.00 |

## **Contract and Salary Grades by Faculty Level at Non-Land-Grant Institutions**

### **Table 29**

### *Number of Tenure Track Agriculture Communications Faculty Contracts and Salaries*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 5.00 | $74,516.36 | 9 | $60,000.00 | $77,000.00 | $7,583.33 |
| Associate | 3.00 | $82,200.00 | 9 | $71,000.00 | $80,000.00 | $8,388.89 |
| Professor | 2.00 | $101,666.67 | 9 | $110,000.00 | $110,000.00 | $12,222.22 |

Note: Only one respondent indicated agriculture communications professors

### **Table 30**

### *Number of Tenure Track Agriculture Education Faculty Contracts and Salaries*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max |  Avg/Monthly |
|  |  |  |  |  |  |  |
| Assistant | 3.00 | $69,333.33 | 10.017 | $61,000.00 | $77,000.00 | $6,931.48 |
| Associate | 3.00 | $81,000.00 | 10.00 | $,71000.00 | $92,000.00 | $8,342.59 |
| Professor | 5.00 | $107,600.00 | 10.00 | $81,000.00 | $135,000.00 | $10,061.11 |

### **Table 31**

### *Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max |   |
|  |  |  |  |  |  |  |
| Assistant | 1.00 | $70.000.00 | 9.00 | $60,000.00 | $82,000.00 | $7,550.00 |
| Associate | 1.00 | $80,000.00 | 9.00 | $80,000.00 | $80,000.00 | $8,888.89 |
| Professor | 1.00 | $105,000.00 | 9.00 | $105,000.00 | $105,000.00 | $11,666.67 |

# **Additional Salary and Contract Analysis Between AAAE Regions**

## **North Central AAAE**

### **Table 32**

### *Member Institutions Total Student Enrollment at North Central Region Institutions*

|  |  |
| --- | --- |
| Participating Institutions | Average Institutional Enrollment |
|  | Undergraduate | Graduate (all levels) |
| 17 | 19,351 | 5,433 |

### **Table 33**

### *Institution Designation at North Central Region Institutions*

|  |  |
| --- | --- |
| Institution | f |
| HBCU | 0 |
| 1890 | 0 |
| Hispanic Serving | 0 |
| 1994 | 0 |
| 1962 | 5 |
| NA | 2 |
| No Response | 4 |

### **Table 34**

### *Member Institutions ALEC Program Enrollment at North Central Region Institutions*

|  |  |
| --- | --- |
| Degree Program | Level of ALEC Education |
|  | Undergraduate | Graduate | Ph.D. |
| Ag Education | 69 | 19 | 5 |
| Ag Leadership | 40 | 14 | 12 |
| Ag Comm. | 44 | 8 | 3 |
| \*Other | 177 | 19 | 2 |

\*Extension, ALEC Combined, CTE

### **Table 35**

### *MS/Ph.D Teaching Assistants/Research /Assistants at North Central Region Institutions*

|  |  |
| --- | --- |
| Degree  | Level of ALEC Education |
|  | Graduate | Ph.D. |
|  | Number | Pay/Mo | Avg Contract | Number | Pay/Mo | Avg Contract |
| Teaching Assist | 2.40 | $1,830.00 | 10.75 | 3.63 | $2,284.00 | 10.50 |
| Research Assist | 4.00 | $1,646.60 | 12.00 | 3.75 | $2,280.96 | 9.30 |

### **Table 36**

### *Number of Non-Tenure Agriculture Education Employed Faculty at North Central Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 8 | 5 | 3 |
| Ag. Leadership | 2 | 1 | 2 |
| Ag. Comm. | 4 | 1 | 2 |

### **Table 37**

### *Average of Non-Tenure Track Faculty Contracts and Salary at North Central Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 10.00 | $61,464.33 | $53,000.00 | $4,000.00 |
| Ag. Leadership | 10.00 | $68,500.00 | $78,000.00 | $7,000.00 |
| Ag. Comm. | 10.50 | $66,750.00 | $62,000.00 | $4,666.67 |

**Table 38**

*Number of Tenure Track Faculty Employed at North Central Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Assistant | Associate | Professor |
| Agriculture Ed. | 8 | 10 | 6 |
| Ag. Leadership | 2 | 3 | 2 |
| Ag. Comm. | 4 | 2 | 2 |

###

### **Table 39**

### *Average of Tenure Track Faculty Salary Across at North Central Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Assistant | Associate | Professor |
| Agriculture Ed. | 10.08 | $76,500.00 | $86,000.00 | $122,125.00 |
| Ag. Leadership | 10.00 | $79,950.00 | $90,066.67 | $129,250.00 |
| Ag. Comm. | 10.40 | $83,166.67 | $97,566.67 | $116,500.00 |

### **Table 40**

### *Number of Tenure Track Agriculture Communications Faculty Contracts and Salaries at at North Central Region Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 5.00 | $74,516.36 | 5.00 | $60,000.00 | $77,000.00 | $7,583.33 |
| Associate | 3.00 | $82,200.00 | 9.75 | $71,000.00 | $80,000.00 | $8,388.89 |
| Professor | 2.00 | $101,666.67 | 12.00 | $110,000.00 | $110,000.00 | $12,222.22 |

Note: Only one respondent indicated agriculture communications professors

### **Table 41**

### *Number of Tenure Track Agriculture Education Faculty Contracts and Salaries at North Central Region Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max |  Avg/Monthly |
|  |  |  |  |  |  |  |
| Assistant | 6.00 | $73,562.50 | 10.00 | $65,000.00 | $85,000.00 | $7,531.75 |
| Associate | 6.00 | $81,062.50 | 9.17 | $55,000.00 | $95,000.00 | $8,849.54 |
| Professor | 6.00 | $100,137.40 | 10.10 | $68,000.00 | $145,687.00 | $9,981.20 |

### **Table 42**

### *Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max |   |
|  |  |  |  |  |  |  |
| Assistant | 1.00 | $74,166.67 | 9.00 | $60,000.00 | $82,000.00 | $8,240.74 |
| Associate | 1.00 | $95,000.00 | 9.00 | $80,000.00 | $80,000.00 | $10,555.56 |
| Professor | 1.00 | $110,000.00 | 9.00 | $105,000.00 | $105,000.00 | $12,222.22 |

**Additional Salary and Contract Analysis Between AAAE Regions**

## **Western AAAE Region**

### **Table 43**

### *Member Institutions Total Student Enrollment at Western Region Institutions*

|  |  |
| --- | --- |
| Participating Institutions | Average Institutional Enrollment |
|  | Undergraduate | Graduate (all levels) |
| 17 | 25,366 | 5,122 |

### **Table 44**

### *Institution Designation at Western Region Institutions*

|  |  |
| --- | --- |
| Institution | f |
| HBCU | 0 |
| 1890 | 0 |
| Hispanic Serving | 0 |
| 1994 | 0 |
| 1962 | 5 |
| NA | 2 |
| No Response | 4 |

### **Table 45**

### *Member Institutions ALEC Program Enrollment at Western Region Institutions*

|  |  |
| --- | --- |
| Degree Program | Level of ALEC Education |
|  | Undergraduate | Graduate | Ph.D. |
| Ag Education | 98 | 22 | 18 |
| Ag Leadership | 88 | 18 | 3 |
| Ag Comm. | 76 | 26 | 3 |
| \*Other | 213 | 30 | 10 |

\*Extension, ALEC Combined, CTE

### **Table 46**

### *MS/Ph.D Teaching Assistants/Research /Assistants at Western Region Institutions*

|  |  |
| --- | --- |
| Degree  | Level of ALEC Education |
|  | Graduate | Ph.D. |
|  | Number | Pay/Mo | Avg Contract | Number | Pay/Mo | Avg Contract |
| Teaching Assist | 4.22 | $1,429.82 | 9.29 | 1.67 | $1,813.50 | 11.00 |
| Research Assist | 7.80 | $1,336.00 | 11.50 | 2.33 | $1,813.50 | 11.00 |

### **Table 47**

### *Number of Non-Tenure Agriculture Education Employed Faculty at Western Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 4.00 | 4.00 | 6.00 |
| Ag. Leadership | 1.00 | 1.00 | 2.00 |
| Ag. Comm. | 3.00 | 1.00 | 3.00 |

### **Table 48**

### *Average of Non-Tenure Track Faculty Contracts and Salary at Western Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 8.72 | $62,500.00 | $37,000.00 | $3,800.00 |
| Ag. Leadership | 9.00 | $56,500.00 | $36,000.00 | $4,500.00 |
| Ag. Comm. | 9.33 | $67,500.00 | #DIV/0! | $4,500.00 |

### **Table 49**

### *Number of Tenure Track Faculty Employed at Western Region at Western Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Assistant | Associate | Professor |
| Agriculture Ed. | 8.00 | 10.00 | 7.00 |
| Ag. Leadership | 4.00 | 3.00 | 2.00 |
| Ag. Comm. | 5.00 | 4.00 | 3.00 |

### **Table 50**

### *Average of Tenure Track Faculty Salary Across Western Region at Western Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Assistant | Associate | Professor |
| Agriculture Ed. | 8.69 | $69,250.00 | $88,824.22 | $117,000.00 |
| Ag. Leadership | 7.40 | $67,666.67 | $106,000.00 | $100,500.00 |
| Ag. Comm. | 8.44 | $76,400.00 | $80,000.00 | $95,500.00 |

### **Table 51**

### *Number of Tenure Track Agriculture Communications Faculty Contracts and Salaries at Western Region Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 4.5 | $74,516.36 | 9.60 | $60,000.00 | $100,000.00 | $7,733.33 |
| Associate | 2.00 | $82,200.00 | 9.00 | $71,000.00 | $80,000.00 | $8,555.56 |
| Professor | 4.00 | $101,666.67 | 12.00 | $110,000.00 | $110,000.00 | $12,222.22 |

Note: Only one respondent indicated agriculture communications professors

### **Table 52**

### *Number of Tenure Track Agriculture Education Faculty Contracts and Salaries at Western Region Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max |  Avg/Monthly |
|  |  |  |  |  |  |  |
| Assistant | 5.00 | $67,666.67 | 10.00 | $61,000.00 | $77,000.00 | $5,001.39 |
| Associate | 5.00 | $83,500.00 | 9.60 | $71,000.00 | $92,000.00 | $7,027.78 |
| Professor | 7.00 | $122,666.67 | 11.00 | $81,000.00 | $150,000.00 | $10,708.33 |

### **Table 53**

### *Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries at Western Region Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max |   |
|  |  |  |  |  |  |  |
| Assistant | 2.00 | $71,666.67 | 9.33 | $60,000.00 | $82,000.00 | $7,659.26 |
| Associate | 1.00 | $85,000.00 | 9.00 | $80,000.00 | $90,000.00 | $8,888.89 |
| Professor | 1.00 | $105,000.00 | 9.00 | $105,000.00 | $112,500.00 | $11,666.67 |

**Additional Salary and Contract Analysis Between AAAE Regions**

## **Southern AAAE Region**

### **Table 54**

### *Member Institutions Total Student Enrollment at Southern Region Institutions*

|  |  |
| --- | --- |
| Participating Institutions | Average Institutional Enrollment |
|  | Undergraduate | Graduate (all levels) |
| 16 | 17,461 | 4,782 |

### **Table 55**

### *Institution Designation at Southern Region Institutions*

|  |  |
| --- | --- |
| Institution | f |
| HBCU | 2 |
| 1890 | 5 |
| Hispanic Serving | 7 |
| 1994 | 0 |
| 1962 | 13 |
| NA | 4 |
| No Response | 15 |

### **Table 56**

### *Member Institutions ALEC Program Enrollment at Southern Region Institutions*

|  |  |
| --- | --- |
| Degree Program | Level of ALEC Education |
|  | Undergraduate | Graduate | Ph.D. |
| Ag Education | 55 | 21 | 12 |
| Ag Leadership | 25 | 16 | 9 |
| Ag Comm. | 64 | 13 | 13 |
| \*Other | 56 | 21 | 10 |

\*Extension, ALEC Combined, CTE

### **Table 57**

### *MS/Ph.D Teaching Assistants/Research /Assistants at Southern Region Institutions*

|  |  |
| --- | --- |
| Degree  | Level of ALEC Education |
|  | Graduate | Ph.D. |
|  | Number | Pay/Mo | Avg Contract | Number | Pay/Mo | Avg Contract |
| Teaching Assist | 4.40 | $1,532.88 | 9.80 | 3.33 | $1,880.00 | 11.00 |
| Research Assist | 2.60 | $1,512.40 | 10.80 | 4.75 | $2,218.25 | 10.50 |

### **Table 58**

### *Number of Non-Tenure Agriculture Education Employed at Southern Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 4.00 | 2.00 | 4.00 |
| Ag. Leadership | 4.00 | 1.00 | 1.00 |
| Ag. Comm. | 4.00 | 1.00 | 1.00 |

### **Table 59**

### *Average of Non-Tenure Track Faculty Contracts and Salary at Southern Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Lecturer | Instructor | Adjunct |
| Agriculture Ed. | 9.19 | $63,196.50 | $56,000.00 | $3,033.67 |
| Ag. Leadership | 9.75 | $60,000.00 | $68,000.00 | $1,800.00 |
| Ag. Comm. | 9.80 | $60,500.00 | $40,000.00 | $3,880.00 |

### **Table 60**

### *Number of Tenure Track Faculty Employed at Southern Region at Southern Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Assistant | Associate | Professor |
| Agriculture Ed. | 12 | 11 | 9 |
| Ag. Leadership | 5 | 4 | 4 |
| Ag. Comm. | 7 | 2 | 4 |

### **Table 61**

### *Average of Tenure Track Faculty Salary Across Southern Region at Southern Region Institutions*

|  |  |
| --- | --- |
| Employment | Classification |
|  | Contract/Mo | Assistant | Associate | Professor |
| Agriculture Ed. | 9.80 | $77,235.00 | $86,636.00 | $125,163.33 |
| Ag. Leadership | 10.38 | $66,140.00 | $96,003.25 | $118,375.00 |
| Ag. Comm. | 10.17 | $69,142.86 | $60,325.00 | $81,582.33 |

### **Table 62**

### *Number of Tenure Track Agriculture Communications Faculty Contracts and Salaries at Southern Region Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Month |
|  |  |  |  |  |  |  |
| Assistant | 3.00 | $74,516.36 | 11.50 | $77,000.00 | $77,000.00 | $6,416.67 |
| Associate |   |   |   |   |   |   |
| Professor | 2.00 | $101,666.67 | 12.00 |  |  | $8,472.25 |

### **Table 63**

### *Number of Tenure Track Agriculture Education Faculty Contracts and Salaries at Southern Region Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max |  Avg/Monthly |
|  |  |  |  |  |  |  |
| Assistant | 4.00 | $72,857.14 | 10.33 | $65,000.00 | $80,000.00 | $6,985.60 |
| Associate | 4.00 | $77,100.00 | 9.00 | $57,000.00 | $96,000.00 | $8,208.33 |
| Professor | 2.00 | $105,666.67 | 9.00 | $100,000.00 | $117,000.00 | $12,055.56 |

### **Table 64**

### *Number of Tenure Track Agriculture Leadership Faculty Contracts and Salaries at Southern Region Institutions*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty Level | Number of Faculty | Avg. Start Salary | Contract Length/Mo | Contractual Salaries |
|  |  |  |  | Min | Max | Avg/Monthly  |
|  |  |  |  |  |  |  |
| Assistant | 3.00 | 78,100.00 | 10.00 | $77,000.00 | $80,000.00 | $7,898.15 |
| Associate | 3.00 | $93,000.00 | 9.00 | $90,000.00 | $96,000.00 | $10,666.67 |
| Professor | 2.00 | $110,000.00 | 9.00 | $100,000.00 | $120,000.00 | $11,111.11 |

# **Recommendations**

 The findings of this study represent the best data available from the participants during the data collection phase of this study. The researchers recommend AAAE consider decreasing the length of time between each salary survey for the field. Economic fluctuations, market adjustments, and overall economic health change rapidly. Increasing the frequency of the study would help establish a more reliable data set when comparisons between earning years are evaluated. Ex: salary growth in 2020 grew at 4.5 percent (this percentage changes depending on the forecast models used be economists) which is the fastest overall salary growth since the early 1980’s. This growth is offset by marginal price costs increasing at a rate that out produces yearly salary increases. Using this example, AAAE cannot predict how professional salaries across all faculty lines compare to the domestic or global economies, i.e., 2022 inflation indexes. Historically, the cost of goods and services average a 1.5% increase per year. During 2022, the aggregated “all items” list increased by 7.7%. The costs of goods and services likely offsets most, if not all salary growth earned by professionals in our field.

It is further recommended that future studies incorporate additional external financial analysis data. Specifically, consumer price index, historical changes in interest rates, and forecast models available at the time of publication. The researchers further recommend establishing collaborative efforts between economics, agriculture, education, leadership, and communication faculty to develop a more comprehensive and proactive prediction model to serve the organizations members best inancial interests.

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