Peer Comparison of SFA Faculty Salaries Faculty Senate Peer Comparison Project Fall 2014 November 10, 2014

Dr. Ric Berry Provost and Vice President of Academic Affairs Stephen F Austin State University Nacogdoches, TX 75962

Dear Dr. Berry:

On July 13, 2013, Dana Cooper, Chair of the Faculty Senate, convened an ad-hoc Senate committee with the charge to "conduct a comprehensive analysis of faculty salaries across the university with comparisons to peer institutions within the state."

Working with the offices of the President, the Provost, and Institutional Research, a list of eighteen peer institutions was compiled and the *Peer Comparison Project* research study that resulted in this report was commenced over a fifteen-month period. The purpose of the report was to address several issues related to faculty salaries, including the cost of faculty searches, persistent faculty turnover and faculty morale.

Each Senator appreciates your willingness to support this type of research within SFA and your confidence in our ability to provide a thorough, accurate, and unbiased analysis. We especially acknowledge the assistance from the Office of Institutional Research and the Office of Financial Affairs in requesting salary data from the Texas Higher Education Coordinating Board.

Directed under the leadership of Dr. Dana Cooper and Dr. Jannah Nerren and with statistical analysis provided by Dr. Robert Henderson, it is our privilege on behalf of the members of Faculty Senate to transmit the *Peer Comparison Project Report* to you, the President, the Board of Regents, and the SFA community.

After adjusting the data for gender, rank, institutional revenue, and local cost of living, the results of the analysis reveal a number of significant differences in median pay levels between SFA and peer institutions within Texas. These data further suggest that any across the board salary increase could still leave many department / rank combinations being paid at levels below their Peer group medians and suggest that targeted increases would be more appropriate.

The important point is that this expenditure would need to be directed to those department / rank combinations that currently have median salary levels less than their Peer group median salary level.

As members of the Faculty Senate, we appreciate the opportunity to have served the SFA faculty with the undertaking of this research. With the release of the *Peer Comparison Project Report*, we wish to restore faculty confidence in faculty salaries at SFA through targeted adjustments of department / rank salaries that are currently below their respective Peer groups.

It is our collective hope that you will continue to provide leadership in this effort by supporting wide dissemination of this report and improving SFA faculty salaries with the upcoming legislative budget cycle and into the future.

Respectfully submitted,

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Peer Comparison of SFA Faculty Salaries Faculty Senate Peer Comparison Project May 19, 2014

Executive Summary

Results of an analysis of 2012 SFA and Peer institution salaries suggest that there are a number of significant differences in median pay levels between SFA and the Peer institutions.

The data have been adjusted for gender, rank, institutional revenue, and local cost of living. The adjustments for gender and globally for rank were made at the individual instructor level in order to make evaluation of the covariates at the institutional level more valid.

A number of covariates at the institutional level were considered, including enrollment, class size, percent graduate enrollment, tuition and fees, endowment, revenue, and cost of living. It was discovered that institutional revenue was highly correlated with many of these variables; most notably, enrollment, class size, tuition and fees, and endowment. Consequently, after adjusting for this one factor, only the cost of living covariate remained significantly correlated with the adjusted results. Therefore, an adjustment was made for this factor as well.

These adjusted results were then evaluated by SFA department and rank. Some combination of similar departments at the Peer institutions was necessary in order to establish respective Peer groups for the SFA departments.

The results in terms of median adjusted differences and ratios appear in Figures 1-3 (these are the same as Figures 7-9 in the full report). Note that for Assistant Professors, the median SFA salary is significantly lower than the median Peer group salary for eight of the 31 departments displayed. In addition, the SFA median is lower for an additional 11 departments. Also of note is that SFA median salaries are significantly greater than those of the Peer group for 5 departments.

For Associate Professors, 6 of the 28 SFA departments have a median salary significantly less than the corresponding Peer group median, and an additional 12 SFA departments have lower median salaries than their respective Peer group. However, 5 SFA departments have median salaries significantly greater than their relevant Peer group medians.

For Professors, 5 of the 28 SFA departments have median salaries significantly less than the median salaries of the Peer group, and an additional 15 SFA departments have lower medians than their respective Peer group. It does not appear any SFA department has median salaries significantly larger than their corresponding Peer group.

From a pure frequency approach, if SFA was paying faculty at the same median level as the Peer group institutions, it would be expected that approximately half of the 87 department, rank combinations represented in Figures 1-3 would show an SFA result lower than the Peer group result, as well as approximately half being greater. The data here indicates 57 of 87 median SFA salaries are lower than their respective Peer group medians.

Executive Summary1
Figure 1: Median Adjusted Salary Comparisons by Rank and Department for2 Assistant Professors
Figure 2: Median Adjusted Salary Comparisons by Rank and Department for
Figure 3: Median Adjusted Salary Comparisons by Rank and Department for4 Professors
Report
Objective
Data6
Table 1: Peer Institutions 6
Table 2: Variables to Consider in Assessment of Salary Differences 7
Table 3: Model of Log Salary Data Adjusting for Differences due to Rank & Gender7
Analysis7
Figure 1: Total Unadjusted Salary Data SFA (Dark Green) & Peer Institutions8
Figure 2: Unadjusted Log Salary Data SFA (Dark Green) & Peer Institutions8
Figure 3: Salary Data Adjusted for Rank and Gender9
Table 4: Weighted Correlations for Median Adjusted Salary and Covariates11
Figure 4: Adjusted Median Salary by Total Revenue12
Table 5: Correlations of Median Adjusted Salary (by Rank, Gender, & Total Revenue)13 and Remaining Covariates
Figure 5: Median Salary Adjusted for Rank, Gender, & Total Revenue by Cost of Living 14
Table 6: Correlations of Median Adjusted Salary (by Rank, Gender, Total Revenue, &15 Cost of Living) and Remaining Covariates
Table 7: Institutional Level Adjustments to Median Salaries 16

Figure 6: Salary Data Adjusted for Rank, Gender, Total Revenue and Cost of Living	17
Table 8: SFA Disciplines/Units Represented in the THECB Data	18
Figure 7: Median Adjusted Salary Comparisons by Rank and Department for Assistant Professors	20
Figure 8: Median Adjusted Salary Comparisons by Rank and Department for Associate Professors	21
Figure 9: Median Adjusted Salary Comparisons by Rank and Department for Professors	22
Results	23
Table 9: Estimated Costs to Bring SFA Median Salary Levels Up to Peer Group Medians	23
Conclusion	23
Appendices	
Appendix: Accountancy	24
Appendix: Agriculture	25
Appendix: Art	26
Appendix: Biology	27
Appendix: Chemistry	28
Appendix: Communications	29
Appendix: Computer Science	30
Appendix: Economics & Finance	31
Appendix: Education	32
Appendix: English	33
Appendix: Environmental Science	34
Appendix: Forestry	35
Appendix: General Business	36

Appendix:	Geology
Appendix:	Government
Appendix:	History
Appendix:	Human Sciences40
Appendix:	Human Services41
Appendix:	Kinesiology & Health Science42
Appendix:	Liberal & Applied Arts43
Appendix:	Management, Marketing, & International Business44
Appendix:	Mathematics & Statistics45
Appendix:	Modern Languages46
Appendix:	Multidisciplinary47
Appendix:	Music48
Appendix:	Nursing49
Appendix:	Physics & Astronomy50
Appendix:	Psychology51
Appendix:	Social Work52
Appendix:	Sociology53
Appendix:	Theatre









Under the assumption of no difference, 57 or more results being lower at SFA would occur less than 3 times in 1000. This suggests that a faculty member is generally more likely to be paid less at SFA than at the Peer institutions. However, Figures 1-3 also indicate that this is certainly not true across all departments and ranks.

These results suggest that an across the board pay raise for SFA faculty may not be necessary, or even appropriate in order to address low pay complaints from faculty. Targeted pay increases to bring lower paid department, rank groups up to some percentage of their Peer group median might be sufficient, as well as a more appropriate use of any such funds that might be made available to increase faculty salaries for Assistant, Associate, and Full Professors here at SFA. The available data suggests that targeted increases to bring the median adjusted salaries for department and rank combinations now being paid below their corresponding Peer group median salaries up to 100% of the Peer group median likely would be in the neighborhood of \$3M annually.

Peer Comparison of SFA Faculty Salaries Faculty Senate Peer Comparison Project May 19, 2014

Objective

The primary goal of this effort was to compare faculty salaries at SFA with peer institutions.

Data

The desired data was requested from the THECB through the SFA Office of Institutional Research in September 2013, and was finally received on March 31, 2014. The data provided by the THECB was for all faculty members at all levels of all public institutions in the state of Texas for both the 2011 and 2012 academic years. There were a total of 76,455 data records in the data file that was provided.

The data actually used for this evaluation was restricted to the 2012 academic year using only the levels of Assistant, Associate, and Full Professor for SFA and the 18 designated Peer institutions listed in Table 1. The number of records used was 3,743, with approximately 10% of the records from SFA (n=372). Four records were omitted among the Peer institutions as they indicated faculty worked for \$0 in 2012.

Table 1: Peer Institutions			
Instituion	n	Institution	n
Angelo State University	193	Texas A&M University - Texarkana	59
Lamar University	242	Texas Southern University	199
Midwestern State University	130	Texas Women's University	229
Sam Houston State University	421	University of Houston – Downtown	223
Sul Ross State University	54	University of Texas at Brownsville	214
Tarleton State University	201	University of Texas Permian Basin	75
Texas A&M University – Central Texas	61	University of Texas – San Antonio	441
Texas A&M University – Commerce	221	University of Texas – Tyler	156
Texas A&M University – San Antonio	68	West Texas A&M University	184

The variables used in the supplied THECB data included the Institution Name, the Academic Unit Code (AUC) Name, faculty member Rank and Gender, as well as their Total Salary.

In addition to salary data, a number of other variables were obtained in order to evaluate them for their potential (if any) impact on observed salary levels. These variables, called covariates, are listed in Table 2. Some of this data was available in the faculty member data described above, specifically, Gender and Rank. The remaining variables are institutional level results obtained primarily from the THECB website. The Cost of Living index information was obtained from www.city-data.com and was dated March, 2012, with an index of 100 representing the national average.

Table 2: Variables to Consider in Assessment of Salary Differences						
Potential Covariate	Level of Information					
Cost of Living	Institution					
Class Size (Average & Median)	Institution					
Enrollment (FTE, State-Funded FTE, Headcount)	Institution					
Percent Graduate Student Credit Hours	Institution					
Average Tuition & Fees	Institution					
Endowment	Institution					
Total Revenue	Institution					
Rank	Faculty Member					
Gender	Faculty Member					

The THECB database did have some missing information, specifically, the 2012 class size information for Texas A&M – Central Texas. The Average Class Size was estimated by counting the classes offered at this institution and dividing it into the number of students enrolled and rounding to the nearest integer. The Median Class Size was estimated by multiplying the Average Class Size result by a ratio of the Median Class Size divided by the Average Class Size averaged across the other institutions in the evaluation.

<u>Analysis</u>

An initial assessment of the THECB data set was undertaken to determine any necessary adjustments due to the Rank and Gender covariates contained in this data set. Figure 1 displays a simple histogram and a box plot of the 3,743 Total Salary data records. The SFA results are shown in dark green among the results for all 18 Peer institutions. The data displays a distribution noticeably skewed to the right, which is common for income data.

In evaluating the impact of Rank and/or Gender on these values, the data was transformed using a natural log function in order to stabilize the variance. The transformed data appears in Figure 2. Since the log of zero does not exist, the four \$0 salaries in the data set were effectively removed with this step.

The log transformed data was then modeled using a simple linear effects regression approach with predictor variables Rank and Gender. The resultant model suggests significant pay differences across Ranks, as well as Gender. The model specifics are supplied in Table 3 below.

Table 3: Model of Log Salary Data Adjusting for Differences due to Rank & Gender

Expanded Estimates									
Nominal factors expanded to	all levels								
Term	Estimate	Std Error	t Ratio	Prob> t					
Intercept	11.135336	0.004488	2481.41	<.0001					
RANK[Assistant Professor]	-0.176744	0.00624	-28.33	<.0001					
RANK[Associate Professor]	-0.032342	0.006168	-5.24	<.0001					
RANK[Professor]	0.2090867	0.006461	32.36	<.0001					
GENDER[Female]	-0.027471	0.004532	-6.06	<.0001					
GENDER[Male]	0.0274711	0.004532	6.06	<.0001					

Note that all model terms prove to be statistically significant with p-values less than 0.0001.

The model is log scale, but suggests Overall Mean = \$68,551, with Assistants = \$57,455 (-\$11,106) Associates = \$66,370 (-\$2,181) Professors = \$84,493 (+\$15,942) Females = \$66,694 (-\$1,807) Males = \$70,460 (+\$1,909)



Figure 2: Unadjusted Log Salary Data SFA (Dark Green) & Peer Institutions



Note that the model suggests salaries are lower on average for Assistant Professors, higher for Full Professors, with Associate Professors between. In addition, the data indicate salaries are higher for Males than Females.

The model in Table 3 is purely additive, so a second model to assess multiplicative effects was also fit. However, the results for the multiplicative terms proved to not be statistically significant. Consequently, the additive model was deemed to be adequate to reasonably adjust the data for Rank and Gender effects prior to the evaluation of institutional level covariates.

Such adjustment was deemed necessary to avoid an institution having a higher median salary merely because it was represented by more Male Full Professors while another university might have a lower median due to a higher proportion of Female Assistant Professors. The adjustments were simply to utilize the model residuals (i.e., the actual salaries minus the model predicted salaries). However, in order to keep the data near to its original values, the constant term of the model was added back to all the values. In addition, to get the data back to a dollars scale from a log dollars scale, the adjusted results were then raised to the power of e. A histogram of the salaries adjusted for Rank and Gender appear in Figure 3.

Figure 3: Salary Data Adjusted for Rank and Gender



Note that the model has effectively reduced some of the variation in the original unadjusted data. The model adjustments essentially decrease salaries of Males and Full Professors since both of these groups would be expected to be paid generally above the overall mean, while increasing salaries of Females and Assistant Professors since both of these groups would be expected to be paid lower than the overall mean. Note that these expectations are driven by the available data and are not necessarily what might be desirable or inherently "fair". They simply reflect what is.

The effect of these model adjustments (which are effectively regressing individual results closer to the overall mean) is an approximately 32% reduction in the variation of the originally supplied salary results. This represents an approximately 18% reduction in the respective standard deviation.

Once the data has been adjusted for Rank and Gender differences, the median adjusted salaries for the 19 institutions can be evaluated for any institutional level adjustments that might be suggested by the data. The primary metric used at this step in the analysis is the weighted correlations between these median adjusted salary levels and the respective institutional covariates listed in Table 2. The weights involved are the respective sample sizes for the institutions. This weighting effectively recognizes that the median adjusted salary values for some institutions represent more actual salaries than at some others. Consequently, universities with more faculty members involved receive more weight in the analysis.

In addition to the correlations between the median adjusted salaries and the covariates, the weighted correlations among the covariates themselves are also of interest. These values will

suggest where information contained in some covariates is also contained in other covariates, as well as when covariates might contain additional information different from that carried by the others.

This evaluation is important because it will potentially allow a smaller set of covariates to be utilized to effectively adjust the salary data at the institutional level. It is also important because the common method of adjusting for covariates often has stability difficulties when covariates are highly correlated (i.e., two or more covariates are essentially providing the same information and are not additive over each other).

The weighted correlation matrix appears in Table 4 below along with a scatterplot matrix of these variables. Several of the covariates display relative high correlations with the median adjusted salary variable of main interest. Correlation with all the enrollment variables (Total FTE, State-Funded FTE, and Headcount Total) is near 0.8. The largest correlation is with Average Class Size at 0.825. The correlation with Total Revenue is similar to these, but just slightly lower at 0.78, and the correlation with Average Tuition and Fees is again just slightly lower at 0.73. Correlations with the remaining variables are less than 0.5, with the smallest being 0.0565 with Percent Graduate.

Commonly, a typical forward selection process would start adjusting with the variable having the largest correlation with the variable of interest. Here, this would be Average Class Size. However, also of note in Table 4 are the even larger correlations among some of the covariates.

For example, all the enrollment variables are correlated with each other at values larger than 0.99. Clearly, these variables all carry essentially the same information and any one of them will suffice as an adequate indicator of enrollment. However, also of note is that all these variables have correlations with Average Class Size at 0.88 or larger and with Total Revenue at 0.95 or larger. These two variables have a correlation of 0.86. This suggests that all five of these variables carry much of the same information and are not likely to provide much additional information beyond any of the others.

Correlations											
Media	an(Adj(LN,R,G) TOT SAL) (OL IndexFull-Time E	quivalent Enrollment - Total FTE Full-Time Equivalent Enro	Ilment - State-Funded Total FTE Headcount En	ollment - Total - Total Pero	ent Graduate Average	e Tuition and Fees Class Size	Average class size Class Size	- Median class size Total Endi	owment(\$ millions)Total F	Revenue - Total
Median(Adj(LN,R,G) TOT SAL)	1.0000	0.3790	0.8021	0.7966	0.7991	0.0565	0.7323	0.8250	0.3720	0.4590	0.7756
COL Index	0.3790	1.0000	0.1808	0.1772	0.2259	0.4459	0.0354	0.3247	0.4180	-0.1272	0.1510
Full-Time Equivalent Enrollment - Total FTE	0.8021	0.1808	1.0000	0.9997	0.9927	-0.2212	0.7972	0.8892	0.3911	0.5634	0.9646
Full-Time Equivalent Enrollment - State-Funded Total FTE	0.7966	0.1772	0.9997	1.0000	0.9918	-0.2146	0.7982	0.8877	0.3944	0.5618	0.9615
Headcount Enrollment - Total - Total	0.7991	0.2259	0.9927	0.9918	1.0000	-0.1800	0.7607	0.8807	0.3820	0.5435	0.9546
Percent Graduate	0.0565	0.4459	-0.2212	-0.2146	-0.1800	1.0000	-0.0630	-0.1160	-0.0850	-0.3134	-0.2000
Average Tuition and Fees	0.7323	0.0354	0.7972	0.7982	0.7607	-0.0630	1.0000	0.8114	0.3320	0.6144	0.8143
Class Size - Average class size	0.8250	0.3247	0.8892	0.8877	0.8807	-0.1160	0.8114	1.0000	0.6061	0.6272	0.8624
Class Size - Median class size	0.3720	0.4180	0.3911	0.3944	0.3820	-0.0850	0.3320	0.6061	1.0000	0.3242	0.2730
Total Endowment (\$ millions)	0.4590	-0.1272	0.5634	0.5618	0.5435	-0.3134	0.6144	0.6272	0.3242	1.0000	0.5142
Total Revenue - Total	0.7756	0.1510	0.9646	0.9615	0.9546	-0.2000	0.8143	0.8624	0.2730	0.5142	1.0000



In addition, all the correlations among Average Class Size, Total Revenue, and Average Tuition and Fees are greater than 0.81.

Since Total Revenue is so highly correlated with so many of the other covariates, includes monies related to enrollment, tuition and fees, and endowment, and is also highly correlated with the primary variable of interest – median adjusted salary, a simple linear adjustment of the data was completed using this covariate centered near its median level across the 19 institutions of \$125M. Figure 4 displays the essential elements of this adjustment.

Figure 4: Adjusted Median Salary by Total Revenue



The adjustment for Total Revenue essentially reduces salaries at institutions with revenues larger than \$125M annually and increases them for institutions with revenue less than \$125M annually. The expectation is that high revenue institutions (also high enrollment, higher tuition and fees, larger class sizes, and larger endowments) pay faculty at higher levels than institutions with lower revenues. This adjustment attempts to account for differences in institutional revenue and occurs at a rate consistent with the slope of the line in Figure 4, which is approximately \$50 per \$1M in Total Revenue.

Once the data has been adjusted for revenue, then Table 5 displays the weighted correlations of the now further adjusted median salary values with the remaining covariates. Note that due to the high correlations among the enrollment variables only Headcount Total is included among the covariates here.

Note that the largest weighted correlation for the primary variable of interest (Median Adjusted Salary) is now with the Cost of Living index for the respective community in which the institutions reside. In addition, this correlation is less than 0.5 at 0.4148. Correlations with all the other remaining covariates are less than 0.35. Correlations with Headcount, Class Size, and Tuition and Fees are all now less than 0.3 suggesting that much of the information these variables contained relative to salaries has been accounted for by the adjustment for Total Revenue.

 Table 5: Correlations of Median Adjusted Salary (by Rank, Gender, & Total Revenue)

 and Remaining Covariates



Table 5 still indicates some high correlations among the covariates. This is expected as these variables were not adjusted.

Figure 5 provides a display similar to that of Figure 4; however, for Figure 5 the vertical axis represents the median salaries now adjusted for Total Revenue, in addition to Rank and Gender. The horizontal axis represents the Cost of Living index minus 85, which is near to the median level for this variable.



As with the adjustment for Total Revenue, the adjustment for Cost of Living (COL) essentially reduces salaries at institutions with COL indices larger than 85 and increases them for institutions with COL indices less than 85. The expectation is that institutions located in high COL communities pay faculty at higher levels than institutions in lower COL communities. This adjustment attempts to account for differences in the local economies for these institutions and occurs at a rate consistent with the slope of the line in Figure 5, which is approximately \$450 per index point.

Once the data has been adjusted for these two institutional level covariates (recall that it has also been adjusted for the Rank and Gender of the faculty members), the resultant values show no statistically significant correlation with any of the remaining covariates. Table 6 displays the correlations of the Median Salary results adjusted for Rank, Gender, Total Revenue, and Cost of Living with the remaining covariates. Again, only Headcount Total was included here due to its very high correlation with the other enrollment variables.

As can be seen in the first column of the correlation matrix in Table 6, no correlation with the primary variable of interest (Adjusted median Salary) is larger than 0.217 (Average Tuition and Fees). Consequently, it was determined that no additional adjustments to the Median Salary results were necessary.

In order to obtain a slightly more valid adjustment, a new model was fit to the Median Salary results (already adjusted at the faculty member level for Rank and Gender) using the variables: Total Revenue - \$125M and Cost of Living index – 85.

Table 6: Correlations of Median Adjusted Salary (by Rank, Gender, Total Revenue, &Cost of Living) and Remaining Covariates



Table 7 displays the details for this model, as well as the institutional level adjustments made for the two institutional covariates. The note in Table 7 explains the reasoning behind retaining the Cost of Living index as a covariate in the adjustment model.

With the covariate adjustments of the median salary data now essentially complete, the resultant data now can be more directly compared. The fully adjusted data has approximately 40% less variation than the original data which equates to an approximately 22% smaller standard deviation. A histogram of the fully adjusted data is displayed in Figure 6.

Table 7: Institutional Level Adjustments to Median Salaries

Parameter Est	timates		Note	that the model	term for Cost of	Living has a p-va	lue of		
Term Intercept Tot Rev - \$125M COL Index - 85	EstimateStd Errort Ratio64034.3231137.79556.280.00004729.303e-65.07459.78278248.64831.85	Prob> t <.0001* 0.0001* 0.0830	0.083. While this is higher than the commonly utilized the desire here was to accept a slightly higher Type I er rate (i.e., 0.10) in order to reduce the Type II error rate Type II error would be leaving a truly influential covari out of the model.						
	INSTITUTION NAME	Mee Sal Adju for Ra	dian ary isted ank &	Adjustment for Total Revenue	Adjustment for Cost of Living	Median Salary Adjusted for Rank, Gender, Total			
		Ger	iuei			Cost of Living			
Angelo Stat	e University	\$62,2	76.97	\$914.59	\$45.94	\$63,237.50			
Lamar Univ	ersity	\$68,4	18.31	-\$1,702.89	\$551.81	\$67,267.23			
Midwester	n State University	\$66,2	04.30	\$2,184.82	\$413.72	\$68,802.83			
Sam Housto	on State University	\$68,6	82.07	-\$3,898.07	\$322.00	\$65,106.01			
Stephen F.	Austin State University	\$62,0	99.49	-\$1,758.32	\$551.81	\$60,892.98			
Sul Ross Sta	ate University	\$53,4	58.09	\$3,298.60	\$1,563.13	\$58,319.81			
Tarleton Sta	ate University	\$64,7	21.73	-\$13.16	\$873.59	\$65,582.16			
Texas A&M	University-Central Texas	\$66,4	99.31	\$4,631.08	-\$735.84	\$70,394.55			
Texas A&M	University-Commerce	\$67,4	81.39	\$113.63	-\$3,586.32	\$64,008.71			
Texas A&M	University-San Antonio	\$70,8	36.43	\$4,038.40	-\$1,517.44	\$73,357.38			
Texas A&M	University-Texarkana	\$66,3	60.17	\$4,536.48	\$1,746.99	\$72,643.64			
Texas South	nern University	\$68,4	74.99	-\$2,613.40	-\$3,448.27	\$62,413.33			
Texas Wom	an's University	\$67,3	67.54	-\$1,824.74	-\$4,367.86	\$61,174.94			
The Univers	sity of Texas at Brownsville	\$52,9	78.72	-\$1,659.88	\$1,885.18	\$53,204.01			
The Univers	sity of Texas at San Antonio	\$82,5	3 1.0 4	-\$14,900.05	-\$1,516.69	\$66,114.31			
The Univers	sity of Texas at Tyler	\$65,5	86.66	\$1,825.82	-\$1,011.60	\$66,400.88			
The Univers	sity of Texas of the Permian	Basin \$62,1	03.31	\$3,607.97	\$919.42	\$66,630.70			
University of	of Houston-Downtown	\$64,1	45.70	\$142.53	-\$3,448.38	\$60,839.85			
West Texas	A&M University	\$65,5	13.15	\$1,340.97	-\$229.95	\$66,624.18			

In comparing these now fully adjusted median salaries, there is still the issue of different disciplines being paid at different levels. In order to account for this, comparisons between SFA and Peer institutions will be restricted to the different SFA departments represented in the data. In addition, comparisons will also be made by rank within discipline. The data has already be globally adjusted for Rank; however, this approach will allow for differences between ranks that may deviate from the original global adjustment to be taken into account.

The 32 disciplines, or units, represented in the data for SFA are listed in Table 8. This list was effectively reduced to 31 by combining Elementary Education with Secondary Education & Educational Leadership. This combination was driven primarily in order to more effectively identify the correct Peer comparison group for these units. Note that all units are represented

by at least 5 faculty members, except for Multidisciplinary and Liberal & Applied Arts, where both units are represented by a single SFA faculty member.



One of the difficulties in using the THECB data for these types of comparisons is that the AUC Names used at SFA do not always match well with the names used at Peer institutions. As a result, it was necessary to comb through the data and identify AUC Names that would be expected to best represent a valid Peer comparison group for each of the 31 SFA disciplines.

The appendices (one for each discipline) display the AUC Names used to establish the respective Peer group comparisons for each discipline. There may indeed be some debate related to the AUC Names selected for each SFA unit, and it is likely that not everyone might agree with the choices made at this stage in the analysis. However, while it might cause some change in the results for a few units, it is likely that the primary conclusions for most groups will be largely unaffected. Also of note in the appendices is that for each SFA unit, not all 18 Peer group institutions have corresponding units to be included in a comparison.

Once the Peer groups have been identified, then the analysis can finally get to the comparison of interest: SFA Median Adjust Salary versus Peer Group Median Adjusted Salary. Since the statistic of a difference of medians (or a ratio of medians) does not have readily available analytical tools for assessing statistical significance and/or establishing confidence intervals, the analysis approach that was utilized was a simple percentile bootstrap method.

This method utilizes multiple resamples of the original data with replacement to generate an empirical sampling distribution for the statistic, or statistics of interest. Here 1000 resamples of both the SFA results and the respective Peer group results for each of the 31 units across all SFA ranks represented in each unit were obtained. For each of the 174,000 (1000 * 87 SFA

Table 8: SFA	A Dise	ciplines/Units Represented in the TH	ECB Data	
	Unit	AUC NAME	Faculty Members	Adjusted Median
	1	ACCOUNTANCY	7	5010T 900 52
	2		/	\$107,899.53
	2	AGRICOLIORE	11	\$55,005.30
	3	ANI BIOLOGY	10	\$50,438.88
	4		15	\$60,519.29
	5		5	\$02,213.11
	7		5	\$33,320.08
	0		11	\$80,600,88
	9		21	\$61 971 66
	10	ENGLISH	17	\$54 967 54
	11	ENVIRONMENTAL SCIENCE	1	\$70 385 35
	12	FORESTRY	19	\$58,827,07
	13	GENERAL BUSINESS	8	\$75,488,55
	14	GEOLOGY	5	\$62,125,10
	15	GOVERNMENT	16	\$57.601.18
	16	HISTORY	17	\$56,240.73
	17	HUMAN SCIENCES	12	\$64,445.49
	18	HUMAN SERVICES	20	\$60,746.30
	19	KINESIOLOGY & HEALTH SCIENCE	12	\$60,579.47
	20	LIBERAL & APPLIED ARTS	1	\$73,133.87
	21	MANAGEMNT, MARKETING, & INTNTL BUSI	13	\$78,026.37
	22	MATHEMATICS & STATISTICS	19	\$65,492.23
	23	MODERN LANGUAGES	12	\$59,753.50
	24	MULTIDISCIPLINARY	5	\$55,516.69
	25	MUSIC	27	\$58,825.83
	26	NURSING	8	\$79,615.63
	27	PHYSICS & ASTRONOMY	8	\$63,153.58
	28	PSYCHOLOGY	6	\$57,206.01
	29	SECONDARY EDUC & EDUCTNL LDRSHP	16	\$61,729.18
	30	SOCIAL WORK	11	\$60,121.47
	31	SOCIOLOGY	11	\$61,463.33
	32	THEATRE	6	\$56,543.59

unit/rank combinations * 2 – SFA & Peer group) resamples, both the difference in Median Adjusted Salary (SFA – Peers) and the Ratio of Median Adjusted Salaries (SFA/Peers) were obtained.

Once 1000 representations of these two statistics were generated, a simple percentile method was used to estimate upper and lower 95% confidence interval bounds for the respective parameters of interest: the true difference in median faculty salaries between SFA and the Peer group, as well as the true ratio of SFA median faculty salaries to that of the Peer group.

The generation of 174 95% confidence intervals strongly suggests that several of them may be in error and not include the true parameter values of interest. However, the probability of less than 160 of them including the true parameter of interest is somewhere between 3% and 7%. Consequently, a large majority of these intervals would be expected to validly represent the nature of the relationship of the respective SFA group salary to that of the identified Peer group of institutions.

Figures 7, 8, and 9 display the ~95% bootstrap confidence intervals for both difference in median salaries and ratio of median salaries obtained for the 87 discipline and rank combinations represented in the THECB data for SFA. Note that for Assistant Professors, the median SFA salary is significantly lower than the median Peer group salary for eight of the 31 departments displayed. In addition, the SFA median is lower for an additional 11 departments. Also of note is that SFA median salaries are significantly greater than those of the Peer group for 5 departments.

For Associate Professors, 6 of the 28 SFA departments have a median salary significantly less than the corresponding Peer group median, and an additional 12 SFA departments have lower median salaries than their respective Peer group. However, 5 SFA departments have median salaries significantly greater than their relevant Peer group medians.

For Professors, 5 of the 28 SFA departments have median salaries significantly less than the median salaries of the Peer group, and an additional 15 SFA departments have lower medians than their respective Peer group. It does not appear any SFA department has median salaries significantly larger than their corresponding Peer group.

From a pure frequency approach, if SFA was paying faculty at the same median level as the Peer group institutions, it would be expected that approximately half of the 87 department, rank combinations represented in Figures 7-9 would show an SFA result lower than the Peer group result, as well as approximately half being greater. The data here indicates 57 of 87 median SFA salaries are lower than their respective Peer group medians. Under the assumption of no difference, 57 or more results being lower at SFA would occur less than 3 times in 1000. This suggests that a faculty member is generally more likely to be paid less at SFA than at the Peer institutions. However, Figures 7-9 also indicate that this is certainly not true across all departments and ranks.

These results suggest that an across the board pay raise for SFA faculty may not be necessary in order to address low pay complaints from faculty. Targeted pay increases to bring lower paid department, rank groups up to some percentage of their Peer group median might be sufficient.









Results

It appears from these results that some estimate of the potential cost of bringing salaries at SFA up to some higher percentage of these respective Peer group median levels could be considered. The concept would be a targeted set of increases to those with the shortfalls. Table 9 displays the estimated costs to bring each rank up to a certain percentage of their respective Peer group medians.

Table 9: Estimated Costs to Bring SFA Median Salary Levels Up to Peer Group Medians							
Rank	Up to 90%	Up to 95%	Up to 100%				
Professor	\$53,137	\$198,884	\$461,568				
Associate Professor	\$20,873	\$107,547	\$336,461				
Assistant Professor	\$10,682	\$70,443	\$254,106				
All	\$84,692	\$376,874	\$1,052,135				

The \$1,052,135 figure above is equivalent to an approximate 4.27% across the board salary increase for the 372 faculty members represented in this evaluation. However, such an across the board pay increase would still leave 38 of the 87 department, rank combinations represented here below their respective Peer group median salary levels. In addition, 4 of the 87 would still be below 90% of their respective Peer group median, and 13 of the 87 would still be below 95% of their respective Peer group median salary levels. An across the board salary increase, while potentially easier to administer and manage, is likely not the most appropriate approach to address the lower salaries at these faculty ranks here at SFA.

Now, clearly, the total cost to do something like this is greater than just the salary differences involved. There is the benefits multiplier, and an inflation multiplier due to the data being from the 2012-2013 academic year. There is also the fact that this data only includes 372 of the faculty members here at SFA, 122 full professors, 120 associate professors, and 130 assistant professors. However, obtaining data to estimate increases for those faculty members not included here may be difficult. In any event, there is clearly a multiplier effect for the unevaluated group.

Even considering a multiplier of 3X, the total estimated additional cost to the university would still be expected to be a little above \$3M. This could be mitigated by additional options such as allocating an increase pool equally across ranks, which would allow for the lower ranks to be brought up to a higher percentage of their respective peer group averages with lesser percentage increases for the ranks currently receiving the higher salaries.

Conclusions

While the data indicates that median SFA faculty salaries are lower than the median salaries at the identified Peer group institutions, the data further suggests that this is not a universal conclusion across all ranks and disciplines and that some faculty members at SFA are paid above their respective Peer group medians.

Again, the money to address this issue to any extent at all may just not be available. However, if there are some funds, or some can be made available, it appears some specific direction of it to certain faculty member salaries would likely be a supportable and an appropriate decision.

Appendix: Accountancy

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty	Median Adjusted	
				Members	Salary	
Stephen F. Austin State University	ACCOUNTANCY	Assistant Professor	SFA	3	\$121,449.59	
Angelo State University	ACCOUNTING, ECONOMICS, & FINANCE	Assistant Professor	Peer	3	\$125,302.65	
Lamar University	ACCOUNTING & BUSINESS LAW	Assistant Professor	Peer	2	\$123,656.39	
Sam Houston State University	ACCOUNTING	Assistant Professor	Peer	4	\$127,026.77	
Tarleton State University	ACCTNG, FINANCE, & ECONOMICS	Assistant Professor	Peer	5	\$105,349.53	
Texas A&M University-Central Texas	ACCTNG, FINANCE, & ECONOMICS	Assistant Professor	Peer	4	\$102,051.21	
Texas A&M University-Commerce	ACCOUNTING	Assistant Professor	Peer	8	\$110,222.61	
Texas A&M University-Commerce	ACCOUNTING, ECONOMICS, & FINANCE	Assistant Professor	Peer	1	\$101,016.44	
Texas A&M University-San Antonio	ACCOUNTING & FINANCE	Assistant Professor	Peer	11	\$103,701.56	
The University of Texas at Brownsville	ACCOUNTING AND MANGMNT INFO SYSTEMS	Assistant Professor	Peer	1	\$102,271.55	
The University of Texas at San Antonio	ACCOUNTING	Assistant Professor	Peer	4	\$145,159.33	
The University of Texas at Tyler	ACCOUNTING, FINANCE AND BUSINSS LAW	Assistant Professor	Peer	1	\$116,913.39	
University of Houston-Downtown	FINANCE, ACCOUNTNG, & COMP INFO SYS	Assistant Professor	Peer	6	\$96,902.70	
West Texas A&M University	ACCOUNTING, ECONOMICS, & FINANCE	Assistant Professor	Peer	4	\$104,887.42	
Stephen F. Austin State University	ACCOUNTANCY	Associate Professor	SFA	2	\$87,362.74	
Angelo State University	ACCOUNTING, ECONOMICS, & FINANCE	Associate Professor	Peer	3	\$91,948.75	
Lamar University	ACCOUNTING & BUSINESS LAW	Associate Professor	Peer	2	\$109,773.43	
Sam Houston State University	ACCOUNTING	Associate Professor	Peer	6	\$99,633.99	
Tarleton State University	ACCTNG, FINANCE, & ECONOMICS	Associate Professor	Peer	1	\$66,565.70	
Texas A&M University-Central Texas	ACCTNG, FINANCE, & ECONOMICS	Associate Professor	Peer	3	\$87,381.30	
Texas A&M University-San Antonio	ACCOUNTING & FINANCE	Associate Professor	Peer	8	\$101,002.81	
Texas Southern University	ACCOUNTING	Associate Professor	Peer	4	\$100,668.89	
The University of Texas at Brownsville	ACCOUNTING AND MANGMNT INFO SYSTEMS	Associate Professor	Peer	4	\$97,671.90	
The University of Texas at San Antonio	ACCOUNTING	Associate Professor	Peer	4	\$130,597.76	
University of Houston-Downtown	FINANCE, ACCOUNTNG, & COMP INFO SYS	Associate Professor	Peer	12	\$92,189.20	
West Texas A&M University	ACCOUNTING, ECONOMICS, & FINANCE	Associate Professor	Peer	1	\$85,539.39	
Stephen F. Austin State University	ACCOUNTANCY	Professor	SFA	2	\$87,342.63	
Angelo State University	ACCOUNTING, ECONOMICS, & FINANCE	Professor	Peer	5	\$67,254.93	
Lamar University	ACCOUNTING & BUSINESS LAW	Professor	Peer	4	\$80,634.89	
Sam Houston State University	ACCOUNTING	Professor	Peer	3	\$94,675.96	
Tarleton State University	ACCTNG, FINANCE, & ECONOMICS	Professor	Peer	4	\$78,399.68	
Texas A&M University-San Antonio	ACCOUNTING & FINANCE	Professor	Peer	1	\$77,788.02	
Texas Southern University	ACCOUNTING	Professor	Peer	4	\$89,125.91	
The University of Texas at San Antonio	ACCOUNTING	Professor	Peer	9	\$117,451.02	
The University of Texas at Tyler	ACCOUNTING, FINANCE AND BUSINSS LAW	Professor	Peer	1	\$93,956.53	
University of Houston-Downtown	FINANCE, ACCOUNTNG, & COMP INFO SYS	Professor	Peer	9	\$79,393.34	
West Texas A&M University	ACCOUNTING, ECONOMICS, & FINANCE	Professor	Peer	7	\$87,480.42	

Appendix: Agriculture

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	AGRICULTURE	Assistant Professor	SFA	4	\$61,697.30
Angelo State University	AGRICULTURE	Assistant Professor	Peer	3	\$66,351.11
Sam Houston State University	AGRICULTURAL SCIENCES	Assistant Professor	Peer	7	\$73,035.04
Sul Ross State University	ANIMAL SCIENCE	Assistant Professor	Peer	2	\$57,106.55
Tarleton State University	AGRICULTURAL AND CONSUMER SCIENCES	Assistant Professor	Peer	3	\$65,875.87
Tarleton State University	ANIMAL SCIENCE AND WILDLIFE MANGMNT	Assistant Professor	Peer	2	\$58,677.03
Tarleton State University	ENVIRONMENTAL AND AGRICULTURL MGMT	Assistant Professor	Peer	1	\$57,635.16
Texas A&M University-Commerce	AGRICULTURAL SCIENCES	Assistant Professor	Peer	5	\$61,535.14
West Texas A&M University	AGRICULTURAL SCIENCES	Assistant Professor	Peer	8	\$76,583.62
Stephen F. Austin State University	AGRICULTURE	Associate Professor	SFA	4	\$56,381.51
Angelo State University	AGRICULTURE	Associate Professor	Peer	1	\$57,340.58
Sam Houston State University	AGRICULTURAL SCIENCES	Associate Professor	Peer	5	\$71,369.81
Sul Ross State University	RANGE ANIMAL SCIENCE	Associate Professor	Peer	2	\$59,431.27
Tarleton State University	AGRICULTURAL AND CONSUMER SCIENCES	Associate Professor	Peer	4	\$73,999.83
Tarleton State University	ANIMAL SCIENCE AND WILDLIFE MANGMNT	Associate Professor	Peer	3	\$65,677.38
Tarleton State University	ENVIRONMENTAL AND AGRICULTURL MGMT	Associate Professor	Peer	2	\$65,157.86
Texas A&M University-Commerce	AGRICULTURAL SCIENCES	Associate Professor	Peer	2	\$53,523.54
West Texas A&M University	AGRICULTURAL SCIENCES	Associate Professor	Peer	2	\$73,009.51
Stephen F. Austin State University	AGRICULTURE	Professor	SFA	3	\$58,404.33
Angelo State University	AGRICULTURE	Professor	Peer	4	\$62,867.78
Sam Houston State University	AGRICULTURAL SCIENCES	Professor	Peer	5	\$65,105.69
Sul Ross State University	ANIMAL SCIENCE	Professor	Peer	2	\$61,184.58
Sul Ross State University	RANGE ANIMAL SCIENCE	Professor	Peer	2	\$60,725.18
Tarleton State University	AGRICULTURAL AND CONSUMER SCIENCES	Professor	Peer	3	\$68,661.59
Tarleton State University	ANIMAL SCIENCE AND WILDLIFE MANGMNT	Professor	Peer	4	\$59,014.28
Tarleton State University	ENVIRONMENTAL AND AGRICULTURL MGMT	Professor	Peer	5	\$60,169.87
Texas A&M University-Commerce	AGRICULTURAL SCIENCES	Professor	Peer	1	\$60,710.16
West Texas A&M University	AGRICULTURAL SCIENCES	Professor	Peer	7	\$65,227.66

Appendix: Art

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INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty	Adjusted
				Members	Salary
Stephen F. Austin State University	ART	Assistant Professor	SEA	6	\$58,004,62
Angelo State University	ART & MUSIC	Assistant Professor	Peer	4	\$64,411,73
Lamar University		Assistant Professor	Peer	2	\$61,248,92
Midwestern State University	FINE ARTS	Assistant Professor	Door	5	\$61,809,21
Sam Houston State University	ART	Assistant Professor	Door	3	\$67,274,20
Sul Poss State University		Assistant Professor	Peer	2	\$60,272,17
Tarleton State University		Assistant Professor	Peer	0	\$00,273.17
Taneton State University	FINE ARTS	Assistant Professor	Peer	9	\$55,775.25
Texas A&M University-Commerce		Assistant Professor	Peer	3	\$07,021.72
Texas Admi University-San Antonio	ARTS & SCIENCES	Assistant Professor	Peer	15	\$73,357.70
Texas Southern University	VISUAL & PERFORMING ARTS	Assistant Professor	Peer	1	\$35,139.35
Texas Woman's University	VISUAL ARTS	Assistant Professor	Peer	1	\$51,845.73
The University of Texas at San Antonio	ART & ART HISTORY	Assistant Professor	Peer	4	\$46,579.55
The University of Texas at Tyler	ART & ART HISTORY	Assistant Professor	Peer	3	\$56,009.69
The University of Texas of the Permian Basin	VISUAL & PERFORMING ARTS	Assistant Professor	Peer	2	\$61,936.33
University of Houston-Downtown	ARTS & HUMANITIES	Assistant Professor	Peer	5	\$58,596.31
West Texas A&M University	ART, THEATRE, & DANCE	Assistant Professor	Peer	4	\$58,539.51
Stephen F. Austin State University	ART	Associate Professor	SFA	3	\$59,755.58
Angelo State University	ART & MUSIC	Associate Professor	Peer	7	\$58,872.02
Lamar University	ART	Associate Professor	Peer	3	\$61,002.80
Midwestern State University	FINE ARTS	Associate Professor	Peer	9	\$58,956.57
Sam Houston State University	ART	Associate Professor	Peer	9	\$60,459.53
Sul Ross State University	FINE ARTS & COMMUNICATION	Associate Professor	Peer	1	\$54,911.19
Tarleton State University	FINE ARTS	Associate Professor	Peer	5	\$64,974.89
Texas A&M University-Commerce	ART	Associate Professor	Peer	1	\$59,903.29
Texas A&M University-San Antonio	ARTS & SCIENCES	Associate Professor	Peer	2	\$68,466.72
Texas Southern University	VISUAL & PERFORMING ARTS	Associate Professor	Peer	5	\$38,985.03
Texas Woman's University	VISUAL ARTS	Associate Professor	Peer	4	\$54,552.36
The University of Texas at San Antonio	ART & ART HISTORY	Associate Professor	Peer	3	\$44,222,74
The University of Texas at Tyler	ART & ART HISTORY	Associate Professor	Peer	3	\$51.078.71
The University of Texas of the Permian Basin	VISUAL & PERFORMING ARTS	Associate Professor	Peer	6	\$63,101,49
University of Houston-Downtown	ARTS & HUMANITIES	Associate Professor	Peer	9	\$59,428,50
West Texas &&M University	ART. THEATRE, & DANCE	Associate Professor	Peer	4	\$55,520,10
Stephen E. Austin State University		Professor	SEA	7	\$55,470,03
Angelo State University	ART & MUSIC	Professor	Door	5	\$55 567 17
Lamar University	ART	Professor	Door	2	\$59 797 10
Midwestern State University	EINEARTS	Professor	Door	9	\$60,924,64
Sam Houston State University	ADT	Professor	Peer	1	\$55,470,29
Sul Poss State University		Professor	Peer	1	\$30,470.23
Sul Ross State University		Professor	Peer	6	\$55,526.25
Sui Ross state Oniversity	FINE ARTS & COMMUNICATION	Professor	Peer	0	\$51,670.03
Texas A&M University-Commerce		Professor	Peer	4	\$59,253.83
Texas A&M University-San Antonio	ARTS & SCIENCES	Professor	Peer	1	\$68,192.62
Texas Southern University	VISUAL & PERFORMING ARTS	Professor	Peer	2	\$60,432.56
Texas woman's University	ARTS & SCIENCES	Protessor	Peer	1	\$101,501.59
Texas Woman's University	VISUAL ARTS	Professor	Peer	3	\$51,812.71
The University of Texas at Brownsville	VISUAL ARTS	Professor	Peer	1	\$50,828.18
The University of Texas at San Antonio	ART & ART HISTORY	Protessor	Peer	7	\$51,605.83
The University of Texas at Tyler	ART & ART HISTORY	Professor	Peer	2	\$55,406.73
The University of Texas at Tyler	ARTS & SCIENCES	Professor	Peer	1	\$77,775.05
University of Houston-Downtown	ARTS & HUMANITIES	Professor	Peer	7	\$57,773.31
West Texas A&M University	ART, THEATRE, & DANCE	Professor	Peer	2	\$66,983.94

Appendix: Biology

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary	
Stenhen F. Austin State University	BIOLOGY	Assistant Professor	SEA	5	\$61 348 03	1
Angelo State University	BIOLOGY	Assistant Professor	Peer	3	\$63,034,11	1
Angelo State University	CHEMISTRY & BIOCHEMISTRY	Assistant Professor	Peer	3	\$64 752 37	1
	BIOLOGY	Assistant Professor	Peer	3	\$63,996,58	1
	CHEMISTRY & BIOCHEMISTRY	Assistant Professor	Door	1	\$60,179,36	1
Midwestern State University	SCIENCE & MATHEMATICS	Assistant Professor	Deer	10	\$70 188 12	1
Sam Houston State University	BIOLOGICAL SCIENCES	Assistant Professor	Deer	7	\$63,447,58	1
Tarleton State University	BIOLOGICAL SCIENCES	Assistant Professor	Deer	2	\$65,028,04	1
Toyas A&M University Commerce		Assistant Professor	Peer	2	\$64,212,06	1
Toxas A&M University Toxarkana		Assistant Professor	Door	- 4	\$04,213.00	1
Texas Addivi Oniversity-Texai Kana	SCI, TECHNEGF, ENGRING, AND MATHWITCS	Assistant Professor	Peer	2	\$75,504.52	1
Texas Woman's University	BIOLOGY	Assistant Professor	Peer	2	\$35,053.22	1
The University of Texas at Provinguille		Assistant Professor	Peer	5	\$38,332.20	1
The University of Texas at Brownsville	BIOLOGICAL SCIENCES	Assistant Professor	Peer	10	\$37,033.89	1
The University of Texas at San Antonio	BIOLOGY	Assistant Professor	Peer	10	\$75,902.04	1
The University of Texas at Tyler	BIOLOGY	Assistant Professor	Peer	2	\$08,723.02	1
The University of Texas of the Permian Basin	BIOLOGY	Assistant Professor	Peer	1	\$72,653.42	1
West Texas A&M University	LIFE, EARTH, & ENVMINIE SCIS	Assistant Professor	Peer	5	\$/1,/61.13	1
Stephen F. Austin State University	BIOLOGY	Associate Professor	SFA	5	\$62,002.50	1
Angelo State University	CHEMISTRY & BIOCHEMISTRY	Associate Professor	Peer	1	\$62,142.83	1
Lamar University	BIOLOGY	Associate Professor	Peer	3	\$65,986.79	1
Lamar University	CHEMISTRY & BIOCHEMISTRY	Associate Professor	Peer	4	\$66,490.47	
Midwestern State University	SCIENCE & MATHEMATICS	Associate Professor	Peer	14	\$63,868.35	1
Sam Houston State University	BIOLOGICAL SCIENCES	Associate Professor	Peer	8	\$66,847.84	1
Sul Ross State University	BIOLOGY	Associate Professor	Peer	2	\$55,640.74	1
Tarleton State University	BIOLOGICAL SCIENCES	Associate Professor	Peer	4	\$65,730.65	
Texas A&M University-Commerce	BIOLOGICAL & ENVIRONMENTAL SCIENCE	Associate Professor	Peer	1	\$72,617.07	1
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Associate Professor	Peer	3	\$74,668.14	
Texas Southern University	BIOLOGY	Associate Professor	Peer	4	\$72,445.62	
Texas Woman's University	BIOLOGY	Associate Professor	Peer	4	\$65,168.46	
The University of Texas at Brownsville	BIOLOGICAL SCIENCES	Associate Professor	Peer	6	\$56,959.88	1
The University of Texas at San Antonio	BIOLOGY	Associate Professor	Peer	14	\$74,578.25	
The University of Texas at Tyler	BIOLOGY	Associate Professor	Peer	4	\$68,960.53	
The University of Texas of the Permian Basin	BIOLOGY	Associate Professor	Peer	3	\$69,020.10	
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Associate Professor	Peer	3	\$71,153.49	
Stephen F. Austin State University	BIOLOGY	Professor	SFA	5	\$57,348.19	
Angelo State University	BIOLOGY	Professor	Peer	8	\$58,336.97	
Angelo State University	CHEMISTRY & BIOCHEMISTRY	Professor	Peer	1	\$59,289.70	
Lamar University	BIOLOGY	Professor	Peer	3	\$60,357.33	
Lamar University	CHEMISTRY & BIOCHEMISTRY	Professor	Peer	3	\$66,983.05	
Midwestern State University	SCIENCE & MATHEMATICS	Professor	Peer	14	\$70,406.57	
Sam Houston State University	BIOLOGICAL SCIENCES	Professor	Peer	6	\$62,083.54	
Sul Ross State University	BIOLOGY	Professor	Peer	1	\$54,104.19	
Tarleton State University	BIOLOGICAL SCIENCES	Professor	Peer	5	\$66,059.92	1
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Professor	Peer	6	\$79,613.55	1
Texas Southern University	BIOLOGY	Professor	Peer	3	\$50,276.50	1
Texas Woman's University	BIOLOGY	Professor	Peer	4	\$81,900.26	1
The University of Texas at Brownsville	BIOLOGICAL SCIENCES	Professor	Peer	1	\$35,445.52	
The University of Texas at San Antonio	BIOLOGY	Professor	Peer	22	\$76,664.23	l
The University of Texas at Tyler	BIOLOGY	Professor	Peer	2	\$70,974.10	l
The University of Texas of the Permian Basin	BIOLOGY	Professor	Peer	2	\$71,407.70	l
University of Houston-Downtown	SCIENCES & TECHNOLOGY	Professor	Peer	2	\$64,733.85	l
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Professor	Peer	6	\$60,486.09	l

Appendix: Chemistry

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	INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted	
	Stenhen F. Austin State University	CHEMISTRY	Assistant Professor	SEA	5	563 808 80	
	Angelo State University	CHEMISTRY & BIOCHEMISTRY	Assistant Professor	Peer	3	\$64,752,37	
	Lamar University	CHEMISTRY & BIOCHEMISTRY	Assistant Professor	Peer	4	\$60,179,36	
	Midwestern State University	SCIENCE & MATHEMATICS	Assistant Professor	Peer	10	\$70,188,12	
	Sam Houston State University	CHEMISTRY	Assistant Professor	Peer	3	\$72,705.32	
	Tarleton State University	CHEMISTRY, GEOSCI & ENVRNMNTI, SCI	Assistant Professor	Peer	2	\$62,159,53	l I
	Texas A&M University-Commerce	CHEMISTRY	Assistant Professor	Peer	3	\$66,261,04	
	Texas A&M University-Texarkana	SCI. TECHNLGY, ENGRNG, AND MATHMTCS	Assistant Professor	Peer	2	\$79.304.32	
	Texas Southern University	CHEMISTRY	Assistant Professor	Peer	1	\$57,792,59	
	The University of Texas at Brownsville	CHEMISTRY & ENVIRONMENTAL SCIENCE	Assistant Professor	Peer	6	\$61,738.58	
	The University of Texas at San Antonio	CHEMISTRY	Assistant Professor	Peer	4	\$75,130,39	l I
	The University of Texas at Tyler	CHEMISTRY	Assistant Professor	Peer	2	\$67,665,86	
	West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Assistant Professor	Peer	5	\$73,765,89	
	Stephen F. Austin State University	CHEMISTRY	Associate Professor	SEA	1	\$67,693,68	
	Angelo State University	CHEMISTRY & BIOCHEMISTRY	Associate Professor	Peer	1	\$62,142,83	
	Lamar University	CHEMISTRY & BIOCHEMISTRY	Associate Professor	Peer	4	\$66,490,47	
	Midwestern State University	SCIENCE & MATHEMATICS	Associate Professor	Peer	14	\$63,868,35	
	Sam Houston State University	CHEMISTRY	Associate Professor	Peer	2	\$71,802,41	
	Sul Ross State University	GEOLOGY & CHEMISTRY	Associate Professor	Peer	1	\$52,810,99	
	Tarleton State University	CHEMISTRY, GEOSCI & ENVRNMNTI SCI	Associate Professor	Peer	1	\$59,702,35	
	Texas A&M University-Texarkana	SCI, TECHNI GY, ENGRNG, AND MATHMTCS	Associate Professor	Peer	3	\$74,668,14	
	Texas Southern University	CHEMISTRY	Associate Professor	Peer	2	\$71,262,26	
	Texas Woman's University	CHEMISTRY & PHYSICS	Associate Professor	Peer	3	\$61,461,22	
	The University of Texas at Brownsville	CHEMISTRY & ENVIRONMENTAL SCIENCE	Associate Professor	Peer	4	\$46,395,52	
	The University of Texas at San Antonio	CHEMISTRY	Associate Professor	Peer	4	\$66.019.66	
	The University of Texas at Tyler	CHEMISTRY	Associate Professor	Peer	2	\$60,453,66	l I
	West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Associate Professor	Peer	2	\$60,026,42	i i
	Stephen F. Austin State University	CHEMISTRY	Professor	SEA	5	\$60,960,21	
	Angelo State University	CHEMISTRY & BIOCHEMISTRY	Professor	Peer	1	\$59 289 70	
	Lamar University	CHEMISTRY & BIOCHEMISTRY	Professor	Deer	3	\$66,983,05	
	Midwestern State University	SCIENCE & MATHEMATICS	Professor	Peer	14	\$70,406,57	
	Sam Houston State University	CHEMISTRY	Professor	Peer	5	\$70,130,63	
	Sul Ross State University	GEOLOGY & CHEMISTRY	Professor	Deer	3	\$59 555 38	
	Tarleton State University	CHEMISTRY, GEOSCI & ENVRIMINTI SCI	Professor	Peer	5	\$63,334,51	
	Texas &&M University-Commerce	CHEMISTRY	Professor	Deer	2	\$69 171 11	
	Texas A&M University-Texarkana		Professor	Peer	6	\$79 613 55	
	Texas Southern University	CHEMISTRY	Professor	Deer	6	\$72 528 00	
	Texas Woman's University	CHEMISTRY & PHYSICS	Professor	Deer	5	\$65,245,70	
	The University of Texas at Brownsville	CHEMISTRY & ENVIRONMENTAL SCIENCE	Professor	Peer	1	\$56.015.73	i i
	The University of Texas at San Antonio	CHEMISTRY	Professor	Peer	8	\$100,505.46	i i
	The University of Texas at Tyler	CHEMISTRY	Professor	Peer	1	\$61.025.25	i i
	University of Houston-Downtown	SCIENCES & TECHNOLOGY	Professor	Peer	2	\$64,733,85	l l
	West Texas &&M University	MATHEMATICS, CHEM & PHYSICS	Professor	Peer	5	\$60,319 58	i i
	mean read manner any	and the methody of early of a first of the	110103301	1.001	, , , , , , , , , , , , , , , , , , ,	400,010,000	L

Appendix: Communications

	INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted
	Stophon E. Austin State University	COMMUNICATION	Assistant Professor	CE A	2	\$E7.074.61
	Angolo Stato University	COMMUNICATION MASS MEDIA & THEATRE	Assistant Professor	Boor	2	\$57,074.01
	Aligeto State Oniversity	COMMONICATION, MASSIVEDIA & THEATRE	Assistant Professor	Peer	0	\$05,770.57
	Lamar University		Assistant Professor	Peer	2	\$00,101.01
	Lamar University		Assistant Professor	Peer	3	\$05,545.61
	Sam Houston State University		Assistant Professor	Peer	2	\$09,009.18
	Sull Poss State University		Assistant Professor	Peer	2	\$57,750.05
ł	Sui Ross State University		Assistant Professor	Peer	3	\$00,273.17
	Tarieton State University		Assistant Professor	Peer	2	\$74,883.47
	Texas A&W University-Commerce		Assistant Professor	Peer	4	\$57,366.70
	Texas Southern University	COMMUNICATION	Assistant Professor	Peer	2	\$48,326.17
	Texas Southern University	JOURNALISM	Assistant Professor	Peer	1	\$44,911.61
	Texas Woman's University	COMMUNICATION SCIENCES & DISORDERS	Assistant Professor	Peer	/	\$55,856.59
	Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Assistant Professor	Peer	2	\$54,755.42
	The University of Texas at Brownsville	COMMUNICATION	Assistant Professor	Peer	2	\$31,006.98
	The University of Texas at San Antonio	COMMUNICATION	Assistant Professor	Peer	5	\$48,768.96
	The University of Texas at Tyler	COMMUNICATION	Assistant Professor	Peer	3	\$61,185.87
	West Texas A&M University	COMMUNICATION	Assistant Professor	Peer	4	\$61,299.09
	Stephen F. Austin State University	COMMUNICATION	Associate Professor	SFA	1	\$69,486.87
	Angelo State University	COMMUNICATION, MASS MEDIA & THEATRE	Associate Professor	Peer	2	\$64,563.36
	Lamar University	COMMUNICATION	Associate Professor	Peer	3	\$61,615.78
	Lamar University	SPEECH & HEARING SCIENCES	Associate Professor	Peer	2	\$66,702.34
	Sam Houston State University	PUBLIC COMMUNICATION	Associate Professor	Peer	3	\$61,162.33
	Sam Houston State University	SPEECH COMMUNICATION	Associate Professor	Peer	1	\$58,720.34
	Sul Ross State University	FINE ARTS & COMMUNICATION	Associate Professor	Peer	1	\$54,911.19
	Tarleton State University	COMMUNICATION STUDIES	Associate Professor	Peer	3	\$73,507.43
[Texas A&M University-Commerce	COMMUNICATION & THEATRE	Associate Professor	Peer	1	\$69,196.45
[Texas Southern University	COMMUNICATION	Associate Professor	Peer	2	\$87,549.02
	Texas Southern University	JOURNALISM	Associate Professor	Peer	2	\$68,222.92
	Texas Southern University	RADIO-TELEVISION-FILM	Associate Professor	Peer	3	\$52,886.67
	Texas Woman's University	COMMUNICATION SCIENCES & DISORDERS	Associate Professor	Peer	1	\$55,497.02
	Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Associate Professor	Peer	4	\$60,947.39
	The University of Texas at Brownsville	COMMUNICATION	Associate Professor	Peer	3	\$33,798.30
	The University of Texas at San Antonio	COMMUNICATION	Associate Professor	Peer	6	\$53,557.85
	The University of Texas at Tyler	COMMUNICATION	Associate Professor	Peer	1	\$55,369.48
	West Texas A&M University	COMMUNICATION	Associate Professor	Peer	1	\$58,764,47
	West Texas A&M University	COMMUNICATION DISORDERS	Associate Professor	Peer	2	\$69,506.49
	Stephen F. Austin State University	COMMUNICATION	Professor	SFA	2	\$54,984,91
	Angelo State University	COMMUNICATION, MASS MEDIA & THEATRE	Professor	Peer	2	\$56,359,30
	Lamar University	COMMUNICATION	Professor	Peer	2	\$55,365,93
	Lamar University	SPEECH & HEARING SCIENCES	Professor	Peer	2	\$64,603,19
	Sam Houston State University	PUBLIC COMMUNICATION	Professor	Peer	2	\$65,635,41
	Sam Houston State University	SPEECH COMMUNICATION	Professor	Peer	4	\$61.582.85
ł	Sul Ross State University	FINE ARTS & COMMUNICATION	Professor	Peer	6	\$51,670.03
	Texas &&M University-Commerce		Professor	Deer	2	\$57 545 70
	Texas Southern University	IOURNALISM	Professor	Door	1	\$47 162 36
	Texas Southern University		Professor	Deer	1	\$41 952 12
	Texas Woman's University		Professor	Deer	2	\$61.072.06
	Toyas Woman's University		Professor	Peer	<u>۲</u>	\$01,073.00
ł	The University of Toyos at Prownsyille		Professor	Deer	3	\$37,784.07
	The University of Texas at Brownsville	COMMUNICATION	Professor	Peer	4	\$50,204.20
	The University of Texas at San Antonio	COMMUNICATION	Professor	Peer	1	\$05,578.02
	West Taxas A 2 A University	CONMUNICATION	Professor	Peer	1	\$57,054.87
	west Texas A&W University	COMINIONICATION	Professor	Peer	5	ç08,188.47

Appendix: Computer Science

				Faculty	Median	
INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty	Adjusted	
				wembers	Salary	
Stephen F. Austin State University	COMPUTER SCIENCE	Assistant Professor	SFA	1	\$99,943.46	
Angelo State University	MATHEMATICS & COMPUTER SCIENCE	Assistant Professor	Peer	3	\$86,819.98	
Lamar University	COMPUTER SCIENCE	Assistant Professor	Peer	1	\$94,049.97	
Lamar University	INFORMATION SYSTEMS & ANALYSIS	Assistant Professor	Peer	2	\$95,791.46	
Sam Houston State University	COMPUTER SCIENCE	Assistant Professor	Peer	7	\$85,594.63	
Sam Houston State University	MATHEMATICAL & INFO SCIENCES	Assistant Professor	Peer	7	\$65,734.21	
Sul Ross State University	COMPUTER SCIENCE & MATHEMATICS	Assistant Professor	Peer	2	\$68.928.67	
Tarleton State University	COMPUTER INFORMATION SYSTEMS	Assistant Professor	Peer	3	\$90.112.70	
Texas A&M University-Central Texas	COMPUTER INFORMATION SYSTEMS	Assistant Professor	Peer	5	\$89,409,51	
Texas A&M University-Commerce	BUSINESS ADMIN & MGMT INFO SYSTMS	Assistant Professor	Peer	2	\$92,644,37	
Texas A&M University-Commerce	COMPUTER SCIENCE & INFO SYSTEMS	Assistant Professor	Peer	6	\$74,894,17	
Texas A&M University-Texarkana	SCI, TECHNIGY, ENGRIG, AND MATHMICS	Assistant Professor	Peer	2	\$79,304,32	
Texas Southern University	COMPUTER SCIENCE	Assistant Professor	Peer	2	\$73,172,23	
Texas Woman's University	MATHEMATICS & COMPUTER SCIENCE	Assistant Professor	Peer	2	\$72,119,58	
The University of Texas at Brownsville	COMPUTER & INFORMATION SCIENCES	Assistant Professor	Peer	3	\$61,806.40	
The University of Texas at San Antonio		Assistant Professor	Peer	4	\$85,232,57	
The University of Texas at San Antonio	INFORMATION SYSTEMS & CYBER SECURTY	Assistant Professor	Peer	3	\$122 273 95	
The University of Texas of the Permian Basin	MATHEMATICS & COMPLITER SCIENCE	Assistant Professor	Deer	3	\$64,481,22	
University of Houston-Downtown	COMPLITER & MATHEMATICAL SCIENCES	Assistant Professor	Deer	6	\$60,972,59	
University of Houston-Downtown	FINANCE ACCOUNTING & COMPLINED SYS	Assistant Professor	Deer	6	\$96,902,70	
West Texas A&M University	COMPLITER INFORMENTIAND DECISION MGMT	Assistant Professor	Door	4	\$107,993,04	
Stophon E. Austin State University	COMPUTER SCIENCE	Associate Professor	SEA	4	\$107,553.04	
Angele State University		Associate Professor	Door		\$94,003.21	
Angelo State Oniversity	COMPUTER SCIENCE	Associate Professor	Peer	0	\$00,800.55	
Lamar University		Associate Professor	Peer	4	\$82,215,22	
Sam Houston State University		Associate Professor	Peer	2	\$05,515.25	
Sam Houston State University		Associate Professor	Peer	<u> </u>	\$60,597,41	
Sul Poss State University	COMPLITER SCIENCE & MATHEMATICS	Associate Professor	Peer	2	\$00,387.41	
Sui Ross State University		Associate Professor	Peer	2	\$54,984.55	
Taneton State University		Associate Professor	Peer	1	\$88,040.41	
Texas A&M University-Commerce	BUSINESS ADMIN & MIGHT INFO SYSTMS	Associate Professor	Peer	1	\$83,946.12	
Texas A&M University-Commerce	COMPUTER SCIENCE & INFO SYSTEMS	Associate Professor	Peer	2	\$77,828.40	
Texas A&W University-Texarkana	SCI, TECHNLGY, ENGRING, AND MATHWITCS	Associate Professor	Peer	3	\$74,668.14	
Texas Southern University		Associate Professor	Peer	4	\$58,714.39	
Texas Woman's University	MATHEMATICS & COMPUTER SCIENCE	Associate Professor	Peer	3	\$62,125.81	
The University of Texas at Brownsville	COMPUTER & INFORMATION SCIENCES	Associate Professor	Peer	3	\$78,802.99	
The University of Texas at San Antonio	COMPUTER SCIENCE	Associate Professor	Peer	12	\$81,851.60	
The University of Texas at San Antonio	INFORMATION SYSTEMS & CYBER SECURTY	Associate Professor	Peer	3	\$116,124.13	
The University of Texas at Tyler	COMPUTER SCIENCE	Associate Professor	Peer	4	\$82,092.34	
The University of Texas of the Permian Basin	MATHEMATICS & COMPUTER SCIENCE	Associate Professor	Peer	3	\$96,181.06	
University of Houston-Downtown	COMPUTER & MATHEMATICAL SCIENCES	Associate Professor	Peer	12	\$59,398.63	
University of Houston-Downtown	FINANCE, ACCOUNTNG, & COMP INFO SYS	Associate Professor	Peer	12	\$92,189.20	
West Texas A&M University	COMPUTER INFORMENT AND DECISION MGMT	Associate Professor	Peer	2	\$90,872.31	
Stephen F. Austin State University	COMPUTER SCIENCE	Professor	SFA	3	\$81,746.69	
Angelo State University	MATHEMATICS & COMPUTER SCIENCE	Professor	Peer	5	\$76,107.38	
Lamar University	COMPUTER SCIENCE	Professor	Peer	4	\$73,130.43	
Lamar University	INFORMATION SYSTEMS & ANALYSIS	Professor	Peer	2	\$83,169.12	
Sam Houston State University	COMPUTER SCIENCE	Professor	Peer	2	\$81,954.17	
Sam Houston State University	MATHEMATICAL & INFO SCIENCES	Professor	Peer	10	\$66,532.03	
Sul Ross State University	COMPUTER SCIENCE & MATHEMATICS	Professor	Peer	1	\$39,482.45	
Tarleton State University	COMPUTER INFORMATION SYSTEMS	Professor	Peer	1	\$67,314.97	
Texas A&M University-Commerce	BUSINESS ADMIN & MGMT INFO SYSTMS	Professor	Peer	3	\$89,505.30	
Texas A&M University-Commerce	COMPUTER SCIENCE & INFO SYSTEMS	Professor	Peer	2	\$73,919.77	
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Professor	Peer	6	\$79,613.55	
Texas Southern University	COMPUTER SCIENCE	Professor	Peer	4	\$67,451.76	
Texas Woman's University	MATHEMATICS & COMPUTER SCIENCE	Professor	Peer	5	\$67,397.44	
The University of Texas at Brownsville	COMPUTER & INFORMATION SCIENCES	Professor	Peer	1	\$71,980.92	
The University of Texas at San Antonio	COMPUTER SCIENCE	Professor	Peer	6	\$91,168.36	
The University of Texas at San Antonio	INFORMATION SYSTEMS & CYBER SECURTY	Professor	Peer	4	\$102,796.70	
The University of Texas at Tyler	COMPUTER SCIENCE	Professor	Peer	2	\$75,376.25	
The University of Texas of the Permian Basin	MATHEMATICS & COMPUTER SCIENCE	Professor	Peer	2	\$72,924.81	
University of Houston-Downtown	COMPUTER & MATHEMATICAL SCIENCES	Professor	Peer	9	\$62,747.73	
University of Houston-Downtown	FINANCE, ACCOUNTNG, & COMP INFO SYS	Professor	Peer	9	\$79,393.34	
University of Houston-Downtown	SCIENCES & TECHNOLOGY	Professor	Peer	2	\$64,733.85	
West Texas A&M University	COMPUTER INFORMTN AND DECISION MGMT	Professor	Peer	2	\$73,115.54	

Appendix: Economics & Finance

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	ECONOMICS & FINANCE	Assistant Professor	SFA	2	\$106,349.80
Angelo State University	ACCOUNTING, ECONOMICS, & FINANCE	Assistant Professor	Peer	3	\$125,302.65
Lamar University	ECONOMICS & FINANCE	Assistant Professor	Peer	1	\$91,727.99
Sam Houston State University	ECONOMICS & INTERNAT BUS	Assistant Professor	Peer	3	\$90,542,66
Tarleton State University	ACCTNG, FINANCE, & ECONOMICS	Assistant Professor	Peer	5	\$105.349.53
Texas A&M University-Central Texas	ACCTNG, FINANCE, & ECONOMICS	Assistant Professor	Peer	4	\$102.051.21
, Texas A&M University-Commerce	ACCOUNTING, ECONOMICS, & FINANCE	Assistant Professor	Peer	1	\$101.016.44
Texas A&M University-Commerce	ECONOMICS & FINANCE	Assistant Professor	Peer	2	\$93,460,86
Texas A&M University-San Antonio	ACCOUNTING & FINANCE	Assistant Professor	Peer	11	\$103.701.56
Texas Southern University	FINANCE & ECONOMICS	Assistant Professor	Peer	1	\$45.718.29
Texas Woman's University	BUSINESS & ECONOMICS	Assistant Professor	Peer	5	\$96.392.03
The University of Texas at Brownsville	FINANCE & ECONOMICS	Assistant Professor	Peer	1	\$101,400,81
The University of Texas at San Antonio	ECONOMICS	Assistant Professor	Peer	2	\$96 989 91
The University of Texas at San Antonio	FINANCE	Assistant Professor	Peer	2	\$154 252 78
The University of Texas at Tyler		Assistant Professor	Deer	1	\$116 913 39
University of Houston-Downtown	FINANCE ACCOUNTING & COMPLINED SVS	Assistant Professor	Deer	6	\$96 902 70
West Texas A&M University	ACCOUNTING ECONOMICS & FINANCE	Assistant Professor	Door	4	\$104 887 42
Stophon E. Auctin State University		Associato Professor	CEA		\$96 104 62
Angolo State University		Associate Professor	Door	2	\$00,104.03
Angelo State Oniversity	ECONOMICS & FINANCE	Associate Professor	Peer	2	\$51,540.75 \$04 511 62
Calliar Oniversity		Associate Professor	Peer	3	\$94,311.03
Tarlatan State University	ACCTNIC FINANCE & ECONOMICS	Associate Professor	Peer	1	\$80,300.03
Tarleton State University	ACCING, FINANCE, & ECONOMICS	Associate Professor	Peer	1	\$00,303.70
Texas A&M University-Central Texas	ACCING, FINANCE, & ECONOMICS	Associate Professor	Peer	3	\$87,381.30
Texas A&W University-Commerce		Associate Professor	Peer	3	\$93,878.39
Texas A&W University-San Antonio	ACCOUNTING & FINANCE	Associate Professor	Peer	8	\$101,002.81
Texas Southern University	FINANCE & ECONOMICS	Associate Professor	Peer	1	\$74,600.09
Texas Woman's University	BUSINESS & ECONOMICS	Associate Professor	Peer	/	\$88,027.09
The University of Texas at Brownsville	FINANCE & ECONOMICS	Associate Professor	Peer	4	\$66,096.25
The University of Texas at San Antonio	ECONOMICS	Associate Professor	Peer	3	\$97,740.80
The University of Texas at San Antonio	FINANCE	Associate Professor	Peer	1	\$104,087.64
University of Houston-Downtown	FINANCE, ACCOUNTNG, & COMP INFO SYS	Associate Professor	Peer	12	\$92,189.20
West Texas A&M University	ACCOUNTING, ECONOMICS, & FINANCE	Associate Professor	Peer	1	\$85,539.39
Stephen F. Austin State University	ECONOMICS & FINANCE	Professor	SFA	3	\$76,555.99
Angelo State University	ACCOUNTING, ECONOMICS, & FINANCE	Professor	Peer	5	\$67,254.93
Lamar University	ECONOMICS & FINANCE	Professor	Peer	5	\$81,448.50
Sam Houston State University	ECONOMICS & INTERNAT BUS	Professor	Peer	5	\$78,293.99
Tarleton State University	ACCTNG, FINANCE, & ECONOMICS	Professor	Peer	4	\$78,399.68
Texas A&M University-Commerce	ECONOMICS & FINANCE	Professor	Peer	2	\$71,183.13
Texas A&M University-San Antonio	ACCOUNTING & FINANCE	Professor	Peer	1	\$77,788.02
Texas Southern University	FINANCE & ECONOMICS	Professor	Peer	4	\$68,239.10
Texas Woman's University	BUSINESS & ECONOMICS	Professor	Peer	2	\$81,455.07
The University of Texas at San Antonio	ECONOMICS	Professor	Peer	7	\$88,348.04
The University of Texas at San Antonio	FINANCE	Professor	Peer	7	\$121,752.92
The University of Texas at Tyler	ACCOUNTING, FINANCE AND BUSINSS LAW	Professor	Peer	1	\$93,956.53
University of Houston-Downtown	FINANCE, ACCOUNTNG, & COMP INFO SYS	Professor	Peer	9	\$79,393.34
West Texas A&M University	ACCOUNTING, ECONOMICS, & FINANCE	Professor	Peer	7	\$87,480.42

Appendix: Education

Supplies F. Audin State University ELEMENTARY EDUCATION Auticular foregraphic state PA 1 PA PA </th <th>INSTITUTION NAME</th> <th>AUC NAME</th> <th>RANK</th> <th>Institution</th> <th>Faculty Members</th> <th>Median Adjusted</th>	INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted
Description Description Section Declaration SA 4 1 <th1< th=""> 1 <th1< th=""> 1</th1<></th1<>	Stephen F. Austin State University	ELEMENTARY EDUCATION	Assistant Professor	SFA	11	\$63,136.36
Description Description Additional probability Addit	Stephen F. Austin State University	SECONDARY EDUC & EDUCTNL LDRSHP	Assistant Professor	SFA	4	\$63,234.49
Lamer University Goundations & Science and Science	Angelo State University	TEACHER EDUCATION	Assistant Professor	Peer	4	\$65,789,34
Land University FRACTIONAL LEADESHOP Assessme Profession Profession B Operating Minking Carl States Oncounty EDUCATIONAL LEADESHOP Assessme Profession Page 12 2 Special States Oncounty States Distance States University EDUCATIONAL Distance States Distance Page 25 1 Special States Oncounty States Distance States University EDUCATIONAL Distance States Distance Page 25 1 Special States Distance Tarterio States University EDUCATIONAL States Distance Page 25 1 Special States Distance Tarterio States University EDUCATIONAL States Distance Page 26 1 Special States Tarterio States University EDUCATIONAL States Distance Page 26 1 Special States Tarterio Add University Commerce EOUCATIONAL States Distance Page 26 1 Special States Tarterio Add University Commerce EOUCATIONAL States Distance Page 26 3 Special States Tarterio Add University Commerce EOUCATIONAL ADD States Distance Page 26 3 Special States Tarterio Add University Commerce	Lamar University	COUNSELING & SPECIAL ED PROGRAMS	Assistant Professor	Peer	3	\$66,319.53
Long University PROFENDATA (PRO2 Accisate Professor Professor 3 Selection Sense Resents State University EDERALING STREETENCE COMMANDER Accisate Professor Professor 3 Selection In Boost State University EDERALING STREETENCE COMMANDER Accisate Professor Professor 3 Selection In Boost State University EDERALING STREETENCE COMMANDER Accisate Professor 9 Selection Trans ARM University CLIMPECUING STREETENCE COM Accisate Professor Professor Selection Selection Trans ARM University Committee CLIMPECUING STREETENCE COM Accisate Professor Professor Selection Selection Selection Selection Selection Selection Professor Selection Selection<	Lamar University	EDUCATIONAL LEADERSHIP	Assistant Professor	Peer	8	\$72,536.12
Base methods for a converting COMPREDIDATION Assistant professor Part 11 200,000,000 Base methods fasta university COMPREDIDATIONAL CONVENCE Assistant professor Part 10 200,000,000 Trained fasta university COMPREDIDATIONAL CONVENCE Assistant professor Part 10 200,000,000 Trained fasta university COMPREDIDATIONAL CONVENCE Assistant professor Part 10 200,000,000 Trained fasta university COMPREDIDATIONAL CONVENCE Assistant Professor Part 11 200,000,000 Trained fasta university COMPACTINE CONVENCE Assistant Professor Part 11 200,000,000 Trained fasta university COMPACTINE CONVENCE Assistant Professor Part 11 200,000,000 Traine fasta university COMPACTINE CONVENCE Assistant Professor Part 11 200,000,000 Traine fasta university COMPACTINE CONVENCE Assistant Professor Part 11 200,000,000 Trained fasta university COMPACTINE CONVENCE COMPACTINE CONVENCE Part 11 </td <td>Lamar University</td> <td>PROFESSIONAL PEDAGOGY</td> <td>Assistant Professor</td> <td>Peer</td> <td>5</td> <td>\$63,859.04</td>	Lamar University	PROFESSIONAL PEDAGOGY	Assistant Professor	Peer	5	\$63,859.04
Base interaction state university EDUCATION: LEADED & COLUMN: A CO	Midwestern State University	EDUCATION	Assistant Professor	Peer	12	\$64,147.62
Description Description Addition Professor Professor 5 60,727 Texas ABM University Contraction COURTICULUM & INSTRUCTION Addition Professor Professor 4 650,729 Texas ABM University Contraction COURTICULUM & INSTRUCTION Addition Professor Professor 4 650,729 Texas ABM University Contraction COURTICULUM & INSTRUCTION Addition Professor Professor 4 650,729 Texas ABM University Contraction COURTICULUM & INSTRUCTION Addition Professor Professor 7 13 825,729 Texas ABM University San Antonic COURTICULUM & INSTRUCTION Addition Professor Professor 14 927,827 Texas ABM University San Antonic COURTICULUM & INSTRUCTION Addition Professor Professor 14 927,827 Texas ABM University San Antonic COURTICULUM & INSTRUCTION Addition Professor Professor 14 927,827 Texas ABM University COURTICULUM & INSTRUCTION Addition Professor Professor 14 928,928 Texas ABM Uninversity COURTICULUM & INSTRUCTION	Sam Houston State University	EDUCATIONIL LEADRSHD & COUNSING	Assistant Professor	Peer	- 11	\$57,756.65
Latetto State Understry CUMBICUM & INSTRUCTION Assistant Protessor Person 10 564,252 Trans ABM University Control Texas BUXATIN LEADERST PLOT Assistant Protessor Person 1 564,252 Texas ABM University Control Texas BUXATIN LEADERST PLOT Assistant Protessor Person 1 564,252 Texas ABM University Control Texas BUXATIN LEADERST PLOT Assistant Professor Person 1 564,252 Texas ABM University Control Texas BUXATIN LEADERST PLOT Assistant Professor Person 1 564,252 Texas ABM University Control Texas BUXATIN LEADERST PLOT Assistant Professor Person 1 564,252 Texas ABM University Control Texas BUXATIN LEADERST PLOT Assistant Professor Person 1 564,252 Texas ABM University Control Texas BUXATIN LEADERST PLOT Assistant Professor Person 1 564,252 Texas ABM University Control Texas BUXATIN LEADERT PLOT Assistant Professor Person 1 564,252 Texas DEVELOW BUXATIN LEADERT PLOT Assistant Professor	Sul Ross State University	EDUCATION	Assistant Professor	Peer	5	\$60,273,17
Labeles Sale Downsary EDUCATIN LADDENG PULLY 102 Associat Professor Professor 3 5 (7) (2) (2) (2) (2) (2) (2) (2) (2) (2) (2	Tarleton State University	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	10	\$64,739.79
Inspersity of Tess at Sun Automatics COMPACIALIZATION ADDITION ADDITION CONTRACT COMPACIALIZATION ADDITION CONTRACT CONTRACT Tess A&M University Commerce FORM CONTRACT CONSTRUCTION ADDITION CONTRACT CONSTRUCTION Tess A&M University Commerce FORM CONTRACT CONSTRUCTION ADDITION CONTRACT CONSTRUCTION Tess A&M University Commerce FORM CONTRACT ADDITION CONTRACT ADDITION CONTRACT CONSTRUCTION Tess A&M University Commerce FORM CONTRACT ADDITION CONTRACT ADDITION CONTRACT ADDITION CONTRACT Tess A&M University Commerce FORM CONTRACT ADDITION CONTRACT	Tarleton State University	EDUCATNL LEADRSHP & POLICY STDS	Assistant Professor	Peer	3	\$73,269.05
Image Add/ Investing-Central Free EDUCATION LADDRESS # 2014/97 (1995) Assistant Fordersor Page 1 35 <t< td=""><td>Texas A&M University-Central Texas</td><td>CURRICULUM & INSTRUCTION</td><td>Assistant Professor</td><td>Peer</td><td>4</td><td>\$65,088.82</td></t<>	Texas A&M University-Central Texas	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	4	\$65,088.82
These Adds Ontowards, Commande Commande <thcommande< th=""> Commande <thc< td=""><td>Texas A&M University-Central Texas</td><td>EDUCATNL LEADRSHP & POLICY STDS</td><td>Assistant Professor</td><td>Peer</td><td>1</td><td>\$76,483.58</td></thc<></thcommande<>	Texas A&M University-Central Texas	EDUCATNL LEADRSHP & POLICY STDS	Assistant Professor	Peer	1	\$76,483.58
The Adv University Comments Paytonic Control Contrel Control Control Control Control Control Control C	Texas A&M University-Commerce	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	10	\$65,674.79
Tests ABM UNIVERSITY San Articles CONSTICUTION Adjusted to Design Feet Adjusted to Design	Texas A&M University Commerce	BSYCHOLOGY, COUNSELING & SPEC EDUC	Assistant Professor	Peer	12	\$32,989.36
Tess A&M University Sen Antonio EDUCATION LIGADISUP & COUNCING, ADDISON Assistant Professor Pare: 1 577,951,00 Tasa & Southers Interesting Pare: 1 577,951,00 774,853,00 774,953,00	Texas A&M University-San Antonio	CUBBICULUM & INSTRUCTION	Assistant Professor	Peer	16	\$73,357,70
Tess As & University - Float Annual Control ADD LIEEDAL ANTS Anxistant Friedesce Face 11 27, 68, 10 Tasks Southan University EDUCATIONA ADD LIEEDAL ANTS Anxistant Friedesce Page 7 30, 25, 23, 23 Tess Montan University TEACHER EDUCATIONA Anxistant Friedesce Page 7 30, 25, 23, 23 The University of Tess at Stan Antonin EDUCATIONA AND ALLENDAR ANTS Anxistant Professor Page 7 30, 36, 30, 30 The University of Tess at Stan Antonin EDUCATIONA AND ALLENDAR ANTS Anxistant Professor Page 7 30, 36, 40, 30 The University of Tess at Stan Antonin EDUCATIONA INSTITUCE ANTICLE ANTICLE ANTICLE ANTICLE Professor Page 72 30, 36, 40, 30 The University of Tess at Stan Antonin EDUCATIONA INSTITUCE ANTICLE ANTICLE ANTICLE Professor Page 72 30, 36, 40, 40 The University of Tess at Stan Antonin EDUCATIONA INSTITUCE ANTICLE ANTICLE Professor Page 72 30, 36, 40, 40 The University of Tess at Stan Antonin EDUCATIONA INSTITUCE ANTICLE ANTICLE ANTICLE Professor Page 72 30, 36, 40 The University of Tess at Stan Antonin EDUCATIONA Anxistant Trefessor Page 72 30, 36, 30 <td< td=""><td>Texas A&M University-San Antonio</td><td>EDUCATIONL LEADRSHP & COUNSLNG</td><td>Assistant Professor</td><td>Peer</td><td>5</td><td>\$79,794.70</td></td<>	Texas A&M University-San Antonio	EDUCATIONL LEADRSHP & COUNSLNG	Assistant Professor	Peer	5	\$79,794.70
Teast Southern University COMPOLICION Assistant Professor Peer 1 543,333 Teast Networks TRACHER DUCATION Assistant Professor Peer 4 543,333 The University of Teast at Bornmonifie EDUCTINE Provider's & LEADERF STUDIES Assistant Professor Peer 4 543,333 The University of Teast at Bornmonifie EDUCTINE Provider's & LEADERF STUDIES Assistant Professor Peer 1 554,332 The University of Teast at Born Antonno EDUCATION INFORMATION Assistant Professor Peer 1 554,332 The University of Teast at Information EDUCATION INFORMATION Assistant Professor Peer 1 554,332 The University of Teast at Tyler EDUCATION INFORMATION INFORMAT	Texas A&M University-Texarkana	EDUCATION AND LIBERAL ARTS	Assistant Professor	Peer	11	\$71,684.15
Less Southern Driversity EDUCATIONAL ADMIN & SUPPLYSION Assistant Professor Peer 3 50/2323 The University of Taxas at Brownwrite TEACHING, LARANING & LARONIS OF LORGEN Assistant Professor Peer 4 56/3423 The University of Taxas at Brownwrite TEACHING, LARANING & INNEOXON Assistant Professor Peer 3 56/323 The University of Taxas at Bar Antonno DIOCATIO LARANING & ANTONYO Assistant Professor Peer 3 56/323 The University of Taxas at Bar Antonno DIOCATIO LARANING & ANTONYO Assistant Professor Peer 3 56/3253 The University of Taxas at Bar Antonno DIOCATIO LARANING & ANTONYO Assistant Professor Peer 3 56/3253 The University of Taxas at Bur University DIOCATIO LARANING & ANTONYO Assistant Professor Peer 3 56/3253 University of Taxas at Bur University DIOCATIO LARANING & ANTONYO Assistant Professor Peer 3 56/3253 University of Taxas at Bur University DIOCATIO LARANING & ANTONYO Assistant Professor Peer 3 56/3253 University of Tax	Texas Southern University	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	1	\$44,533.83
Tools Woomen Durkersity Encore TRA-LINE EDUCATION Assistant Drofessor Descr. 2 353,363.2 The University of Tools at Sam Antonio EDUCATIONAL ENVIRONCE Assistant Drofessor Descr. 2 354,662.0 The University of Tools at Sam Antonio EDUCATIONAL ENVIRONCE Assistant Drofessor Descr. 3 358,353.2 The University of Tools at Sam Antonio EDUCATIONAL ENVIRONCE Assistant Drofessor Descr. 3 359,353.2 The University of Tools at Antonio EDUCATIONAL ENVIRONCE Assistant Drofessor Descr. 3 359,353.2 The University of Tools at the Perman Baan EDUCATIONAL ENVIRONCE Assistant Drofessor Descr. 3 359,353.2 The University of Tools at the Perman Baan EDUCATION Assistant Drofessor Descr. 3 359,353.2 The University of Tools at the Perman Baan EDUCATION Assistant Drofessor Descr. 3 359,354.3 The University EDUCATION Assistant Drofessor Descr. 3 359,354.3 The University EDUCATION Assistant Drofessor D	Texas Southern University	EDUCATIONAL ADMIN & SUPERVISION	Assistant Professor	Peer	1	\$67,323.36
The University of reast at information Distance	Texas Woman's University	TEACHER EDUCATION	Assistant Professor	Peer	7	\$53,908.81
The University of Less at Law Antonio DEDUCATION DESCRIPTION Assistent Professor Peer 4 584,020 The University of Tess at Law Antonio DUCATIOL LEADER AF DOLLAY TOTS Assistent Professor Peer 4 584,020 The University of Tess at Law Antonio DUCATIOL LEADER AF DOLLAY TOTS Assistent Professor Peer 3 584,020 The University of Tess at Law Antonio DUCATIOL LEADER AF DOLLAY TOTS Assistent Professor Peer 3 584,020 The University of Tess at Law Antonio DUCATIOL LEADER AF DOLLAY Assistent Professor Peer 3 527,620 University of Tess at University SECONDAVITORS Assistent Professor FFA 4 650,756 Types F Assists State University SECONDAVITORS & DUCATION Associate Professor FFA 4 650,756 Tamper F Assists State University EDUCATION LEADERSHIP Associate Professor FFA 4 650,754 Tamper F Assists State University EDUCATION LEADERSHIP Associate Professor FFA 4 530,732,15 Tame University EDUCATION LEADERSHIP As	The University of Texas at Brownsville	EDUCTNL PSYCHLGY & LEADRSHP STUDIES	Assistant Professor	Peer	4	\$65,361.76
The University of Teast as An Antonio EDUCATINI LEADERING POLICY STOS Assistant Porfessor Pear 1 554,753,00 The University of Teast as The Parman Basis FORCETANI LEADERING POLICY STOS Assistant Porfessor Pear 1 554,753,00 The University of Teast as The Parman Basis FORCETANI LEADERING POLICY STOS Assistant Porfessor Pear 1 554,753,00 The University of Teast as The Parman Basis FORCETANI LEADERING POLICY STOS Assistant Porfessor Pear 1 556,754,754 The University of Pears of The Parman Basis FORCETANI LEADERING POLICY STOS Assistant Porfessor Pear 1 552,754,754 The University of Pears of The Parman Basis FORCETANI LEADERING POLICY STOS Assistant Porfessor Pear 1 552,754,754 Angelo Statu University FORCETANI LEADERING POLICY STOS Assistant Porfessor Pear 1 552,754,754 Angelo Statu University FORCETANI LEADERING POLICY STOS Assistant Porfessor Pear 1 552,754,753 Angelo Statu University FORCETANI LEADERING POLICY STOS Assistant Porfessor Pear 1 552,754,753	The University of Texas at Brownsville	EDUCATIONAL RSYCHOLOGY	Assistant Professor	Peer		\$64,602.06
The UNIVERSITY of Texas at Sea Antonion INTERSEPANTY LEARNING & TACHINGA Austrant Professor Pear 1 52,355,200 The UNIVERSITY of Texas at The Permina Baan CUCATTON LADDESITY FOR TOTAL AND Professor Pear 3 366,457,35 The UNIVERSITY of Texas at The Permina Baan CUCATTON LADDESITY FOR TOURIS Austrant Professor Pear 3 366,457,35 The UNIVERSITY of Texas at The Permina Baan CUCATTON LADDESITY FOR TOURIS Austrant Professor Pear 3 366,456,27 Stephen C. Additi Statis University ELEMENTARY EDUCATION Austrant Professor Pear 3 366,456,27 Angelo Statis University ELEMENTARY EDUCATION Austrant Professor Pear 3 362,356,353 Augelo Statis University TEACH TEAD Austrant Professor Pear 3 352,356,353 Lame University EDUCATION Austrant Professor Pear 3 352,356,353 Lame University EDUCATION LEADERSHIM Austrant Professor Pear 3 352,352,35 Lame University EDUCATION LEADERSHIM Austrant Professor Pear	The University of Texas at San Antonio	EDUCATNUL FADRSHP & POLICY STDS	Assistant Professor	Peer	1	\$54,732,19
The University of Texas at Tyler EDUCATION Actistian Professor Peer 1 2 388,072 The University of Texas at Tyler EDUCATILLADENIE & FOLLOWITS Actistian Professor Peer 3 357,383 The University of Texas of the Permine Isam EDUCATILLADENIE & FOLLOWITS Actistian Professor Peer 3 352,253 University of Texas of the Permine Isam EDUCATION (LADRENE & FOLLOWITS) Actistian Professor Peer 3 352,252 University of Texas of the Permine Isam EDUCATION (LADRENE & FOLLOWITS) Actistian Professor Peer 3 352,252 Stephen T, Audin State University COUNSELING & SECONAT PEDGORMAN Actistian Professor Peer 3 352,252 Stephen T, Audin State University COUNSELING & SECONAT PEDGORMAN Actistian Professor Peer 3 352,252 Lamar University COUNSELING & SECONAT PEDGORMAN Actistian Professor Peer 3 352,252 Midwestem State University COUNSELING & SECONAT PEDGORMAN Actistian Professor Peer 3 352,352 Midwestem State University	The University of Texas at San Antonio	INTRDSCPLNRY LEARNING & TEACHING	Assistant Professor	Peer	9	\$53,905.80
The University of Feast at Tyler EDUCATION LEADRED # POLICY STDS Austrant Professor Peer 1 577,359.3 The University of Heast of the Perman Basin COMRCUMM & INSTRUCTION Austrant Professor Peer 3 586.466.05 The University of Heast ABM Interventy URBAN EDUCATION Austrant Professor Peer 7 586.466.05 Stephan F. Austrant Professor Peer 7 586.466.05 7 7 586.466.05 Stephan F. Austrant Professor Peer 7 586.466.05 7 7 586.466.05 Augelo State University CUMPACUM M INSTRUCTION Austocate Professor Peer 2 557.185.33 Lumar University EDUCATIONAL LEADRESHING Austocate Professor Peer 3 557.185.33 Sam Houston State University EDUCATIONAL LEADRESHING Austocate Professor Peer 4 557.185.33 Sam Houston State University EDUCATION LEADRESHING Austocate Professor Peer 4 557.185.32 Sam Houston State University EDUCATION LEADRESHING Austocate Professor Peer	The University of Texas at Tyler	EDUCATION	Assistant Professor	Peer	2	\$66,627.93
The University of Fasis of the Permian Basis CURRICULM & INSTRUCTION Assistant Porfessor Peer 3 Bee,480.00 University of Fasis of the Permian Basis CURRICULM & INSTRUCTION Assistant Porfessor Peer 1 Bee,480.00 West Tess of the Permian Basis CURRICULM & INSTRUCTION Assistant Porfessor Peer 1 Bee,480.00 Stephen F. Authin State University ELEMENTARY EDICATION Assistant Porfessor Peer 2 Stephen F. 3 Bee,480.00 Angelo State University CURRICULM & INSTRUCTION Associate Porfessor Peer 3 Stephen F. 3	The University of Texas at Tyler	EDUCATNL LEADRSHP & POLICY STDS	Assistant Professor	Peer	1	\$78,349.95
Inb University of Texas and University EDUCATION Assistant Professor Peer 3 822,083.13 West Texas AdM University EDUCATION Assistant Professor Peer 3 825,083.13 Stephen F, Austin State University ELEMENTARY EDUCATION Associate Professor \$14 4 865,017.13 Stephen F, Austin State University ELEMENTARY EDUCATION Associate Professor \$14 4 865,017.13 Angelo State University TEACHER EDUCATION Associate Professor Peer 3 827,213.23 Larrar University EDUCATIONAL LEADERSHIP Associate Professor Peer 3 827,213.23 Larrar University EDUCATIONAL LEADERSHIP Associate Professor Peer 1 827,92.23 Sam Houston State University CUMERCULIM & INSTRUCTION Associate Professor Peer 1 827,94.23 Sam Houston State University CUMERCULIM & INSTRUCTION Associate Professor Peer 1 827,94.23 Sam Houston State University CUMERCULIM & INSTRUCTION Associate Professor Peer 1 82	The University of Texas of the Permian Basin	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	3	\$66,496.08
Lucessity of Househol Downtorm UBBAN EDUCATION Assitiant Professor Peer 11 560,708,45 Stephen F, Austin State University FLEMENTARY FOLCATION Associate Professor SFA 6 66,37,42 Angel State University CONFICUING & INSTELLORN Associate Professor SFA 6 66,37,42 Algel State University CONFICUING & INSTELLORN Associate Professor Peer 1 652,253,25 Lamar University CONFICUING & INSTELLORN Associate Professor Peer 1 652,254,25 Midwestern State University CONFICUING & INSTELLORN Associate Professor Peer 1 652,354,35 Midwestern State University CONFICUING & INSTELLORN Associate Professor Peer 1 656,352,37 Sum Housion State University COURICULING & INSTELLORN Associate Professor Peer 1 656,353,37 Sum Housion State University COURICULING & INSTELLORN Associate Professor Peer 1 656,353,37 Testas A&M University, Count Tokas COURICULING & INSTELLORN Associate Professor Peer	The University of Texas of the Permian Basin	EDUCATIONL LEADRSHP & FOUNDTNS	Assistant Professor	Peer	3	\$67,828.12
Invest. Instan. Rank University EDUCATION Addition Toront Addition Toronts Peer 1 2 300-01 Stephen F, Austin State University CURRICULUM & INSTRUCTION Associate Professor Peer 2 552-084 Angelo State University CURRICULUM & INSTRUCTION Associate Professor Peer 2 552-084 Lamar University EDUCATION Associate Professor Peer 2 552-084 Lamar University EDUCATION Associate Professor Peer 2 572, 726-05 Sam Houston State University EDUCATION Associate Professor Peer 3 563, 137-05 Sam Houston State University CURRICULUM & INSTRUCTION Associate Professor Peer 4 563, 137-05 Tarleton State University CURRICULUM & INSTRUCTION Associate Professor Peer 4 571, 125, 23 Tarleton State University CURRICULUM & INSTRUCTION Associate Professor Peer 4 571, 125, 23 Tarleton State University CURRICULUM & INSTRUCTION Associate Professor Peer 4 <td>University of Houston-Downtown</td> <td>URBAN EDUCATION</td> <td>Assistant Professor</td> <td>Peer</td> <td>11</td> <td>\$60,708.45</td>	University of Houston-Downtown	URBAN EDUCATION	Assistant Professor	Peer	11	\$60,708.45
Description Description Description Description Pack and the second seco	Stophon F. Austin State University	EDUCATION	Assistant Professor	Peer		\$03,994.53
Angelo State University CONSIGNATION Associate Professor Pager 2 255,236,42 Lamar University COUNSULING & SPECIAL ED PROGRAM Associate Professor Pager 3 552,135,03 Lamar University COUNSULING & SPECIAL ED PROGRAM Associate Professor Pager 3 572,135,03 Lamar University EDUCATIONAL LEADERSHIP Associate Professor Pager 4 572,235,03 Lamar University PEOFESSIONAL PEDAGOSY Associate Professor Pager 4 572,235,03 Sam Houston State University CURRICULINA & INSTRUCTION Associate Professor Pager 4 572,735,02 Tarleton State University CURRICULINA & INSTRUCTION Associate Professor Pager 4 572,732,22 Tarleton State University CURRICULINA & INSTRUCTION Associate Professor Pager 3 566,365,37 Tessa A&M University Commerce EDUCATIONAL LEADESHIP Associate Professor Pager 3 565,369,37 Tessa A&M University Commerce EDUCATIONAL LEADESHIP Associate Professor Pager 3	Stephen F. Austin State University	SECONDARY EDUC & EDUCTNUL DRSUD	Associate Professor	SEA	4	\$60,217.42
Angele State University COUNSELING & SPECALE DEPORMAN Associate Professor Peer 3 3 358,142 Limmu University EDUCATION Associate Professor Peer 3 358,142 Limmu University EDUCATION Associate Professor Peer 3 357,145 Midwastern State University EDUCATION Associate Professor Peer 4 377,247,15 Midwastern State University EDUCATION Associate Professor Peer 4 369,315,37 Suil floss State University EDUCATION Associate Professor Peer 4 569,353,37 Tailatos State University COMPACTION Associate Professor Peer 4 569,353,37 Tessa A&M University Contral Tessa CUMRICULUM & INSTRUCTION Associate Professor Peer 2 569,356,30 Tessa A&M University Commerce CUMRICULUM & INSTRUCTION Associate Professor Peer 2 569,356,30 Tessa A&M University Commerce CUMRICULUM & INSTRUCTION Associate Professor Peer 2 569,356,30	Angelo State University	CURRICULUM & INSTRUCTION	Associate Professor	Peer	2	\$56.258.46
Lamar University COUNSELING & SPECIAL IED PROGRAMS Associate Profession Peer 1 574,215.00 Lamar University EDUCATION Associate Profession Peer 1 574,215.00 Lamar University EDUCATION Associate Profession Peer 1 574,215.00 MidWestern State University EDUCATION Associate Profession Peer 1 563,03.77 Sam Houston State University CURRICULUM& INSTRUCTION Associate Profession Peer 1 563,052.01 Tarleton State University CURRICULUM & INSTRUCTION Associate Profession Peer 7 663,562.01 Tarleton State University CURRICULUM & INSTRUCTION Associate Profession Peer 2 693,316.00 Tarleton State University CURRICULUM & INSTRUCTION Associate Profession Peer 2 693,316.00 Tessa A&M University Contral Tessa EDUCATIOL LEADERSINE Associate Profession Peer 2 693,316.00 Tessa A&M University Contral Tessa EDUCATION LEADERSINE Associate Profession Peer 4 600,777.77	Angelo State University	TEACHER EDUCATION	Associate Professor	Peer	3	\$65,149,39
Lemar University EDUCATION Associate Professor Peer 2 573,164.30 University EDUCATIONAL LEADERSHIP Associate Professor Peer 4 564,036.31 Sam Houston State University EDUCATION Associate Professor Peer 4 564,036.31 Sam Houston State University EDUCATION EASOciate Professor Peer 4 564,036.31 Tarleton State University EDUCATION LEADERPS & COUNSING Associate Professor Peer 4 567,146.32 Tarleton State University EDUCATION LEADERPS & COUNSING Associate Professor Peer 4 567,146.32 Tests A&M University Commerce CORRICOLUM & INSTRUCTION Associate Professor Peer 4 565,260.31 Tests A&M University Commerce EDUCATIONAL LEADERPS & COUNSING Associate Professor Peer 3 565,260.31 Tests A&M University Commerce EDUCATIONAL LEADERPS & COUNSING Associate Professor Peer 3 576,61.34 Tests A&M University Commerce EDUCATIONAL LEADERPS & COUNSING Associate Professor Peer 3	Lamar University	COUNSELING & SPECIAL ED PROGRAMS	Associate Professor	Peer	1	\$74,215.01
Lame UniversityEDUCATIONAL LEADERSHIPAssociate ProfessionPeer7777, 270, 247, 35Minary UniversityCURRICULUM & INSTRUCTIONAssociate ProfessionPeer4570, 270, 270Sam Houston State UniversityEDUCATIONAssociate ProfessionPeer4570, 270, 270Sul Ross State UniversityEDUCATIONAssociate ProfessionPeer4560, 285, 370Taration State UniversityEDUCATIONAssociate ProfessionPeer4560, 285, 370Taration State UniversityEDUCATIONAssociate ProfessionPeer4560, 285, 300Texas A&M University Central TexasEDUCATIL LEADRSHIP & POUCY STIOAssociate ProfessionPeer2568, 356, 300Texas A&M University ConnumerceCURRICULUM & INSTRUCTIONAssociate ProfessionPeer2568, 356, 300Texas A&M University ConnumerceCURRICULUM & INSTRUCTIONAssociate ProfessionPeer4566, 612, 400Texas A&M University San AntonioCURRICULUM & INSTRUCTIONAssociate ProfessionPeer4566, 612, 400Texas A&M University San AntonioCURRICULUM & INSTRUCTIONAssociate ProfessionPeer4567, 612, 400Texas A&M University San AntonioEDUCATIONAL ADMIN & SUPRISIONAssociate ProfessionPeer4567, 612, 400Texas A&M University Texas A&M UniversityCURRICULUM & INSTRUCTIONAssociate ProfessionPeer4567, 378, 378Texas A&M UniversityEDUCATIONAssociate Profession <t< td=""><td>Lamar University</td><td>EDUCATION</td><td>Associate Professor</td><td>Peer</td><td>2</td><td>\$73,164.53</td></t<>	Lamar University	EDUCATION	Associate Professor	Peer	2	\$73,164.53
Lame University PROFESSIONAL PEDAGOGY Associate Professor Peer 4 \$70,247.15 Sam Houston State University EDUCATION LEADRSHP & COUNSING Associate Professor Peer 14 \$50,313.51 Sam Houston State University EDUCATION Associate Professor Peer 14 \$50,313.51 Tameton State University EDUCATION Associate Professor Peer 14 \$50,313.51 Tameton State University EDUCATION Associate Professor Peer 14 \$50,310.11 Tess A&M University-Central Tess EDUCATION LIADRSHP & POUCY STDS Associate Professor Peer 2 \$56,316.01 Tess A&M University-Commerce PSYCHOLOGY, COUNSELING & SPEC EDUC Associate Professor Peer 12 \$56,030.31 Tess A&M University-Commerce PSYCHOLOGY, COUNSELING & SPEC EDUC Associate Professor Peer 14 \$50,500.31 Tess A&M University-Tess A&M University CURATIONAL EDUCATIONAL EDUCATIONAL SEC EDUC Associate Professor Peer 14 \$50,500.31 Tess A&M University-Tess A&M University CURATIONAL EDUCATIONAL EADULA ARTS	Lamar University	EDUCATIONAL LEADERSHIP	Associate Professor	Peer	7	\$71,730.26
Midwestern State UniversityEDUCATIONAssociate ProfessorPeer5569,513.70Sum Ross State UniversityFDUCATIONAssociate ProfessorPeer4563,502.01Tarleton State UniversityFDUCATIONAssociate ProfessorPeer4563,502.01Tarleton State UniversityCURRCULUM & INSTRUCTIONAssociate ProfessorPeer4563,502.01Tarleton State UniversityCURRCULUM & INSTRUCTIONAssociate ProfessorPeer2563,502.01Texas A&M University.CommerceCURRCULUM & INSTRUCTIONAssociate ProfessorPeer2563,503.01Texas A&M University.CommerceCURRCULUM & INSTRUCTIONAssociate ProfessorPeer3566,286.41Texas A&M University.CommerceCURRCULUM & INSTRUCTIONAssociate ProfessorPeer4566,797.20Texas A&M University.CommerceCURRCULUM & INSTRUCTIONAssociate ProfessorPeer4566,797.20Texas A&M University.San AntonioEDUCATIONAL LADRISHIPCURRCULUM & Associate ProfessorPeer4566,797.20Texas A&M University.TexafanaEDUCATIONAL ADMIN & SUBERAL ARTSAssociate ProfessorPeer4565,796.32Texas A&M University.TexafanaEDUCATIONAL ADMIN & SUBERAL ARTSAssociate ProfessorPeer4567,797.20Texas A&M University.TexafanaEDUCATIONAL ADMINE & SUPERVISIONAssociate ProfessorPeer4567,797.50Texas A&M University.TexafanaEDUCATIONAL ADMINE & SUPERVISIONAL ASSociate ProfessorPeer <td< td=""><td>Lamar University</td><td>PROFESSIONAL PEDAGOGY</td><td>Associate Professor</td><td>Peer</td><td>4</td><td>\$70,247.15</td></td<>	Lamar University	PROFESSIONAL PEDAGOGY	Associate Professor	Peer	4	\$70,247.15
Sam Houston State University CLARICULUM & INSTRUCTION Associate Professor Peer 4 \$16,095.31 Tarleton State University EDUCATION Associate Professor Peer 4 \$56,091.01 Tarleton State University EDUCATION Associate Professor Peer 4 \$56,091.01 Tarleton State University EDUCATION Associate Professor Peer 4 \$56,350.21 Tess A&M University-Commerce CURRICULUM & INSTRUCTION Associate Professor Peer 4 \$56,350.21 Tess A&M University-Commerce EDUCATIONAL LEADERSHIP Associate Professor Peer 3 \$56,350.21 Tess A&M University-Commerce EDUCATIONAL LEADERSHIP Associate Professor Peer 3 \$576,651.24 Tess A&M University-Commerce EDUCATIONAL LEADERSHIP Associate Professor Peer 3 \$576,651.24 Tess A&M University-Commerce EDUCATIONAL LEADERSHIP Associate Professor Peer 3 \$576,651.24 Tess A&M University-Tessarkan EDUCATIONAL LEADERSHIP Associate Professor Peer 3	Midwestern State University	EDUCATION	Associate Professor	Peer	5	\$69,513.78
Sam Induston State UniversityEDUCATION LEADCASTINAssociate ProfessorPeer1237.1, 30.1, 30.1Tarleton State UniversityEDUCATION LEADCASTIN CUTIONAssociate ProfessorPeer465.020.1Tarleton State UniversityEDUCATION LEADCASTIN & POLICY STDSAssociate ProfessorPeer256.20.20.1Texas A&M University-Contral TexasEDUCATION LEADCASTIN EXADESINEAssociate ProfessorPeer256.20.20.1Texas A&M University-Contral TexasEDUCATION LEADCASTIN EXADESINEAssociate ProfessorPeer350.30.30.1Texas A&M University-CommerceEDUCATION LEADCESSINEAssociate ProfessorPeer12560.20.10Texas A&M University-CommerceEDUCATION ALDARESHIPAssociate ProfessorPeer12560.20.10Texas A&M University-CommerceEDUCATION ALDARESHIPAssociate ProfessorPeer14569.360.31Texas A&M University-TexathanaEDUCATION ALDARESHIPAssociate ProfessorPeer14569.366.11Texas A&M UniversityEDUCATION ALADINI BERALARTSAssociate ProfessorPeer14565.56.00Texas A&M UniversityEDUCATION ALADINI & SUPERVISIONAssociate ProfessorPeer14565.56.00Texas A&M UniversityEDUCATION ALADINI & SUPERVISIONAssociate ProfessorPeer14555.56.00Texas A&M UniversityEDUCATION ALADINI & SUPERVISIONAssociate ProfessorPeer15552.780.30Texas A&M UniversityEDUCATION ALEADRSHIP STUDICESAssociat	Sam Houston State University	CURRICULUM & INSTRUCTION	Associate Professor	Peer	4	\$61,096.51
Tarleton State University CURRICULUM & INSTRUCTION Associate Professor Peer 7 583,582,93 Taxas A&M University-Central Texas EDUCATION Associate Professor Peer 2 \$69,354,03 Texas A&M University-Central Texas EDUCATIONAL IEADRENP & POLICY STDS Associate Professor Peer 2 \$69,354,03 Texas A&M University-Commerce EDUCATIONAL IEADRENP Associate Professor Peer 3 \$65,300,33 Texas A&M University-San Antonio EDUCATIONAL IEADRENP Associate Professor Peer 4 \$86,013,037 Texas A&M University-San Antonio EDUCATIONI IEADRENP & COUNING Associate Professor Peer 1 \$96,061,03 Texas A&M University-San Antonio EDUCATIONI IEADRENP & COUNING Associate Professor Peer 1 \$96,01,03 Texas A&M University-San Antonio EDUCATIONI IEADRENP & COUNING Associate Professor Peer 1 \$96,01,03 Texas AWoman's University EDUCATIONAL AWIN & SUPERVISION Associate Professor Peer 1 \$96,01,03 Texas Woman's University EDUCATIONAL AWIN & SUPERVISION	Sam Houston State University	EDUCATIONL LEADRSHP & COUNSING	Associate Professor	Peer	12	\$73,147.17
Testes State UniversityEDUCATINIL LEADISHP & POLICY STDSAssociate ProfessorPeer14577,192.22Texas A&M University-Central TexasEURICLULM & INSTRUCTIONAssociate ProfessorPeer2\$69,366.08Texas A&M University-Central TexasEDUCATINI LEADISHP & POLICY STDSAssociate ProfessorPeer2\$69,366.08Texas A&M University-CommercePSYCHOLOGY, COUNSELING & SPEC EDUCAssociate ProfessorPeer3\$60,284.11Texas A&M University-San AntonioEURICULUM & INSTRUCTIONAssociate ProfessorPeer4\$60,30.13Texas A&M University San AntonioEURICULUM & INSTRUCTIONAssociate ProfessorPeer4\$60,30.14Texas A&M UniversityBDUCATIONIL (IADISHP & COUNSILINGAssociate ProfessorPeer1\$65,031.44Texas Submerni UniversityPDICESSIONAL EDUCATIONAssociate ProfessorPeer1\$65,031.44Texas Submerni UniversityPDICESSIONAL EDUCATIONAssociate ProfessorPeer1\$65,031.44Texas Woman's UniversityPEOESSIONAL EDUCATIONAssociate ProfessorPeer1\$65,20.02The University of Texas at BrownsvilleTEACHRE EDUCATIONAssociate ProfessorPeer1\$62,00.23The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYAssociate ProfessorPeer1\$52,01.04The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYAssociate ProfessorPeer1\$52,01.04The University of Texas at San Antonio <td< td=""><td>Tarlatan State University</td><td>CURRICULUM & INSTRUCTION</td><td>Associate Professor</td><td>Peer</td><td>4</td><td>\$65,891.01</td></td<>	Tarlatan State University	CURRICULUM & INSTRUCTION	Associate Professor	Peer	4	\$65,891.01
Texas A&M University-Central Texas CURRICULUM & INSTRUCTION Associate Professor Peer 2 508,45.74 Texas A&M University-Commerce CURRICULUM & INSTRUCTION Associate Professor Peer 2 508,340.74 Texas A&M University-Commerce CURRICULUM & INSTRUCTION Associate Professor Peer 3 508,330.35 Texas A&M University-San Antonio CURRICULUM & INSTRUCTION Associate Professor Peer 3 576,651.34 Texas A&M University-San Antonio EDUCATION LEADENSING Associate Professor Peer 3 576,651.34 Texas A&M University-San Antonio EDUCATION LEADENSING Associate Professor Peer 3 576,651.34 Texas A&M University EDUCATION AND UBERAL ANTS Associate Professor Peer 1 565,310.45 Texas A&M University PROFESSIONAL EDUCATION Associate Professor Peer 1 565,313.45 Texas A&M University PROFESSIONAL EDUCATION Associate Professor Peer 1 565,213.45 Texas A&M University TEXAS AMAN BARE SULUCATION Associate Professor Pee	Tarleton State University	EDUCATNUL FADRSHP & POLICY STDS	Associate Professor	Peer	4	\$77,192.22
Texas A&M University-Central Texas EDUCATINE LEADRSHP & POLICY STOS Associate Professor Peer 2 269,336.08 Texas A&M University-Commerce CURRICULUM & INSTRUCTION Associate Professor Peer 3 562,384.1 Texas A&M University-San Antonio PEUCATIONAL LEADRSHP Associate Professor Peer 4 566,727.29 Texas A&M University-San Antonio PEUCATIONAL LEADRSHP & COUNSING Associate Professor Peer 4 566,727.29 Texas A&M University-Texarkan EDUCATION AN UIERAL ARTS Associate Professor Peer 4 566,681.44 Texas Southern University EDUCATION AN UIERAL ARTS Associate Professor Peer 5 566,81.44 Texas Mounn's University EDUCATION AN LEADRSHP STUDIES Associate Professor Peer 5 562,602.65 The University of Texas at Brownsville EDUCATION ASSOciate Professor Peer 5 562,602.65 The University of Texas at San Antonio EDUCATION ASSOciate Professor Peer 6 566,631.35 The University of Texas at San Antonio EDUCATION ASSOciate Professor Peer 7<	Texas A&M University-Central Texas	CURRICULUM & INSTRUCTION	Associate Professor	Peer	2	\$68,545.74
Texas A&M University-Commerce CURRICULUM & INSTRUCTION Associate Professor Peer 6 666,284.41 Texas A&M University-Commerce EDUCATIONAL LEADERSHIP Associate Professor Peer 12 566,030.3 Texas A&M University-San Antonio EDUCATIONAL LEADERSHIP & COUNSING Associate Professor Peer 4 576,651.24 Texas A&M University-San Antonio EDUCATIONA LADINER & COUNSING Associate Professor Peer 4 586,051.24 Texas A&M University-San Antonio EDUCATIONAL ADMIN & SUPERVISION Associate Professor Peer 4 586,081.44 Texas Southern University EDUCATIONAL ADMIN & SUPERVISION Associate Professor Peer 1 587,378.79 The University of Texas at Brownsville EDUCATIONAL ADMIN & SUPERVISION Associate Professor Peer 4 586,400.26 The University of Texas at San Antonio EDUCATIONAL APSYCHOLOGY Associate Professor Peer 2 586,400.26 The University of Texas at San Antonio EDUCATIONAL PSYCHOLOGY Associate Professor Peer 2 586,400.26 The University of Texas at San Anto	Texas A&M University-Central Texas	EDUCATNL LEADRSHP & POLICY STDS	Associate Professor	Peer	2	\$69,336.08
Texas A&M University-Commerce EDUCATIONAL LEADERSHIP Associate Professor Peer 3 865,350.39 Texas A&M University-Commerce PSYCHOLOGY, COUNTAGELING & SPECE DUC Associate Professor Peer 1 866,001.33 Texas A&M University-San Antonic DCANTONIL VAR SHIP & COUNTAGE Associate Professor Peer 1 856,350.39 Texas A&M University EDUCATION AL MARTIR Associate Professor Peer 1 856,350.39 Texas Southern University EDUCATION AL ADMIR & SUPERVISION Associate Professor Peer 1 856,310.04 Texas Woman's University EDUCATION AL ADMIR & SUPERVISION Associate Professor Peer 1 856,310.04 The University of Texas at Brownsville EDUCATIONAL ADMIR & SUPERVISION Associate Professor Peer 4 556,230.30 The University of Texas at San Antonio EDUCATIONAL EDUCATIONAL ADMIR & Associate Professor Peer 2 556,630.30 The University of Texas at San Antonio EDUCATIONAL EDUCATION Associate Professor Peer 2 556,630.30 The University of Texas at San Antonio EDUCATION	Texas A&M University-Commerce	CURRICULUM & INSTRUCTION	Associate Professor	Peer	6	\$66,284.41
Texas A&M University-Commerce PSYCHOLOGY, COUNSELING & SPECEDUC Associate Professor Peer 112 \$60,001.31 Texas A&M University-San Antonio EDUCATION AND LIBERAL ARTS Associate Professor Peer 14 263,737.73 Texas A&M University EDUCATION AND LIBERAL ARTS Associate Professor Peer 14 263,038.77 Texas A&M University EDUCATION AND LIBERAL ARTS Associate Professor Peer 14 256,081.14 Texas Southern University EDUCATIONAL ADMIN & INSTRUCTION Associate Professor Peer 1 565,518.04 Texas Woman's University EDUCATIONAL ADMIN & INSTRUCTION Associate Professor Peer 3 556,611.14 Texas Woman's University Texas Adminity of Texas at Taxan Antonio EDUCATIONAL PSYCHOLOGY Associate Professor Peer 4 556,279.39 The University of Texas at San Antonio EDUCATIONAL PSYCHOLOGY Associate Professor Peer 6 554,010.11 The University of Texas at San Antonio EDUCATION Associate Professor Peer 2 550,639.35 The University of Texas at The Perm	Texas A&M University-Commerce	EDUCATIONAL LEADERSHIP	Associate Professor	Peer	3	\$65,590.93
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InternationalCURRICULINA E. INSTRUCTIONAssociate ProfessorPeer1\$50,081,14Texas Souther UniversityEDUCATIONAL ADMIN & SUPERVISIONAssociate ProfessorPeer1\$55,381,04Texas Woman's UniversityPROFESSIONAL EDUCATIONAssociate ProfessorPeer1\$56,381,24The University of Texas at BrownsvilleEDUCTIO PSYCHLGY & LEADRSHP STUDIESAssociate ProfessorPeer8\$53,180,08The University of Texas at BrownsvilleEDUCATIONAL PSYCHLGY & LEADRSHP STUDIESAssociate ProfessorPeer8\$52,200,26The University of Texas at San AntonioEDUCATIONAL PSYCHLOGYAssociate ProfessorPeer1\$56,200,26The University of Texas at San AntonioEDUCATIONAL PSYCHLOGYAssociate ProfessorPeer1\$56,200,26The University of Texas at TylerEDUCATIL CLADRSHP & POLICY STDSAssociate ProfessorPeer2\$56,391,33University of Texas at TylerEDUCATIL CLADRSHP & POLICY STDSAssociate ProfessorPeer2\$56,393,33University of Texas at TylerEDUCATIONAssociate ProfessorPeer8\$62,201,44West Texas A&M UniversitySECONDARY EDUCATIONAssociate ProfessorPeer8\$64,71,04Angelo State UniversityCURRICULIM & INSTRUCTIONAssociate ProfessorPeer8\$64,71,04Angelo State UniversityCURRICULIM & INSTRUCTIONAssociate ProfessorPeer8\$64,71,36Angelo State UniversityCURRICULIM & INSTRUCTIONPr	Texas A&M University-San Antonio	EDUCATIONL LEADRSHP & COUNSING	Associate Professor	Peer	3	\$76,651.24
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The University of Texas at BrownsvilleEDUCTNL PSYCHLGY & LEADRSHP STUDIESAssociate ProfessorPeer8\$63,180.08The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYAssociate ProfessorPeer4\$56,279.89The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYAssociate ProfessorPeer4\$56,279.89The University of Texas at TylerEDUCATIONAL PSYCHOLOGYAssociate ProfessorPeer6\$56,270.89The University of Texas at TylerEDUCATIOL EADRSHP & POLICY STDSAssociate ProfessorPeer2\$65,401.61The University of Texas at TylerEDUCATIOL M& INSTRUCTIONAssociate ProfessorPeer2\$65,401.62University of Texas at TylerEDUCATIONAssociate ProfessorPeer2\$65,401.63University of Texas at TylerUNBANEDCATIONAssociate ProfessorPeer2\$65,401.63University of Texas at TylerUNBANEDCATIONAssociate ProfessorPeer8\$62,201.39Stephen F. Austin State UniversityELIMENTATY EDUCATIONProfessorPeer1\$26,41.68Angelo State UniversityCURRICULM& NINSTRUCTIONProfessorPeer1\$26,41.68Angelo State UniversityEDUCATIONAL LEADERSHPProfessorPeer1\$26,14.68Angelo State UniversityEDUCATIONAL LEADERSHPProfessorPeer1\$56,21.66Lamar UniversityEDUCATIONAL LEADERSHPProfessorPeer2\$56,116.87Angelo State Uni	Texas Woman's University	TEACHER EDUCATION	Associate Professor	Peer	5	\$56,811.24
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Ine University of Texas at TylerEDUCATINE LEADENHORAssociate ProfessorPeer3\$57,086,41,36The University of Texas of the Permian BasinCURRICULUM & INSTRUCTIONAssociate ProfessorPeer2\$65,631,13University of Texas of the Permian BasinCURRICULUM & INSTRUCTIONAssociate ProfessorPeer2\$65,631,13University of Texas of the Permian BasinCURRICULUM & INSTRUCTIONAssociate ProfessorPeer2\$65,631,13West toxas the State UniversityELEMENTARY EDUCATIONAssociate ProfessorPeer1\$26,146,84Stephen F, Austin State UniversityECONDARY EDUC & EDUCTIONProfessorPeer1\$26,146,84Angelo State UniversityCURRICULUM & INSTRUCTIONProfessorPeer2\$66,423,24Lamar UniversityEDUCATIONProfessorPeer2\$66,443,34Lamar UniversityEDUCATIONProfessorPeer3\$61,132,74Sam Houston State UniversityCURRICULUM & INSTRUCTIONProfessorPeer2\$56,423,85Sam Houston State UniversityEDUCATIONProfessorPeer1\$75,78,79Sul Ross State UniversityCURRICULUM & INSTRUCTIONProfessorPeer4\$80,120,80Tarleton State UniversityCURRICULUM & INSTRUCTIONProfessorPeer4\$80,120,80Tarleton State UniversityCURRICULUM & INSTRUCTIONProfessorPeer4\$80,120,80Tarleton State UniversityCURRICULUM & INSTRUCTIONProf	The University of Texas at San Antonio	INTRDSCPLNRY LEARNING & TEACHING	Associate Professor	Peer	6	\$54,101.41
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West Texas A&M UniversityEDUCATIONAssociate ProfessorPeer7\$64,635,33Stephen F. Austin State UniversityELEMENTARY EDUCATIONProfessorSFA6\$58,908.28Angelo State UniversitySECONDARY EDUC & EDUCTIONProfessorSFA6\$58,008.28Angelo State UniversityCURRICULUM & INSTRUCTIONProfessorPeer1\$26,146.88Angelo State UniversityTEACHER EDUCATIONProfessorPeer1\$26,146.88Lamar UniversityEDUCATIONAL LEADERSHIPProfessorPeer2\$66,423.2Lamar UniversityEDUCATIONAL LEADERSHIPProfessorPeer2\$66,111.37Sam Houston State UniversityEDUCATIONProfessorPeer3\$61,112.74Sam Houston State UniversityCURRICULUM & INSTRUCTIONProfessorPeer2\$55,452.85Sul Ross State UniversityEDUCATION LEADERSHIPProfessorPeer1\$75,588.45Tarleton State UniversityEDUCATION MENTRUCTIONProfessorPeer1\$75,588.45Tarleton State UniversityEDUCATIONAL EADERSHIPProfessorPeer4\$80,170.80Tarleton State UniversityEDUCATIONAL EADERSHIPProfessorPeer4\$80,170.80Tarleton State UniversityCURRICULUM & INSTRUCTIONProfessorPeer4\$80,170.80Texas A&M University-CommerceCURRICULUM & INSTRUCTIONProfessorPeer2\$56,350.28Texas A&M University-San AntonioEDUC	University of Houston-Downtown	URBAN EDUCATION	Associate Professor	Peer	8	\$62,501.94
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Stephen F. Austin State UniversitySECONDARY EDUC & EDUCTNL LDRSHPProfessorSFA3\$64,473.04Angelo State UniversityCURRICULUM & INSTRUCTIONProfessorPeer1\$26,146.88Angelo State UniversityTEACHER EDUCATIONProfessorPeer2\$86,442.32Lamar UniversityEDUCATIONAL LEADERSHIPProfessorPeer2\$71,855.13Lamar UniversityEDUCATIONAL LEADERSHIPProfessorPeer3\$60,132.74Midwesten State UniversityEDUCATIONProfessorPeer3\$61,13.77Sam Houston State UniversityCURRICULUM & INSTRUCTIONProfessorPeer2\$55,452.85Sam Houston State UniversityEDUCATIONIEDUCATIONProfessorPeer4\$67,473.19Tarleton State UniversityEDUCATIONIEDUCATIONProfessorPeer4\$60,130.67Tarleton State UniversityEDUCATIONIProfessorPeer4\$60,130.67Tarleton State UniversityEDUCATIONIEDUCATIONIProfessorPeer4\$60,130.67Texas A&M University-commerceCURRICULUM & INSTRUCTIONProfessorPeer2\$56,350.28Texas A&M University-commerceEDUCATIONI LEADRSHP & COUNSLIGProfessorPeer2\$57,134.67Texas A&M University-San AntonioEDUCATIONI LEADRSHP & COUNSLIGProfessorPeer2\$57,134.67Texas A&M University-San AntonioEDUCATIONI LEADRSHP & COUNSLIGProfessorPeer2\$57,13	Stephen F. Austin State University	ELEMENTARY EDUCATION	Professor	SFA	6	\$58,908.28
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Texas A&W University-CommerceEDUCATIONAL LEADERSHIPProfessorPeer2\$56,356.28Texas A&W University-CommercePSYCHOLOGY, COUNSELING & SPEC EDUCProfessorPeer2\$47,802.87Texas A&M University-San AntonioEDUCATIONAL LEADRSHP & COUNSLINGProfessorPeer2\$47,802.87Texas A&M University-San AntonioEDUCATION AND LIBERAL ARTSProfessorPeer2\$57,802.87Texas A&M University-San AntonioEDUCATION AND LIBERAL ARTSProfessorPeer2\$59,082.08Texas Southern UniversityCURRICULUM & INSTRUCTIONProfessorPeer1\$70,194.57Texas Woman's UniversityPROFESSIONAL EDUCATIONProfessorPeer1\$89,29.88Texas Woman's UniversityTEACHER EDUCATIONProfessorPeer2\$66,380.44The University of Texas at BrownsvilleEDUCTNL FSYCHLOG & LEADRSHP STUDIESProfessorPeer2\$50,503.96The University of Texas at BrownsvilleTEACHER EDUCATIONProfessorPeer2\$50,503.96The University of Texas at San AntonioEDUCATICIAL PSYCHOLOGYProfessorPeer2\$50,503.96The University of Texas at San AntonioEDUCATIONProfessorPeer3\$55,260.03The University of Texas at TylerEDUCATIONProfessorPeer9\$56,260.03The University of Texas at TylerEDUCATION & PSYCHOLOGYProfessorPeer1\$71,697.71The University of Texas at TylerEDUCATION &	Texas A&M University-Commerce	CURRICULUM & INSTRUCTION	Professor	Peer	4	\$60,183.67
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Texas Woman's UniversityTEACHER EDUCATIONProfessorPeer4\$60,592.61The University of Texas at BrownsvilleEDUCTNL PSYCHLGY & LEADRSHP STUDIESProfessorPeer2\$64,380.44The University of Texas at BrownsvilleTEACHING, LEARNING, & INNOVATIONProfessorPeer2\$56,380.44The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYProfessorPeer2\$54,980.45The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYProfessorPeer2\$49,082.51The University of Texas at San AntonioIEDUCATIONAL PSYCHOLOGYProfessorPeer6\$77,238.63The University of Texas at San AntonioINTRDSCPLNRY LEARNING & TEACHINGProfessorPeer9\$56,260.03The University of Texas at TylerEDUCATIONProfessorPeer8\$63,602.45The University of Texas at TylerEDUCATION & PSYCHOLOGYProfessorPeer1\$71,697.71The University of Texas at TylerEDUCATION & PSYCHOLOGYProfessorPeer1\$57,57.71The University of Texas at TylerEDUCATIONProfessorPeer1\$56,576.75.71University of Houston-DowntownURBAN EDUCATIONProfessorPeer1\$57,676.57West Texas A&MU UniversityEDUCATIONProfessorPeer5\$57,645.81West Texas A&MU UniversityEDUCATIONProfessorPeer4\$72,268.85	Texas Woman's University	PROFESSIONAL EDUCATION	Professor	Peer	1	\$89,629.88
The University of Texas at BrownsvilleEDUCTNL PSYCHLGY & LEADRSHP STUDIESProfessorPeer2\$64,380,44The University of Texas at BrownsvilleTEACHING, LEARNING, & INNOVATIONProfessorPeer2\$50,503,96The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYProfessorPeer2\$49,303,96The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYProfessorPeer2\$49,503,96The University of Texas at San AntonioEDUCATIONAL PSYCHOLOGYProfessorPeer6\$77,238,63The University of Texas at San AntonioINTRDSCPLNRY LEARNING & TEACHINGProfessorPeer9\$56,260,03The University of Texas at TylerEDUCATIONProfessorPeer8\$63,260,245The University of Texas at TylerEDUCATION & PSYCHOLOGYProfessorPeer1\$71,697,74The University of Texas at TylerEDUCATION & PSYCHOLOGYProfessorPeer2\$65,75,71The University of Texas of the Permian BasinCURRICULUM & INSTRUCTIONProfessorPeer1\$58,769,57University of Houston-DowntownURBAN EDUCATIONProfessorPeer5\$57,645,51West Texas A&MU UniversityEDUCATIONProfessorPeer5\$57,645,57West Texas A&MU UniversityEDUCATIONProfessorPeer4\$72,288,85	Texas Woman's University	TEACHER EDUCATION	Professor	Peer	4	\$60,592.61
The University of Texas at Brownsville TEACHING, LEARNING, & INNOVATION Professor Peer 2 \$50,503.96 The University of Texas at San Antonio EDUCATIONAL PSYCHOLOGY Professor Peer 2 \$49,082.51 The University of Texas at San Antonio EDUCATIONAL PSYCHOLOGY Professor Peer 6 \$77,83.63 The University of Texas at San Antonio INTRDSCPLIRY LEARNING & TEACHING Professor Peer 9 \$56,260.03 The University of Texas at Tyler EDUCATION Professor Peer 8 \$63,602.45 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$71,697.44 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$73,697.74 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$55,75.71 The University of Texas of the Permian Basin CURRICULUM & INSTRUCTION Professor Peer 1 \$55,76.95.77 University of Houston-Downtown URBAN EDUCATION Professor Peer 1 </td <td>The University of Texas at Brownsville</td> <td>EDUCTNL PSYCHLGY & LEADRSHP STUDIES</td> <td>Professor</td> <td>Peer</td> <td>2</td> <td>\$64,380.44</td>	The University of Texas at Brownsville	EDUCTNL PSYCHLGY & LEADRSHP STUDIES	Professor	Peer	2	\$64,380.44
The University of Texas at San Antonio EDUCATIONAL PSYCHOLOGY Professor Peer 2 \$49,082.51 The University of Texas at San Antonio EDUCATIONAL PSYCHOLOGY Professor Peer 6 \$77,288.63 The University of Texas at San Antonio INTRDSCPLNRY LEARNING & TEACHING Professor Peer 9 \$56,260.03 The University of Texas at San Antonio INTRDSCPLNRY LEARNING & TEACHING Professor Peer 9 \$56,260.03 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$71,697.74 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$71,697.74 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 2 \$65,57.71 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$57,69.57 University of Houston-Downtown URBAN EDUCATION Professor Peer 1 \$57,745.51 Wniversity of Houston-Downtown URBAN EDUCATION Professor Peer 5	The University of Texas at Brownsville	TEACHING, LEARNING, & INNOVATION	Professor	Peer	2	\$50,503.96
The University of Texas at San Antonio EDUCATNL LEADRSHP & POLICY STDS Professor Peer 6 \$77,288.63 The University of Texas at San Antonio INTRDSCPLNRY LEARNING & TEACHING Professor Peer 9 \$56,260.03 The University of Texas at Tyler EDUCATION Professor Peer 8 \$63,600.45 The University of Texas at Tyler EDUCATION Professor Peer 1 \$71,697.74 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 2 \$65,757.71 The University of Texas at Tyler EDUCATION & INSTRUCTION Professor Peer 1 \$58,769.57 University of Houston-Downtown URBAN EDUCATION Professor Peer 1 \$58,7645.51 West Texas A&MU University EDUCATION Professor Peer 5 \$57,645.51	The University of Texas at San Antonio	EDUCATIONAL PSYCHOLOGY	Professor	Peer	2	\$49,082.51
Ine University of Texas at San Antonio INTRDSCPLNRY LEARNING & TEACHING Professor Peer 9 \$55,260.03 The University of Texas at Tyler EDUCATION Professor Peer 8 \$63,602.45 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$71,697.74 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$71,697.74 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 2 \$65,575.71 The University of Texas of the Permian Basin CURRICULUM & INSTRUCTION Professor Peer 1 \$58,769.57 University of Houston-Downtown URBAN EDUCATION Professor Peer 5 \$57,645.51 West Texas A&MU University EDUCATION Professor Peer 4 \$72,268.85	The University of Texas at San Antonio	EDUCATNL LEADRSHP & POLICY STDS	Professor	Peer	6	\$77,238.63
Ine University of Texas at Tyler EDUCATION Professor Peer 8 \$63,602.45 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 1 \$71,697.74 The University of Texas at Tyler EDUCATION & PSYCHOLOGY Professor Peer 2 \$65,575.71 The University of Texas of the Permian Basin CURRICULUM & INSTRUCTION Professor Peer 1 \$58,769.57 University of Houston-Downtown URBAN EDUCATION Professor Peer 1 \$57,645.51 West Texas A&M University EDUCATION Professor Peer 4 \$72,268.85	The University of Texas at San Antonio	INTRDSCPLNRY LEARNING & TEACHING	Professor	Peer	9	\$56,260.03
The University of Texas at Tyler EDUCATION & PSTCHOLOGY Professor Peer 1 \$71,697,74 The University of Texas at Tyler EDUCATION & PSTCHOLOGY Professor Peer 2 \$65,575,71 The University of Texas at Tyler EDUCATION & INSTRUCTION Professor Peer 1 \$58,769,57 University of Texas of the Permian Basin CURRICULUM & INSTRUCTION Professor Peer 1 \$58,769,57 University of Houston-Downtown URBAN EDUCATION Professor Peer 5 \$57,645,51 West Texas A&M University EDUCATION Professor Peer 4 \$72,268.85	The University of Texas at Tyler	EDUCATION & DEVCUOLOGY	Professor	Peer	8	\$63,602.45
The University of Texas of the Permian Basin CURRICULUM & INSTRUCTION Professor Peer 1 \$58,76.57 University of Houston-Downtown URBAN EDUCATION Professor Peer 5 \$57,645.51 West Texas A&M University EDUCATION Professor Peer 4 \$57,268.55	The University of Texas at Tyler	EDUCATION & PSYCHOLOGY EDUCATINI LEADRSHD & DOLLCY STDS	Professor	Peer		\$65 575 71
University of Houston-Downtown URBAN EDUCATION Professor Peer 5 \$57,645.51 West Texas A&M University EDUCATION Professor Peer 4 \$72,268.85	The University of Texas of the Permian Basin	CURRICULUM & INSTRUCTION	Professor	Peer	1	\$58,769.57
West Texas A&M University EDUCATION Professor Peer 4 \$72,268.85	University of Houston-Downtown	URBAN EDUCATION	Professor	Peer	5	\$57,645.51
	West Texas A&M University	EDUCATION	Professor	Peer	4	\$72,268.85

Appendix: English

				Faculty	Median
INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty	Adjusted
				Wembers	Salary
Stephen F. Austin State University	ENGLISH	Assistant Professor	SFA	8	\$57,676.94
Angelo State University	ENGLISH & MODERN LANGUAGES	Assistant Professor	Peer	10	\$63,421.10
Lamar University	ENGLISH & MODERN LANGUAGES	Assistant Professor	Peer	3	\$54,044.09
Sam Houston State University	ENGLISH	Assistant Professor	Peer	4	\$54,314.08
Sam Houston State University	LANG, LITERACY, & SPEC POPULATIONS	Assistant Professor	Peer	11	\$57,756.65
Sul Ross State University	LANGUAGE & LITERATURE	Assistant Professor	Peer	2	\$57,731.16
Tarleton State University	ENGLISH & LANGUAGES	Assistant Professor	Peer	3	\$57,895.57
Texas A&M University-Central Texas	ENGLISH & LANGUAGES	Assistant Professor	Peer	2	\$64,881.17
Texas A&M University-Commerce	LITERATURE & LANGUAGES	Assistant Professor	Peer	5	\$54,576.84
Texas Southern University	ENGLISH	Assistant Professor	Peer	3	\$55,666,11
Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Assistant Professor	Peer	2	\$54,755,42
The University of Texas at Brownsville	ENGLISH	Assistant Professor	Peer	4	\$31.011.58
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTROLTRE STUDIES	Assistant Professor	Peer	3	\$69,157,97
The University of Texas at San Antonio	ENGLISH	Assistant Professor	Peer	5	\$55 972 12
University of Houston-Downtown	ENGLISH	Assistant Professor	Deer	13	\$58 221 99
West Texas A&M University	ENGLISH PHILOSOPHY & MODERN LNGS	Assistant Professor	Peer	5	\$59 388 19
Stophon E. Austin State University	ENGLISH	Associate Professor	SEA	0	\$50,000.11
Angolo State University		Associate Professor	Boor	2	\$52,234.04
Lamar University	ENGLISH & MODERN LANGUAGES	Associate Professor	Peer	2	\$02,142.03
Sam Houston State University	ENGLISH & MODERN LANGUAGES	Associate Professor	Peer	7	\$56,465.50
Sam Houston State University		Associate Professor	Peer	/	\$57,572.20
Sam Houston State University	LANG, LITERACY, & SPEC POPULATIONS	Associate Professor	Peer	9	\$01,240.85
Sui Ross State University		Associate Professor	Peer	3	\$58,485.35
Tarieton State University	ENGLISH & LANGUAGES	Associate Professor	Peer	0	\$05,025.85
Texas A&M University-Commerce	LITERATURE & LANGUAGES	Associate Professor	Peer	/	\$61,105.13
Texas Southern University		Associate Professor	Peer	4	\$40,255.20
Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Associate Professor	Peer	4	\$60,947.35
The University of Texas at Brownsville		Associate Professor	Peer	12	\$41,734.53
The University of Texas at Brownsville	LANGUAGE, LIRCY & INTROLIRE STUDIES	Associate Professor	Peer	4	\$65,899.18
The University of Texas at San Antonio	ENGLISH	Associate Professor	Peer	3	\$59,177.10
The University of Texas at Tyler	LITERATURE & LANGUAGES	Associate Professor	Peer	8	\$52,690.99
The University of Texas of the Permian Basin	LITERATURE & LANGUAGES	Associate Professor	Peer	3	\$58,087.96
University of Houston-Downtown	ENGLISH	Associate Professor	Peer	17	\$56,884.64
West Texas A&M University	ENGLISH, PHILOSOPHY, & MODERN LNGS	Associate Professor	Peer	6	\$58,374.39
Stephen F. Austin State University	ENGLISH	Professor	SFA	1	\$54,967.54
Angelo State University	ENGLISH & MODERN LANGUAGES	Professor	Peer	9	\$59,053.28
Lamar University	ENGLISH & MODERN LANGUAGES	Professor	Peer	9	\$54,356.76
Sam Houston State University	ENGLISH	Professor	Peer	13	\$57,668.51
Sam Houston State University	LANG, LITERACY, & SPEC POPULATIONS	Professor	Peer	5	\$67,170.22
Sul Ross State University	LANGUAGE & LITERATURE	Professor	Peer	4	\$52,187.06
Tarleton State University	ENGLISH & LANGUAGES	Professor	Peer	4	\$58,362.01
Texas A&M University-Commerce	LITERATURE & LANGUAGES	Professor	Peer	5	\$59,773.63
Texas Southern University	ENGLISH	Professor	Peer	3	\$41,298.22
Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Professor	Peer	5	\$57,784.07
The University of Texas at Brownsville	ENGLISH	Professor	Peer	5	\$46,409.46
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Professor	Peer	3	\$71,401.55
The University of Texas at San Antonio	ENGLISH	Professor	Peer	10	\$67,084.17
The University of Texas at Tyler	LITERATURE & LANGUAGES	Professor	Peer	1	\$61,690.68
The University of Texas of the Permian Basin	LITERATURE & LANGUAGES	Professor	Peer	4	\$60,150.28
University of Houston-Downtown	ENGLISH	Professor	Peer	4	\$56,913.33
West Texas A&M University	ENGLISH, PHILOSOPHY, & MODERN LNGS	Professor	Peer	1	\$62,898.07

Appendix: Environmental Science

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	ENVIRONMENTAL SCIENCE	Assistant Professor	SFA	1	\$70,385.35
Tarleton State University	CHEMISTRY, GEOSCI & ENVRNMNTL SCI	Assistant Professor	Peer	2	\$62,159.53
Tarleton State University	ENVIRONMENTAL AND AGRICULTURL MGMT	Assistant Professor	Peer	1	\$57,635.16
Texas A&M University-Commerce	BIOLOGICAL & ENVIRONMENTAL SCIENCE	Assistant Professor	Peer	4	\$64,213.06
The University of Texas at Brownsville	CHEMISTRY & ENVIRONMENTAL SCIENCE	Assistant Professor	Peer	6	\$61,738.58
University of Houston-Downtown	NATURAL SCIENCES	Assistant Professor	Peer	6	\$61,707.91
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Assistant Professor	Peer	5	\$71,761.13

Appendix: Forestry

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	FORESTRY	Assistant Professor	SFA	2	\$62,383.10
Tarleton State University	ENVIRONMENTAL AND AGRICULTURL MGMT	Assistant Professor	Peer	1	\$57,635.16
Texas A&M University-Commerce	BIOLOGICAL & ENVIRONMENTAL SCIENCE	Assistant Professor	Peer	4	\$64,213.06
University of Houston-Downtown	NATURAL SCIENCES	Assistant Professor	Peer	6	\$61,707.91
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Assistant Professor	Peer	5	\$71,761.13
Stephen F. Austin State University	FORESTRY	Associate Professor	SFA	7	\$61,258.03
Tarleton State University	ENVIRONMENTAL AND AGRICULTURL MGMT	Associate Professor	Peer	2	\$65,157.86
Texas A&M University-Commerce	BIOLOGICAL & ENVIRONMENTAL SCIENCE	Associate Professor	Peer	1	\$72,617.07
University of Houston-Downtown	NATURAL SCIENCES	Associate Professor	Peer	12	\$58,243.25
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Associate Professor	Peer	3	\$71,153.49
Stephen F. Austin State University	FORESTRY	Professor	SFA	10	\$56,579.37
Tarleton State University	ENVIRONMENTAL AND AGRICULTURL MGMT	Professor	Peer	5	\$60,169.87
University of Houston-Downtown	NATURAL SCIENCES	Professor	Peer	3	\$57,962.75
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Professor	Peer	6	\$60,486.09

Appendix: General Business

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary	
Stephen F. Austin State University	GENERAL BUSINESS	Assistant Professor	SFA	2	\$90.068.06	
Midwestern State University	BUSINESS ADMINISTRATION	Assistant Professor	Peer	7	\$102.104.81	
Sam Houston State University	GENERAL BUSINESS	Assistant Professor	Peer	10	\$77.642.36	
Texas A&M University-Commerce	BUSINESS ADMIN & MGMT INFO SYSTMS	Assistant Professor	Peer	2	\$92,644.37	
Texas A&M University-Texarkana	BUSINESS	Assistant Professor	Peer	2	\$102,720.33	
Texas Southern University	BUSINESS ADMINISTRATION	Assistant Professor	Peer	1	\$92,276.55	
Texas Woman's University	BUSINESS & ECONOMICS	Assistant Professor	Peer	5	\$96,392.03	
The University of Texas at Tyler	BUSINESS & TECHNOLOGY	Assistant Professor	Peer	5	\$117,337.81	
The University of Texas of the Permian Basin	BUSINESS	Assistant Professor	Peer	1	\$125,773.39	
University of Houston-Downtown	BUSINESS MANAGEMENT & ADMIN SERVICS	Assistant Professor	Peer	10	\$93,056.34	
West Texas A&M University	MANAGEMENT, MARKETING, & GNRL BUSI	Assistant Professor	Peer	6	\$110,969.82	
Stephen F. Austin State University	GENERAL BUSINESS	Associate Professor	SFA	1	\$90.202.54	
Midwestern State University	BUSINESS ADMINISTRATION	Associate Professor	Peer	9	\$96,191,51	
Sam Houston State University	GENERAL BUSINESS	Associate Professor	Peer	6	\$83,057,99	
Sul Ross State University	BUSINESS ADMINISTRATION	Associate Professor	Peer	1	\$66,475.24	
Texas A&M University-Commerce	BUSINESS ADMIN & MGMT INFO SYSTMS	Associate Professor	Peer	1	\$83,946.12	
Texas A&M University-Texarkana	BUSINESS	Associate Professor	Peer	3	\$98,594.40	
Texas Southern University	BUSINESS ADMINISTRATION	Associate Professor	Peer	10	\$92,279.82	
Texas Woman's University	BUSINESS & ECONOMICS	Associate Professor	Peer	7	\$88,027.09	
The University of Texas at Tyler	BUSINESS & TECHNOLOGY	Associate Professor	Peer	5	\$102,755.74	
The University of Texas of the Permian Basin	BUSINESS	Associate Professor	Peer	8	\$98,841.99	
University of Houston-Downtown	BUSINESS	Associate Professor	Peer	1	\$97,869.80	
University of Houston-Downtown	BUSINESS MANAGEMENT & ADMIN SERVICS	Associate Professor	Peer	9	\$85,553.96	
West Texas A&M University	MANAGEMENT, MARKETING, & GNRL BUSI	Associate Professor	Peer	1	\$95,596.95	
Stephen F. Austin State University	GENERAL BUSINESS	Professor	SFA	5	\$71,953.32	
Midwestern State University	BUSINESS ADMINISTRATION	Professor	Peer	7	\$76,654.61	
Sam Houston State University	GENERAL BUSINESS	Professor	Peer	5	\$90,680.32	
Sul Ross State University	BUSINESS ADMINISTRATION	Professor	Peer	3	\$63,498.37	
Texas A&M University-Commerce	BUSINESS ADMIN & MGMT INFO SYSTMS	Professor	Peer	3	\$89,505.30	
Texas A&M University-Texarkana	BUSINESS	Professor	Peer	7	\$74,845.56	
Texas Southern University	BUSINESS ADMINISTRATION	Professor	Peer	8	\$59,098.96	
Texas Woman's University	BUSINESS & ECONOMICS	Professor	Peer	2	\$81,455.07	
The University of Texas at Tyler	BUSINESS & TECHNOLOGY	Professor	Peer	3	\$82,110.09	
The University of Texas of the Permian Basin	BUSINESS	Professor	Peer	3	\$66,500.37	
University of Houston-Downtown	BUSINESS MANAGEMENT & ADMIN SERVICS	Professor	Peer	8	\$77,637.39	
West Texas A&M University	MANAGEMENT, MARKETING, & GNRL BUSI	Professor	Peer	4	\$78,538.77	

Appendix: Geology

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary	
Stephen F. Austin State University	GEOLOGY	Assistant Professor	SFA	1	\$66,855.24	
Angelo State University	PHYSICS & GEOSCIENCES	Assistant Professor	Peer	3	\$62,323.58	
Sam Houston State University	GEOGRAPHY & GEOLOGY	Assistant Professor	Peer	3	\$75,610.11	
Tarleton State University	CHEMISTRY, GEOSCI & ENVRNMNTL SCI	Assistant Professor	Peer	2	\$62,159.53	
The University of Texas at San Antonio	GEOLOGICAL SCIENCES	Assistant Professor	Peer	3	\$70,656.33	
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Assistant Professor	Peer	5	\$71,761.13	
Stephen F. Austin State University	GEOLOGY	Associate Professor	SFA	2	\$64,005.24	
Angelo State University	PHYSICS & GEOSCIENCES	Associate Professor	Peer	2	\$58,846.90	
Lamar University	EARTH & SPACE SCIENCES	Associate Professor	Peer	1	\$68,495.21	
Sam Houston State University	GEOGRAPHY & GEOLOGY	Associate Professor	Peer	5	\$70,987.95	
Sul Ross State University	GEOLOGY & CHEMISTRY	Associate Professor	Peer	1	\$52,810.99	
Tarleton State University	CHEMISTRY, GEOSCI & ENVRNMNTL SCI	Associate Professor	Peer	1	\$59,702.35	
The University of Texas at San Antonio	GEOLOGICAL SCIENCES	Associate Professor	Peer	6	\$74,507.57	
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Associate Professor	Peer	3	\$71,153.49	
Stephen F. Austin State University	GEOLOGY	Professor	SFA	2	\$60,333.47	
Angelo State University	PHYSICS & GEOSCIENCES	Professor	Peer	4	\$64,283.06	
Lamar University	EARTH & SPACE SCIENCES	Professor	Peer	4	\$69,278.45	
Sam Houston State University	GEOGRAPHY & GEOLOGY	Professor	Peer	5	\$61,627.86	
Sul Ross State University	GEOLOGY & CHEMISTRY	Professor	Peer	3	\$59,555.38	
Tarleton State University	CHEMISTRY, GEOSCI & ENVRNMNTL SCI	Professor	Peer	5	\$63,334.51	
The University of Texas at San Antonio	GEOLOGICAL SCIENCES	Professor	Peer	1	\$57,492.73	
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Professor	Peer	6	\$60,486.09	

Appendix: Government

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	GOVERNMENT	Assistant Professor	SFA	7	\$57,827.80
Angelo State University	POLITICAL SCIENCE AND PHILOSOPHY	Assistant Professor	Peer	4	\$61,722.19
Lamar University	POLITICAL SCIENCE	Assistant Professor	Peer	2	\$73,466.94
Sam Houston State University	POLITICAL SCIENCE	Assistant Professor	Peer	6	\$60,514.98
Texas A&M University-Commerce	POLITICAL SCIENCE	Assistant Professor	Peer	3	\$56,924.36
Texas Southern University	POLITICAL SCIENCE	Assistant Professor	Peer	5	\$59,708.22
Texas Southern University	URBAN PLANNING & ENVRNMNTL POLICY	Assistant Professor	Peer	1	\$46,969.78
Texas Woman's University	HISTORY & GOVERNMENT	Assistant Professor	Peer	1	\$50,776.17
The University of Texas at Brownsville	GOVERNMENT	Assistant Professor	Peer	8	\$42,608.27
The University of Texas at San Antonio	POLITICAL SCIENCE & GEOGRAPHY	Assistant Professor	Peer	3	\$44,323.92
The University of Texas at San Antonio	PUBLIC ADMINISTRATION	Assistant Professor	Peer	4	\$58,594.81
The University of Texas at Tyler	POLITICAL SCIENCE & HISTORY	Assistant Professor	Peer	4	\$60,421.23
West Texas A&M University	POLITICAL SCI & CRIMINAL JSTCE	Assistant Professor	Peer	2	\$63,878.90
Stephen F. Austin State University	GOVERNMENT	Associate Professor	SFA	5	\$57,374.56
Angelo State University	POLITICAL SCIENCE AND PHILOSOPHY	Associate Professor	Peer	3	\$62,739.47
Lamar University	POLITICAL SCIENCE	Associate Professor	Peer	3	\$60,829.35
Sam Houston State University	POLITICAL SCIENCE	Associate Professor	Peer	7	\$62,676.23
Texas A&M University-Commerce	POLITICAL SCIENCE	Associate Professor	Peer	1	\$56,108.85
Texas Southern University	POLITICAL SCIENCE	Associate Professor	Peer	4	\$73,655.50
Texas Southern University	URBAN PLANNING & ENVRNMNTL POLICY	Associate Professor	Peer	2	\$61,315.02
Texas Woman's University	HISTORY & GOVERNMENT	Associate Professor	Peer	2	\$54,454.98
The University of Texas at San Antonio	POLITICAL SCIENCE & GEOGRAPHY	Associate Professor	Peer	8	\$50,280.18
The University of Texas at San Antonio	PUBLIC ADMINISTRATION	Associate Professor	Peer	3	\$76,348.04
The University of Texas at Tyler	POLITICAL SCIENCE & HISTORY	Associate Professor	Peer	2	\$62,225.86
University of Houston-Downtown	PUBLIC SERVICE	Associate Professor	Peer	2	\$84,747.52
West Texas A&M University	POLITICAL SCI & CRIMINAL JSTCE	Associate Professor	Peer	1	\$73,086.88
Stephen F. Austin State University	GOVERNMENT	Professor	SFA	4	\$61,864.00
Angelo State University	POLITICAL SCIENCE AND PHILOSOPHY	Professor	Peer	1	\$61,305.67
Lamar University	POLITICAL SCIENCE	Professor	Peer	2	\$61,396.10
Sam Houston State University	POLITICAL SCIENCE	Professor	Peer	1	\$55,070.02
Texas A&M University-Commerce	POLITICAL SCIENCE	Professor	Peer	1	\$62,382.14
Texas Southern University	POLITICAL SCIENCE	Professor	Peer	3	\$69,883.71
Texas Southern University	URBAN PLANNING & ENVRNMNTL POLICY	Professor	Peer	4	\$51,211.02
Texas Woman's University	HISTORY & GOVERNMENT	Professor	Peer	6	\$58,105.33
The University of Texas at Brownsville	GOVERNMENT	Professor	Peer	2	\$57,690.71
The University of Texas at San Antonio	POLITICAL SCIENCE & GEOGRAPHY	Professor	Peer	6	\$55,327.57
The University of Texas at San Antonio	PUBLIC ADMINISTRATION	Professor	Peer	2	\$62,298.24
The University of Texas at Tyler	POLITICAL SCIENCE & HISTORY	Professor	Peer	1	\$64,751.17
West Texas A&M University	POLITICAL SCI & CRIMINAL JSTCE	Professor	Peer	4	\$58,568.00

Appendix: History

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	INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Ē	Stephen F. Austin State University	HISTORY	Assistant Professor	SFA	6	\$55,334.74
ľ	Angelo State University	HISTORY	Assistant Professor	Peer	5	\$63,034.11
Ī	Lamar University	HISTORY	Assistant Professor	Peer	2	\$56,073.34
Ī	Sam Houston State University	HISTORY	Assistant Professor	Peer	6	\$58,679.40
Ī	Texas A&M University-Commerce	HISTORY	Assistant Professor	Peer	4	\$58,353.50
ľ	Texas Woman's University	HISTORY & GOVERNMENT	Assistant Professor	Peer	1	\$50,776.17
ľ	The University of Texas at San Antonio	HISTORY	Assistant Professor	Peer	2	\$49,482.46
Ī	The University of Texas at Tyler	POLITICAL SCIENCE & HISTORY	Assistant Professor	Peer	4	\$60,421.23
ľ	West Texas A&M University	HISTORY	Assistant Professor	Peer	3	\$59,857.23
ľ	Stephen F. Austin State University	HISTORY	Associate Professor	SFA	6	\$57,747.94
f	Angelo State University	HISTORY	Associate Professor	Peer	1	\$57,949.54
f	Lamar University	HISTORY	Associate Professor	Peer	5	\$56,026.62
ľ	Sam Houston State University	HISTORY	Associate Professor	Peer	9	\$60,141.04
ľ	Texas A&M University-Commerce	HISTORY	Associate Professor	Peer	1	\$52,710.34
f	Texas Woman's University	HISTORY & GOVERNMENT	Associate Professor	Peer	2	\$54,454.98
ſ	The University of Texas at Brownsville	HISTORY	Associate Professor	Peer	6	\$40,691.80
ſ	The University of Texas at San Antonio	HISTORY	Associate Professor	Peer	10	\$53,900.75
ſ	The University of Texas at Tyler	POLITICAL SCIENCE & HISTORY	Associate Professor	Peer	2	\$62,225.86
ſ	The University of Texas of the Permian Basin	HISTORY	Associate Professor	Peer	4	\$63,308.89
ſ	West Texas A&M University	HISTORY	Associate Professor	Peer	5	\$61,892.05
	Stephen F. Austin State University	HISTORY	Professor	SFA	5	\$58,205.41
Ī	Angelo State University	HISTORY	Professor	Peer	4	\$59,917.61
ſ	Lamar University	HISTORY	Professor	Peer	2	\$67,193.81
ſ	Sam Houston State University	HISTORY	Professor	Peer	5	\$59,817.11
ſ	Texas A&M University-Commerce	HISTORY	Professor	Peer	1	\$63,322.80
ſ	Texas Southern University	HISTORY & GEOGRAPHY	Professor	Peer	4	\$61,824.38
ſ	Texas Woman's University	HISTORY & GOVERNMENT	Professor	Peer	6	\$58,105.33
ſ	The University of Texas at Brownsville	HISTORY	Professor	Peer	4	\$32,345.90
ſ	The University of Texas at San Antonio	HISTORY	Professor	Peer	4	\$42,679.98
ſ	The University of Texas at Tyler	POLITICAL SCIENCE & HISTORY	Professor	Peer	1	\$64,751.17
ſ	West Texas A&M University	HISTORY	Professor	Peer	3	\$59,700.70

Appendix: Human Sciences

INS	STITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F	. Austin State University	HUMAN SCIENCES	Assistant Professor	SFA	3	\$68,278.11
- Li	amar University	FAMILY & CONSUMER SCIENCES	Assistant Professor	Peer	2	\$69,227.33
Midwe	stern State University	HEALTH SCIENCES & HUMAN SRVCS	Assistant Professor	Peer	13	\$72,993.58
Sam Ho	uston State University	FAMILY & CONSUMER SCIENCES	Assistant Professor	Peer	3	\$62,843.87
Texas A&	M University-Commerce	HEALTH & HUMAN PERFORMANCE	Assistant Professor	Peer	3	\$63,988.26
Texas	Woman's University	FAMILY SCIENCES	Assistant Professor	Peer	7	\$52,912.84
The Univers	ity of Texas at Brownsville	HEALTH & HUMAN PERFORMANCE	Assistant Professor	Peer	3	\$59,435.66
Stephen F	. Austin State University	HUMAN SCIENCES	Associate Professor	SFA	5	\$65,244.25
Lá	amar University	FAMILY & CONSUMER SCIENCES	Associate Professor	Peer	5	\$67,413.64
Midwe	stern State University	HEALTH SCIENCES & HUMAN SRVCS	Associate Professor	Peer	12	\$66,316.34
Sam Ho	uston State University	FAMILY & CONSUMER SCIENCES	Associate Professor	Peer	2	\$69,070.48
Texas A&	M University-Commerce	HEALTH & HUMAN PERFORMANCE	Associate Professor	Peer	2	\$66,468.07
Texas	Southern University	HUMAN SERVICES & CONSUMER SCIENCE	Associate Professor	Peer	2	\$45,175.99
Texas	Woman's University	FAMILY SCIENCES	Associate Professor	Peer	9	\$56,671.11
The Univers	ity of Texas at Brownsville	HEALTH & HUMAN PERFORMANCE	Associate Professor	Peer	3	\$62,906.42
Stephen F	. Austin State University	HUMAN SCIENCES	Professor	SFA	4	\$58,925.79
Lá	amar University	FAMILY & CONSUMER SCIENCES	Professor	Peer	1	\$64,258.28
Midwe	stern State University	HEALTH SCIENCES & HUMAN SRVCS	Professor	Peer	3	\$62,536.47
Texas A&	M University-Commerce	HEALTH & HUMAN PERFORMANCE	Professor	Peer	1	\$58,968.06
Texas	Southern University	HUMAN SERVICES & CONSUMER SCIENCE	Professor	Peer	1	\$65,143.38
Texas	Woman's University	FAMILY SCIENCES	Professor	Peer	5	\$57,081.91

Appendix: Human Services

	INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
	Stephen F. Austin State University	HUMAN SERVICES	Assistant Professor	SFA	4	\$70,240.61
[Midwestern State University	HEALTH SCIENCES & HUMAN SRVCS	Assistant Professor	Peer	13	\$72,993.58
	Stephen F. Austin State University	HUMAN SERVICES	Associate Professor	SFA	7	\$62,833.50
[Midwestern State University	HEALTH SCIENCES & HUMAN SRVCS	Associate Professor	Peer	12	\$66,316.34
	Texas Southern University	HUMAN SERVICES & CONSUMER SCIENCE	Associate Professor	Peer	2	\$45,175.99
[Stephen F. Austin State University	HUMAN SERVICES	Professor	SFA	9	\$59,586.76
	Midwestern State University	HEALTH SCIENCES & HUMAN SRVCS	Professor	Peer	3	\$62,536.47
	Texas Southern University	HUMAN SERVICES & CONSUMER SCIENCE	Professor	Peer	1	\$65,143.38

Appendix: Kinesiology & Health Science

				- II	Median
INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty	Adjusted
				Members	Salary
Stephen F. Austin State University	KINESIOLOGY & HEALTH SCIENCE	Assistant Professor	SFA	4	\$63,256.72
Angelo State University	KINESIOLOGY	Assistant Professor	Peer	1	\$62,323.58
Lamar University	HEALTH & KINESIOLOGY	Assistant Professor	Peer	5	\$66,319.53
Midwestern State University	HEALTH SCIENCES & HUMAN SRVCS	Assistant Professor	Peer	13	\$72,993.58
Sam Houston State University	HEALTH & KINESIOLOGY	Assistant Professor	Peer	5	\$62,769.56
Tarleton State University	KINESIOLOGY	Assistant Professor	Peer	1	\$73,220.24
Texas A&M University-Commerce	HEALTH & HUMAN PERFORMANCE	Assistant Professor	Peer	3	\$63,988.26
Texas Southern University	HEALTH & KINESIOLOGY	Assistant Professor	Peer	7	\$50,705.90
Texas Southern University	HEALTH SCIENCES	Assistant Professor	Peer	8	\$55,511.57
Texas Woman's University	HEALTH STUDIES	Assistant Professor	Peer	6	\$58,497.38
Texas Woman's University	KINESIOLOGY	Assistant Professor	Peer	1	\$58,242,20
The University of Texas at Brownsville	HEALTH & HUMAN PERFORMANCE	Assistant Professor	Peer	3	\$59,435.66
The University of Texas at San Antonio	HEALTH & KINESIOLOGY	Assistant Professor	Peer	5	\$51,440,41
The University of Texas at Tyler	HEALTH & KINESIOLOGY	Assistant Professor	Peer	1	\$72,795,77
The University of Texas at Tyler	NURSING & HEALTH SCIENCES	Assistant Professor	Peer	5	\$72,629,61
The University of Texas of the Permian Basin	KINESIOLOGY	Assistant Professor	Peer	1	\$73,999.02
West Texas &&M University	SPORTS & EXERCISE SCIENCES	Assistant Professor	Peer	2	\$66,896,12
Stephen E. Austin State University		Associate Professor	SEA	2	\$64,678,63
Angolo State University		Associate Professor	Door	3	\$66,076,03
Angelo State Oniversity		Associate Professor	Peer	1	\$00,870.92
Midwastern State University	HEALTH & KINESIOLOGT	Associate Professor	Peer	12	\$07,082.55
Sam United State University	HEALTH SCIENCES & HUMAN SRVCS	Associate Professor	Peer	12	\$00,310.34
Tarleton State University	HEALTH & KINESIOLOGY	Associate Professor	Peer	2	\$00,220.89
		Associate Professor	Peer	2	\$71,525.15
Texas Advi University-Commerce	HEALTH & HUMAN PERFORMANCE	Associate Professor	Peer	2	\$00,408.07
Texas Southern University	HEALTH SCIENCES	Associate Professor	Peer	4	\$76,610.16
Texas Woman's University	HEALTH STODIES	Associate Professor	Peer	3	\$00,342.03
The University of Texas at Drownswille		Associate Professor	Peer	3	\$58,329.39
The University of Texas at Brownsville	HEALTH & HUMAN PERFORMANCE	Associate Professor	Peer	3	\$62,906.42
The University of Texas at San Antonio	HEALTH & KINESIOLOGY	Associate Professor	Peer	/	\$63,457.62
The University of Texas at Tyler	HEALTH & KINESIOLOGY	Associate Professor	Peer	4	\$62,905.10
The University of Texas at Tyler	NURSING & HEALTH SCIENCES	Associate Professor	Peer	5	\$/3,061.00
The University of Texas of the Permian Basin	KINESIOLOGY	Associate Professor	Peer	1	\$65,996.38
West Texas A&M University	SPORTS & EXERCISE SCIENCES	Associate Professor	Peer	1	\$79,690.97
Stephen F. Austin State University	KINESIOLOGY & HEALTH SCIENCE	Professor	SFA	5	\$54,048.75
Angelo State University	KINESIOLOGY	Professor	Peer	5	\$58,768.07
Lamar University	HEALTH & KINESIOLOGY	Professor	Peer	3	\$56,651.24
Midwestern State University	HEALTH SCIENCES & HUMAN SRVCS	Professor	Peer	3	\$62,536.47
Sam Houston State University	HEALTH & KINESIOLOGY	Professor	Peer	3	\$55,715.70
Tarleton State University	KINESIOLOGY	Professor	Peer	5	\$67,133.43
Texas A&M University-Commerce	HEALTH & HUMAN PERFORMANCE	Professor	Peer	1	\$58,968.06
Texas Southern University	HEALTH & KINESIOLOGY	Professor	Peer	1	\$35,339.03
Texas Southern University	HEALTH SCIENCES	Professor	Peer	1	\$51,887.36
Texas Woman's University	HEALTH SCIENCES	Professor	Peer	1	\$84,361.94
Texas Woman's University	HEALTH STUDIES	Professor	Peer	1	\$81,497.47
Texas Woman's University	KINESIOLOGY	Professor	Peer	7	\$55,579.44
The University of Texas at San Antonio	HEALTH & KINESIOLOGY	Professor	Peer	3	\$63,005.49
The University of Texas at Tyler	HEALTH & KINESIOLOGY	Professor	Peer	2	\$69,269.91
The University of Texas at Tyler	NURSING & HEALTH SCIENCES	Professor	Peer	5	\$75,138.50
The University of Texas of the Permian Basin	KINESIOLOGY	Professor	Peer	2	\$80,868.56

Appendix: Liberal & Applied Arts

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	LIBERAL & APPLIED ARTS	Assistant Professor	SFA	1	\$73,133.87
Sul Ross State University	LANGUAGE & LITERATURE	Assistant Professor	Peer	2	\$57,731.16
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Assistant Professor	Peer	3	\$69,157.97
Sul Ross State University	LANGUAGE & LITERATURE	Associate Professor	Peer	3	\$58,485.35
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Associate Professor	Peer	4	\$65,899.18
Sul Ross State University	LANGUAGE & LITERATURE	Professor	Peer	4	\$52,187.06
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Professor	Peer	3	\$71,401.55

Appendix: Management, Marketing, & International Business

INSTITUTION NAME AUC NAME RANK Institution	mbers Salary
Stephen F. Austin State University MANAGEMNT, MARKETING, & INTNTL BUSI Assistant Professor SFA	1 \$108.808.78
Angelo State University MANAGEMENT & MARKETING Assistant Professor Peer	3 \$99.644.77
Lamar University MANAGEMENT & MARKETING Assistant Professor Peer	2 \$104,585,48
Sam Houston State University ECONOMICS & INTERNAT BUS Assistant Professor Peer	3 \$90,542,66
Sam Houston State University MANAGEMENT & MARKETING Assistant Professor Peer	8 \$98,468,62
Tarleton State University MANAGEMENT, MARKETNG, & ADMN SYSTMS Assistant Professor Peer	9 \$91,417,65
Texas A&M University-Central Texas MANAGEMENT, MARKETNG, & ADMN SYSTMS Assistant Professor Peer	6 \$92,097,51
Texas A&M University-Commerce MARKETING & MANAGEMENT Assistant Professor Peer	7 \$105,660.40
The University of Texas at Brownsville MARKETING & MANAGEMENT Assistant Professor Peer	4 \$105,153,32
The University of Texas at San Antonio MANAGEMENT Assistant Professor Peer	3 \$114,773.96
The University of Texas at San Antonio MANAGEMENT SCIENCE & STATISTICS Assistant Professor Peer	1 \$73,477,54
The University of Texas at San Antonio MARKETING Assistant Professor Peer	4 \$134,225.16
The University of Texas at Tyler MANAGEMENT & MARKETING Assistant Professor Peer	6 \$111.157.89
University of Houston-Downtown BUSINESS MANAGEMENT & ADMIN SERVICS Assistant Professor Peer 1	10 \$93.056.34
West Texas A&M University MANAGEMENT, MARKETING, & GNRL BUSI Assistant Professor Peer	6 \$110.969.82
Stephen F. Austin State University MANAGEMNT MARKETING & INTNTI BUSI Associate Professor SEA	6 \$85,708,70
Angelo State University MANAGEMENT & MARKETING Associate Professor Peer	2 \$101.050.51
lamar University MANAGEMENT & MARKETING Associate Professor Peer	4 \$90,459,95
Sam Houston State University FCONOMICS & INTERNAT BUS Associate Professor Peer	7 \$86,356,63
Sam Houston State University MANAGEMENT & MARKETING Associate Professor Peer	6 \$104.040.34
Tarleton State University MANAGEMENT MARKETING & ADMN SYSTMS Associate Professor Peer	4 \$74,937,39
Texas & MUniversity-Central Texas MANAGEMENT MARKETING & ADMIN SYSTMS Associate Professor Peer	2 \$80.047.67
Texas 4&M University-Commerce MARKETING & MANAGEMENT Associate Professor Peer	2 \$91 494 81
Texas Woman's University MANAGEMENT Associate Professor Peer	1 \$62,748.25
The University of Texas at Browssville MARKFTING & MANAGEMENT Associate Professor Peer	4 \$91,597,16
The University of Texas at San Antonio MANAGEMENT Associate Professor Peer	4 \$117.581.21
The University of Texas at San Antonio MANAGEMENT SCIENCE & STATISTICS Associate Professor Peer	6 \$87,467,89
The University of Texas at San Antonio MARKETING Associate Professor Peer	4 \$105,496,49
The University of Texas at Tyler MANAGEMENT & MARKETING Associate Professor Peer	1 \$101.302.68
University of Houston-Downtown BUSINESS MANAGEMENT & ADMIN SERVICS Associate Professor Peer	9 \$85,553,96
West Texas &&M University MANAGEMENT MARKETING & GNRI BUSI Associate Professor Peer	1 \$95,596,95
Stenber F. Austin State University MANAGEMNT MARKETING & INTNTI RUSI Professor SEA	6 \$75 132 27
Angelo State University MANGEMENT & MARGEMENT & MARGEMENT & MARGEMENT	5 \$79,817,93
Lamar University MANAGEMENT & MARKETING Professor Peer	3 \$84,245,92
Sam Houston State University FCONOMICS & INTERNAT RUS Professor Peer	5 \$78,293,99
Sam Houston State University MANAGEMENT & MARKETING Professor Peer	7 \$88,577,51
Tarleton State University MANAGEMENT, MARKETING, & ADMIN SYSTMS Professor Peer	2 \$67.843.05
Texas &&M University-Central Texas	3 \$70,782,83
Texas 4&M University-Commerce MARKETING & MANAGEMENT Professor Peer	5 \$85,201,81
Texas Woman's University MANAGEMENT Professor Peer	1 \$65,681,31
The University of Texas at Brownsville MARKETING & MANAGEMENT Professor Peer	2 \$79,106,30
The University of Texas at San Antonio MANAGEMENT Professor Peer	5 \$101.115.86
The University of Texas at San Antonio MANAGEMENT SCIENCE & STATISTICS Professor Peer t	6 \$85.598.77
The University of Texas at San Antonio MARKETING Professor Peer	3 \$119.683.12
The University of Texas at Tyler MANAGEMENT & MARKETING Professor Peer	1 \$83.695.11
University of Houston-Downtown BUSINESS MANAGEMENT & ADMIN SERVICS Professor Peer	8 \$77.637.39
West Texas A&M University MANAGEMENT, MARKETING, & GNRL BUSI Professor Peer	4 \$78,538.77

Appendix: Mathematics & Statistics

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					Courtes.	Median
	INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty	Adjusted
					Members	Salary
	Stephen F. Austin State University	MATHEMATICS & STATISTICS	Assistant Professor	SEA	8	\$65,463,21
	Angelo State University	MATHEMATICS & COMPLITER SCIENCE	Assistant Professor	Peer	3	\$86,819,98
	Lamar University	MATHEMATICS	Assistant Professor	Deer	1	\$70.094.10
	Midwestern State University	SCIENCE & MATHEMATICS	Assistant Professor	Door	10	\$70,034.10
	Sam Houston State University		Assistant Professor	Door	7	\$70,100.12
	Sall Houston State University		Assistant Professor	Peer	2	\$05,754.21
	Sul Ross state University		Assistant Professor	Peer	2	\$08,928.07
	larieton State University	MATHEMATICS	Assistant Professor	Peer	3	\$62,300.02
	Texas A&M University-Central Texas	MATHEMATICS	Assistant Professor	Peer	3	\$64,420.36
	Texas A&M University-Commerce	MATHEMATICS	Assistant Professor	Peer	3	\$66,142.62
	Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Assistant Professor	Peer	2	\$79,304.32
	Texas Woman's University	MATHEMATICS & COMPUTER SCIENCE	Assistant Professor	Peer	2	\$72,119.58
	The University of Texas at Brownsville	MATHEMATICS	Assistant Professor	Peer	5	\$38,962.45
	The University of Texas at San Antonio	MANAGEMENT SCIENCE & STATISTICS	Assistant Professor	Peer	1	\$73,477.54
	The University of Texas at Tyler	MATHEMATICS	Assistant Professor	Peer	6	\$59,632.45
	The University of Texas of the Permian Basin	MATHEMATICS & COMPUTER SCIENCE	Assistant Professor	Peer	3	\$64,481.22
	University of Houston-Downtown	COMPUTER & MATHEMATICAL SCIENCES	Assistant Professor	Peer	6	\$60,972.59
	West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Assistant Professor	Peer	5	\$73,765.89
	Stephen F. Austin State University	MATHEMATICS & STATISTICS	Associate Professor	SFA	7	\$70.875.62
	Angelo State University	MATHEMATICS & COMPLITER SCIENCE	Associate Professor	Peer	6	\$60,800,39
	Lamar University	MATHEMATICS	Associate Professor	Deer	7	\$69 843 77
	Midwestern State University	SCIENCE & MATHEMATICS	Associate Professor	Peer	14	\$62,969,25
	Sam Houston State University		Associate Professor	Door	14	\$03,808.33 \$60,597,41
	Sul Page State University		Associate Professor	Peer	2	\$00,387.41
	Sul Ross State University		Associate Professor	Peer	2	\$34,984.33
	larieton State University	MATHEMATICS	Associate Professor	Peer	6	\$71,710.09
	Texas A&M University-Commerce	MATHEMATICS	Associate Professor	Peer	4	\$61,927.26
	Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Associate Professor	Peer	3	\$74,668.14
	Texas Southern University	MATHEMATICS	Associate Professor	Peer	4	\$58,375.25
	Texas Woman's University	MATHEMATICS & COMPUTER SCIENCE	Associate Professor	Peer	3	\$62,125.81
	The University of Texas at Brownsville	MATHEMATICS	Associate Professor	Peer	6	\$45,504.19
	The University of Texas at San Antonio	MANAGEMENT SCIENCE & STATISTICS	Associate Professor	Peer	6	\$87,467.89
	The University of Texas at San Antonio	MATHEMATICS	Associate Professor	Peer	7	\$61,962.95
	The University of Texas at Tyler	MATHEMATICS	Associate Professor	Peer	4	\$62,259.07
	The University of Texas of the Permian Basin	MATHEMATICS & COMPUTER SCIENCE	Associate Professor	Peer	3	\$96,181.06
	University of Houston-Downtown	COMPUTER & MATHEMATICAL SCIENCES	Associate Professor	Peer	12	\$59,398.63
	West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Associate Professor	Peer	2	\$60,026.42
	Stephen F. Austin State University	MATHEMATICS & STATISTICS	Professor	SFA	4	\$61,741.71
	Angelo State University	MATHEMATICS & COMPUTER SCIENCE	Professor	Peer	5	\$76,107.38
	Lamar University	MATHEMATICS	Professor	Peer	4	\$66,030,79
	Midwestern State University	SCIENCE & MATHEMATICS	Professor	Peer	. 14	\$70,406.57
	Sam Houston State University	MATHEMATICAL & INFO SCIENCES	Professor	Peer	10	\$66,532,03
	Sul Ross State University	COMPLITER SCIENCE & MATHEMATICS	Professor	Deer	1	\$39 482 45
	Tarlaton State University		Drofossor	Peer	2	\$55,402.40
	Toyas A&M University Commerce	MATHEMATICS	Professor	Deer	2	\$64,607,02
	Toxas A & M University Toyarkans		Drofessor	Deer	3 E	\$04,007.93
	Taxas Southorn University	SCI, TECHINLOT, ENGRING, AND WATHMITCS	Drofessor	Deer	0	\$15,013.33
	Texas Southern University		Protessor	Peer	4	\$02,704.05
	I exas woman's University	WATHEWATICS & COMPUTER SCIENCE	Protessor	Peer	5	\$07,397.44
	The University of Texas at Brownsville	MATHEMATICS	Protessor	Peer	3	\$34,659.34
	The University of Texas at San Antonio	MANAGEMENT SCIENCE & STATISTICS	Professor	Peer	6	\$85,598.77
	The University of Texas at San Antonio	MATHEMATICS	Professor	Peer	12	\$56,382.92
	The University of Texas at Tyler	MATHEMATICS	Professor	Peer	1	\$72,541.73
	The University of Texas of the Permian Basin	MATHEMATICS & COMPUTER SCIENCE	Professor	Peer	2	\$72,924.81
	University of Houston-Downtown	COMPUTER & MATHEMATICAL SCIENCES	Professor	Peer	9	\$62,747.73
[West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Professor	Peer	5	\$60,319.58

Appendix: Modern Languages

				5 11	Median
INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty	Adjusted
				Members	Salary
Stephen F. Austin State University	MODERN LANGUAGES	Assistant Professor	SFA	8	\$59.753.50
Angelo State University	ENGLISH & MODERN LANGUAGES	Assistant Professor	Peer	10	\$63,421,10
Lamar University	ENGLISH & MODERN LANGUAGES	Assistant Professor	Peer	3	\$54,044.09
Sam Houston State University	LANG, LITERACY, & SPEC POPULATIONS	Assistant Professor	Peer	11	\$57,756.65
Sul Ross State University	LANGUAGE & LITERATURE	Assistant Professor	Peer	2	\$57,731.16
Tarleton State University	ENGLISH & LANGUAGES	Assistant Professor	Peer	3	\$57,895.57
Texas A&M University-Central Texas	ENGLISH & LANGUAGES	Assistant Professor	Peer	2	\$64,881.17
Texas A&M University-Commerce	LITERATURE & LANGUAGES	Assistant Professor	Peer	5	\$54,576.84
Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Assistant Professor	Peer	2	\$54,755.42
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Assistant Professor	Peer	3	\$69,157.97
The University of Texas at Brownsville	MODERN LANGUAGES	Assistant Professor	Peer	3	\$40,922.51
West Texas A&M University	ENGLISH, PHILOSOPHY, & MODERN LNGS	Assistant Professor	Peer	5	\$59,388,19
Angelo State University	ENGLISH & MODERN LANGUAGES	Associate Professor	Peer	2	\$62,142,83
Lamar University	ENGLISH & MODERN LANGUAGES	Associate Professor	Peer	6	\$58,485,50
Sam Houston State University	LANG. LITERACY. & SPEC POPULATIONS	Associate Professor	Peer	9	\$61,240,89
Sul Ross State University	LANGUAGE & LITERATURE	Associate Professor	Peer	3	\$58,485,35
Tarleton State University	ENGLISH & LANGUAGES	Associate Professor	Peer	6	\$65.025.85
Texas A&M University-Commerce	LITERATURE & LANGUAGES	Associate Professor	Peer	7	\$61.105.13
Texas Southern University	FOREIGN LANGUAGES	Associate Professor	Peer	3	\$54.133.03
Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Associate Professor	Peer	4	\$60.947.39
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Associate Professor	Peer	4	\$65,899,18
The University of Texas at Brownsville	MODERN LANGUAGES	Associate Professor	Peer	4	\$48,959,36
The University of Texas at San Antonio	MODERN LANGUAGES & LITERATURES	Associate Professor	Peer	3	\$55,240.54
The University of Texas at Tyler	LITERATURE & LANGUAGES	Associate Professor	Peer	8	\$52,690,99
The University of Texas of the Permian Basin	LITERATURE & LANGUAGES	Associate Professor	Peer	3	\$58,087.96
West Texas A&M University	ENGLISH, PHILOSOPHY, & MODERN LNGS	Associate Professor	Peer	6	\$58,374.39
Stephen F. Austin State University	MODERN LANGUAGES	Professor	SFA	4	\$58,922.70
Angelo State University	ENGLISH & MODERN LANGUAGES	Professor	Peer	9	\$59,053.28
Lamar University	ENGLISH & MODERN LANGUAGES	Professor	Peer	9	\$54,356.76
Sam Houston State University	LANG, LITERACY, & SPEC POPULATIONS	Professor	Peer	5	\$67,170.22
Sul Ross State University	LANGUAGE & LITERATURE	Professor	Peer	4	\$52,187.06
Tarleton State University	ENGLISH & LANGUAGES	Professor	Peer	4	\$58,362.01
Texas A&M University-Commerce	LITERATURE & LANGUAGES	Professor	Peer	5	\$59,773.63
Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Professor	Peer	5	\$57,784.07
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Professor	Peer	3	\$71,401.55
The University of Texas at Brownsville	MODERN LANGUAGES	Professor	Peer	3	\$35,047.69
The University of Texas at San Antonio	MODERN LANGUAGES & LITERATURES	Professor	Peer	4	\$56,236.90
The University of Texas at Tyler	LITERATURE & LANGUAGES	Professor	Peer	1	\$61,690.68
The University of Texas of the Permian Basin	LITERATURE & LANGUAGES	Professor	Peer	4	\$60,150.28
West Texas A&M University	ENGLISH, PHILOSOPHY, & MODERN LNGS	Professor	Peer	1	\$62,898.07

Appendix: Multidisciplinary

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	MULTIDISCIPLINARY	Assistant Professor	SFA	2	\$54,840.15
Angelo State University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Assistant Professor	Peer	7	\$65,789.34
Lamar University	SOCIOLG, SOCIAL WRK, & CRIM JUSTICE	Assistant Professor	Peer	4	\$57,379.06
Sam Houston State University	LANG, LITERACY, & SPEC POPULATIONS	Assistant Professor	Peer	11	\$57,756.65
Tarleton State University	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Assistant Professor	Peer	7	\$56,587.95
Texas A&M University-Central Texas	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Assistant Professor	Peer	8	\$67,245.12
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Assistant Professor	Peer	2	\$79,304.32
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Assistant Professor	Peer	3	\$69,157.97
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Assistant Professor	Peer	5	\$71,761.13
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Assistant Professor	Peer	5	\$67,728.19
Stephen F. Austin State University	MULTIDISCIPLINARY	Associate Professor	SFA	3	\$55,516.69
Lamar University	SOCIOLG, SOCIAL WRK, & CRIM JUSTICE	Associate Professor	Peer	7	\$57,819.34
Sam Houston State University	LANG, LITERACY, & SPEC POPULATIONS	Associate Professor	Peer	9	\$61,240.89
Tarleton State University	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Associate Professor	Peer	4	\$64,457.08
Texas A&M University-Central Texas	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Associate Professor	Peer	1	\$76,210.18
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Associate Professor	Peer	3	\$74,668.14
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Associate Professor	Peer	4	\$65,899.18
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Associate Professor	Peer	3	\$71,153.49
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Associate Professor	Peer	3	\$65,340.26
Angelo State University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Professor	Peer	6	\$58,569.82
Lamar University	SOCIOLG, SOCIAL WRK, & CRIM JUSTICE	Professor	Peer	2	\$78,122.22
Sam Houston State University	LANG, LITERACY, & SPEC POPULATIONS	Professor	Peer	5	\$67,170.22
Tarleton State University	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Professor	Peer	3	\$60,317.38
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Professor	Peer	6	\$79,613.55
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL STUDIES	Professor	Peer	3	\$71,401.55
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Professor	Peer	6	\$60,486.09
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Professor	Peer	3	\$59,702.28

Appendix: Music

INSTITUTION NAMEAUC NAMERANKInstitutionFaculty MembersMedian Aljusted SalaryStephen F. Austin State UniversityMUSICAssistant ProfessorPeer4564,411.73Angelo State UniversityART & MUSICAssistant ProfessorPeer2562,416.47Midwestern State UniversityFINE ARTSAssistant ProfessorPeer3562,023.85Sam Houston State UniversityFINE ARTSAssistant ProfessorPeer3562,023.85Sul Ross State UniversityFINE ARTSAssistant ProfessorPeer3552,023.85Tarleton State UniversityFINE ARTSAssistant ProfessorPeer3552,023.87Texas A&M UniversityMUSICAssistant ProfessorPeer3552,023.87Texas A&M UniversityMUSICAssistant ProfessorPeer3540,687,75The University of Texas at San AntonioMUSICAssistant ProfessorPeer3552,043.15The University of Texas at San AntonioMUSICAssistant ProfessorPeer9542,291.02The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer7558,572.01Midvestern State UniversityMUSICAssociate ProfessorPeer1556,573Sul Ross State UniversityMUSICAssociate ProfessorPeer1555,554Midvestern State UniversityFINE ARTSAssociate ProfessorPeer1556,574.93Sul Ross State University <t< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th></t<>							
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Texas A&M University-CommerceMUSICAssociate ProfessorPeer4\$58,524.98Texas Southern UniversityMUSICAssociate ProfessorPeer3\$47,780.18Texas Woman's UniversityMUSIC & DRAMAAssociate ProfessorPeer3\$52,709.47The University of Texas at BrownsvilleMUSICAssociate ProfessorPeer5\$46,230.20The University of Texas at San AntonioMUSICAssociate ProfessorPeer10\$46,224.05The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59West Texas A&M UniversityMUSICAssociate ProfessorPeer9\$61,630.89Stephen F. Austin State UniversityMUSICProfessorPeer9\$61,630.89Stephen S. Augelo State UniversityART & MUSICProfessorPeer5\$55,567.17Lamar UniversityMUSICProfessorPeer4\$56,298.16Midwestern State UniversityFINE ARTSProfessorPeer4\$59,618.97Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer4\$51,670.03Texas A&M UniversityMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSICProfessorPeer4\$53,787.92Sul Ross State UniversityMUSICProfessorPeer4\$53,787.92The University of Texas at Son AntonioMUSICProfessorPeer4\$53,787.92 </td <td>Tarleton State University</td> <td>FINE ARTS</td> <td>Associate Professor</td> <td>Peer</td> <td>5</td> <td>\$64,974.89</td> <td></td>	Tarleton State University	FINE ARTS	Associate Professor	Peer	5	\$64,974.89	
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The University of Texas at BrownsvilleMUSICAssociate ProfessorPeer5\$46,230.20The University of Texas at San AntonioMUSICAssociate ProfessorPeer10\$46,224.05The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59West Texas A&M UniversityMUSICAssociate ProfessorPeer9\$61,630.89Stephen F. Austin State UniversityMUSICProfessorSFA8\$64,972.43Angelo State UniversityART & MUSICProfessorPeer5\$55,567.17Lamar UniversityMUSICProfessorPeer4\$56,298.16Midwestern State UniversityFINE ARTSProfessorPeer9\$60,924.64Sam Houston State UniversityFINE ARTSProfessorPeer4\$55,670.03Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$53,787.92The University of Texas at San AntonioMUSICProfessorPeer4\$54,548.93The University of Texas at TylerPERFORMING ARTSProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2 <td>Texas Woman's University</td> <td>MUSIC & DRAMA</td> <td>Associate Professor</td> <td>Peer</td> <td>3</td> <td>\$52,709.47</td> <td></td>	Texas Woman's University	MUSIC & DRAMA	Associate Professor	Peer	3	\$52,709.47	
The University of Texas at San AntonioMUSICAssociate ProfessorPeer10\$46,224.05The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59West Texas A&M UniversityMUSICAssociate ProfessorPeer9\$61,630.89Stephen F. Austin State UniversityMUSICProfessorSFA8\$64,972.43Angelo State UniversityART & MUSICProfessorPeer5\$55,567.17Lamar UniversityMUSICProfessorPeer4\$56,298.16Midwestern State UniversityFINE ARTSProfessorPeer9\$60,924.64Sam Houston State UniversityFINE ARTSProfessorPeer4\$59,618.97Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer4\$44,146.20Texas Southern UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at TylerPERFORMING ARTSProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer4\$50,298.44West Texas A&M UniversityMUSICProfessorPeer4\$50,298.44 <td>The University of Texas at Brownsville</td> <td>MUSIC</td> <td>Associate Professor</td> <td>Peer</td> <td>5</td> <td>\$46,230.20</td> <td>1</td>	The University of Texas at Brownsville	MUSIC	Associate Professor	Peer	5	\$46,230.20	1
The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59West Texas A&M UniversityMUSICAssociate ProfessorPeer9\$61,630.89Stephen F. Austin State UniversityMUSICProfessorSFA8\$64,972.43Angelo State UniversityART & MUSICProfessorPeer5\$55,567.17Lamar UniversityMUSICProfessorPeer4\$56,298.16Midwestern State UniversityFINE ARTSProfessorPeer9\$60,924.64Sam Houston State UniversityMUSICProfessorPeer4\$59,618.97Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSICProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at TylerPERFORMING ARTSProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer4\$50,298.44West Texas A&M UniversityMUSICProfessorPeer6\$62,209.84	The University of Texas at San Antonio	MUSIC	Associate Professor	Peer	10	\$46,224.05	1
West Texas A&M UniversityMUSICAssociate ProfessorPeer9\$61,630.89Stephen F. Austin State UniversityMUSICProfessorSFA8\$64,972.43Angelo State UniversityART & MUSICProfessorPeer5\$55,567.17Lamar UniversityMUSICProfessorPeer4\$56,298.16Midwestern State UniversityFINE ARTSProfessorPeer9\$60,924.64Sam Houston State UniversityMUSICProfessorPeer4\$59,618.97Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer4\$50,431.17West Texas A&M UniversityMUSICProfessorPeer4\$50,295.44	The University of Texas at Tyler	PERFORMING ARTS	Associate Professor	Peer	2	\$58,677.59	1
Stephen F. Austin State UniversityMUSICProfessorSFA8\$64,972.43Angelo State UniversityART & MUSICProfessorPeer5\$55,567.17Lamar UniversityMUSICProfessorPeer4\$56,298.16Midwestern State UniversityFINE ARTSProfessorPeer9\$60,924.64Sam Houston State UniversityMUSICProfessorPeer4\$59,618.97Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSICProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer4\$62,209.84	West Texas A&M University	MUSIC	Associate Professor	Peer	9	\$61,630.89	
Angelo State UniversityART & MUSICProfessorPeer5\$55,567.17Lamar UniversityMUSICProfessorPeer4\$56,298.16Midwestern State UniversityFINE ARTSProfessorPeer9\$60,924.64Sam Houston State UniversityMUSICProfessorPeer4\$59,618.97Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSICProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at TylerPERFORMING ARTSProfessorPeer4\$50,431.17The University of Texas A&M UniversityMUSICProfessorPeer4\$50,431.17West Texas A&M UniversityMUSICProfessorPeer4\$50,431.17	Stephen F. Austin State University	MUSIC	Professor	SFA	8	\$64,972.43	1
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Midwestern State UniversityFINE ARTSProfessorPeer9\$60,924.64Sam Houston State UniversityMUSICProfessorPeer4\$59,618.97Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSICProfessorPeer4\$41,146.20Texas Woman's UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at San AntonioMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer6\$62,209.84	Lamar University	MUSIC	Professor	Peer	4	\$56,298.16	
Sam Houston State UniversityMUSICProfessorPeer4\$59,618.97Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSICProfessorPeer4\$41,146.20Texas Woman's UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at San AntonioMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer6\$62,209.84	Midwestern State University	FINE ARTS	Professor	Peer	9	\$60,924.64	1
Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSICProfessorPeer4\$41,146.20Texas Woman's UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at San AntonioMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer6\$62,209.84	Sam Houston State University	MUSIC	Professor	Peer	4	\$59,618.97	1
Texas A&M University-CommerceMUSICProfessorPeer3\$63,583.36Texas Southern UniversityMUSICProfessorPeer4\$41,146.20Texas Woman's UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at San AntonioMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer6\$62,209.84	Sul Ross State University	FINE ARTS & COMMUNICATION	Professor	Peer	6	\$51,670.03	1
Texas Southern UniversityMUSICProfessorPeer4\$41,146.20Texas Woman's UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at San AntonioMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer6\$62,209.84	Texas A&M University-Commerce	MUSIC	Professor	Peer	3	\$63,583.36	
Texas Woman's UniversityMUSIC & DRAMAProfessorPeer4\$53,787.92The University of Texas at BrownsvilleMUSICProfessorPeer4\$45,485.93The University of Texas at San AntonioMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer6\$62,209.84	Texas Southern University	MUSIC	Professor	Peer	4	\$41,146.20	
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The University of Texas at San AntonioMUSICProfessorPeer4\$50,431.17The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityMUSICProfessorPeer6\$62,209.84	The University of Texas at Brownsville	MUSIC	Professor	Peer	4	\$45,485.93	1
The University of Texas at Tyler PERFORMING ARTS Professor Peer 2 \$55,295.44 West Texas A&M University MUSIC Professor Peer 6 \$62,209.84	The University of Texas at San Antonio	MUSIC	Professor	Peer	4	\$50,431.17	1
West Texas A&M University MUSIC Professor Peer 6 \$62,209.84	The University of Texas at Tyler	PERFORMING ARTS	Professor	Peer	2	\$55,295.44	1
	West Texas A&M University	MUSIC	Professor	Peer	6	\$62,209.84	1

Appendix: Nursing

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	NURSING	Assistant Professor	SFA	5	\$85,091.83
Angelo State University	NURSING AND REHABILITATION SCIENCES	Assistant Professor	Peer	9	\$88,659.82
Lamar University	NURSING	Assistant Professor	Peer	11	\$87,151.46
Tarleton State University	NURSING	Assistant Professor	Peer	1	\$98,924.09
Texas A&M University-Commerce	NURSING	Assistant Professor	Peer	1	\$76,253.89
Texas Woman's University	NURSING	Assistant Professor	Peer	15	\$63,870.95
The University of Texas at Brownsville	NURSING	Assistant Professor	Peer	2	\$67,023.75
The University of Texas at Tyler	NURSING & HEALTH SCIENCES	Assistant Professor	Peer	5	\$72,629.61
West Texas A&M University	NURSING	Assistant Professor	Peer	3	\$76,912.69
Stephen F. Austin State University	NURSING	Associate Professor	SFA	2	\$78,723.05
Angelo State University	NURSING AND REHABILITATION SCIENCES	Associate Professor	Peer	6	\$82,716.33
Lamar University	NURSING	Associate Professor	Peer	5	\$88,911.81
Tarleton State University	NURSING	Associate Professor	Peer	2	\$80,550.19
Texas Woman's University	NURSING	Associate Professor	Peer	20	\$65,766.17
The University of Texas at Brownsville	NURSING	Associate Professor	Peer	6	\$60,837.29
The University of Texas at Tyler	NURSING & HEALTH SCIENCES	Associate Professor	Peer	5	\$73,061.00
West Texas A&M University	NURSING	Associate Professor	Peer	3	\$82,016.47
Stephen F. Austin State University	NURSING	Professor	SFA	1	\$67,193.29
Angelo State University	NURSING AND REHABILITATION SCIENCES	Professor	Peer	5	\$68,316.48
Lamar University	NURSING	Professor	Peer	2	\$94,946.60
Texas Woman's University	NURSING	Professor	Peer	14	\$64,453.78
The University of Texas at Brownsville	NURSING	Professor	Peer	2	\$73,448.51
The University of Texas at Tyler	NURSING & HEALTH SCIENCES	Professor	Peer	5	\$75,138.50
West Texas A&M University	NURSING	Professor	Peer	1	\$71,264.53

Appendix: Physics & Astronomy

				Faculty	Median	
INSTITUTION NAME	AUC NAME	RANK	Institution	Mombors	Adjusted	
				Weinbers	Salary	
Stephen F. Austin State University	PHYSICS & ASTRONOMY	Assistant Professor	SFA	1	\$63,065.76	
Angelo State University	PHYSICS & GEOSCIENCES	Assistant Professor	Peer	3	\$62,323.58	
Lamar University	PHYSICS	Assistant Professor	Peer	1	\$60,381.26	
Midwestern State University	SCIENCE & MATHEMATICS	Assistant Professor	Peer	10	\$70,188.12	
Sam Houston State University	PHYSICS	Assistant Professor	Peer	3	\$69,705.32	
Texas A&M University-Commerce	PHYSICS & ASTRONOMY	Assistant Professor	Peer	2	\$53,349.68	
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Assistant Professor	Peer	2	\$79,304.32	
Texas Southern University	PHYSICS	Assistant Professor	Peer	2	\$77,297.22	
The University of Texas at Brownsville	PHYSICS & ASTRONOMY	Assistant Professor	Peer	4	\$67,664.76	
The University of Texas at San Antonio	PHYSICS & ASTRONOMY	Assistant Professor	Peer	5	\$70,986.91	
The University of Texas of the Permian Basin	PHYSICAL SCIENCES	Assistant Professor	Peer	2	\$69,243.58	
West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Assistant Professor	Peer	5	\$73,765.89	
Stephen F. Austin State University	PHYSICS & ASTRONOMY	Associate Professor	SFA	2	\$65,126.69	
Angelo State University	PHYSICS & GEOSCIENCES	Associate Professor	Peer	2	\$58,846.90	
Lamar University	EARTH & SPACE SCIENCES	Associate Professor	Peer	1	\$68,495.21	
Lamar University	PHYSICS	Associate Professor	Peer	3	\$63,564.14	
Midwestern State University	SCIENCE & MATHEMATICS	Associate Professor	Peer	14	\$63,868.35	
Sam Houston State University	PHYSICS	Associate Professor	Peer	2	\$62,728.82	
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Associate Professor	Peer	3	\$74,668.14	
Texas Southern University	PHYSICS	Associate Professor	Peer	1	\$86,660.70	
Texas Woman's University	CHEMISTRY & PHYSICS	Associate Professor	Peer	3	\$61,461.22	
The University of Texas at Brownsville	PHYSICS & ASTRONOMY	Associate Professor	Peer	7	\$58,446.07	
The University of Texas at San Antonio	PHYSICS & ASTRONOMY	Associate Professor	Peer	3	\$65,399.65	
West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Associate Professor	Peer	2	\$60,026.42	
Stephen F. Austin State University	PHYSICS & ASTRONOMY	Professor	SFA	5	\$62,106.33	
Angelo State University	PHYSICS & GEOSCIENCES	Professor	Peer	4	\$64,283.06	
Lamar University	EARTH & SPACE SCIENCES	Professor	Peer	4	\$69,278.45	
Midwestern State University	SCIENCE & MATHEMATICS	Professor	Peer	14	\$70,406.57	
Sam Houston State University	PHYSICS	Professor	Peer	4	\$66,197.29	
Texas A&M University-Commerce	PHYSICS & ASTRONOMY	Professor	Peer	5	\$66,778.61	
Texas A&M University-Texarkana	SCI, TECHNLGY, ENGRNG, AND MATHMTCS	Professor	Peer	6	\$79,613.55	
Texas Southern University	PHYSICS	Professor	Peer	2	\$69,549.04	
Texas Woman's University	CHEMISTRY & PHYSICS	Professor	Peer	5	\$65,245.70	
The University of Texas at Brownsville	PHYSICS & ASTRONOMY	Professor	Peer	4	\$61,529.27	
The University of Texas at San Antonio	PHYSICS & ASTRONOMY	Professor	Peer	6	\$73,648.95	
The University of Texas of the Permian Basin	PHYSICAL SCIENCES	Professor	Peer	3	\$66,143.59	1
University of Houston-Downtown	SCIENCES & TECHNOLOGY	Professor	Peer	2	\$64,733.85	1
West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Professor	Peer	5	\$60,319.58	

Appendix: Psychology

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty	Median Adjusted	
				Wembers	Salary	
Stephen F. Austin State University	PSYCHOLOGY	Assistant Professor	SFA	4	\$58,528.17	
Angelo State University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Assistant Professor	Peer	7	\$65,789.34	
Lamar University	COUNSELING & SPECIAL ED PROGRAMS	Assistant Professor	Peer	3	\$66,319.53	
Lamar University	PSYCHOLOGY	Assistant Professor	Peer	2	\$73,624.93	
Sam Houston State University	PSYCHOLOGY & PHILOSOPHY	Assistant Professor	Peer	9	\$61,329.94	
Tarleton State University	PSYCHOLOGY & COUNSELING	Assistant Professor	Peer	5	\$59,367.45	
Texas A&M University-Central Texas	PSYCHOLOGY & COUNSELING	Assistant Professor	Peer	8	\$60,345.28	
Texas A&M University-Commerce	PSYCHOLOGY, COUNSELING & SPEC EDUC	Assistant Professor	Peer	11	\$63,988.26	
Texas Southern University	COUNSELING	Assistant Professor	Peer	1	\$45,512.63	
Texas Woman's University	PSYCHOLOGY & PHILOSOPHY	Assistant Professor	Peer	4	\$56,727.45	
The University of Texas at San Antonio	COUNSELING	Assistant Professor	Peer	1	\$52,031.61	
The University of Texas at San Antonio	PSYCHOLOGY	Assistant Professor	Peer	2	\$59,530.69	
The University of Texas at Tyler	PSYCHOLOGY	Assistant Professor	Peer	4	\$72,261.65	
The University of Texas of the Permian Basin	PSYCHOLOGY	Assistant Professor	Peer	1	\$70,762.06	
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Assistant Professor	Peer	5	\$67,728.19	
Stephen F. Austin State University	PSYCHOLOGY	Associate Professor	SFA	1	\$57,295.63	
Lamar University	COUNSELING & SPECIAL ED PROGRAMS	Associate Professor	Peer	1	\$74,215.01	
Lamar University	PSYCHOLOGY	Associate Professor	Peer	3	\$60,774.15	
Sam Houston State University	PSYCHOLOGY & PHILOSOPHY	Associate Professor	Peer	6	\$72,851.00	
Tarleton State University	PSYCHOLOGY & COUNSELING	Associate Professor	Peer	2	\$69,857.20	
Texas A&M University-Central Texas	PSYCHOLOGY & COUNSELING	Associate Professor	Peer	2	\$71,724.22	
Texas A&M University-Commerce	PSYCHOLOGY, COUNSELING & SPEC EDUC	Associate Professor	Peer	12	\$60,001.33	
Texas Southern University	COUNSELING	Associate Professor	Peer	4	\$72,206.37	
Texas Southern University	PSYCHOLOGY	Associate Professor	Peer	1	\$53,618.13	
Texas Woman's University	PSYCHOLOGY & PHILOSOPHY	Associate Professor	Peer	7	\$55,718.09	
The University of Texas at San Antonio	COUNSELING	Associate Professor	Peer	4	\$48,908.95	
The University of Texas at San Antonio	PSYCHOLOGY	Associate Professor	Peer	11	\$55,236.29	
The University of Texas at Tyler	PSYCHOLOGY	Associate Professor	Peer	3	\$58,806.18	
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Associate Professor	Peer	3	\$65,340.26	
Stephen F. Austin State University	PSYCHOLOGY	Professor	SFA	1	\$54,454.47	
Angelo State University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Professor	Peer	6	\$58,569.82	
Lamar University	PSYCHOLOGY	Professor	Peer	1	\$75,179.56	
Sam Houston State University	PSYCHOLOGY & PHILOSOPHY	Professor	Peer	8	\$69,097.39	
Tarleton State University	PSYCHOLOGY & COUNSELING	Professor	Peer	4	\$65,868.78	
Texas A&M University-Central Texas	PSYCHOLOGY & COUNSELING	Professor	Peer	1	\$69,718.74	
Texas A&M University-Commerce	PSYCHOLOGY, COUNSELING & SPEC EDUC	Professor	Peer	2	\$47,802.87	
Texas Southern University	COUNSELING	Professor	Peer	1	\$40,802.84	
Texas Southern University	PSYCHOLOGY	Professor	Peer	4	\$64,639.34	
Texas Woman's University	PSYCHOLOGY & PHILOSOPHY	Professor	Peer	4	\$63,227.91	
The University of Texas at San Antonio	COUNSELING	Professor	Peer	3	\$58,818.50	
The University of Texas at San Antonio	PSYCHOLOGY	Professor	Peer	8	\$67,313.66	
The University of Texas at Tyler	PSYCHOLOGY	Professor	Peer	4	\$60,418.11	
The University of Texas of the Permian Basin	PSYCHOLOGY	Professor	Peer	2	\$71,312.98	
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Professor	Peer	3	\$59,702.28	

Appendix: Social Work

	ALICNAME	DANK	Institution	Faculty	Median	
INSTITUTION NAME	AUCINAME	DAINK	institution	Members	Aujusteu	
Standard T. Austin State Heimerite		And the top of the second	05.4	-	Solidi y	
Stephen F. Austin State University	SOCIAL WORK	Assistant Professor	SFA	5	\$60,121.47	
Angelo State University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Assistant Professor	Peer	/	\$65,789.34	
Lamar University	COUNSELING & SPECIAL ED PROGRAMS	Assistant Professor	Peer	3	\$66,319.53	
Lamar University	SOCIOLG, SOCIAL WRK, & CRIM JUSTICE	Assistant Professor	Peer	4	\$57,379.06	
Tarleton State University	PSYCHOLOGY & COUNSELING	Assistant Professor	Peer	5	\$59,367.45	
Tarleton State University	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Assistant Professor	Peer	7	\$56,587.95	
Texas A&M University-Central Texas	PSYCHOLOGY & COUNSELING	Assistant Professor	Peer	8	\$60,345.28	
Texas A&M University-Central Texas	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Assistant Professor	Peer	8	\$67,245.12	
Texas A&M University-Commerce	PSYCHOLOGY, COUNSELING & SPEC EDUC	Assistant Professor	Peer	11	\$63,988.26	
Texas A&M University-Commerce	SOCIAL WORK	Assistant Professor	Peer	5	\$63,988.26	
Texas Southern University	COUNSELING	Assistant Professor	Peer	1	\$45,512.63	
The University of Texas at San Antonio	COUNSELING	Assistant Professor	Peer	1	\$52,031.61	
The University of Texas at San Antonio	SOCIAL WORK	Assistant Professor	Peer	3	\$56,194.57	
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Assistant Professor	Peer	5	\$67,728.19	
Stephen F. Austin State University	SOCIAL WORK	Associate Professor	SFA	3	\$58,175.03	
Lamar University	COUNSELING & SPECIAL ED PROGRAMS	Associate Professor	Peer	1	\$74,215.01	
Lamar University	SOCIOLG, SOCIAL WRK, & CRIM JUSTICE	Associate Professor	Peer	7	\$57,819.34	
Sam Houston State University	SPEECH COMMUNICATION	Associate Professor	Peer	1	\$58,720.34	
Tarleton State University	PSYCHOLOGY & COUNSELING	Associate Professor	Peer	2	\$69,857.20	
Tarleton State University	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Associate Professor	Peer	4	\$64,457.08	
Texas A&M University-Central Texas	PSYCHOLOGY & COUNSELING	Associate Professor	Peer	2	\$71,724.22	
Texas A&M University-Central Texas	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Associate Professor	Peer	1	\$76,210.18	
Texas A&M University-Commerce	PSYCHOLOGY, COUNSELING & SPEC EDUC	Associate Professor	Peer	12	\$60,001.33	
Texas A&M University-Commerce	SOCIAL WORK	Associate Professor	Peer	4	\$63,565,14	
Texas Southern University	COUNSELING	Associate Professor	Peer	4	\$72,206,37	
The University of Texas at San Antonio	COUNSELING	Associate Professor	Peer	4	\$48,908,95	
The University of Texas at San Antonio	SOCIAL WORK	Associate Professor	Peer	2	\$63,863,21	
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Associate Professor	Peer	3	\$65,340,26	
Stephen F. Austin State University	SOCIAL WORK	Professor	SEA	3	\$62,415,75	
Angelo State University		Professor	Deer	6	\$58 569 82	
Lamar University	SOCIOLG SOCIAL WRK & CRIM LUSTICE	Professor	Deer	2	\$78 122 22	
Sam Houston State University	SPEECH COMMUNICATION	Professor	Deer	4	\$61 582 85	
Tarloton State University		Professor	Door	4	\$65,969,79	
Tarleton State University		Professor	Door		\$60,217,22	
Taylor A&M University Control Toylor	DEVCHOLOGY & COUNSELING	Professor	Peer	1	\$00,517.50 \$60,710,74	
Texas A&M University Commerce		Professor	Peer	2	\$05,710.74	
Texas Southern University	COUNSELING & SPEC EDUC	Professor	Peer	2	\$47,802.87	
Texas Southern University		Protessor	Peer	1	\$40,802.84	1
The University of Tours of Constants		Protessor	Peer	1	\$49,974.34	1
The University of Texas at San Antonio		Protessor	Peer	3	\$58,818.50	1
The University of Texas at San Antonio	SOCIAL WORK	Protessor	Peer	3	\$65,341.93	1
West Texas A&M University	PSYCHOLOGY, SOCIOLOGY, & SOCIAL WRK	Professor	Peer	3	\$59,702.28	

Appendix: Sociology

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted
					Salary
Stephen F. Austin State University	SOCIOLOGY	Assistant Professor	SFA	3	\$61,463.33
Lamar University	SOCIOLG, SOCIAL WRK, & CRIM JUSTICE	Assistant Professor	Peer	4	\$57,379.06
Sam Houston State University	SOCIOLOGY	Assistant Professor	Peer	4	\$62,544.38
Tarleton State University	SOCIAL SCIENCES	Assistant Professor	Peer	2	\$56,290.74
Texas A&M University-Central Texas	SOCIAL SCIENCES	Assistant Professor	Peer	3	\$66,445.13
Texas Southern University	SOCIOLOGY	Assistant Professor	Peer	3	\$54,332.84
Texas Woman's University	SOCIOLOGY & SOCIAL WORK	Assistant Professor	Peer	2	\$57,117.50
The University of Texas at Tyler	SOCIAL SCIENCES	Assistant Professor	Peer	7	\$61,766.36
The University of Texas of the Permian Basin	SOCIAL SCIENCES	Assistant Professor	Peer	4	\$70,540.98
University of Houston-Downtown	SOCIAL SCIENCES	Assistant Professor	Peer	12	\$59,884.20
Stephen F. Austin State University	SOCIOLOGY	Associate Professor	SFA	3	\$55,399.91
Lamar University	SOCIOLG, SOCIAL WRK, & CRIM JUSTICE	Associate Professor	Peer	7	\$57,819.34
Sam Houston State University	SOCIOLOGY	Associate Professor	Peer	3	\$62,128.42
Tarleton State University	SOCIAL SCIENCES	Associate Professor	Peer	3	\$65,259.35
Texas A&M University-Commerce	SOCIOLOGY & CRIMINAL JUSTICE	Associate Professor	Peer	4	\$61,980.50
Texas Southern University	SOCIOLOGY	Associate Professor	Peer	2	\$69,895.55
Texas Woman's University	SOCIOLOGY & SOCIAL WORK	Associate Professor	Peer	5	\$61,467.59
The University of Texas at San Antonio	SOCIOLOGY	Associate Professor	Peer	3	\$46,793.23
The University of Texas at Tyler	SOCIAL SCIENCES	Associate Professor	Peer	6	\$64,018.51
The University of Texas of the Permian Basin	SOCIAL SCIENCES	Associate Professor	Peer	5	\$70,618.85
University of Houston-Downtown	SOCIAL SCIENCES	Associate Professor	Peer	20	\$56,257.60
Stephen F. Austin State University	SOCIOLOGY	Professor	SFA	5	\$65,565.22
Lamar University	SOCIOLG, SOCIAL WRK, & CRIM JUSTICE	Professor	Peer	2	\$78,122.22
Sam Houston State University	SOCIOLOGY	Professor	Peer	4	\$68,345.15
Tarleton State University	SOCIAL SCIENCES	Professor	Peer	8	\$63,080.96
Texas A&M University-Central Texas	SOCIAL SCIENCES	Professor	Peer	1	\$56,773.52
Texas A&M University-Commerce	SOCIOLOGY & CRIMINAL JUSTICE	Professor	Peer	2	\$58,762.86
Texas Southern University	SOCIOLOGY	Professor	Peer	1	\$45,264.19
Texas Woman's University	SOCIOLOGY & SOCIAL WORK	Professor	Peer	3	\$55,716.78
The University of Texas at San Antonio	SOCIOLOGY	Professor	Peer	7	\$59,155.41
The University of Texas at Tyler	SOCIAL SCIENCES	Professor	Peer	2	\$50,647.01
University of Houston-Downtown	SOCIAL SCIENCES	Professor	Peer	5	\$59,218.29

Appendix: Theatre

INSTITUTION NAMEAUC NAMERANKInstitutionFacultyMedianStephen F. Austin State UniversityTHEATREAsistant ProfessorSFA3553,375.38Angelo State UniversityCOMMUNICATION, MASS MEDJA & THEATREAssistant ProfessorPeer3555,375.37Lamar UniversityTHEATRE & DANCEAssistant ProfessorPeer3555,375.37Sim Housen State UniversityTHEATRE & DANCEAssistant ProfessorPeer555,809.21Sam Housen State UniversityTHEATRE & DANCEAssistant ProfessorPeer3552,775.25Texas A&M UniversityFINE ARTSAssistant ProfessorPeer4557,756.27Texas A&M UniversityCOMMUNICATION & STHEATREAssistant ProfessorPeer4557,756.27Texas A&M UniversityCOMMUNICATION & THEATREAssistant ProfessorPeer1553,183.35Texas Woman's UniversityVISUAL RATSAssistant ProfessorPeer1553,513.35Texas Woman's UniversityVISUAL RATSAssistant ProfessorPeer2555,541.31The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2555,541.31The University of Texas at TylerCOMMUNICATION, MASS MEDJA & THEATREAssociate ProfessorPeer2556,543.36Jangelo State UniversityTHEATREAssociate ProfessorPeer2556,543.36Jangelo State UniversityTHEATREAssociate ProfessorPeer3555,555.57 </th <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th>							
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Stephen F. Austin State UniversityTHEATREAssistant ProfessorSFA3553,753.81Magelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssistant ProfessorPeer3559,882.33Midwestern State UniversityFINE ARTSAssistant ProfessorPeer5561,809.21Sam Houston State UniversityFINE ARTSAssistant ProfessorPeer65561,273.73Tarleton State UniversityFINE ARTSAssistant ProfessorPeer6552,773.73Texas A&M UniversityFINE ARTSAssistant ProfessorPeer4553,663.07Texas A&M UniversityUNSUL& DEAMAAAssistant ProfessorPeer1553,193.35Texas Moman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1553,193.35Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1553,543.91The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssistant ProfessorPeer2555,941.31The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssistant ProfessorPeer2555,945.33Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer1553,953.35Stephen F. Austin State UniversityTHEATRE & DANCEAssociate ProfessorPeer1553,953.35Stephen F. Austin State UniversityTHEATRE & DANCEAssociate ProfessorPeer1553,953.35						Salary	
Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssistant ProfessorPeer8§83,776.37Idama UniversityFINE ARTSAssistant ProfessorPeer5\$51,809.21Sam Houston State UniversityFINE ARTSAssistant ProfessorPeer6\$65,273.17Isos State UniversityFINE ARTSAssistant ProfessorPeer6\$55,775.35Texas ABM University-CommerceCOMMUNICATION & THEATREAssistant ProfessorPeer1\$55,775.35Texas Southern UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$35,139.35Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$35,139.35Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$55,541.31The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$55,563.36West Texas A&M UniversityART, THEATRE, & DANCEAssistant ProfessorPeer4\$55,596.31Stephen F. Austin State UniversityART, THEATRE, & DANCEAssociate ProfessorPeer1\$56,961.34Angelo State UniversityTHEATRE & COMNUNCATIONAssociate ProfessorPeer1\$56,596.33Lamar UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$56,596.33Jamelo State UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$56,396.31Midwestern State UniversityTHEATRE & DANCEAss	Stephen F. Austin State University	THEATRE	Assistant Professor	SFA	3	\$53,375.38	
Lamar UniversityTHEATRE & DANCEAssistant ProfessorPeer3\$59,882.33Midwestern State UniversityFINE ARTSAssistant ProfessorPeer6\$63,273.73Sul Ross State UniversityFINE ARTSAssistant ProfessorPeer76\$60,273.17Tarleton State UniversityFINE ARTSAssistant ProfessorPeer3\$60,273.17Tarleton State UniversityFINE ARTSAssistant ProfessorPeer4\$57,365.70Texas A&M UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$52,736.57Texas Woman's UniversityVUSUAL & PERFORMING ARTSAssistant ProfessorPeer1\$52,483.73The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$55,41.91The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$64,593.36West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer2\$64,563.36Stephen F., Austin State UniversityTHEATRE, & DANCEAssociate ProfessorPeer3\$52,083.23.50Midwestern State UniversityTHEATRE, & DANCEAssociate ProfessorPeer3\$52,083.23.50Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$52,083.23.50Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$52,083.23.50Midwestern State UniversityTHEATRE & DANCE	Angelo State University	COMMUNICATION, MASS MEDIA & THEATRE	Assistant Professor	Peer	8	\$63,776.37	
Midwestern State UniversityFINE ARTSAssistant ProfessorPeer5\$61,809.21Sam Houston State UniversityFINE ARTS & COMMUNICATIONAssistant ProfessorPeer3\$60,273.37Tarleton State UniversityFINE ARTS & COMMUNICATIONAssistant ProfessorPeer3\$60,273.17Tarleton State UniversityFINE ARTSAssistant ProfessorPeer4\$57,756.20Texas Southern UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$53,183.35Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$51,845.73Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$55,541.91The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$55,541.91Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$64,563.36Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer3\$64,563.36Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$64,563.36Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$64,563.36Midwestern State UniversityFINE ARTSAssociate ProfessorPeer3\$64,563.36Tarleton State UniversityFINE ARTSAssociate ProfessorPeer3\$64,574.89Texas Souther University </td <td>Lamar University</td> <td>THEATRE & DANCE</td> <td>Assistant Professor</td> <td>Peer</td> <td>3</td> <td>\$59,882.53</td> <td></td>	Lamar University	THEATRE & DANCE	Assistant Professor	Peer	3	\$59,882.53	
Sam Houston State UniversityTHEATRE & DANCEAssistant ProfessorPeer6\$63,273.73Tarleton State UniversityFINE ARTS & COMMUNICATIONAssistant ProfessorPeer9\$55,775.25Texas A&M UniversityCOMMUNICATION & THEATREAssistant ProfessorPeer4\$57,366.70Texas Southern UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$53,139.35Texas Southern UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$53,139.35Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$56,541.91West Texas A&M UniversityART, THEATRE, & ADACEAssistant ProfessorPeer4\$58,590.134Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$66,563.36Lamar UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$60,233.50Midwestern State UniversityFINE ARTS & COMMUNICATION & Associate ProfessorPeer3\$61,322.00Sul Ross State UniversityFINE ARTS & COMMUNICATION & Associate ProfessorPeer3\$61,322.00Sul Ross State UniversityFINE ARTS & COMMUNICATION & Associate ProfessorPeer3\$61,532.00Sul Ross State UniversityFINE ARTS & COMMUNICATION & Associate ProfessorPeer1\$64,543.36Texas Southern University <td>Midwestern State University</td> <td>FINE ARTS</td> <td>Assistant Professor</td> <td>Peer</td> <td>5</td> <td>\$61,809.21</td> <td></td>	Midwestern State University	FINE ARTS	Assistant Professor	Peer	5	\$61,809.21	
Sul Ross State UniversityFINE ARTSAssistant ProfessorPeer3\$60,273.17Tarleton State UniversityCOMMUNICATION & THEATREAssistant ProfessorPeer4\$57,365.00Texas Southern UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$35,139.35Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$51,845.73Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas at TylerTHEATRE, & DANCEAssistant ProfessorPeer2\$56,561.94Stephen F, Austin State UniversityCOMMUNICATION, MAST MEDIA & THEATREAssociate ProfessorPeer2\$56,563.36Lamar UniversityCOMMUNICATION, MAST Associate ProfessorPeer1\$60,323.30Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$61,532.00Sul Ross State UniversityFINE ARTSAssociate ProfessorPeer1\$64,974.89Texas Woman's UniversityFINE ARTSAssociate ProfessorPeer1\$54,597.43Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$64,974.89Texas Woman's UniversityFINE ARTSAssociate ProfessorPeer1\$64,974.89Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate Pr	Sam Houston State University	THEATRE & DANCE	Assistant Professor	Peer	6	\$63,273.73	
Tarleton State UniversityFINE ARTSAssistant ProfessorPeer9\$55,77.3.5Texas Southern UniversityVISUAL& PERFORMING ARTSAssistant ProfessorPeer1\$57,366.70Texas Woman's UniversityMUSIC & DRAMAAssistant ProfessorPeer1\$52,068.97Texas Woman's UniversityMUSIC & DRAMAAssistant ProfessorPeer1\$52,068.97Texas Woman's UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas at UniversityART, THEATRE, & DANCEAssistant ProfessorPeer2\$56,561.34Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer1\$60,322.30Midwestern State UniversityFINE ARTSAssociate ProfessorPeer1\$60,323.50Sam Houston State UniversityFINE ARTSAssociate ProfessorPeer1\$64,974.89Jul Ross State UniversityFINE ARTSAssociate ProfessorPeer1\$64,974.89Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$64,974.89Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$64,974.89Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$64,974.89Texas Xoman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPe	Sul Ross State University	FINE ARTS & COMMUNICATION	Assistant Professor	Peer	3	\$60,273.17	
Texas A&M University-CommerceCOMMUNICATION & THEATREAssistant ProfessorPeer4\$57,366.70Texas Southern UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$52,363.55Texas Woman's UniversityVISUAL ARTSAssistant ProfessorPeer1\$51,845.73The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas at TylerVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$56,541.91Stephen F. Austin State UniversityART, THEATRE, & DANCEAssistant ProfessorPeer2\$56,961.34Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$56,561.36Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$56,352.50Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$60,323.50Midwestern State UniversityTHEATRE & COMMUNICATIONAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSCOMMUNICATIONAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$54,911.19Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer5\$38,985.30Texas	Tarleton State University	FINE ARTS	Assistant Professor	Peer	9	\$55,775.25	
Texas Southern UniversityVISUAL & PERFORMING ARTSAssistant ProfessorPeer1\$53,139.35Texas Woman's UniversityMUSIC & DRAMAAssistant ProfessorPeer3\$52,068.97Texas Woman's UniversityVISUAL ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas A&M UniversityART, THEATRE, & DANCEAssistant ProfessorPeer2\$56,596.14West Texas A&M UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$65,596.14Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$64,563.36Lamar UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$85,350.71Sam Houston State UniversityFINE ARTSAssociate ProfessorPeer3\$85,350.71Sam Houston State UniversityFINE ARTSAssociate ProfessorPeer3\$86,1532.00Sul Ross State UniversityFINE ARTSAssociate ProfessorPeer3\$86,974.89Texas Southern UniversityFINE ARTSAssociate ProfessorPeer3\$85,96.31Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$83,90.33Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer5\$38,985.03Texas Southern UniversityVISUAL & PERFORMING ART	Texas A&M University-Commerce	COMMUNICATION & THEATRE	Assistant Professor	Peer	4	\$57,366.70	
Texas Woman's UniversityMUSIC & DRAMAAssistant ProfessorPeer3\$52,068.97Texas Woman's UniversityVISUAL ARTSAssistant ProfessorPeer1\$51,845.73The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$56,561.34Stephen F. Austin State UniversityART, THEATRE, & DANCEAssistant ProfessorPeer2\$56,561.34Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$64,563.36Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer1\$60,323.50Midwestern State UniversityFINE ARTSAssociate ProfessorPeer1\$64,931.00Sul Ross State UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$64,974.89Texas Southern UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer5\$64,974.89Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer5\$84,974.89Texas Woman's UniversityVISUAL & DRAMAAssociate ProfessorPeer2\$58,104.79Texas Woman's UniversityVISUAL & DRAMAAssociate ProfessorPeer3\$62,103.49Texas Woman's UniversityVISUAL & DRAMAAssociate ProfessorPeer2\$58,52.36The University of Texas	Texas Southern University	VISUAL & PERFORMING ARTS	Assistant Professor	Peer	1	\$35,139.35	
Texas Woman's UniversityVISUAL ARTSAssistant ProfessorPeer1\$\$1,845.73The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$\$6,541.91The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssistant ProfessorPeer4\$\$8,539.51Stephen F. Austin State UniversityART, THEATRE, & DANCEAssistant ProfessorPeer4\$\$6,563.86Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer1\$60,323.50Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$60,323.50Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$60,323.50Sul Ross State UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$54,974.89Texas A&M University-commerceCOMMUNICATIONAssociate ProfessorPeer1\$54,974.89Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer5\$38,985.03Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$55,23.66Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$55,23.66Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$55,23.00Texas Woman's University </td <td>Texas Woman's University</td> <td>MUSIC & DRAMA</td> <td>Assistant Professor</td> <td>Peer</td> <td>3</td> <td>\$52,068.97</td> <td></td>	Texas Woman's University	MUSIC & DRAMA	Assistant Professor	Peer	3	\$52,068.97	
The University of Texas at TylerPERFORMING ARTSAssistant ProfessorPeer2\$56,541.91The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$61,936.33West Texas A&M UniversityART, THEATRE, & DANCEAssistant ProfessorPeer2\$65,961.34Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$64,563.36Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$64,563.36Midwestern State UniversityFINE ARTSAssociate ProfessorPeer3\$51,520.00Sul Ross State UniversityFINE ARTSAssociate ProfessorPeer3\$61,532.00Sul Ross State UniversityFINE ARTSAssociate ProfessorPeer1\$69,3196.45Texas A&M University-CommerceCOMMUNICATION & THEATREAssociate ProfessorPeer1\$69,3196.45Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$54,521.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer4\$55,520.10The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer4\$55,520.10The University of Texas at UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$55,520.10<	Texas Woman's University	VISUAL ARTS	Assistant Professor	Peer	1	\$51,845.73	
The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssistant ProfessorPeer2\$61,936.33West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorSFA2\$65,961.34Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$64,563.36Lamar UniversityTHEATRE & DANCEAssociate ProfessorPeer2\$64,563.36Midwestern State UniversityFINE ARTSAssociate ProfessorPeer9\$58,956.57Sam Houston State UniversityFINE ARTSAssociate ProfessorPeer3\$61,532.00Sull Ross State UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$64,978.49Texas A&M UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$64,976.49Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$54,070.39The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$56,357.30The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$55,520.10St	The University of Texas at Tyler	PERFORMING ARTS	Assistant Professor	Peer	2	\$56,541.91	
West Texas A&M UniversityART, THEATRE, & DANCEAssistant ProfessorPeer4\$\$8,539.51Stephen F. Austin State UniversityTHEATREAssociate ProfessorSFA2\$65,961.34Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer1\$60,323.50Lamar UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$60,323.50Midwestern State UniversityFINE ARTSAssociate ProfessorPeer3\$61,532.00Sull Ross State UniversityFINE ARTSAssociate ProfessorPeer1\$54,951.13Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$54,971.89Texas A&M University-CommerceCOMMUNICATIONAssociate ProfessorPeer1\$54,974.89Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer2\$58,877.59The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityART, THEATRE & DANCEAssociate ProfessorPeer4\$55,520.10Meest texas A&M UniversityTHEATRE & DANCE <t< td=""><td>The University of Texas of the Permian Basin</td><td>VISUAL & PERFORMING ARTS</td><td>Assistant Professor</td><td>Peer</td><td>2</td><td>\$61,936.33</td><td></td></t<>	The University of Texas of the Permian Basin	VISUAL & PERFORMING ARTS	Assistant Professor	Peer	2	\$61,936.33	
Stephen F. Austin State UniversityTHEATREAssociate ProfessorSFA2\$65,961.34Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$64,563.36Lamar UniversityTHEATRE & DANCEAssociate ProfessorPeer9\$58,956.57Sam Houston State UniversityFINE ARTSAssociate ProfessorPeer3\$61,532.00Sull Ross State UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$64,911.19Tarleton State UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$64,974.89Texas A&M University-CommerceCOMMUNICATION & THEATREAssociate ProfessorPeer1\$69,196.45Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVUSUAL & PERFORMING ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer4\$55,203.10West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,203.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer4\$55,203.10Meet Texas A&M UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$56,353.00Angelo State UniversityTHEATRE & DANCEProfessorPeer1\$56,353.00Meet Texas A&M University<	West Texas A&M University	ART, THEATRE, & DANCE	Assistant Professor	Peer	4	\$58,539.51	
Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREAssociate ProfessorPeer2\$64,563.36Lamar UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$60,323.50Midwestern State UniversityTHEATRE & DANCEAssociate ProfessorPeer9\$58,956.57Sam Houston State UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$54,914.19Texas A&M University-CommerceCOMMUNICATION & THEATREAssociate ProfessorPeer1\$69,196.45Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$54,52.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityART, HEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityART, HEATRE, & DANCEProfessorPeer1\$58,393.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer2\$56,359.30Lamar UniversityTHEATRE & DANCEProfessor	Stephen F. Austin State University	THEATRE	Associate Professor	SFA	2	\$65,961.34	
Lamar UniversityTHEATRE & DANCEAssociate ProfessorPeer1\$60,323.50Midwestern State UniversityFINE ARTSAssociate ProfessorPeer9\$58,956.57Sam Houston State UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$61,532.00Sul Ross State UniversityFINE ARTSASSOciate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer5\$64,974.89Texas A&M University-CommerceCOMMUNICATION & THEATREAssociate ProfessorPeer5\$38,985.03Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer6\$63,101.49West Texas A&M UniversityART, THEATRE, DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$58,358.30Midwestern State UniversityTHEATRE & DANCEProfessorPeer2\$56,359.30Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$58,358.31Midwestern State UniversityTHEATRE & DANCEProfessorPeer1\$58,359.30Lamar UniversityTHEATRE & DANCEProfessorPeer2\$56,359.30 <td>Angelo State University</td> <td>COMMUNICATION, MASS MEDIA & THEATRE</td> <td>Associate Professor</td> <td>Peer</td> <td>2</td> <td>\$64,563.36</td> <td></td>	Angelo State University	COMMUNICATION, MASS MEDIA & THEATRE	Associate Professor	Peer	2	\$64,563.36	
Midwestern State UniversityFINE ARTSAssociate ProfessorPeer9\$58,956.57Sam Houston State UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$61,532.00Sul Ross State UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityCOMMUNICATION & THEATREAssociate ProfessorPeer5\$64,974.89Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityMUSIC & DRAMAAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer6\$63,101.49West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityART, THEATRE, & DANCEAssociate ProfessorPeer1\$49,409.00Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer2\$56,353.30Lamar UniversityTHEATRE & DANCEProfessorPeer1\$60,224.64Sam Houston State UniversityTHEATRE & DANCEProfessorPeer1\$60,224.64Sam Houston State UniversityTHEATRE & DANCEProfessor <td< td=""><td>Lamar University</td><td>THEATRE & DANCE</td><td>Associate Professor</td><td>Peer</td><td>1</td><td>\$60,323.50</td><td></td></td<>	Lamar University	THEATRE & DANCE	Associate Professor	Peer	1	\$60,323.50	
Sam Houston State UniversityTHEATRE & DANCEAssociate ProfessorPeer3\$61,532.00Sul Ross State UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer1\$54,914.89Texas A&M University-commerceCOMMUNICATION & THEATREAssociate ProfessorPeer1\$56,156.45Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityMUSIC & DRAMAAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$54,523.66The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$58,393.81Midwestern State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$58,395.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer1\$58,395.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer6\$51,670.03Texas A&M UniversityTHEATRE & DANCEProfessorPeer6\$51,670.03 <tr< tbody=""></tr<>	Midwestern State University	FINE ARTS	Associate Professor	Peer	9	\$58,956.57	
Sul Ross State UniversityFINE ARTS & COMMUNICATIONAssociate ProfessorPeer1\$54,911.19Tarleton State UniversityFINE ARTSAssociate ProfessorPeer5\$64,974.89Texas A&M University-CommerceCOMMUNICATION & THEATREAssociate ProfessorPeer1\$69,196.45Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityMUSIC & DRAMAAssociate ProfessorPeer4\$54,52.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,77.59The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer4\$55,20.10West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,20.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$49,400.00Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$58,393.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer1\$58,395.81Midwestern State UniversityTHEATRE & COMMUNICATIONProfessorPeer2\$56,57.49Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M UniversityFINE ARTS & COMMUNICATIONProfessorPeer2\$57,257.70Texas Southern UniversityFINE ARTS & COMMUNICATION </td <td>Sam Houston State University</td> <td>THEATRE & DANCE</td> <td>Associate Professor</td> <td>Peer</td> <td>3</td> <td>\$61,532.00</td> <td></td>	Sam Houston State University	THEATRE & DANCE	Associate Professor	Peer	3	\$61,532.00	
Tarleton State UniversityFINE ARTSAssociate ProfessorPeer5\$64,974.89Texas A&M University-CommerceCOMMUNICATION & THEATREAssociate ProfessorPeer1\$69,196.45Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityMUSIC & DRAMAAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer2\$56,359.30Lamar UniversityTHEATREDANCEProfessorPeer1\$58,395.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer9\$60,924.64Sam Houston State UniversityFINE ARTS & COMMUNICATIONProfessorPeer2\$55,550.70Texas Southern UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$62,655.49Sull Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer2\$57,545.70Texas A&M UniversityVISUAL & PERFORMING ARTS	Sul Ross State University	FINE ARTS & COMMUNICATION	Associate Professor	Peer	1	\$54,911.19	
Texas A&M University-CommerceCOMMUNICATION & THEATREAssociate ProfessorPeer1\$69,196.45Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer5\$38,985.03Texas Woman's UniversityMUSIC & DRAMAAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssociate ProfessorPeer6\$63,101.49West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityTHEATREProfessorPeer1\$49,409.00Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$58,395.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer1\$58,395.43Midwestern State UniversityTHEATRE & DANCEProfessorPeer6\$62,655.49Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer6\$51,670.03Texas A&M UniversityVISUAL & PERFORMING ARTSProfessorPeer2\$57,545.70Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer2\$50,432.56Texas A&M UniversityVISUAL & PERFORMING ARTSProfessorP	Tarleton State University	FINE ARTS	Associate Professor	Peer	5	\$64,974.89	
Texas Southern UniversityVISUAL & PERFORMING ARTSAssociate ProfessorPeer5\$38,985.03Texas Woman's UniversityMUSIC & DRAMAAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssociate ProfessorPeer6\$63,101.49West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer2\$56,359.30Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$58,395.81Midwestern State UniversityFINE ARTSProfessorPeer9\$60,924.64Sam Houston State UniversityFINE ARTSProfessorPeer6\$51,670.03Texas A&M University-CommerceCOMMUNICATIONProfessorPeer2\$56,375.30Texas Southern UniversityVISUAL & PERFORMING ARTSProfessorPeer2\$56,0432.56Texas Woman's UniversityFINE ARTSCOMMUNICATIONProfessorPeer2\$57,545.70Texas Southern UniversityVISUAL ARTSProfessorPeer2\$50,432.56Texas Woman's UniversityVISUAL & PERFORMING ARTSProfessorPeer<	Texas A&M University-Commerce	COMMUNICATION & THEATRE	Associate Professor	Peer	1	\$69,196.45	
Texas Woman's UniversityMUSIC & DRAMAAssociate ProfessorPeer3\$52,709.47Texas Woman's UniversityVISUAL ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssociate ProfessorPeer6\$63,101.49West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer2\$56,359.30Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$49,409.00Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$49,209.00Midwestern State UniversityTHEATRE & DANCEProfessorPeer1\$56,359.31Midwestern State UniversityFINE ARTSProfessorPeer1\$56,265.49Sul Ross State UniversityFINE ARTS & COMMUNICATIONProfessorPeer2\$57,545.70Texas A&M University-CommerceCOMMUNICATION & THEATREProfessorPeer2\$60,932.64Texas Woman's UniversityVISUAL & PERFORMING ARTSProfessorPeer2\$57,545.70Texas Southern UniversityVISUAL & DERFORMING ARTSProfessorPeer2\$60,432.56Texas Woman's UniversityVISUAL & DRAMAProfessor	Texas Southern University	VISUAL & PERFORMING ARTS	Associate Professor	Peer	5	\$38,985.03	
Texas Woman's UniversityVISUAL ARTSAssociate ProfessorPeer4\$54,552.36The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssociate ProfessorPeer6\$63,101.49West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer2\$56,359.30Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$88,395.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer9\$60,924.64Sam Houston State UniversityFINE ARTSProfessorPeer6\$62,655.49Sul Ross State UniversityFINE ARTSProfessorPeer6\$51,670.03Texas A&M University-CommerceCOMMUNICATION & THEATREProfessorPeer2\$56,435.79Texas Southern UniversityVISUAL & DERFORMING ARTSProfessorPeer2\$56,435.79Texas Woman's UniversityVISUAL & DERFORMING ARTSProfessorPeer2\$56,457.99Texas Woman's UniversityVISUAL & DERFORMING ARTSProfessorPeer2\$56,457.99Texas Woman's UniversityVISUAL & DERFORMING ARTSProfessorPeer2\$56,457.99Texas Woman's UniversityVISUAL & DERFORMING ARTSProfessorPeer2	Texas Woman's University	MUSIC & DRAMA	Associate Professor	Peer	3	\$52,709.47	
The University of Texas at TylerPERFORMING ARTSAssociate ProfessorPeer2\$58,677.59The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssociate ProfessorPeer6\$63,101.49West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer2\$56,359.30Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer2\$56,359.30Lamar UniversityTHEATRE & DANCEProfessorPeer1\$58,395.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer9\$60,924.64Sam Houston State UniversityTHEATRE & DANCEProfessorPeer6\$62,655.49Sul Ross State UniversityFINE ARTSProfessorPeer6\$51,670.03Texas A&M University-CommerceCOMMUNICATION & HEATREProfessorPeer2\$50,432.56Texas Southern UniversityVISUAL & PERFORMING ARTSProfessorPeer2\$50,432.56Texas Woman's UniversityVISUAL & PERFORMING ARTSProfessorPeer2\$51,812.71The University of Texas at TylerVISUAL ARTSProfessorPeer3\$51,812.71The University of Texas at TylerPERFORMING ARTSProfessorPeer3\$51,812.71The University of Texas at TylerPERFORMING ARTSProfessorPeer2	Texas Woman's University	VISUAL ARTS	Associate Professor	Peer	4	\$54,552.36	
The University of Texas of the Permian BasinVISUAL & PERFORMING ARTSAssociate ProfessorPeer6\$63,101.49West Texas A&M UniversityART, THEATRE, & DANCEAssociate ProfessorPeer4\$55,520.10Stephen F. Austin State UniversityTHEATREProfessorSFA1\$49,409.00Angelo State UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer2\$56,359.30Lamar UniversityCOMMUNICATION, MASS MEDIA & THEATREProfessorPeer1\$58,395.81Midwestern State UniversityTHEATRE & DANCEProfessorPeer9\$60,924.64Sam Houston State UniversityTHEATRE & DANCEProfessorPeer6\$52,655.49Sul Ross State UniversityFINE ARTSProfessorPeer6\$51,670.03Texas A&M University-CommerceCOMMUNICATION & THEATREProfessorPeer2\$60,432.56Texas Southern UniversityVISUAL & PERFORMING ARTSProfessorPeer2\$60,432.56Texas Woman's UniversityVISUAL & DRAMAProfessorPeer3\$51,812.71The University of Texas at BrownsvilleVISUAL ARTSProfessorPeer1\$50,828.18The University of Texas at TylerPERFORMING ARTSProfessorPeer2\$55,295.44West Texas A&M UniversityART, THEATRE, & DANCEProfessorPeer2\$55,295.44West Texas A&M UniversityART, THEATRE, & DANCEProfessorPeer2\$66,983.94 <td>The University of Texas at Tyler</td> <td>PERFORMING ARTS</td> <td>Associate Professor</td> <td>Peer</td> <td>2</td> <td>\$58,677.59</td> <td></td>	The University of Texas at Tyler	PERFORMING ARTS	Associate Professor	Peer	2	\$58,677.59	
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West Texas A&M University ART, THEATRE, & DANCE Professor Peer 2 \$66,983.94	The University of Texas at Tyler	PERFORMING ARTS	Professor	Peer	2	\$55,295.44	1
	 West Texas A&M University	ART, THEATRE, & DANCE	Professor	Peer	2	\$66,983.94	