

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.

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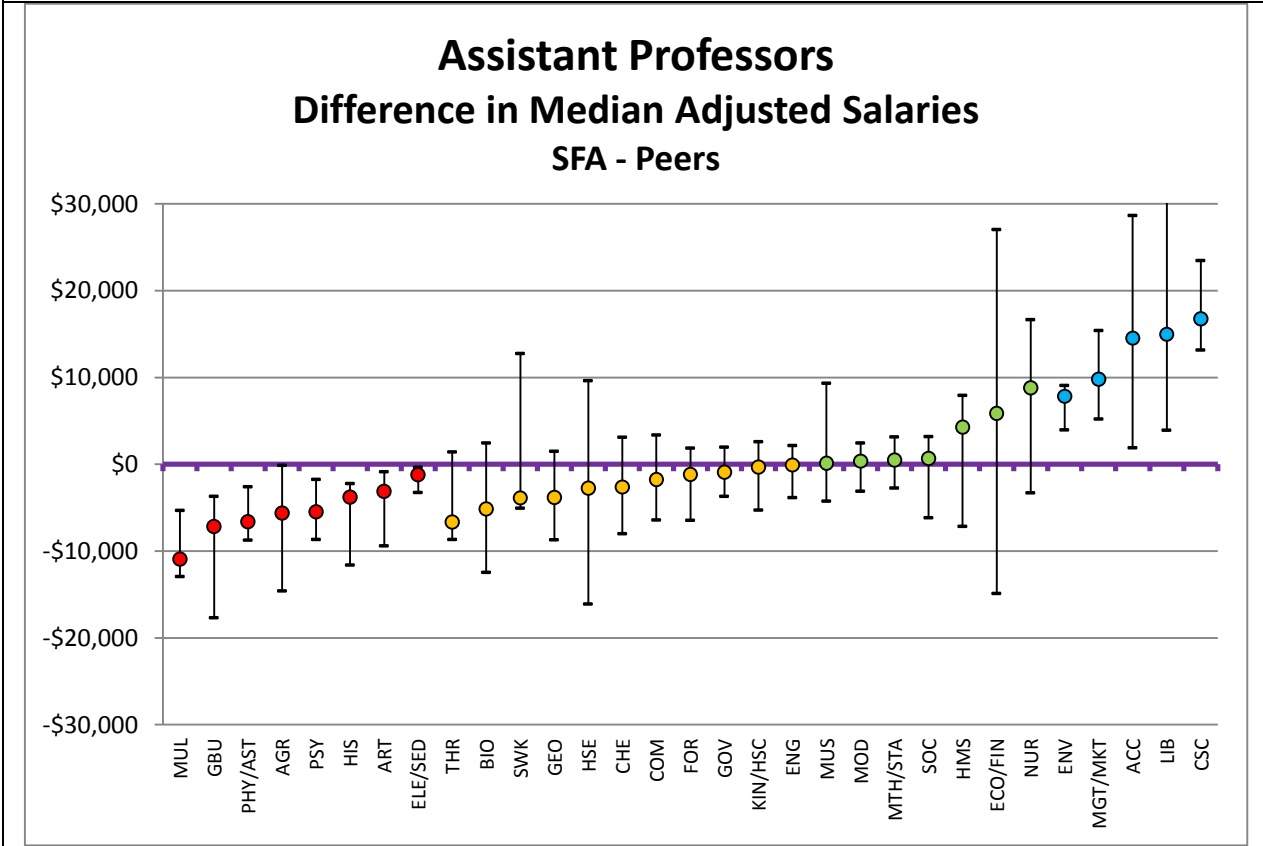
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Figure 1: Median Adjusted Salary Comparisons by Rank and Department for Assistant Professors



Assistant Professors Ratio of Median Adjusted Salaries SFA/Peers

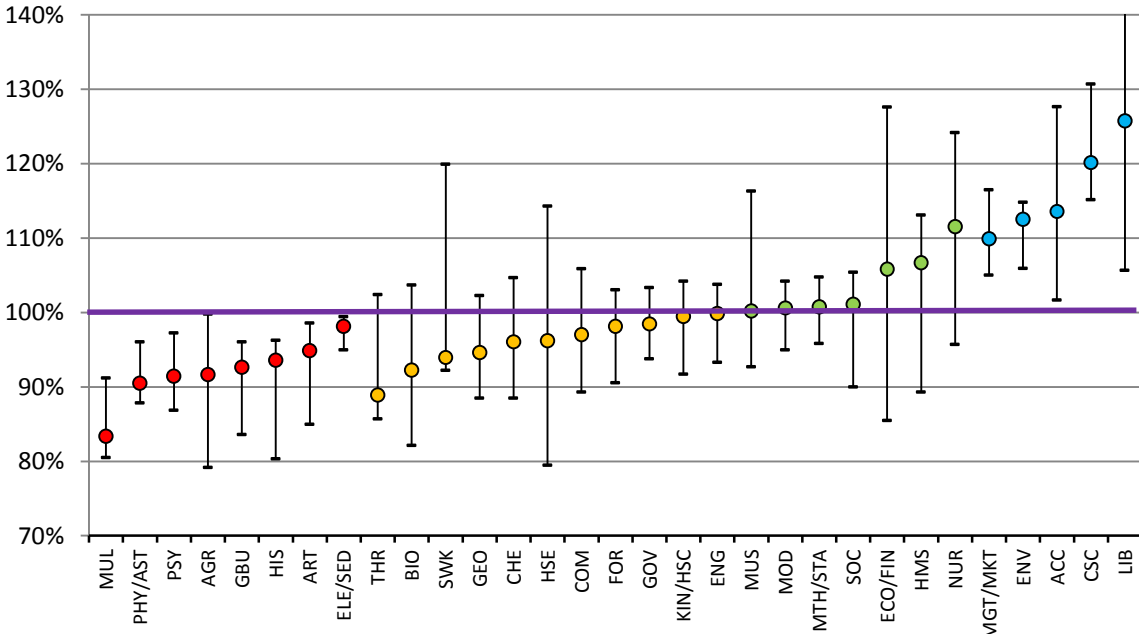
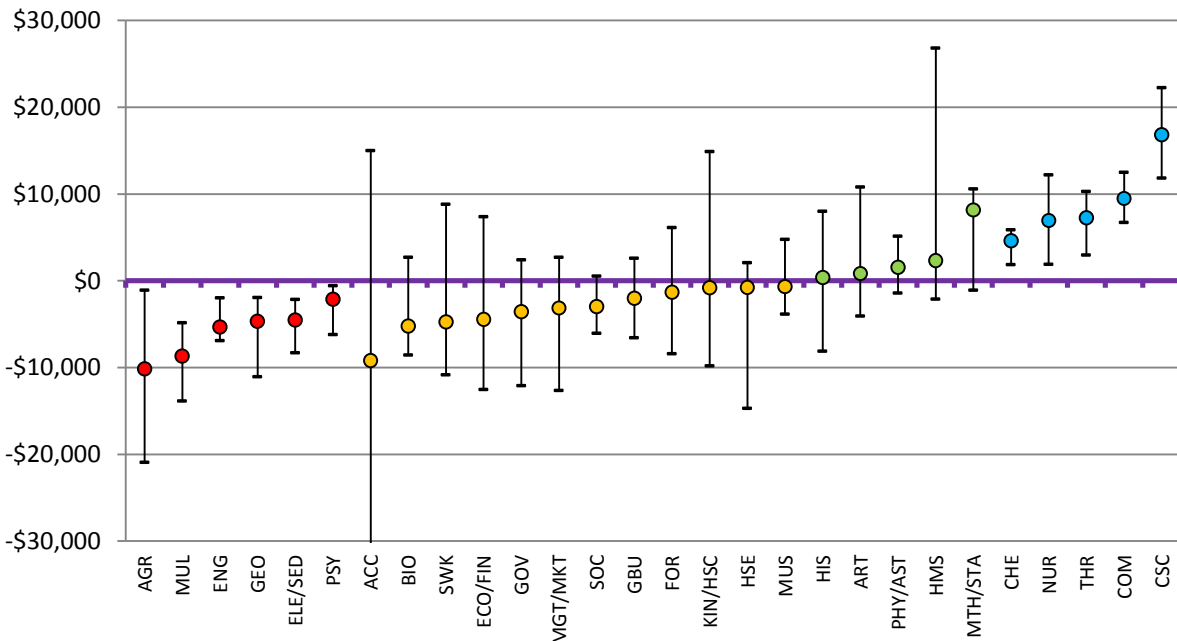


Figure 2: Median Adjusted Salary Comparisons by Rank and Department for Associate Professors

Associate Professors Difference in Median Adjusted Salaries SFA - Peers



Associate Professors Ratio of Median Adjusted Salaries SFA/Peers

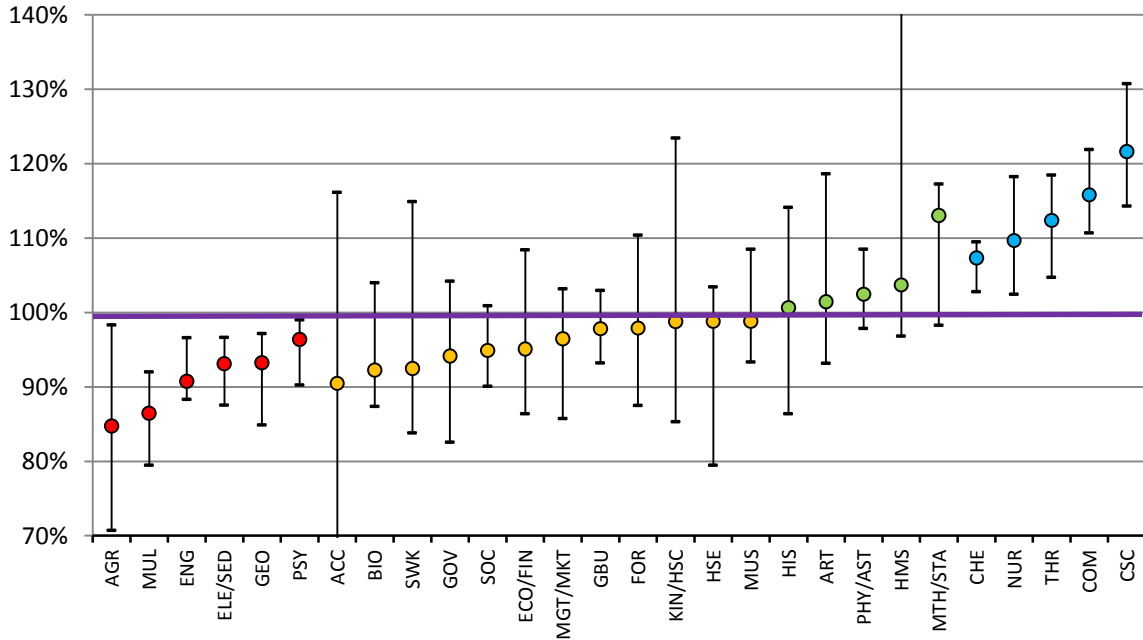
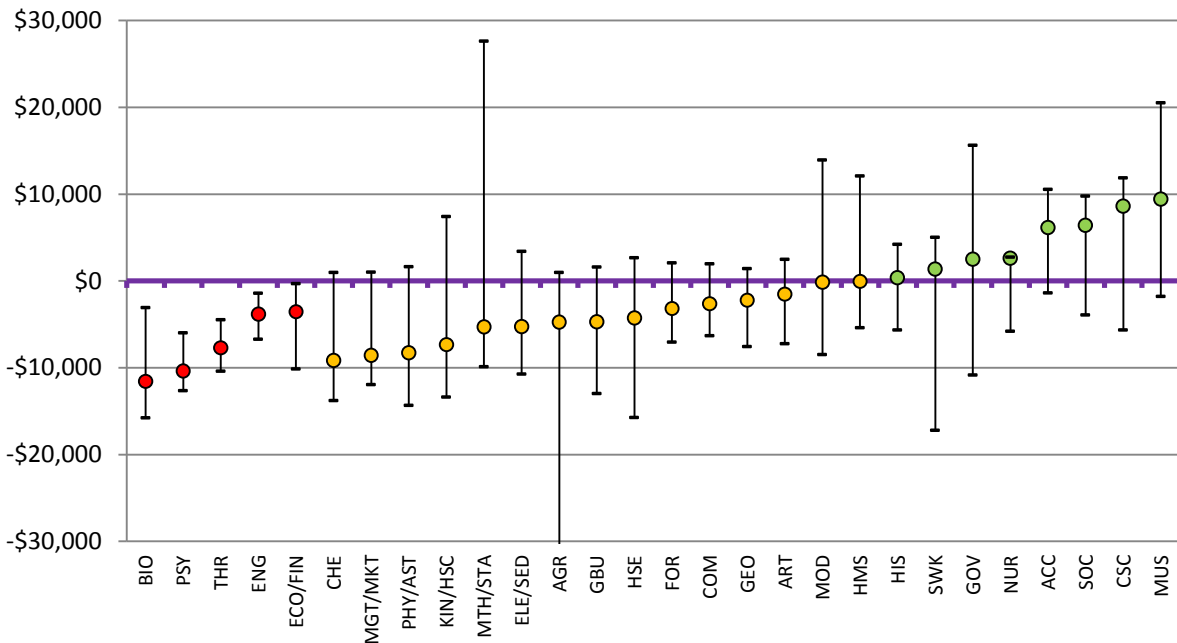
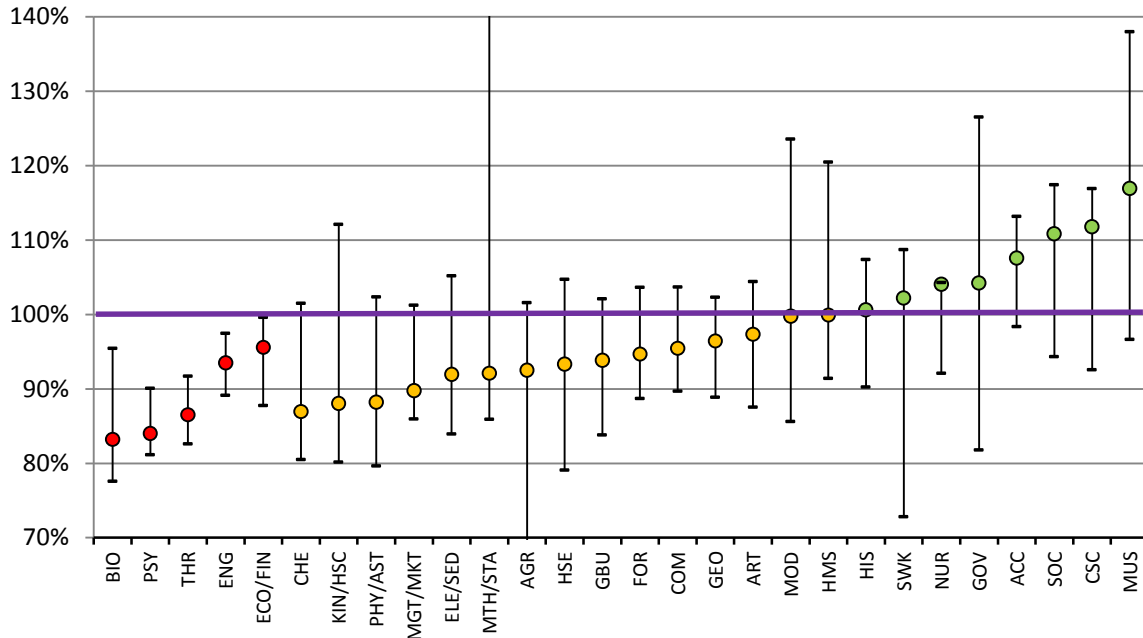


Figure 3: Median Adjusted Salary Comparisons by Rank and Department for Professors

Professors Difference in Median Adjusted Salaries SFA - Peers



Professors Ratio of Median Adjusted Salaries SFA/Peers



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.

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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.

Analysis

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 1: Total Unadjusted Salary Data SFA (Dark Green) & Peer Institutions

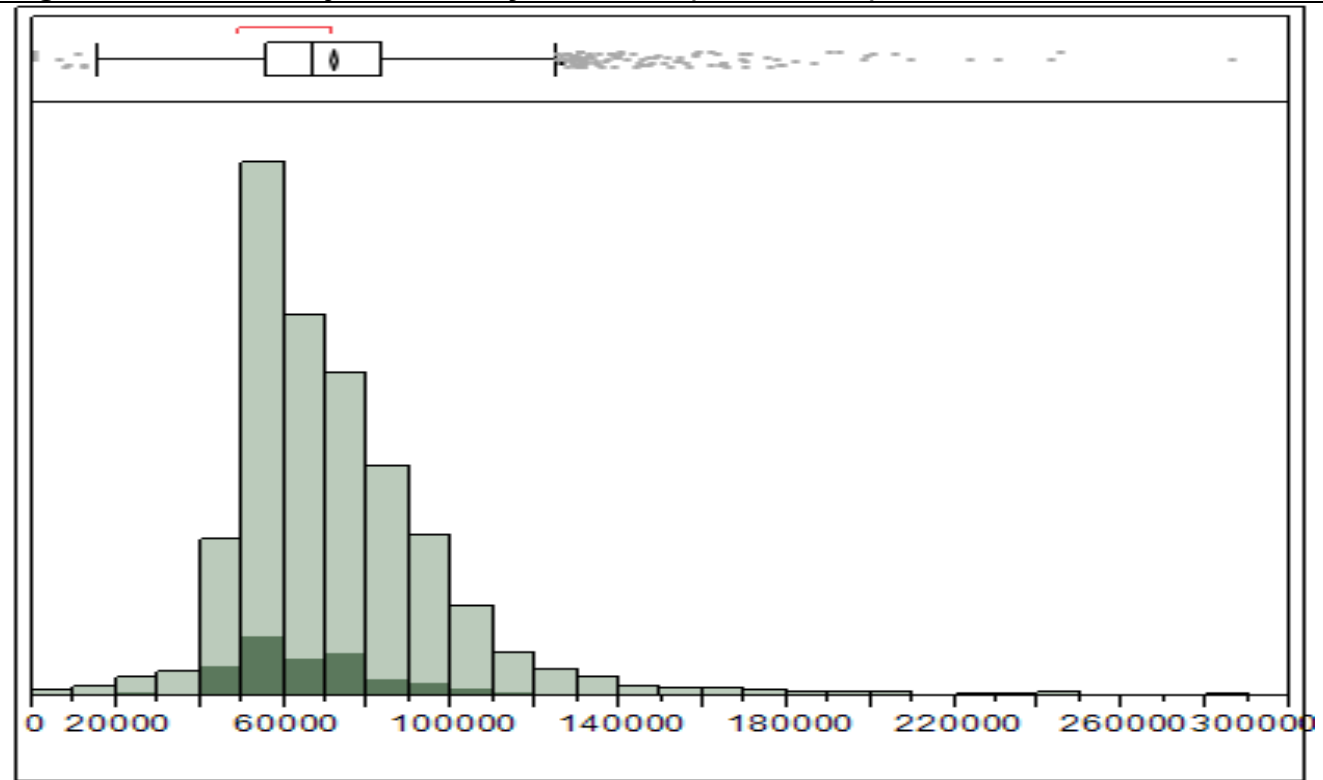
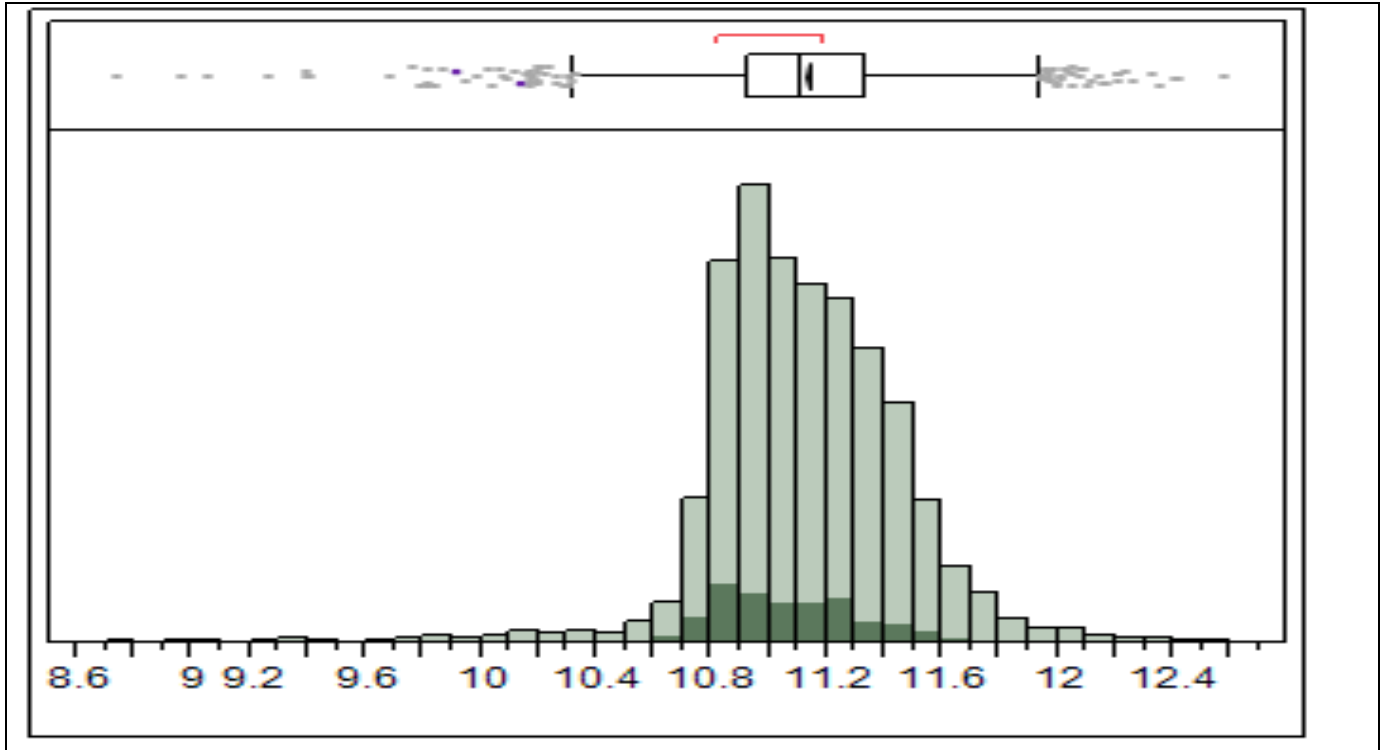


Figure 2: Unadjusted Log Salary Data SFA (Dark Green) & Peer Institutions

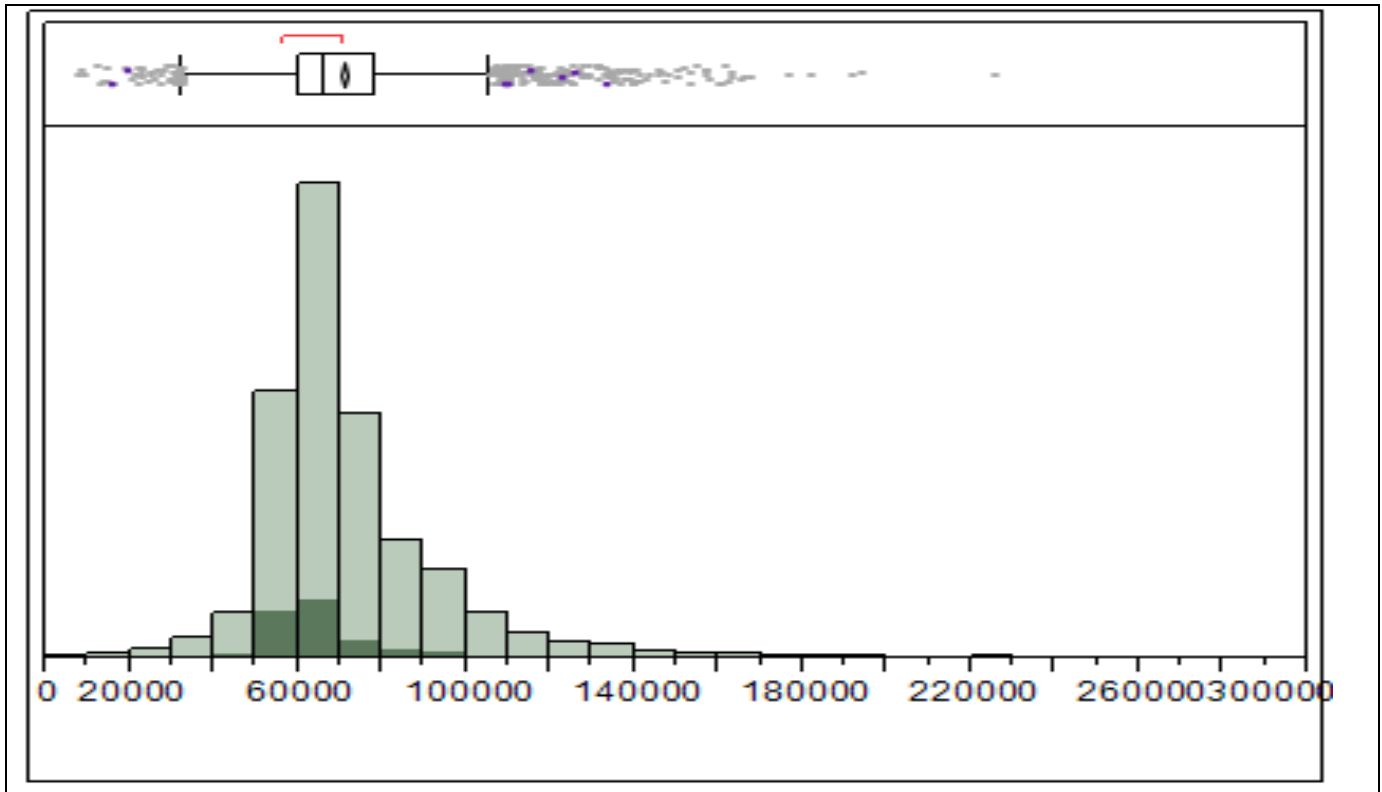


Note that the model suggests salaries are lower on average for Assistant Professors, higher for Full Professors, with Associate Professors between. In addition, the data indicate salaries are higher for Males than Females.

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).

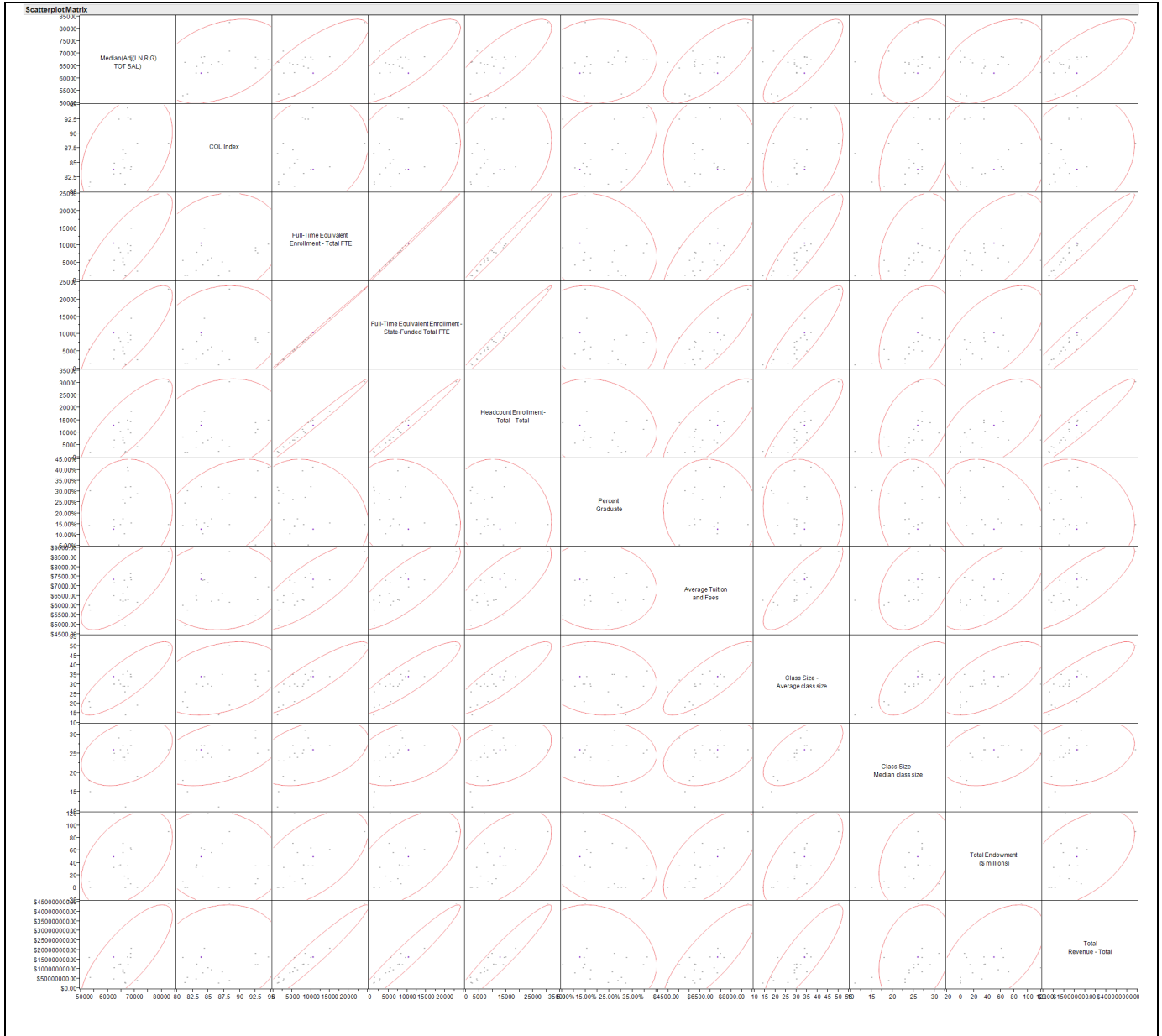
The weighted correlation matrix appears in Table 4 below along with a scatterplot matrix of these variables. Several of the covariates display relative high correlations with the median adjusted salary variable of main interest. Correlation with all the enrollment variables (Total FTE, State-Funded FTE, 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.

Table 4: Weighted Correlations for Median Adjusted Salary and Covariates

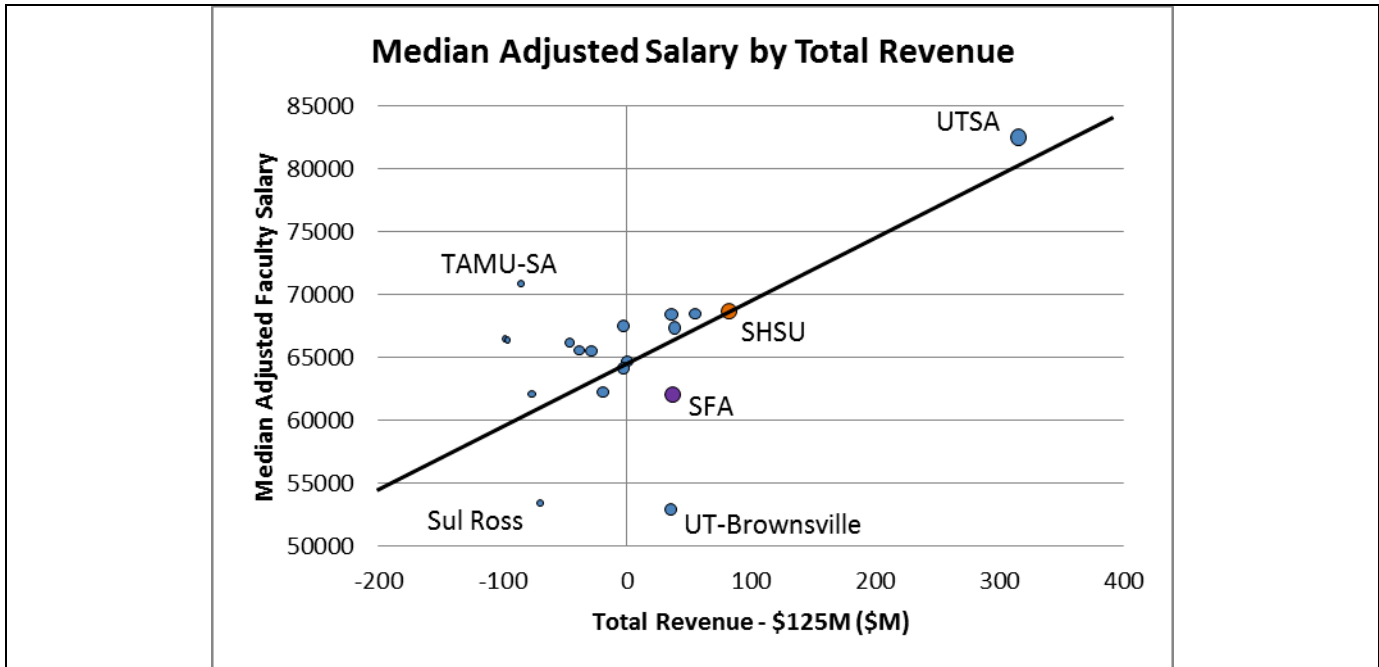
Correlations	Median(Adj)LN(R,G)(TOT SAL)	COL Index	Full-Time Equivalent Enrollment - Total	FTE Full-Time Equivalent Enrollment - State-Funded	Total FTE Headcount Enrollment - Total	Total Percent Graduate	Average Tuition and Fees	Class Size - Average class size	Class Size - Median class size	Total Endowment(\$ millions)	Total 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	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	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	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	0.3220	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	0.3220	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

Correlations								
	Adj(MedLNAdj) by TotRev	COL Index	Headcount Enrollment - Total - Total	Percent Graduate	Average Tuition and Fees	Class Size - Average class size	Class Size - Median class size	Total Endowment(\$ millions)
Adj(MedLNAdj) by TotRev	1.0000	0.4148	0.0929	0.3352	0.1597	0.2473	0.2539	0.0953
COL Index	0.4148	1.0000	0.2259	0.4459	0.0354	0.3247	0.4180	-0.1272
Headcount Enrollment - Total - Total	0.0929	0.2259	1.0000	-0.1800	0.7607	0.8807	0.3820	0.5435
Percent Graduate	0.3352	0.4459	-0.1800	1.0000	-0.0630	-0.1160	-0.0850	-0.3134
Average Tuition and Fees	0.1597	0.0354	0.7607	-0.0630	1.0000	0.8114	0.3320	0.6144
Class Size - Average class size	0.2473	0.3247	0.8807	-0.1160	0.8114	1.0000	0.6061	0.6272
Class Size - Median class size	0.2539	0.4180	0.3820	-0.0850	0.3320	0.6061	1.0000	0.3242
Total Endowment(\$ millions)	0.0953	-0.1272	0.5435	-0.3134	0.6144	0.6272	0.3242	1.0000

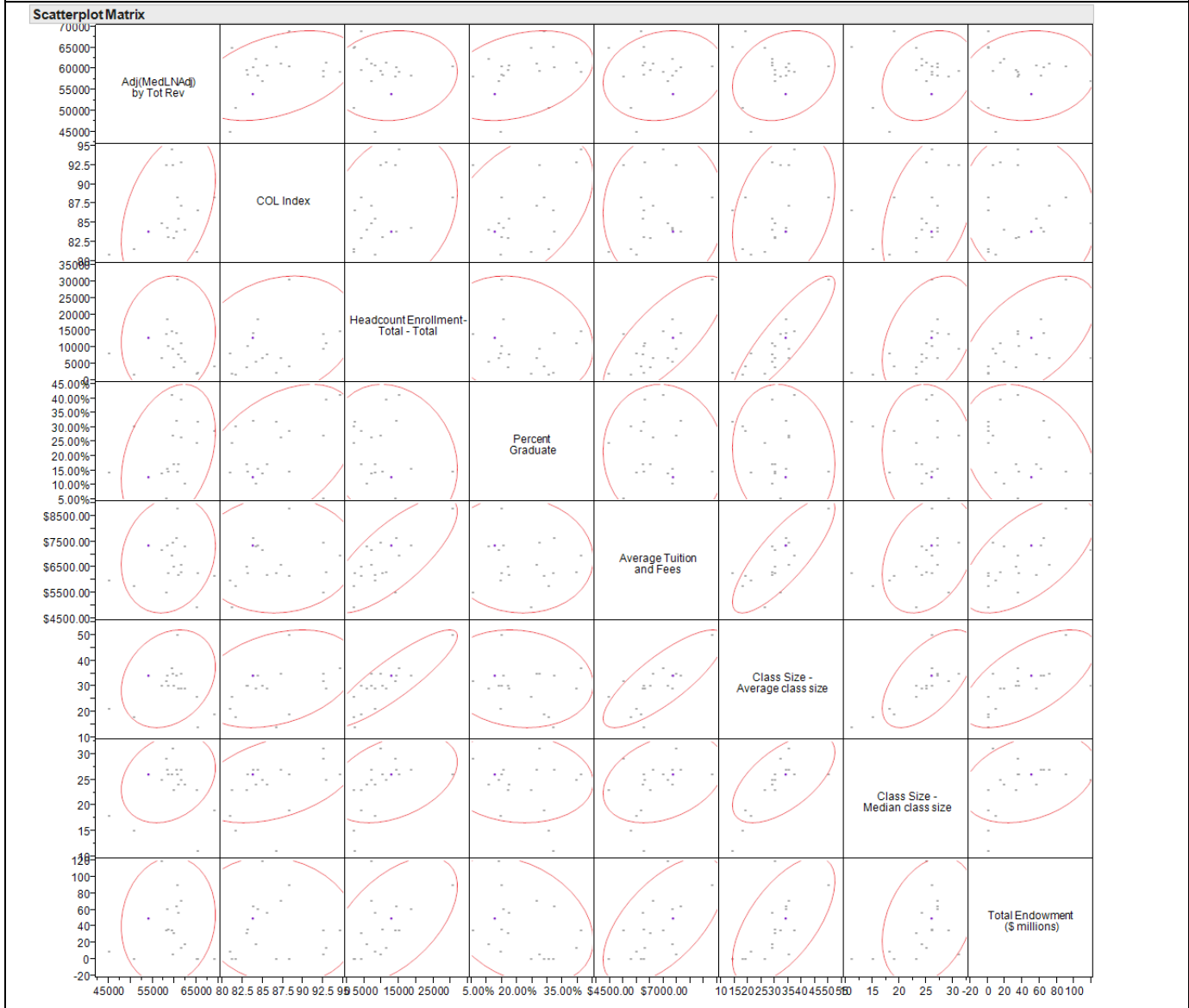
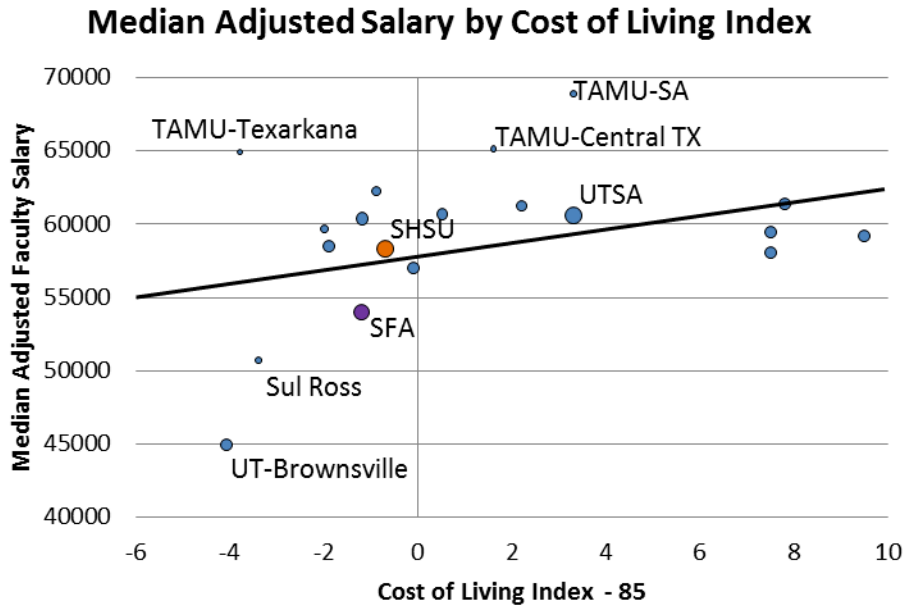


Table 5 still indicates some high correlations among the covariates. This is expected as these variables were not adjusted.

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.

Figure 5: Median Salary Adjusted for Rank, Gender, & Total Revenue by Cost of Living



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

Correlations							
	Adj(MedLNAdj) by TR & COL	Headcount Enrollment - Total - Total	Percent Graduate	Average Tuition and Fees	Class Size - Average class size	Class Size - Median class size	Total Endowment(\$ millions)
Adj(MedLNAdj) by TR & COL	1.0000	0.0642	0.1466	0.2168	0.1815	0.1035	0.2008
Headcount Enrollment - Total - Total	0.0642	1.0000	-0.1800	0.7607	0.8807	0.3820	0.5435
Percent Graduate	0.1466	-0.1800	1.0000	-0.0630	-0.1160	-0.0850	-0.3134
Average Tuition and Fees	0.2168	0.7607	-0.0630	1.0000	0.8114	0.3320	0.6144
Class Size - Average class size	0.1815	0.8807	-0.1160	0.8114	1.0000	0.6061	0.6272
Class Size - Median class size	0.1035	0.3820	-0.0850	0.3320	0.6061	1.0000	0.3242
Total Endowment(\$ millions)	0.2008	0.5435	-0.3134	0.6144	0.6272	0.3242	1.0000

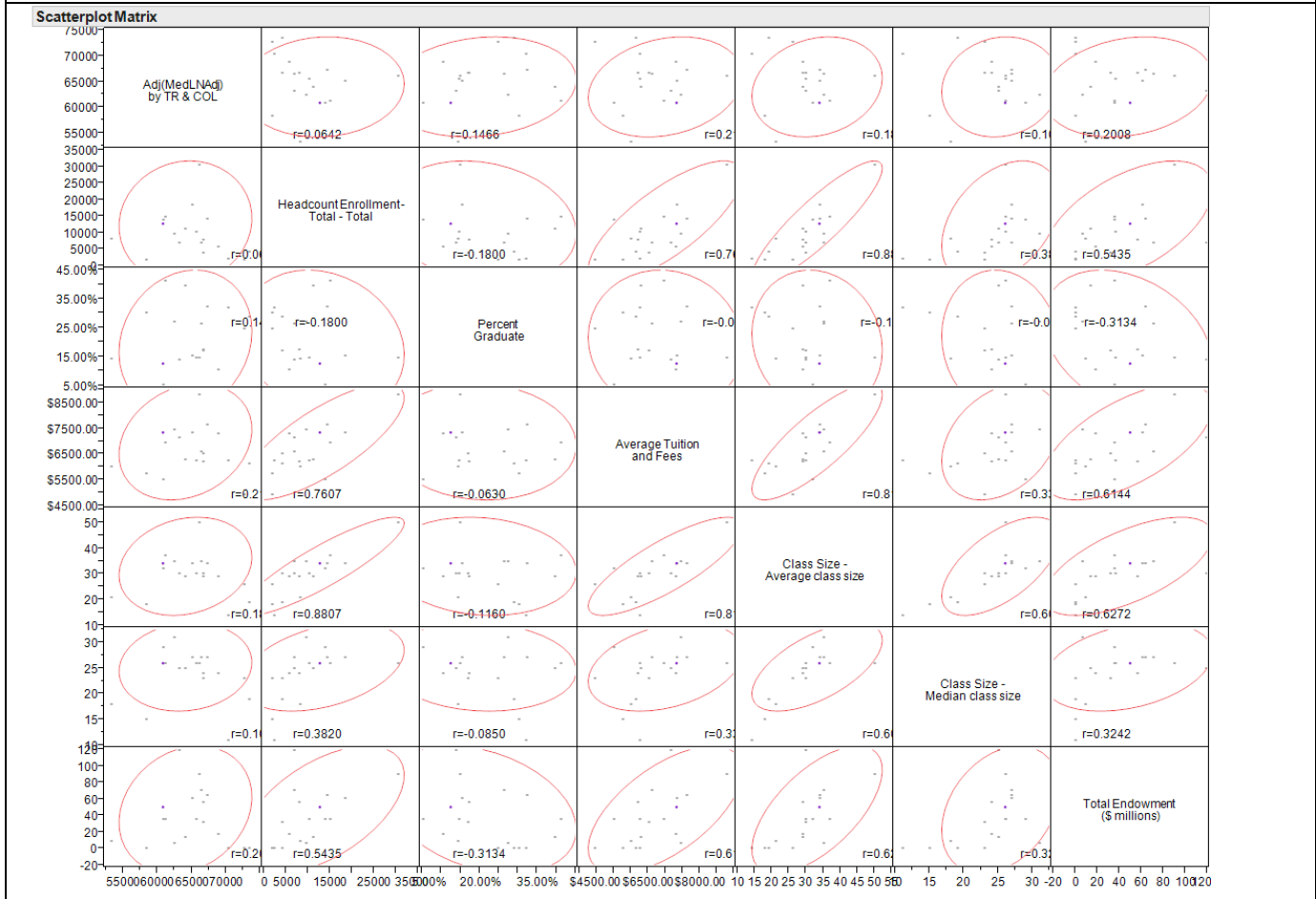


Table 7 displays the details for this model, as well as the institutional level adjustments made for the two institutional covariates. The note in Table 7 explains the reasoning behind retaining the Cost of Living index as a covariate in the adjustment model.

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 Estimates

Term	Estimate	Std Error	t Ratio	Prob> t
Intercept	64034.323	1137.795	56.28	<.0001*
Tot Rev - \$125M	0.0000472	9.303e-6	5.07	0.0001*
COL Index - 85	459.78278	248.6483	1.85	0.0830

Note that the model term for Cost of Living has a p-value of 0.083. While this is higher than the commonly utilized 0.05, the desire here was to accept a slightly higher Type I error rate (i.e., 0.10) in order to reduce the Type II error rate. A Type II error would be leaving a truly influential covariate out of the model.

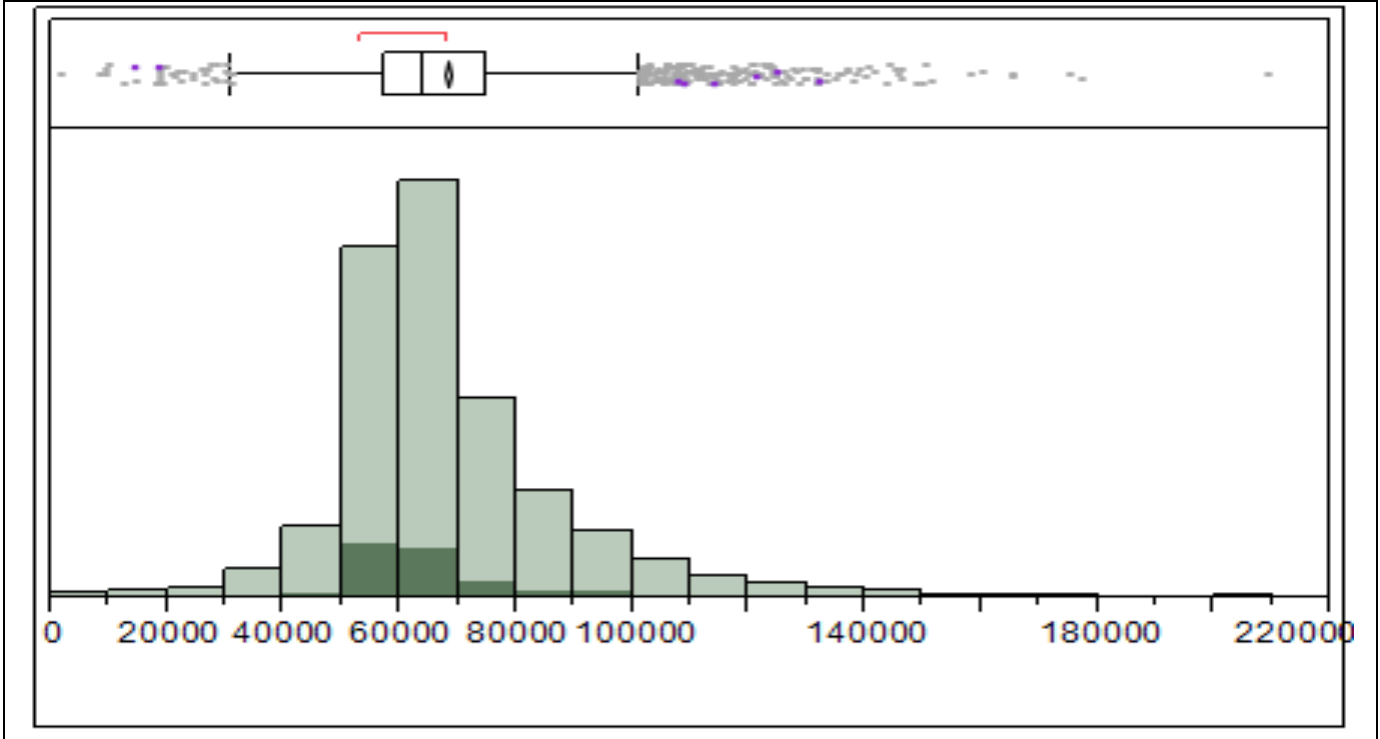
INSTITUTION NAME	Median Salary Adjusted for Rank & Gender	Adjustment for Total Revenue	Adjustment for Cost of Living	Median Salary Adjusted for Rank, Gender, Total Revenue & Cost of Living
Angelo State University	\$62,276.97	\$914.59	\$45.94	\$63,237.50
Lamar University	\$68,418.31	-\$1,702.89	\$551.81	\$67,267.23
Midwestern State University	\$66,204.30	\$2,184.82	\$413.72	\$68,802.83
Sam Houston State University	\$68,682.07	-\$3,898.07	\$322.00	\$65,106.01
Stephen F. Austin State University	\$62,099.49	-\$1,758.32	\$551.81	\$60,892.98
Sul Ross State University	\$53,458.09	\$3,298.60	\$1,563.13	\$58,319.81
Tarleton State University	\$64,721.73	-\$13.16	\$873.59	\$65,582.16
Texas A&M University-Central Texas	\$66,499.31	\$4,631.08	-\$735.84	\$70,394.55
Texas A&M University-Commerce	\$67,481.39	\$113.63	-\$3,586.32	\$64,008.71
Texas A&M University-San Antonio	\$70,836.43	\$4,038.40	-\$1,517.44	\$73,357.38
Texas A&M University-Texarkana	\$66,360.17	\$4,536.48	\$1,746.99	\$72,643.64
Texas Southern University	\$68,474.99	-\$2,613.40	-\$3,448.27	\$62,413.33
Texas Woman's University	\$67,367.54	-\$1,824.74	-\$4,367.86	\$61,174.94
The University of Texas at Brownsville	\$52,978.72	-\$1,659.88	\$1,885.18	\$53,204.01
The University of Texas at San Antonio	\$82,531.04	-\$14,900.05	-\$1,516.69	\$66,114.31
The University of Texas at Tyler	\$65,586.66	\$1,825.82	-\$1,011.60	\$66,400.88
The University of Texas of the Permian Basin	\$62,103.31	\$3,607.97	\$919.42	\$66,630.70
University of Houston-Downtown	\$64,145.70	\$142.53	-\$3,448.38	\$60,839.85
West Texas A&M University	\$65,513.15	\$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.

Figure 6: Salary Data Adjusted for Rank, Gender, Total Revenue and Cost of Living



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

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.

Table 8: SFA Disciplines/Units Represented in the THECB Data

Unit	AUC NAME	Faculty Members	Adjusted Median Salary
1	ACCOUNTANCY	7	\$107,899.53
2	AGRICULTURE	11	\$59,005.30
3	ART	16	\$56,458.88
4	BIOLOGY	15	\$60,519.29
5	CHEMISTRY	11	\$62,213.11
6	COMMUNICATION	5	\$55,520.08
7	COMPUTER SCIENCE	5	\$82,295.62
8	ECONOMICS & FINANCE	11	\$80,600.88
9	ELEMENTARY EDUCATION	21	\$61,871.66
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

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.

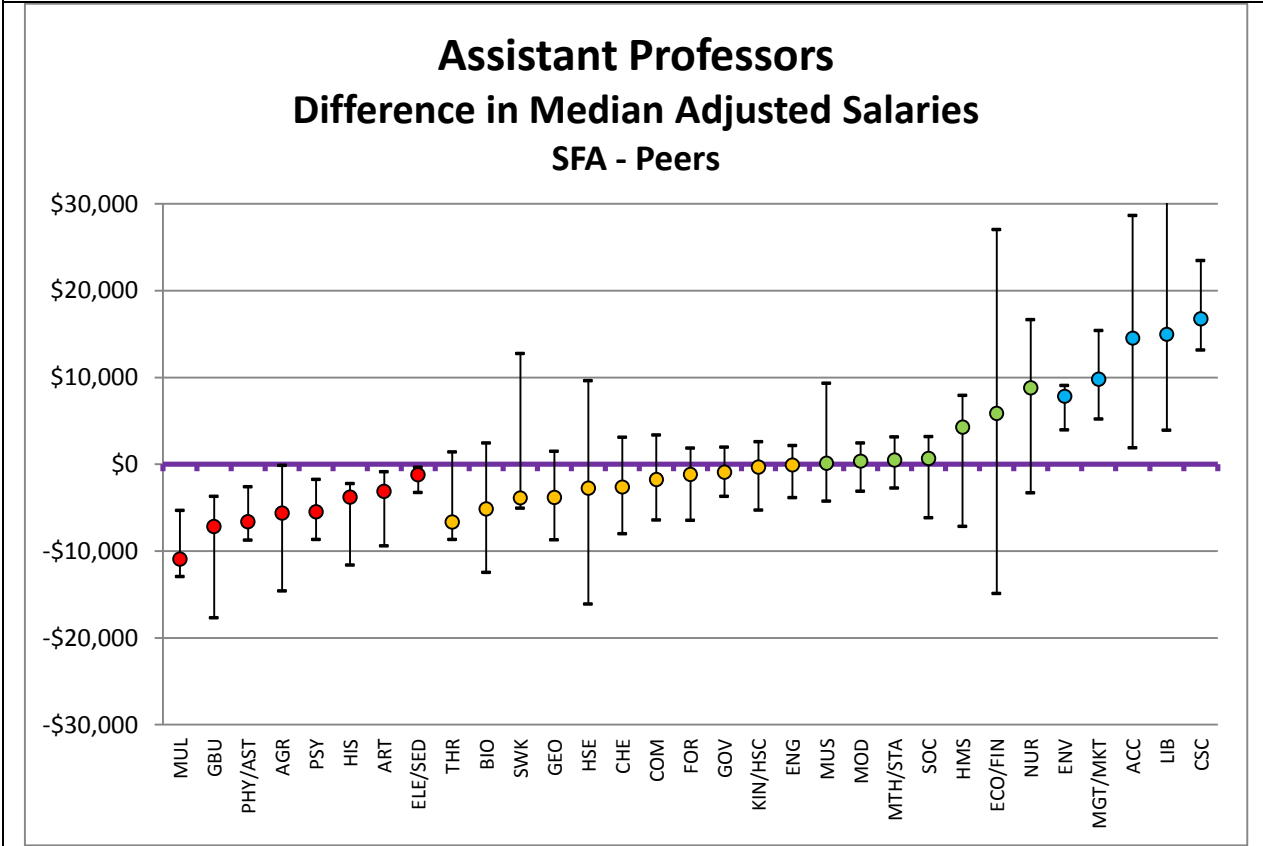
For Associate Professors, 6 of the 28 SFA departments have a median salary significantly less than the corresponding Peer group median, and an additional 12 SFA departments have lower median salaries than their respective Peer group. However, 5 SFA departments have median salaries significantly greater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

Figure 7: Median Adjusted Salary Comparisons by Rank and Department for Assistant Professors



Assistant Professors Ratio of Median Adjusted Salaries SFA/Peers

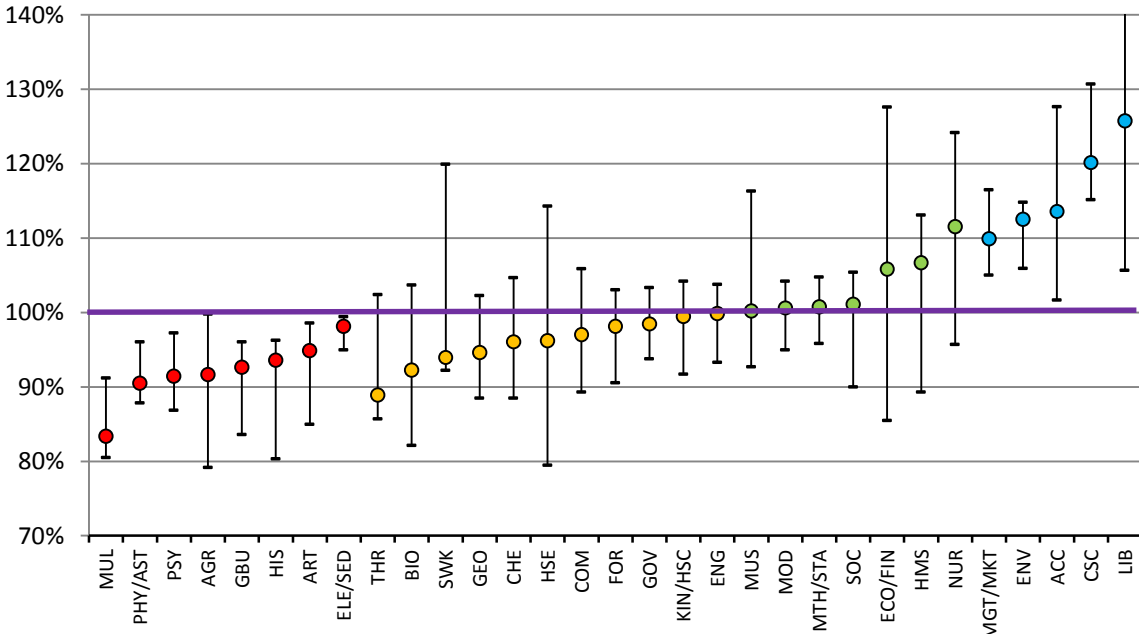
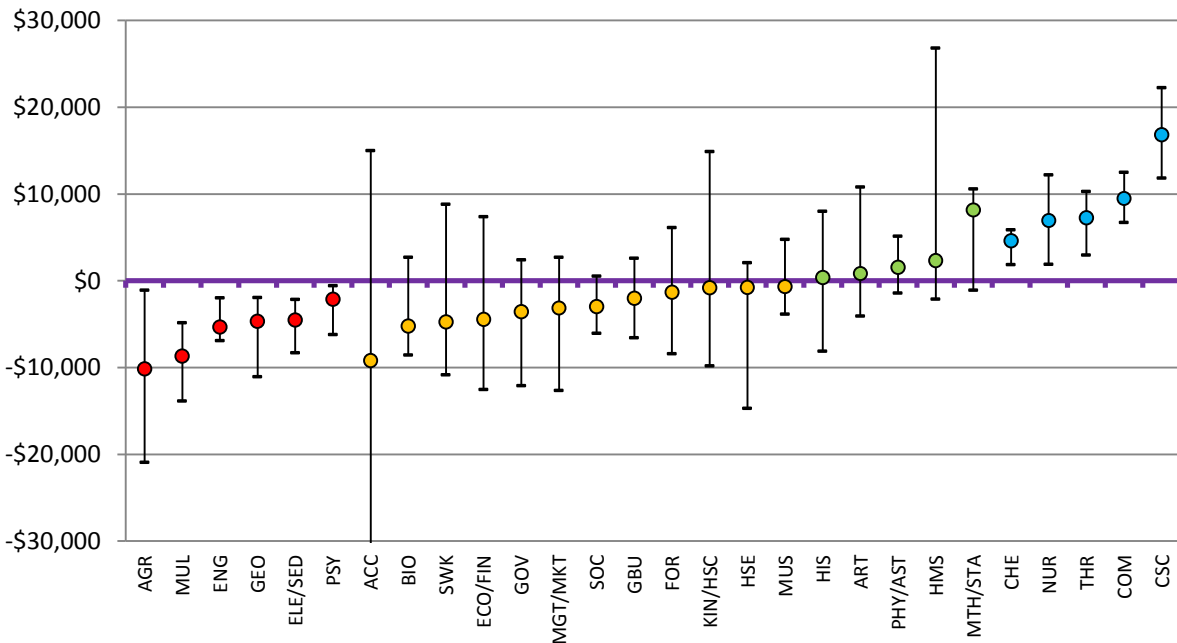


Figure 8: Median Adjusted Salary Comparisons by Rank and Department for Associate Professors

Associate Professors Difference in Median Adjusted Salaries SFA - Peers



Associate Professors Ratio of Median Adjusted Salaries SFA/Peers

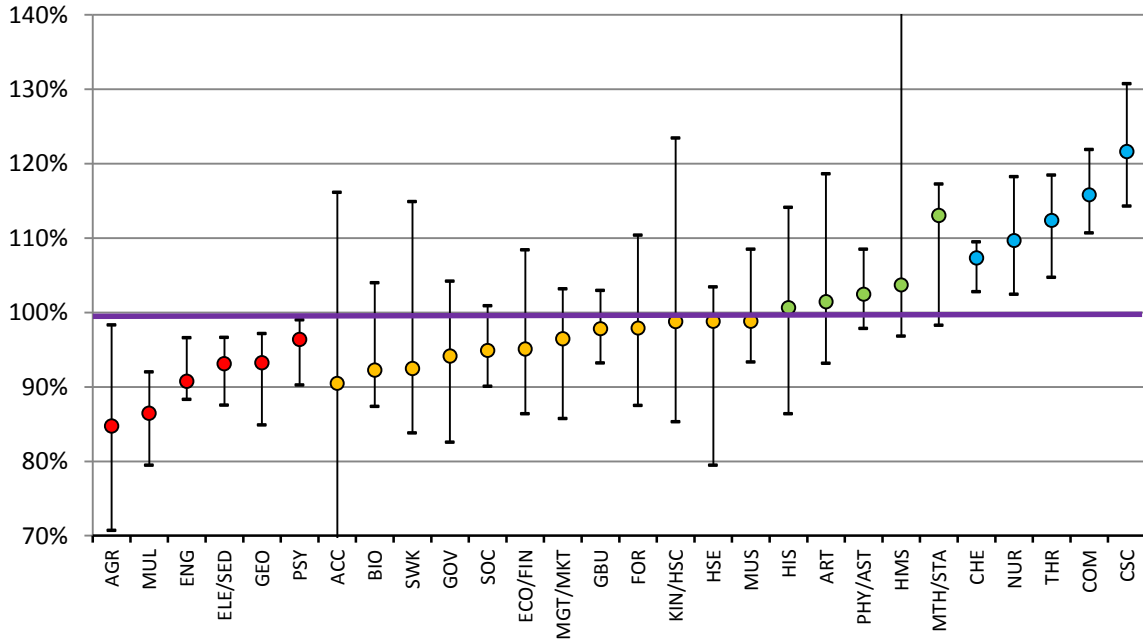
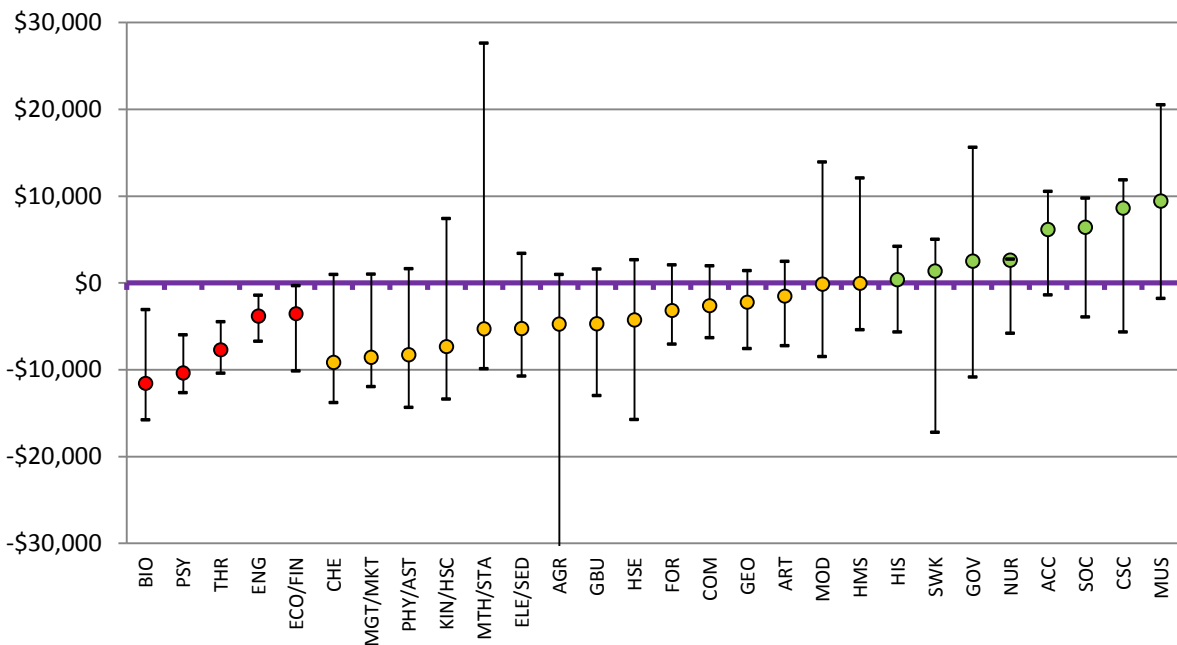
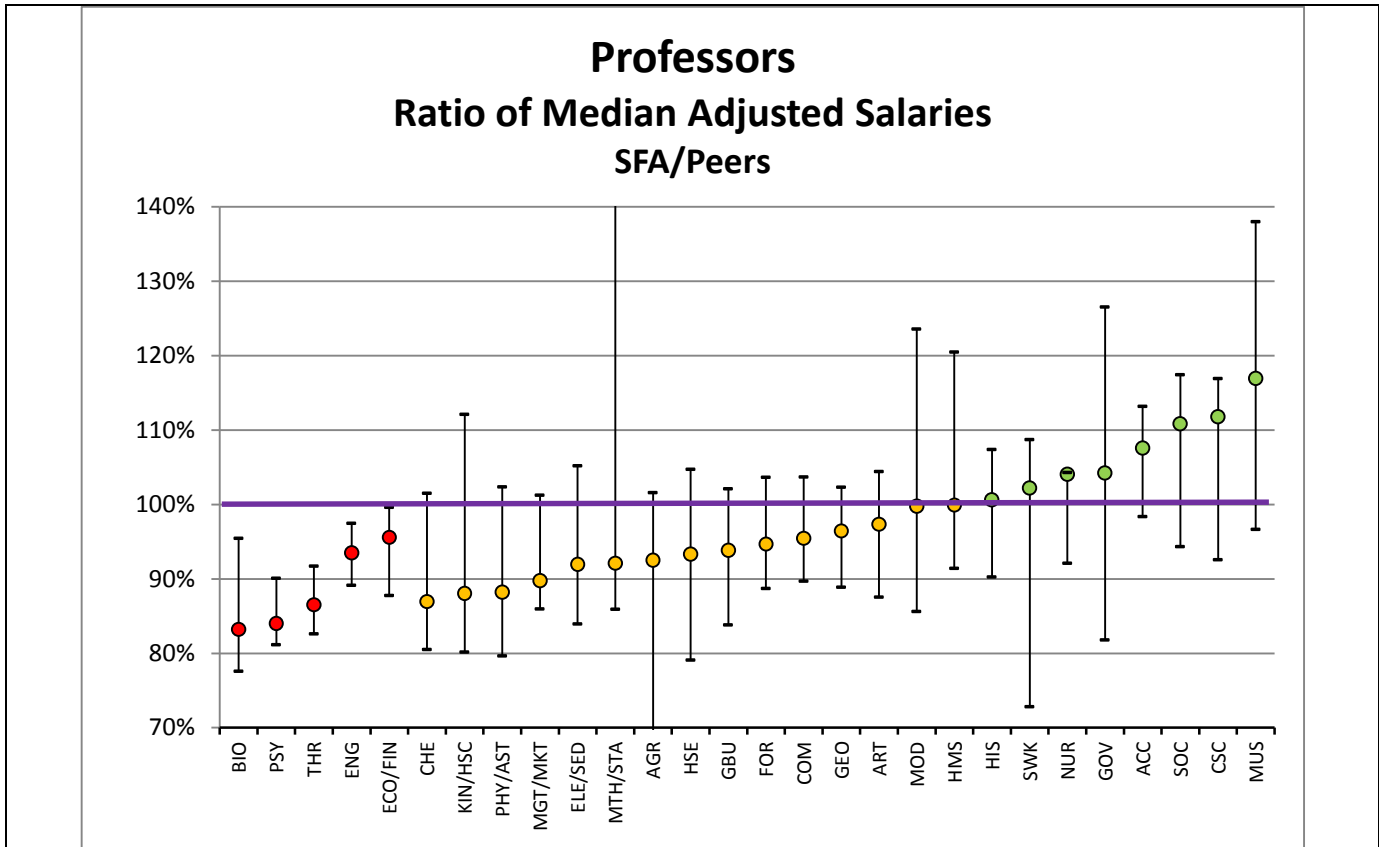


Figure 9: Median Adjusted Salary Comparisons by Rank and Department for Professors

Professors Difference in Median Adjusted Salaries SFA - Peers





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.

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 Members	Median Adjusted 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

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	ART	Assistant Professor	SFA	6	\$58,004.62
Angelo State University	ART & MUSIC	Assistant Professor	Peer	4	\$64,411.73
Lamar University	ART	Assistant Professor	Peer	2	\$61,248.92
Midwestern State University	FINE ARTS	Assistant Professor	Peer	5	\$61,809.21
Sam Houston State University	ART	Assistant Professor	Peer	3	\$67,274.20
Sul Ross State University	FINE ARTS & COMMUNICATION	Assistant Professor	Peer	3	\$60,273.17
Tarleton State University	FINE ARTS	Assistant Professor	Peer	9	\$55,775.25
Texas A&M University-Commerce	ART	Assistant Professor	Peer	5	\$67,621.72
Texas A&M 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 A&M University	ART, THEATRE, & DANCE	Associate Professor	Peer	4	\$55,520.10
Stephen F. Austin State University	ART	Professor	SFA	7	\$55,479.03
Angelo State University	ART & MUSIC	Professor	Peer	5	\$55,567.17
Lamar University	ART	Professor	Peer	2	\$59,797.10
Midwestern State University	FINE ARTS	Professor	Peer	9	\$60,924.64
Sam Houston State University	ART	Professor	Peer	1	\$55,470.29
Sul Ross State University	ARTS & SCIENCES	Professor	Peer	1	\$39,528.23
Sul Ross State University	FINE ARTS & COMMUNICATION	Professor	Peer	6	\$51,670.03
Texas A&M University-Commerce	ART	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	Professor	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	Professor	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
Stephen F. Austin State University	BIOLOGY	Assistant Professor	SFA	5	\$61,348.03
Angelo State University	BIOLOGY	Assistant Professor	Peer	3	\$63,034.11
Angelo State University	CHEMISTRY & BIOCHEMISTRY	Assistant Professor	Peer	3	\$64,752.37
Lamar University	BIOLOGY	Assistant Professor	Peer	3	\$63,996.58
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	BIOLOGICAL SCIENCES	Assistant Professor	Peer	7	\$63,447.58
Tarleton State University	BIOLOGICAL SCIENCES	Assistant Professor	Peer	2	\$65,028.04
Texas A&M University-Commerce	BIOLOGICAL & ENVIRONMENTAL SCIENCE	Assistant Professor	Peer	4	\$64,213.06
Texas A&M University-Texarkana	SCI, TECHNLOGY, ENGRNG, AND MATHMTCS	Assistant Professor	Peer	2	\$79,304.32
Texas Southern University	BIOLOGY	Assistant Professor	Peer	3	\$59,095.22
Texas Woman's University	BIOLOGY	Assistant Professor	Peer	3	\$58,992.20
The University of Texas at Brownsville	BIOLOGICAL SCIENCES	Assistant Professor	Peer	6	\$57,035.89
The University of Texas at San Antonio	BIOLOGY	Assistant Professor	Peer	10	\$75,962.04
The University of Texas at Tyler	BIOLOGY	Assistant Professor	Peer	2	\$68,723.02
The University of Texas of the Permian Basin	BIOLOGY	Assistant Professor	Peer	1	\$72,653.42
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Assistant Professor	Peer	5	\$71,761.13
Stephen F. Austin State University	BIOLOGY	Associate Professor	SFA	5	\$62,002.50
Angelo State University	CHEMISTRY & BIOCHEMISTRY	Associate Professor	Peer	1	\$62,142.83
Lamar University	BIOLOGY	Associate Professor	Peer	3	\$65,986.79
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	BIOLOGICAL SCIENCES	Associate Professor	Peer	8	\$66,847.84
Sul Ross State University	BIOLOGY	Associate Professor	Peer	2	\$55,640.74
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
Texas A&M University-Texarkana	SCI, TECHNLOGY, 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
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
Texas A&M University-Texarkana	SCI, TECHNLOGY, ENGRNG, AND MATHMTCS	Professor	Peer	6	\$79,613.55
Texas Southern University	BIOLOGY	Professor	Peer	3	\$50,276.50
Texas Woman's University	BIOLOGY	Professor	Peer	4	\$81,900.26
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
The University of Texas at Tyler	BIOLOGY	Professor	Peer	2	\$70,974.10
The University of Texas of the Permian Basin	BIOLOGY	Professor	Peer	2	\$71,407.70
University of Houston-Downtown	SCIENCES & TECHNOLOGY	Professor	Peer	2	\$64,733.85
West Texas A&M University	LIFE, EARTH, & ENVMNTL SCIS	Professor	Peer	6	\$60,486.09

Appendix: Chemistry

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	CHEMISTRY	Assistant Professor	SFA	5	\$63,808.80
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 & ENVRNMNTL SCI	Assistant Professor	Peer	2	\$62,159.53
Texas A&M University-Commerce	CHEMISTRY	Assistant Professor	Peer	3	\$66,261.04
Texas A&M University-Texarkana	SCI, TECHN LGY, 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
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	SFA	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 & ENVRNMNTL SCI	Associate Professor	Peer	1	\$59,702.35
Texas A&M University-Texarkana	SCI, TECHN LGY, 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
West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Associate Professor	Peer	2	\$60,026.42
Stephen F. Austin State University	CHEMISTRY	Professor	SFA	5	\$60,960.21
Angelo State University	CHEMISTRY & BIOCHEMISTRY	Professor	Peer	1	\$59,289.70
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	CHEMISTRY	Professor	Peer	5	\$70,130.63
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
Texas A&M University-Commerce	CHEMISTRY	Professor	Peer	2	\$69,171.11
Texas A&M University-Texarkana	SCI, TECHN LGY, ENGRNG, AND MATHMTCS	Professor	Peer	6	\$79,613.55
Texas Southern University	CHEMISTRY	Professor	Peer	6	\$72,528.00
Texas Woman's University	CHEMISTRY & PHYSICS	Professor	Peer	5	\$65,245.70
The University of Texas at Brownsville	CHEMISTRY & ENVIRONMENTAL SCIENCE	Professor	Peer	1	\$56,015.73
The University of Texas at San Antonio	CHEMISTRY	Professor	Peer	8	\$100,505.46
The University of Texas at Tyler	CHEMISTRY	Professor	Peer	1	\$61,025.25
University of Houston-Downtown	SCIENCES & TECHNOLOGY	Professor	Peer	2	\$64,733.85
West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Professor	Peer	5	\$60,319.58

Appendix: Communications

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	COMMUNICATION	Assistant Professor	SFA	2	\$57,074.61
Angelo State University	COMMUNICATION, MASS MEDIA & THEATRE	Assistant Professor	Peer	8	\$63,776.37
Lamar University	COMMUNCTN DISORDERS & DEAF ED	Assistant Professor	Peer	1	\$60,181.81
Lamar University	COMMUNICATION	Assistant Professor	Peer	3	\$63,949.81
Lamar University	SPEECH & HEARING SCIENCES	Assistant Professor	Peer	1	\$69,669.18
Sam Houston State University	PUBLIC COMMUNICATION	Assistant Professor	Peer	3	\$57,756.65
Sul Ross State University	FINE ARTS & COMMUNICATION	Assistant Professor	Peer	3	\$60,273.17
Tarleton State University	COMMUNICATION STUDIES	Assistant Professor	Peer	2	\$74,883.47
Texas A&M University-Commerce	COMMUNICATION & THEATRE	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	7	\$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
Sul Ross State University	FINE ARTS & COMMUNICATION	Professor	Peer	6	\$51,670.03
Texas A&M University-Commerce	COMMUNICATION & THEATRE	Professor	Peer	2	\$57,545.70
Texas Southern University	JOURNALISM	Professor	Peer	1	\$47,162.36
Texas Southern University	RADIO-TELEVISION-FILM	Professor	Peer	1	\$41,952.12
Texas Woman's University	COMMUNICATION SCIENCES & DISORDERS	Professor	Peer	2	\$61,073.06
Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Professor	Peer	5	\$57,784.07
The University of Texas at Brownsville	COMMUNICATION	Professor	Peer	4	\$38,264.26
The University of Texas at San Antonio	COMMUNICATION	Professor	Peer	1	\$69,378.62
The University of Texas at Tyler	COMMUNICATION	Professor	Peer	1	\$57,054.87
West Texas A&M University	COMMUNICATION	Professor	Peer	3	\$68,188.47

Appendix: Computer Science

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted 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, TECHNLOGY, ENGRNG, AND MATHMTCS	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	COMPUTER SCIENCE	Assistant Professor	Peer	4	\$85,232.57
The University of Texas at San Antonio	INFORMATION SYSTEMS & CYBER SECURITY	Assistant Professor	Peer	3	\$122,273.95
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
University of Houston-Downtown	FINANCE, ACCOUNTNG, & COMP INFO SYS	Assistant Professor	Peer	6	\$96,902.70
West Texas A&M University	COMPUTER INFORMTN AND DECISION MGMT	Assistant Professor	Peer	4	\$107,993.04
Stephen F. Austin State University	COMPUTER SCIENCE	Associate Professor	SFA	1	\$94,663.21
Angelo State University	MATHEMATICS & COMPUTER SCIENCE	Associate Professor	Peer	6	\$60,800.39
Lamar University	COMPUTER SCIENCE	Associate Professor	Peer	4	\$87,111.68
Lamar University	INFORMATION SYSTEMS & ANALYSIS	Associate Professor	Peer	1	\$83,315.23
Sam Houston State University	COMPUTER SCIENCE	Associate Professor	Peer	3	\$82,505.92
Sam Houston State University	MATHEMATICAL & INFO SCIENCES	Associate Professor	Peer	9	\$60,587.41
Sul Ross State University	COMPUTER SCIENCE & MATHEMATICS	Associate Professor	Peer	2	\$54,984.55
Tarleton State University	COMPUTER INFORMATION SYSTEMS	Associate Professor	Peer	1	\$88,046.41
Texas A&M University-Commerce	BUSINESS ADMIN & MGMT 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&M University-Texarkana	SCI, TECHNLOGY, ENGRNG, AND MATHMTCS	Associate Professor	Peer	3	\$74,668.14
Texas Southern University	COMPUTER SCIENCE	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 SECURITY	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 INFORMTN 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, TECHNLOGY, 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 SECURITY	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	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	ECONOMICS & FINANCE	Associate Professor	SFA	6	\$86,104.63
Angelo State University	ACCOUNTING, ECONOMICS, & FINANCE	Associate Professor	Peer	3	\$91,948.75
Lamar University	ECONOMICS & FINANCE	Associate Professor	Peer	3	\$94,511.63
Sam Houston State University	ECONOMICS & INTERNAT BUS	Associate Professor	Peer	7	\$86,356.63
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-Commerce	ECONOMICS & FINANCE	Associate Professor	Peer	3	\$93,878.39
Texas A&M 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	7	\$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

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	ELEMENTARY EDUCATION	Assistant Professor	SFA	11	\$63,136.36
Stephen F. Austin State University	SECONDARY EDUC & EDUCATNL LDRSH	Assistant Professor	SFA	4	\$63,234.49
Angelo State University	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	4	\$32,684.98
Angelo State University	TEACHER EDUCATION	Assistant Professor	Peer	4	\$65,789.34
Lamar University	COUNSELING & SPECIAL ED PROGRAMS	Assistant Professor	Peer	3	\$66,319.53
Lamar University	EDUCATIONAL LEADERSHIP	Assistant Professor	Peer	8	\$72,536.12
Lamar University	PROFESSIONAL PEDAGOGY	Assistant Professor	Peer	5	\$63,859.04
Midwestern State University	EDUCATION	Assistant Professor	Peer	12	\$64,147.62
Sam Houston State University	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	11	\$57,756.65
Sam Houston State University	EDUCATIONL LEADRSH & COUNSLNG	Assistant Professor	Peer	9	\$63,894.37
Sul Ross State University	EDUCATION	Assistant Professor	Peer	5	\$60,273.17
Tarleton State University	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	10	\$64,739.79
Tarleton State University	EDUCATNL LEADRSH & POLICY STDS	Assistant Professor	Peer	3	\$73,269.05
Texas A&M University-Central Texas	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	4	\$65,088.82
Texas A&M University-Central Texas	EDUCATNL LEADRSH & POLICY STDS	Assistant Professor	Peer	1	\$76,483.58
Texas A&M University-Commerce	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	10	\$65,674.79
Texas A&M University-Commerce	EDUCATIONAL LEADERSHIP	Assistant Professor	Peer	12	\$32,989.36
Texas A&M University-Commerce	PSYCHOLOGY, COUNSELING & SPEC EDUC	Assistant Professor	Peer	11	\$63,988.26
Texas A&M University-San Antonio	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	16	\$73,357.70
Texas A&M University-San Antonio	EDUCATIONL LEADRSH & COUNSLNG	Assistant Professor	Peer	5	\$79,794.70
Texas A&M University-Texarkana	EDUCATION AND LIBERAL ARTS	Assistant Professor	Peer	11	\$71,684.15
Texas Southern University	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	1	\$44,533.83
Texas Southern University	EDUCATIONAL ADMIN & SUPERVISION	Assistant Professor	Peer	1	\$67,323.36
Texas Woman's University	TEACHER EDUCATION	Assistant Professor	Peer	7	\$53,908.81
The University of Texas at Brownsville	EDUCTNL PSYCHLG & LEADRSH STUDIES	Assistant Professor	Peer	4	\$65,361.76
The University of Texas at Brownsville	TEACHING, LEARNING, & INNOVATION	Assistant Professor	Peer	7	\$64,602.06
The University of Texas at San Antonio	EDUCATIONAL PSYCHOLOGY	Assistant Professor	Peer	4	\$49,802.95
The University of Texas at San Antonio	EDUCATNL LEADRSH & POLICY STDS	Assistant Professor	Peer	1	\$54,732.19
The University of Texas at San Antonio	INTRDSCPLNRY LEARNING & TEACHING	Assistant Professor	Peer	9	\$53,905.80
The University of Texas at Tyler	EDUCATION	Assistant Professor	Peer	2	\$66,627.93
The University of Texas at Tyler	EDUCATNL LEADRSH & POLICY STDS	Assistant Professor	Peer	1	\$78,349.95
The University of Texas of the Permian Basin	CURRICULUM & INSTRUCTION	Assistant Professor	Peer	3	\$66,496.08
The University of Texas of the Permian Basin	EDUCATIONL LEADRSH & FOUNDNTNS	Assistant Professor	Peer	3	\$67,928.12
University of Houston-Downtown	URBAN EDUCATION	Assistant Professor	Peer	11	\$60,708.45
West Texas A&M University	EDUCATION	Assistant Professor	Peer	7	\$63,994.53
Stephen F. Austin State University	ELEMENTARY EDUCATION	Associate Professor	SFA	4	\$61,475.67
Stephen F. Austin State University	SECONDARY EDUC & EDUCATNL LDRSH	Associate Professor	SFA	9	\$60,317.42
Angelo State University	CURRICULUM & INSTRUCTION	Associate Professor	Peer	2	\$56,258.46
Angelo State University	TEACHER EDUCATION	Associate Professor	Peer	3	\$65,149.39
Lamar University	COUNSELING & SPECIAL ED PROGRAMS	Associate Professor	Peer	1	\$74,215.01
Lamar University	EDUCATION	Associate Professor	Peer	2	\$73,164.53
Lamar University	EDUCATIONAL LEADERSHIP	Associate Professor	Peer	7	\$71,730.26
Lamar University	PROFESSIONAL PEDAGOGY	Associate Professor	Peer	4	\$70,247.15
Midwestern State University	EDUCATION	Associate Professor	Peer	5	\$69,513.78
Sam Houston State University	CURRICULUM & INSTRUCTION	Associate Professor	Peer	4	\$61,096.51
Sam Houston State University	EDUCATIONL LEADRSH & COUNSLNG	Associate Professor	Peer	12	\$73,147.17
Sul Ross State University	EDUCATION	Associate Professor	Peer	4	\$65,891.01
Tarleton State University	CURRICULUM & INSTRUCTION	Associate Professor	Peer	7	\$63,562.91
Tarleton State University	EDUCATNL LEADRSH & POLICY STDS	Associate Professor	Peer	4	\$77,192.22
Texas A&M University-Central Texas	CURRICULUM & INSTRUCTION	Associate Professor	Peer	2	\$68,545.74
Texas A&M University-Central Texas	EDUCATNL LEADRSH & POLICY STDS	Associate Professor	Peer	2	\$69,336.08
Texas A&M University-Commerce	CURRICULUM & INSTRUCTION	Associate Professor	Peer	6	\$66,284.41
Texas A&M University-Commerce	EDUCATIONAL LEADERSHIP	Associate Professor	Peer	3	\$65,590.93
Texas A&M University-Commerce	PSYCHOLOGY, COUNSELING & SPEC EDUC	Associate Professor	Peer	12	\$60,001.33
Texas A&M University-San Antonio	CURRICULUM & INSTRUCTION	Associate Professor	Peer	4	\$68,737.79
Texas A&M University-San Antonio	EDUCATIONL LEADRSH & COUNSLNG	Associate Professor	Peer	3	\$76,651.24
Texas A&M University-San Antonio	EDUCATION AND LIBERAL ARTS	Associate Professor	Peer	14	\$69,368.77
Texas Southern University	CURRICULUM & INSTRUCTION	Associate Professor	Peer	4	\$56,081.14
Texas Southern University	EDUCATIONAL ADMIN & SUPERVISION	Associate Professor	Peer	1	\$65,518.04
Texas Woman's University	PROFESSIONAL EDUCATION	Associate Professor	Peer	1	\$67,378.79
Texas Woman's University	TEACHER EDUCATION	Associate Professor	Peer	5	\$56,811.24
The University of Texas at Brownsville	EDUCTNL PSYCHLG & LEADRSH STUDIES	Associate Professor	Peer	8	\$63,180.08
The University of Texas at Brownsville	TEACHING, LEARNING, & INNOVATION	Associate Professor	Peer	5	\$62,600.26
The University of Texas at San Antonio	EDUCATIONAL PSYCHOLOGY	Associate Professor	Peer	4	\$56,279.89
The University of Texas at San Antonio	EDUCATNL LEADRSH & POLICY STDS	Associate Professor	Peer	10	\$59,693.05
The University of Texas at San Antonio	INTRDSCPLNRY LEARNING & TEACHING	Associate Professor	Peer	6	\$54,101.41
The University of Texas at Tyler	EDUCATION	Associate Professor	Peer	3	\$67,086.42
The University of Texas at Tyler	EDUCATNL LEADRSH & POLICY STDS	Associate Professor	Peer	2	\$65,491.36
The University of Texas of the Permian Basin	CURRICULUM & INSTRUCTION	Associate Professor	Peer	2	\$65,639.13
University of Houston-Downtown	URBAN EDUCATION	Associate Professor	Peer	8	\$62,501.94
West Texas A&M University	EDUCATION	Associate Professor	Peer	7	\$64,635.33
Stephen F. Austin State University	ELEMENTARY EDUCATION	Professor	SFA	6	\$58,908.28
Stephen F. Austin State University	SECONDARY EDUC & EDUCATNL LDRSH	Professor	SFA	3	\$64,473.04
Angelo State University	CURRICULUM & INSTRUCTION	Professor	Peer	1	\$26,146.88
Angelo State University	TEACHER EDUCATION	Professor	Peer	4	\$63,129.49
Lamar University	EDUCATION	Professor	Peer	2	\$66,442.32
Lamar University	EDUCATIONAL LEADERSHIP	Professor	Peer	2	\$71,855.13
Lamar University	PROFESSIONAL PEDAGOGY	Professor	Peer	3	\$61,132.74
Midwestern State University	EDUCATION	Professor	Peer	1	\$66,111.87
Sam Houston State University	CURRICULUM & INSTRUCTION	Professor	Peer	2	\$55,452.85
Sam Houston State University	EDUCATIONL LEADRSH & COUNSLNG	Professor	Peer	8	\$77,578.79
Sul Ross State University	EDUCATION	Professor	Peer	1	\$75,588.45
Tarleton State University	CURRICULUM & INSTRUCTION	Professor	Peer	4	\$67,423.19
Tarleton State University	EDUCATNL LEADRSH & POLICY STDS	Professor	Peer	4	\$80,170.80
Texas A&M University-Commerce	CURRICULUM & INSTRUCTION	Professor	Peer	4	\$60,183.67
Texas A&M University-Commerce	EDUCATIONAL LEADERSHIP	Professor	Peer	2	\$56,356.28
Texas A&M University-Commerce	PSYCHOLOGY, COUNSELING & SPEC EDUC	Professor	Peer	2	\$47,802.87
Texas A&M University-San Antonio	EDUCATIONL LEADRSH & COUNSLNG	Professor	Peer	2	\$71,134.67
Texas A&M University-Texarkana	EDUCATION AND LIBERAL ARTS	Professor	Peer	11	\$71,129.60
Texas Southern University	CURRICULUM & INSTRUCTION	Professor	Peer	2	\$59,082.08
Texas Southern University	EDUCATIONAL ADMIN & SUPERVISION	Professor	Peer	10	\$70,194.57
Texas Woman's University	PROFESSIONAL EDUCATION	Professor	Peer	1	\$89,629.88
Texas Woman's University	TEACHER EDUCATION	Professor	Peer	4	\$60,592.61
The University of Texas at Brownsville	EDUCTNL PSYCHLG & LEADRSH STUDIES	Professor	Peer	2	\$64,380.44
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	EDUCATNL LEADRSH & POLICY STDS	Professor	Peer	6	\$77,238.63
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	\$63,602.45
The University of Texas at Tyler	EDUCATION & PSYCHOLOGY	Professor	Peer	1	\$71,697.74
The University of Texas at Tyler	EDUCATNL LEADRSH & POLICY STDS	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&M University	EDUCATION	Professor	Peer	4	\$72,268.85

Appendix: English

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted 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 & INTRCLTRL STUDIES	Assistant Professor	Peer	3	\$69,157.97
The University of Texas at San Antonio	ENGLISH	Assistant Professor	Peer	5	\$55,972.13
University of Houston-Downtown	ENGLISH	Assistant Professor	Peer	13	\$58,221.99
West Texas A&M University	ENGLISH, PHILOSOPHY, & MODERN LNGS	Assistant Professor	Peer	5	\$59,388.19
Stephen F. Austin State University	ENGLISH	Associate Professor	SFA	8	\$52,234.04
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	ENGLISH	Associate Professor	Peer	7	\$57,372.28
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	ENGLISH	Associate Professor	Peer	4	\$40,255.20
Texas Woman's University	ENGLISH, SPCH, & FOREIGN LANGUAGES	Associate Professor	Peer	4	\$60,947.39
The University of Texas at Brownsville	ENGLISH	Associate Professor	Peer	12	\$41,734.53
The University of Texas at Brownsville	LANGUAGE, LTRCY & INTRCLTRL 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 AGRICULTURAL 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, & ENVIRONMENTAL SCIENCES	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 AGRICULTURAL 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, & ENVIRONMENTAL SCIENCES	Associate Professor	Peer	3	\$71,153.49
Stephen F. Austin State University	FORESTRY	Professor	SFA	10	\$56,579.37
Tarleton State University	ENVIRONMENTAL AND AGRICULTURAL 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, & ENVIRONMENTAL SCIENCES	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 SERVICES	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 SERVICES	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 SERVICES	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

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

Appendix: Human Sciences

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	HUMAN SCIENCES	Assistant Professor	SFA	3	\$68,278.11
Lamar University	FAMILY & CONSUMER SCIENCES	Assistant Professor	Peer	2	\$69,227.33
Midwestern State University	HEALTH SCIENCES & HUMAN SRVCS	Assistant Professor	Peer	13	\$72,993.58
Sam Houston 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 University 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
Lamar University	FAMILY & CONSUMER SCIENCES	Associate Professor	Peer	5	\$67,413.64
Midwestern State University	HEALTH SCIENCES & HUMAN SRVCS	Associate Professor	Peer	12	\$66,316.34
Sam Houston 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 University 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
Lamar University	FAMILY & CONSUMER SCIENCES	Professor	Peer	1	\$64,258.28
Midwestern 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

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted 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 A&M University	SPORTS & EXERCISE SCIENCES	Assistant Professor	Peer	2	\$66,896.12
Stephen F. Austin State University	KINESIOLOGY & HEALTH SCIENCE	Associate Professor	SFA	3	\$64,678.63
Angelo State University	KINESIOLOGY	Associate Professor	Peer	1	\$66,876.92
Lamar University	HEALTH & KINESIOLOGY	Associate Professor	Peer	2	\$67,082.35
Midwestern State University	HEALTH SCIENCES & HUMAN SRVCS	Associate Professor	Peer	12	\$66,316.34
Sam Houston State University	HEALTH & KINESIOLOGY	Associate Professor	Peer	2	\$60,220.89
Tarleton State University	KINESIOLOGY	Associate Professor	Peer	2	\$71,325.19
Texas A&M University-Commerce	HEALTH & HUMAN PERFORMANCE	Associate Professor	Peer	2	\$66,468.07
Texas Southern University	HEALTH SCIENCES	Associate Professor	Peer	4	\$78,810.18
Texas Woman's University	HEALTH STUDIES	Associate Professor	Peer	3	\$66,342.63
Texas Woman's University	KINESIOLOGY	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	7	\$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	\$73,061.00
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	Faculty Members	Median Adjusted 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 SERVICES	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	MANAGEMNT, MARKETING, & INTNTL BUSI	Associate Professor	SFA	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	ECONOMICS & 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, MARKETNG, & ADMN SYSTMS	Associate Professor	Peer	4	\$74,937.39
Texas A&M University-Central Texas	MANAGEMENT, MARKETNG, & ADMN SYSTMS	Associate Professor	Peer	2	\$80,047.67
Texas A&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 Brownsville	MARKETING & 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 SERVICES	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	MANAGEMNT, MARKETING, & INTNTL BUSI	Professor	SFA	6	\$75,132.27
Angelo State University	MANAGEMENT & MARKETING	Professor	Peer	5	\$79,817.93
Lamar University	MANAGEMENT & MARKETING	Professor	Peer	3	\$84,245.92
Sam Houston State University	ECONOMICS & INTERNAT BUS	Professor	Peer	5	\$78,293.99
Sam Houston State University	MANAGEMENT & MARKETING	Professor	Peer	7	\$88,577.51
Tarleton State University	MANAGEMENT, MARKETNG, & ADMN SYSTMS	Professor	Peer	2	\$67,843.05
Texas A&M University-Central Texas	MANAGEMENT, MARKETNG, & ADMN SYSTMS	Professor	Peer	3	\$70,782.83
Texas A&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	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 SERVICES	Professor	Peer	8	\$77,637.39
West Texas A&M University	MANAGEMENT, MARKETING, & GNRL BUSI	Professor	Peer	4	\$78,538.77

Appendix: Mathematics & Statistics

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	MATHEMATICS & STATISTICS	Assistant Professor	SFA	8	\$65,463.21
Angelo State University	MATHEMATICS & COMPUTER SCIENCE	Assistant Professor	Peer	3	\$86,819.98
Lamar University	MATHEMATICS	Assistant Professor	Peer	1	\$70,094.10
Midwestern State University	SCIENCE & MATHEMATICS	Assistant Professor	Peer	10	\$70,188.12
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	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, TECHNLOGY, 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 & COMPUTER SCIENCE	Associate Professor	Peer	6	\$60,800.39
Lamar University	MATHEMATICS	Associate Professor	Peer	7	\$69,843.77
Midwestern State University	SCIENCE & MATHEMATICS	Associate Professor	Peer	14	\$63,868.35
Sam Houston State University	MATHEMATICAL & INFO SCIENCES	Associate Professor	Peer	9	\$60,587.41
Sul Ross State University	COMPUTER SCIENCE & MATHEMATICS	Associate Professor	Peer	2	\$54,984.55
Tarleton 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, TECHNLOGY, 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	COMPUTER SCIENCE & MATHEMATICS	Professor	Peer	1	\$39,482.45
Tarleton State University	MATHEMATICS	Professor	Peer	3	\$66,792.43
Texas A&M University-Commerce	MATHEMATICS	Professor	Peer	3	\$64,607.93
Texas A&M University-Texarkana	SCI, TECHNLOGY, ENGRNG, AND MATHMTCS	Professor	Peer	6	\$79,613.55
Texas Southern University	MATHEMATICS	Professor	Peer	4	\$62,704.05
Texas Woman's University	MATHEMATICS & COMPUTER SCIENCE	Professor	Peer	5	\$67,397.44
The University of Texas at Brownsville	MATHEMATICS	Professor	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

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted 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, TECHN LGY, 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, TECHN LGY, 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, TECHN LGY, 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 NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	MUSIC	Assistant Professor	SFA	8	\$56,779.11
Angelo State University	ART & MUSIC	Assistant Professor	Peer	4	\$64,411.73
Lamar University	MUSIC	Assistant Professor	Peer	2	\$62,416.47
Midwestern State University	FINE ARTS	Assistant Professor	Peer	5	\$61,809.21
Sam Houston State University	MUSIC	Assistant Professor	Peer	9	\$62,028.85
Sul Ross State University	FINE ARTS & COMMUNICATION	Assistant Professor	Peer	3	\$60,273.17
Tarleton State University	FINE ARTS	Assistant Professor	Peer	9	\$55,775.25
Texas A&M University-Commerce	MUSIC	Assistant Professor	Peer	4	\$67,203.77
Texas Woman's University	MUSIC & DRAMA	Assistant Professor	Peer	3	\$52,068.97
The University of Texas at Brownsville	MUSIC	Assistant Professor	Peer	10	\$40,647.75
The University of Texas at San Antonio	MUSIC	Assistant Professor	Peer	9	\$42,291.02
The University of Texas at Tyler	PERFORMING ARTS	Assistant Professor	Peer	2	\$56,541.91
West Texas A&M University	MUSIC	Assistant Professor	Peer	6	\$56,943.15
Stephen F. Austin State University	MUSIC	Associate Professor	SFA	11	\$56,797.03
Angelo State University	ART & MUSIC	Associate Professor	Peer	7	\$58,872.02
Lamar University	MUSIC	Associate Professor	Peer	3	\$58,565.94
Midwestern State University	FINE ARTS	Associate Professor	Peer	9	\$58,956.57
Sam Houston State University	MUSIC	Associate Professor	Peer	11	\$56,140.78
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	MUSIC	Associate Professor	Peer	4	\$58,524.98
Texas Southern University	MUSIC	Associate Professor	Peer	3	\$47,780.18
Texas Woman's University	MUSIC & DRAMA	Associate Professor	Peer	3	\$52,709.47
The University of Texas at Brownsville	MUSIC	Associate Professor	Peer	5	\$46,230.20
The University of Texas at San Antonio	MUSIC	Associate Professor	Peer	10	\$46,224.05
The University of Texas at Tyler	PERFORMING ARTS	Associate Professor	Peer	2	\$58,677.59
West Texas A&M University	MUSIC	Associate Professor	Peer	9	\$61,630.89
Stephen F. Austin State University	MUSIC	Professor	SFA	8	\$64,972.43
Angelo State University	ART & MUSIC	Professor	Peer	5	\$55,567.17
Lamar University	MUSIC	Professor	Peer	4	\$56,298.16
Midwestern State University	FINE ARTS	Professor	Peer	9	\$60,924.64
Sam Houston State University	MUSIC	Professor	Peer	4	\$59,618.97
Sul Ross State University	FINE ARTS & COMMUNICATION	Professor	Peer	6	\$51,670.03
Texas A&M University-Commerce	MUSIC	Professor	Peer	3	\$63,583.36
Texas Southern University	MUSIC	Professor	Peer	4	\$41,146.20
Texas Woman's University	MUSIC & DRAMA	Professor	Peer	4	\$53,787.92
The University of Texas at Brownsville	MUSIC	Professor	Peer	4	\$45,485.93
The University of Texas at San Antonio	MUSIC	Professor	Peer	4	\$50,431.17
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

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

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted 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, TECHNLOGY, 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, TECHNLOGY, 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, TECHNLOGY, 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
University of Houston-Downtown	SCIENCES & TECHNOLOGY	Professor	Peer	2	\$64,733.85
West Texas A&M University	MATHEMATICS, CHEM, & PHYSICS	Professor	Peer	5	\$60,319.58

Appendix: Psychology

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted 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

INSTITUTION NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	SOCIAL WORK	Assistant Professor	SFA	5	\$60,121.47
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	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	SFA	3	\$62,415.75
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	SPEECH COMMUNICATION	Professor	Peer	4	\$61,582.85
Tarleton State University	PSYCHOLOGY & COUNSELING	Professor	Peer	4	\$65,868.78
Tarleton State University	SOCIAL WORK, SOCIOLOGY, & CRIM JUST	Professor	Peer	3	\$60,317.38
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	SOCIAL WORK	Professor	Peer	1	\$49,974.34
The University of Texas at San Antonio	COUNSELING	Professor	Peer	3	\$58,818.50
The University of Texas at San Antonio	SOCIAL WORK	Professor	Peer	3	\$65,341.93
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 NAME	AUC NAME	RANK	Institution	Faculty Members	Median Adjusted Salary
Stephen F. Austin State University	THEATRE	Assistant Professor	SFA	3	\$53,375.38
Angelo State University	COMMUNICATION, MASS MEDIA & THEATRE	Assistant Professor	Peer	8	\$63,776.37
Lamar University	THEATRE & DANCE	Assistant Professor	Peer	3	\$59,882.53
Midwestern State University	FINE ARTS	Assistant Professor	Peer	5	\$61,809.21
Sam Houston State University	THEATRE & DANCE	Assistant Professor	Peer	6	\$63,273.73
Sul Ross State University	FINE ARTS & COMMUNICATION	Assistant Professor	Peer	3	\$60,273.17
Tarleton State University	FINE ARTS	Assistant Professor	Peer	9	\$55,775.25
Texas A&M University-Commerce	COMMUNICATION & THEATRE	Assistant Professor	Peer	4	\$57,366.70
Texas Southern University	VISUAL & PERFORMING ARTS	Assistant Professor	Peer	1	\$35,139.35
Texas Woman's University	MUSIC & DRAMA	Assistant Professor	Peer	3	\$52,068.97
Texas Woman's University	VISUAL ARTS	Assistant Professor	Peer	1	\$51,845.73
The University of Texas at Tyler	PERFORMING ARTS	Assistant Professor	Peer	2	\$56,541.91
The University of Texas of the Permian Basin	VISUAL & PERFORMING ARTS	Assistant Professor	Peer	2	\$61,936.33
West Texas A&M University	ART, THEATRE, & DANCE	Assistant Professor	Peer	4	\$58,539.51
Stephen F. Austin State University	THEATRE	Associate Professor	SFA	2	\$65,961.34
Angelo State University	COMMUNICATION, MASS MEDIA & THEATRE	Associate Professor	Peer	2	\$64,563.36
Lamar University	THEATRE & DANCE	Associate Professor	Peer	1	\$60,323.50
Midwestern State University	FINE ARTS	Associate Professor	Peer	9	\$58,956.57
Sam Houston State University	THEATRE & DANCE	Associate Professor	Peer	3	\$61,532.00
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	COMMUNICATION & THEATRE	Associate Professor	Peer	1	\$69,196.45
Texas Southern University	VISUAL & PERFORMING ARTS	Associate Professor	Peer	5	\$38,985.03
Texas Woman's University	MUSIC & DRAMA	Associate Professor	Peer	3	\$52,709.47
Texas Woman's University	VISUAL ARTS	Associate Professor	Peer	4	\$54,552.36
The University of Texas at Tyler	PERFORMING ARTS	Associate Professor	Peer	2	\$58,677.59
The University of Texas of the Permian Basin	VISUAL & PERFORMING ARTS	Associate Professor	Peer	6	\$63,101.49
West Texas A&M University	ART, THEATRE, & DANCE	Associate Professor	Peer	4	\$55,520.10
Stephen F. Austin State University	THEATRE	Professor	SFA	1	\$49,409.00
Angelo State University	COMMUNICATION, MASS MEDIA & THEATRE	Professor	Peer	2	\$56,359.30
Lamar University	THEATRE & DANCE	Professor	Peer	1	\$58,395.81
Midwestern State University	FINE ARTS	Professor	Peer	9	\$60,924.64
Sam Houston State University	THEATRE & DANCE	Professor	Peer	6	\$62,655.49
Sul Ross State University	FINE ARTS & COMMUNICATION	Professor	Peer	6	\$51,670.03
Texas A&M University-Commerce	COMMUNICATION & THEATRE	Professor	Peer	2	\$57,545.70
Texas Southern University	VISUAL & PERFORMING ARTS	Professor	Peer	2	\$60,432.56
Texas Woman's University	MUSIC & DRAMA	Professor	Peer	4	\$53,787.92
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 Tyler	PERFORMING ARTS	Professor	Peer	2	\$55,295.44
West Texas A&M University	ART, THEATRE, & DANCE	Professor	Peer	2	\$66,983.94