

Texas Higher Education Coordinating Board
Public Universities
Average Budgeted Faculty Salary by Rank
FY 2008 (Fall 2007 doubled)

Institution	Professor						Associate Professor					
	Number of Faculty	Number of FTE Faculty	Mean Salaries	Median	Highest Salaries	Lowest Salaries	Number of Faculty	Number of FTE Faculty	Mean Salaries	Median Salaries	Highest Salaries	Lowest Salaries
The University of Texas at Arlington	184	180.81	\$98,226	\$89,987	\$221,102	\$33,232	175	173.43	\$72,204	\$66,702	\$150,258	\$45,432
The University of Texas at Austin	972	916.76	127,263	114,535	366,456	56,500	452	432.96	81,338	77,500	205,400	40,526
The University of Texas at Dallas	166	137.13	123,725	112,255	418,584	64,682	107	87.62	91,322	86,734	154,500	29,168
The University of Texas at El Paso	143	133.11	90,236	86,228	168,082	57,632	161	157.60	67,465	63,250	128,700	44,386
The University of Texas-Pan American	104	66.13	84,022	80,298	162,264	60,034	153	99.54	69,964	65,440	115,000	50,150
The University of Texas at Brownsville	39	30.12	72,196	69,338	126,724	34,360	95	76.40	60,398	58,939	100,264	32,715
The University of Texas of the Permian Basin	22	17.55	86,167	83,801	145,300	57,592	32	31.25	64,619	59,949	90,406	43,248
The University of Texas at San Antonio	173	152.84	108,950	102,000	214,018	53,896	190	174.57	77,652	70,697	154,730	48,000
The University of Texas at Tyler	47	46.29	76,766	73,578	105,998	53,934	56	53.94	63,132	61,508	98,510	42,510
Texas A&M University	826	706.17	114,076	107,954	316,083	59,286	442	385.78	80,070	74,604	203,860	46,247
Texas A&M University at Galveston	25	22.03	91,047	89,254	156,796	56,360	16	14.45	61,386	60,856	92,700	47,412
Prairie View A&M University	54	49.14	77,973	76,797	126,742	54,586	75	71.94	63,644	64,266	89,275	39,683
Tarleton State University	69	65.75	77,709	76,078	121,198	59,476	75	74.25	62,362	60,828	76,968	50,260
Texas A&M University-Commerce	56	55.50	78,403	76,262	108,640	60,158	50	49.25	63,336	59,411	95,630	45,000
Texas A&M University-Corpus Christi	93	84.04	77,228	72,470	169,500	36,938	75	63.88	63,600	60,314	117,076	24,000
Texas A&M University-Kingsville	82	74.00	72,223	69,746	99,960	44,418	72	64.25	61,588	61,242	83,684	25,440
Texas A&M International University	16	14.00	81,836	82,587	103,060	64,820	54	50.04	65,601	62,955	97,900	50,226
Texas A&M University-Texarkana	22	20.18	77,867	76,068	119,700	62,094	15	14.25	57,241	54,998	71,500	49,358
West Texas A&M University	53	49.47	72,759	70,336	125,000	54,452	52	50.56	61,788	58,276	93,754	45,600
University of Houston	392	385.25	114,144	108,298	286,248	50,328	309	306.06	76,632	71,120	178,000	25,708
University of Houston-Clear Lake	52	52.00	91,447	91,282	185,066	59,252	82	81.75	68,647	67,226	118,406	46,696
University of Houston-Downtown	38	34.50	82,551	82,373	98,654	69,370	82	79.00	65,941	62,153	89,126	51,782
University of Houston-Victoria	19	17.50	84,730	84,402	106,008	60,000	28	27.00	73,788	78,334	103,300	53,636
Midwestern State University	51	51.00	79,149	79,884	97,160	64,944	55	54.50	63,226	60,192	92,700	51,012
University of North Texas	254	248.00	97,451	91,542	171,356	58,172	264	257.13	74,373	69,934	124,026	32,864
Stephen F. Austin State University	122	116.17	71,195	69,320	95,056	28,174	90	88.55	57,587	56,412	85,032	26,822
Texas Southern University	71	68.47	82,171	78,856	198,748	45,958	81	79.80	67,424	65,628	108,270	33,750
Texas Tech University	325	295.73	100,690	95,068	242,914	40,000	343	328.99	71,554	67,122	174,280	47,200
Texas Woman's University	95	93.64	83,457	80,920	159,832	59,496	98	97.28	63,515	63,496	93,326	54,616
Angelo State University	56	53.33	73,784	71,276	104,299	51,874	50	47.19	60,972	58,913	85,266	51,750
Lamar University	90	87.99	82,973	81,268	141,608	43,488	72	70.99	66,366	64,755	100,396	51,420
Sam Houston State University	127	106.17	82,202	80,406	117,000	52,596	129	101.75	64,833	64,044	96,858	43,614
Texas State University-San Marcos	257	179.88	84,670	82,042	150,000	60,142	157	111.03	68,426	63,728	142,980	47,452
Sul Ross State University	23	21.90	73,998	73,180	120,028	56,212	17	16.70	53,828	54,332	64,932	46,932
Sul Ross State University Rio Grande College	9	8.90	71,792	70,326	86,848	57,140	6	5.95	56,312	55,373	65,000	48,556
Total	5,127	4,641.45		\$92,458	\$418,584	\$28,174	4,210	3,879.63		\$66,784	\$205,400	\$24,000
Weighted Average			\$102,580						\$71,766			

*Includes all faculty records with teaching time and salary greater than 0.
Non-tenure-track faculty reported in the first four ranks are counted as "Other."
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Texas Higher Education Coordinating Board
Public Universities
Average Budgeted Faculty Salary by Rank
FY 2008 (Fall 2007 doubled)

Institution	Assistant Professor						Instructor					
	Number of Faculty	Number of FTE Faculty	Mean Salaries	Median Salaries	High	Low	Number of Faculty	Number of FTE Faculty	Mean Salaries	Median Salaries	Highest Salaries	Lowest Salaries
The University of Texas at Arlington	212	210.17	\$69,583	\$66,305	\$137,500	\$16,438	0	0.00	0	0	0	0
The University of Texas at Austin	454	443.42	77,536	69,247	190,000	25,210	3	3.00	\$75,667	\$65,000	\$102,000	\$60,000
The University of Texas at Dallas	95	83.75	87,256	84,976	168,614	47,742	0	0.00	0	0	0	0
The University of Texas at El Paso	156	153.04	61,562	58,321	118,800	40,590	0	0.00	0	0	0	0
The University of Texas-Pan American	192	121.88	56,276	51,094	117,022	22,000	0	0.00	0	0	0	0
The University of Texas at Brownsville	100	77.59	52,008	49,894	88,000	22,000	5	5.00	57,128	55,532	68,408	49,600
The University of Texas of the Permian Basin	37	36.25	55,997	50,268	86,520	42,560	0	0.00	0	0	0	0
The University of Texas at San Antonio	187	175.48	66,560	59,000	140,000	45,000	3	3.00	47,169	47,000	49,000	45,508
The University of Texas at Tyler	53	52.41	56,476	50,998	101,598	39,996	0	0.00	0	0	0	0
Texas A&M University	476	441.59	71,255	67,010	170,290	45,000	0	0.00	0	0	0	0
Texas A&M University at Galveston	11	10.13	56,090	57,310	67,418	43,260	0	0.00	0	0	0	0
Prairie View A&M University	86	83.68	57,674	52,000	110,345	41,200	2	2.00	45,906	45,906	50,196	41,616
Tarleton State University	81	80.75	53,258	52,338	85,838	41,758	1	1.00	45,618	45,618	45,618	45,618
Texas A&M University-Commerce	104	104.00	56,469	51,085	110,000	43,914	2	2.00	55,337	55,337	60,044	50,630
Texas A&M University-Corpus Christi	73	63.76	57,002	52,200	105,000	22,477	0	0.00	0	0	0	0
Texas A&M University-Kingsville	77	73.25	55,724	52,024	81,664	43,500	0	0.00	0	0	0	0
Texas A&M International University	69	66.99	57,863	53,666	90,000	45,964	0	0.00	0	0	0	0
Texas A&M University-Texarkana	14	10.75	58,882	53,327	92,798	43,544	0	0.00	0	0	0	0
West Texas A&M University	60	60.00	50,677	47,948	81,340	38,000	0	0.00	0	0	0	0
University of Houston	174	172.90	75,723	70,235	147,968	30,000	0	0.00	0	0	0	0
University of Houston-Clear Lake	63	62.75	62,213	52,172	110,000	42,238	1	1.00	48,772	48,772	48,772	48,772
University of Houston-Downtown	96	94.27	54,974	49,636	87,298	40,074	11	11.00	50,149	48,000	73,000	45,898
University of Houston-Victoria	28	28.00	66,056	60,825	127,510	46,936	0	0.00	0	0	0	0
Midwestern State University	44	44.00	56,421	51,336	100,008	45,396	0	0.00	0	0	0	0
University of North Texas	198	198.00	62,520	56,938	119,002	45,000	1	1.00	55,666	55,666	55,666	55,666
Stephen F. Austin State University	130	127.92	50,047	47,162	95,018	22,979	25	25.00	45,246	43,718	67,664	37,000
Texas Southern University	95	92.44	56,463	49,900	153,312	30,750	11	10.50	50,419	46,598	80,250	32,400
Texas Tech University	296	290.95	61,522	56,672	147,000	40,000	23	23.00	44,771	43,184	62,240	34,860
Texas Woman's University	106	104.52	52,950	52,022	84,232	45,900	0	0.00	0	0	0	0
Angelo State University	62	60.67	54,387	52,001	81,088	47,256	0	0.00	0	0	0	0
Lamar University	99	97.79	55,879	53,008	84,830	42,636	1	0.75	55,470	55,470	55,470	55,470
Sam Houston State University	181	137.34	55,065	51,264	108,774	40,536	2	2.00	49,410	49,410	49,626	49,194
Texas State University-San Marcos	202	135.93	57,640	52,736	115,000	43,264	1	0.79	54,642	54,642	54,642	54,642
Sul Ross State University	25	24.90	47,019	45,736	59,200	39,602	2	2.00	43,416	43,416	45,032	41,800
Sul Ross State University Rio Grande College	12	12.00	47,345	44,750	69,200	43,000	0	0.00	0	0	0	0
Total	4,348	4,033.27		\$56,907	\$190,000	\$16,438	94	93.04		\$47,000	\$102,000	\$32,400
Weighted Average			\$63,107						\$48,613			

*Includes all faculty records with teaching time and salary greater than 0.
Non-tenure-track faculty reported in the first four ranks are counted as "Other."
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Texas Higher Education Coordinating Board
Public Universities
Average Budgeted Faculty Salary by Rank
FY 2008 (Fall 2007 doubled)

Institution	First Four Ranks			Other*			Teaching Assistant			All Ranks		
	Number of Faculty	Number of FTE Faculty	Mean Salaries	Number of Faculty	Number of FTE Faculty	Mean Salaries	Number of Faculty	Number of FTE Faculty	Mean Salaries	Number of Faculty	Number of FTE Faculty	Mean Salaries
The University of Texas at Arlington	571	564.41	\$79,616	571	363.91	\$38,562	601	287.96	\$22,022	1,743	1,216.28	\$46,308
The University of Texas at Austin	1,881	1,796.14	104,143	1,004	667.28	53,515	495	250.52	29,923	3,380	2,713.94	78,235
The University of Texas at Dallas	368	308.50	104,889	313	199.51	42,144	89	44.08	24,429	770	552.09	70,083
The University of Texas at El Paso	460	443.75	72,542	457	276.57	34,353	58	26.05	30,793	975	746.37	52,159
The University of Texas-Pan American	449	287.55	67,367	316	215.79	36,058	42	18.09	24,093	807	521.43	52,855
The University of Texas at Brownsville	239	189.11	58,744	201	86.49	20,607	0	0.00	0	440	275.60	41,322
The University of Texas of the Permian Basin	91	85.05	66,323	127	61.37	29,870	2	0.80	21,904	220	147.22	44,876
The University of Texas at San Antonio	553	505.89	83,527	596	371.65	28,957	278	124.30	18,956	1,427	1,001.84	48,156
The University of Texas at Tyler	156	152.64	64,978	220	133.50	33,770	3	1.47	20,408	379	287.61	46,510
Texas A&M University	1,744	1,533.54	93,770	585	467.45	47,699	1,150	539.92	25,225	3,479	2,540.91	63,365
Texas A&M University at Galveston	52	46.61	74,526	74	54.67	39,301	32	14.61	26,490	158	115.89	48,299
Prairie View A&M University	217	206.76	64,680	234	165.87	40,392	11	5.50	33,818	462	378.13	51,643
Tarleton State University	226	221.75	63,710	340	171.56	33,284	0	0.00	0	566	393.31	45,433
Texas A&M University-Commerce	212	210.75	63,872	302	137.03	37,275	53	20.42	17,802	567	368.20	45,399
Texas A&M University-Corpus Christi	241	211.68	66,861	232	127.36	32,505	90	44.64	21,410	563	383.68	45,438
Texas A&M University-Kingsville	231	211.50	63,409	173	106.63	30,975	12	5.66	15,782	416	323.79	48,547
Texas A&M International University	139	131.03	63,628	125	56.04	29,701	13	4.14	29,196	277	191.21	46,702
Texas A&M University-Texarkana	51	45.18	66,589	63	16.35	27,046	0	0.00	0	114	61.53	44,736
West Texas A&M University	165	160.03	61,271	180	120.96	35,865	28	13.57	18,060	373	294.56	45,767
University of Houston	875	864.21	93,257	817	425.62	47,017	1,024	479.09	22,944	2,716	1,768.92	52,838
University of Houston-Clear Lake	198	197.50	72,487	313	117.32	32,157	73	35.30	13,001	584	350.12	43,436
University of Houston-Downtown	227	218.77	63,318	312	164.40	29,080	0	0.00	0	539	383.17	43,499
University of Houston-Victoria	75	72.50	73,673	78	22.69	31,741	0	0.00	0	153	95.19	52,296
Midwestern State University	150	149.50	66,643	177	93.15	38,330	21	8.60	15,217	348	251.25	49,139
University of North Texas	717	704.13	79,250	580	355.85	33,905	443	209.38	21,100	1,740	1,269.36	49,330
Stephen F. Austin State University	367	357.64	58,599	237	163.41	31,104	66	32.93	19,918	670	553.98	45,063
Texas Southern University	258	251.21	66,721	300	207.19	35,321	25	14.50	24,310	583	472.90	48,745
Texas Tech University	987	938.67	77,515	454	303.36	38,859	1,041	502.52	24,594	2,482	1,744.55	48,248
Texas Woman's University	299	295.44	66,105	441	238.41	30,134	188	81.16	22,199	928	615.01	40,117
Angelo State University	168	161.19	62,812	144	98.30	34,985	13	6.50	21,756	325	265.99	48,840
Lamar University	262	257.52	68,066	243	155.22	33,905	15	7.27	19,267	520	420.01	50,695
Sam Houston State University	439	347.26	65,760	329	210.98	29,417	129	59.50	20,348	897	617.74	45,900
Texas State University-San Marcos	617	427.63	71,639	577	337.97	37,655	495	228.11	22,044	1,689	993.71	45,494
Sul Ross State University	67	65.50	57,901	48	33.36	29,100	13	13.00	7,000	128	111.86	41,931
Sul Ross State University Rio Grande College	27	26.85	57,487	18	6.50	18,397	0	0.00	0	45	33.35	41,851
Total	13,779	12,647.39		11,181	6,733.72		6,503	3,079.59		31,463	22,460.70	
Weighted Average			\$80,341			\$37,389			\$23,462			\$53,321

*Other category includes adjunct faculty, special faculty, emeritus faculty, and lecturers

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Texas Higher Education Coordinating Board Public Universities Change in Average Budgeted Faculty Salaries

	Professor			Associate Professor			Assistant Professor			Instructor			First 4 Ranks		
	FY 2007	FY 2008	Change	FY 2007	FY 2008	Change	FY 2007	FY 2008	Change	FY 2007	FY 2008	Change	FY 2007	FY 2008	Change
The University of Texas at Arlington	\$94,130	\$98,226	4.35%	\$70,553	\$72,204	2.34%	\$65,325	\$69,583	6.52%	0	0		\$76,650	\$79,616	3.87%
The University of Texas at Austin	121,847	127,263	4.44%	78,184	81,338	4.03%	75,321	77,536	2.94%	45,064	75,667	67.91%	99,819	104,143	4.33%
The University of Texas at Dallas	114,345	123,725	8.20%	88,096	91,322	3.66%	85,043	87,256	2.60%	0	0		98,965	104,889	5.99%
The University of Texas at El Paso	88,298	90,236	2.19%	66,943	67,465	0.78%	59,761	61,562	3.01%	0	0		70,658	72,542	2.67%
The University of Texas-Pan American	80,257	84,022	4.69%	68,386	69,964	2.31%	55,047	56,276	2.23%	0	0		65,387	67,367	3.03%
The University of Texas at Brownsville	76,395	72,196	(5.50%)	60,141	60,398	0.43%	53,796	52,008	(3.32%)	53,355	57,128	7.07%	60,014	58,744	(2.12%)
The University of Texas of the Permian Basin	78,247	86,167	10.12%	61,183	64,619	5.62%	56,580	55,997	(1.03%)	0	0		63,190	66,323	4.96%
The University of Texas at San Antonio	106,447	108,950	2.35%	74,749	77,652	3.88%	64,768	66,560	2.77%	62,562	47,169	(24.60%)	81,291	83,527	2.75%
The University of Texas at Tyler	77,014	76,766	(0.32%)	61,457	63,132	2.73%	56,911	56,476	(0.76%)	0	0		63,962	64,978	1.59%
Texas A&M University	109,911	114,076	3.79%	76,703	80,070	4.39%	67,538	71,255	5.50%	0	0		90,702	93,770	3.38%
Texas A&M University at Galveston	92,395	91,047	(1.46%)	62,528	61,386	(1.83%)	55,594	56,090	0.89%	0	0		73,471	74,526	1.44%
Prairie View A&M University	77,466	77,973	0.65%	61,861	63,644	2.88%	55,166	57,674	4.55%	45,901	45,906	0.01%	62,937	64,680	2.77%
Tarleton State University	74,284	77,709	4.61%	61,642	62,362	1.17%	51,476	53,258	3.46%	44,218	45,618	3.17%	61,384	63,710	3.79%
Texas A&M University-Commerce	71,242	78,403	10.05%	57,790	63,336	9.60%	51,281	56,469	10.12%	47,055	55,337	17.60%	61,384	63,872	8.87%
Texas A&M University-Corpus Christi	74,084	77,228	4.24%	62,431	63,600	1.87%	54,505	57,002	4.58%	0	0		64,515	66,861	3.64%
Texas A&M University-Kingsville	68,407	72,223	5.58%	57,021	61,588	8.01%	52,681	55,724	5.78%	0	0		59,403	63,409	6.74%
Texas A&M International University	82,858	81,836	(1.23%)	62,386	65,601	5.15%	55,944	57,863	3.43%	0	0		62,274	63,628	2.17%
Texas A&M University-Texarkana	76,067	77,867	2.37%	55,535	57,241	3.07%	49,825	58,882	18.18%	69,086	0	(100.00%)	63,493	66,589	4.88%
West Texas A&M University	73,469	72,759	(0.97%)	58,243	61,788	6.09%	49,227	50,677	2.95%	0	0		59,015	61,271	3.82%
University of Houston	107,908	114,144	5.78%	72,682	76,632	5.43%	71,318	75,723	6.18%	0	0		87,911	93,257	6.08%
University of Houston-Clear Lake	85,357	91,447	7.13%	65,850	68,647	4.25%	59,109	62,213	5.25%	42,843	48,772	13.84%	67,403	72,487	7.54%
University of Houston-Downtown	79,551	82,551	3.77%	61,905	65,941	6.52%	54,137	54,974	1.55%	50,050	50,149	0.20%	61,413	63,318	3.10%
University of Houston-Victoria	80,032	84,730	5.87%	64,639	73,788	14.15%	63,425	66,056	4.15%	50,000	0	100.00%	67,086	73,673	9.82%
Midwestern State University	77,785	79,149	1.75%	62,803	63,226	0.67%	54,531	56,421	3.47%	0	0		65,459	66,643	1.81%
University of North Texas	87,609	97,451	11.23%	65,905	74,373	12.85%	56,340	62,520	10.97%	61,345	55,666	(9.26%)	71,056	79,250	11.53%
Stephen F. Austin State University	69,851	71,195	1.92%	54,849	57,587	4.99%	47,586	50,047	5.17%	43,190	45,246	4.76%	56,863	58,599	3.05%
Texas Southern University	83,159	82,171	(1.19%)	67,930	67,424	(0.74%)	54,149	56,463	4.27%	52,911	50,419	(4.71%)	68,842	66,721	(3.08%)
Texas Tech University	96,871	100,690	3.94%	69,320	71,554	3.22%	58,574	61,522	5.03%	0	44,771	100.00%	75,238	77,515	3.03%
Texas Woman's University	82,055	83,457	1.71%	63,485	63,515	0.05%	53,091	52,950	(0.27%)	0	0		65,621	66,105	0.74%
Angelo State University	70,937	73,784	4.01%	57,891	60,972	5.32%	51,515	54,387	5.58%	0	0		59,935	62,812	4.80%
Lamar University	78,636	82,973	5.52%	63,830	66,366	3.97%	54,971	55,879	1.65%	60,559	55,470	(8.40%)	66,025	68,066	3.09%
Sam Houston State University	78,245	82,202	5.06%	62,965	64,833	2.97%	52,847	55,065	4.20%	46,350	49,410	6.60%	62,651	65,760	4.96%
Texas State University-San Marcos	82,539	84,670	2.58%	66,224	68,426	3.33%	55,816	57,640	3.27%	53,182	54,642	2.75%	69,667	71,639	2.83%
Sul Ross State University	66,133	73,998	11.89%	52,457	53,828	2.61%	43,974	47,019	6.92%	41,242	43,416	5.27%	52,725	57,901	9.82%
Sul Ross State University Rio Grande College	79,109	71,792	(9.25%)	59,071	56,312	(4.67%)	43,955	47,345	7.71%	0	0		58,513	57,487	(1.75%)
Weighted Average	\$98,500	102,580	4.14%	\$68,990	71,766	4.02%	\$60,512	\$63,107	4.29%	\$48,429	\$48,613	0.38%	\$77,324	\$80,341	3.90%

Texas Higher Education Coordinating Board
Public Universities
Average Budgeted Faculty Salary by Rank
FY 2007 vs FY 2008

	FY 2007		FY 2008		% Increase/Decrease	
	No. FTE Faculty	Average Salary	No. FTE Faculty	Average Salary	No. FTE Faculty	Average Salary
Professors	4,645.25	\$98,500	4,641.45	\$102,580	(0.1%)	4.1%
Associate Professors	3,777.27	68,990	3,879.63	71,766	2.7%	4.0%
Assistant Professors	3,948.28	60,512	4,033.27	63,107	2.2%	4.3%
Instructors	86.37	48,429	93.04	48,613	7.7%	0.4%
First Four Ranks	12,457.17	\$77,324	12,647.39	\$80,341	1.5%	3.9%
Teaching Assistants	3,063.68	23,033	3,079.59	23,462	0.5%	1.9%
Other	6,613.78	36,369	6,733.72	37,389	1.8%	2.8%
Total All Ranks	22,134.63	\$51,527	22,460.70	\$53,321	1.5%	3.5%