

**Texas Public Universities**

**Average Budgeted Faculty Salary by Rank**

**FY 2008 vs FY 2009**

|                        | FY 2008       |                 | FY 2009       |                 | % Increase/Decrease |             |
|------------------------|---------------|-----------------|---------------|-----------------|---------------------|-------------|
|                        | No. FTE       | Average         | No. FTE       | Average         | No. FTE             | Average     |
|                        | Faculty       | Salary          | Faculty       | Salary          | Faculty             | Salary      |
| Professors             | 4,641         | \$102,580       | 4,706         | \$106,311       | 1.4%                | 3.6%        |
| Associate Professors   | 3,880         | 71,766          | 4,070         | 74,317          | 4.9%                | 3.6%        |
| Assistant Professors   | 4,033         | 63,107          | 4,139         | 65,111          | 2.6%                | 3.2%        |
| Instructors            | 93            | 48,613          | 113           | 48,129          | 21.5%               | (1.0%)      |
| First Four Ranks       | 12,647        | \$80,341        | 13,028        | \$82,899        | 3.0%                | 3.2%        |
| Teaching Assistants    | 3,080         | 23,462          | 3,093         | 24,223          | 0.4%                | 3.2%        |
| Other                  | 6,734         | 37,389          | 7,072         | 38,707          | 5.0%                | 3.5%        |
| <b>Total All Ranks</b> | <b>22,461</b> | <b>\$53,321</b> | <b>23,193</b> | <b>\$55,199</b> | <b>3.3%</b>         | <b>3.5%</b> |

### Change in Average Budgeted Faculty Salaries

| Institution                                  | Professor  |            |      | Associate Professor |           |      |
|--|------------|------------|------|---------------------|-----------|------|
|  | FY 2008    | FY 2009    | CHG  | FY 2008             | FY 2009   | CHG  |
| The University of Texas at Arlington         | \$ 98,226  | \$ 102,291 | 4%   | \$ 72,204           | \$ 76,135 | 5%   |
| The University of Texas at Austin            | 127,263    | 133,799    | 5%   | 81,338              | 85,565    | 5%   |
| The University of Texas at Dallas            | 123,725    | 125,663    | 2%   | 91,322              | 95,307    | 4%   |
| The University of Texas at El Paso           | 90,236     | 91,982     | 2%   | 67,465              | 69,807    | 3%   |
| The University of Texas-Pan American         | 84,022     | 86,527     | 3%   | 69,964              | 69,937    | (0%) |
| The University of Texas at Brownsville       | 72,196     | 66,147     | (8%) | 60,398              | 59,327    | (2%) |
| The University of Texas of the Permian Basin | 86,167     | 85,901     | (0%) | 64,619              | 66,942    | 4%   |
| The University of Texas at San Antonio       | 108,950    | 112,361    | 3%   | 77,652              | 81,492    | 5%   |
| The University of Texas at Tyler             | 76,766     | 80,207     | 4%   | 63,132              | 64,399    | 2%   |
| Texas A&M University                         | 114,076    | 118,745    | 4%   | 80,070              | 81,979    | 2%   |
| Texas A&M University at Galveston            | 91,047     | 92,674     | 2%   | 61,386              | 64,117    | 4%   |
| Prairie View A&M University                  | 77,973     | 80,493     | 3%   | 63,644              | 67,292    | 6%   |
| Tarleton State University                    | 77,709     | 78,743     | 1%   | 62,362              | 64,109    | 3%   |
| Texas A&M University-Corpus Christi          | 77,228     | 79,077     | 2%   | 63,600              | 64,239    | 1%   |
| Texas A&M University-Kingsville              | 72,223     | 78,131     | 8%   | 61,588              | 64,323    | 4%   |
| Texas A&M International University           | 81,836     | 86,896     | 6%   | 65,601              | 67,280    | 3%   |
| West Texas A&M University                    | 72,759     | 76,445     | 5%   | 61,788              | 63,760    | 3%   |
| Texas A&M University-Commerce                | 78,403     | 81,715     | 4%   | 63,336              | 63,802    | 1%   |
| Texas A&M University-Texarkana               | 77,867     | 81,661     | 5%   | 57,241              | 57,306    | 0%   |
| University of Houston                        | 114,144    | 119,683    | 5%   | 76,632              | 80,184    | 5%   |
| University of Houston-Clear Lake             | 91,447     | 89,639     | (2%) | 68,647              | 69,279    | 1%   |
| University of Houston-Downtown               | 82,551     | 84,965     | 3%   | 65,941              | 68,454    | 4%   |
| University of Houston-Victoria               | 84,730     | 87,728     | 4%   | 73,788              | 75,403    | 2%   |
| University of North Texas                    | 97,451     | 103,926    | 7%   | 74,373              | 79,007    | 6%   |
| Texas Tech University                        | 100,690    | 102,812    | 2%   | 71,554              | 72,653    | 2%   |
| Angelo State University                      | 73,784     | 75,241     | 2%   | 60,972              | 62,472    | 2%   |
| Lamar University                             | 82,973     | 87,259     | 5%   | 66,366              | 70,728    | 7%   |
| Sam Houston State University                 | 82,202     | 84,427     | 3%   | 64,833              | 66,282    | 2%   |
| Texas State University-San Marcos            | 84,670     | 87,429     | 3%   | 68,426              | 69,874    | 2%   |
| Sul Ross State University                    | 73,998     | 73,663     | (0%) | 53,828              | 55,497    | 3%   |
| Sul Ross State University Rio Grande College | 71,792     | 71,938     | 0%   | 56,312              | 58,105    | 3%   |
| Midwestern State University                  | 79,149     | 79,793     | 1%   | 63,226              | 64,101    | 1%   |
| Stephen F. Austin State University           | 71,195     | 73,691     | 4%   | 57,587              | 61,202    | 6%   |
| Texas Southern University                    | 82,171     | 92,476     | 13%  | 67,424              | 76,773    | 14%  |
| Texas Woman's University                     | 83,457     | 82,723     | (1%) | 63,515              | 64,619    | 2%   |
| Weighted Average                             | \$ 102,580 | \$ 106,311 | 4%   | \$ 71,766           | \$ 74,317 | 4%   |

| Institution                                  | Assistant Professor |           |      | Instructor |           |        |
|--|---------------------|-----------|------|------------|-----------|--------|
|  | FY 2008             | FY 2009   | CHG  | FY 2008    | FY 2009   | CHG    |
| The University of Texas at Arlington         | \$ 69,583           | \$ 70,526 | 1%   | \$ -       | \$ -      |        |
| The University of Texas at Austin            | 77,536              | 81,995    | 6%   | 75,667     | 65,000    | (14%)  |
| The University of Texas at Dallas            | 87,256              | 88,788    | 2%   | -          | -         |        |
| The University of Texas at El Paso           | 61,562              | 63,745    | 4%   | -          | -         |        |
| The University of Texas-Pan American         | 56,276              | 58,409    | 4%   | -          | -         |        |
| The University of Texas at Brownsville       | 52,008              | 48,288    | (7%) | 57,128     | 36,632    | (36%)  |
| The University of Texas of the Permian Basin | 55,997              | 56,572    | 1%   | -          | -         |        |
| The University of Texas at San Antonio       | 66,560              | 68,871    | 3%   | 47,169     | 50,500    | 7%     |
| The University of Texas at Tyler             | 56,476              | 59,916    | 6%   | -          | -         |        |
| Texas A&M University                         | 71,255              | 72,928    | 2%   | -          | -         |        |
| Texas A&M University at Galveston            | 56,090              | 61,135    | 9%   | -          | -         |        |
| Prairie View A&M University                  | 57,674              | 59,398    | 3%   | 45,906     | 48,380    | 5%     |
| Tarleton State University                    | 53,258              | 53,179    | (0%) | 45,618     | -         | (100%) |
| Texas A&M University-Corpus Christi          | 57,002              | 56,961    | (0%) | -          | 34,748    |        |
| Texas A&M University-Kingsville              | 55,724              | 58,136    | 4%   | -          | -         |        |
| Texas A&M International University           | 57,863              | 61,299    | 6%   | -          | 36,886    |        |
| West Texas A&M University                    | 50,677              | 56,841    | 12%  | -          | -         |        |
| Texas A&M University-Commerce                | 56,469              | 58,642    | 4%   | 55,337     | 62,868    | 14%    |
| Texas A&M University-Texarkana               | 58,882              | 62,917    | 7%   | -          | -         |        |
| University of Houston                        | 75,723              | 77,848    | 3%   | -          | -         |        |
| University of Houston-Clear Lake             | 62,213              | 62,813    | 1%   | 48,772     | 43,073    | (12%)  |
| University of Houston-Downtown               | 54,974              | 56,001    | 2%   | 50,149     | 53,260    | 6%     |
| University of Houston-Victoria               | 66,056              | 64,660    | (2%) | -          | -         |        |
| University of North Texas                    | 62,520              | 66,192    | 6%   | 55,666     | 57,798    | 4%     |
| Texas Tech University                        | 61,522              | 62,941    | 2%   | 44,771     | 42,454    | (5%)   |
| Angelo State University                      | 54,387              | 54,554    | 0%   | -          | -         |        |
| Lamar University                             | 55,879              | 60,360    | 8%   | 55,470     | 76,500    | 38%    |
| Sam Houston State University                 | 55,065              | 56,408    | 2%   | 49,410     | 50,571    | 2%     |
| Texas State University-San Marcos            | 57,640              | 58,981    | 2%   | 54,642     | 56,008    | 2%     |
| Sul Ross State University                    | 47,019              | 48,505    | 3%   | 43,416     | 43,295    | (0%)   |
| Sul Ross State University Rio Grande College | 47,345              | 48,457    | 2%   | -          | -         |        |
| Midwestern State University                  | 56,421              | 58,721    | 4%   | -          | -         |        |
| Stephen F. Austin State University           | 50,047              | 51,404    | 3%   | 45,246     | 46,030    | 2%     |
| Texas Southern University                    | 56,463              | 65,230    | 16%  | 50,419     | 53,116    | 5%     |
| Texas Woman's University                     | 52,950              | 53,883    | 2%   | -          | -         |        |
| Weighted Average                             | \$ 63,107           | \$ 65,111 | 3%   | \$ 48,613  | \$ 48,129 | (1%)   |

| Institution                                  | First 4 Ranks |           |      |
|--|---------------|-----------|------|
|  | FY 2008       | FY 2009   | CHG  |
| The University of Texas at Arlington         | \$ 79,616     | \$ 82,288 | 3%   |
| The University of Texas at Austin            | 104,143       | 108,951   | 5%   |
| The University of Texas at Dallas            | 104,889       | 107,921   | 3%   |
| The University of Texas at El Paso           | 72,542        | 74,790    | 3%   |
| The University of Texas-Pan American         | 67,367        | 69,024    | 2%   |
| The University of Texas at Brownsville       | 58,744        | 55,698    | (5%) |
| The University of Texas of the Permian Basin | 66,323        | 66,874    | 1%   |
| The University of Texas at San Antonio       | 83,527        | 86,969    | 4%   |
| The University of Texas at Tyler             | 64,978        | 67,649    | 4%   |
| Texas A&M University                         | 93,770        | 96,713    | 3%   |
| Texas A&M University at Galveston            | 74,526        | 75,562    | 1%   |
| Prairie View A&M University                  | 64,680        | 67,568    | 4%   |
| Tarleton State University                    | 63,710        | 63,988    | 0%   |
| Texas A&M University-Corpus Christi          | 66,861        | 67,560    | 1%   |
| Texas A&M University-Kingsville              | 63,409        | 66,881    | 5%   |
| Texas A&M International University           | 63,628        | 67,024    | 5%   |
| West Texas A&M University                    | 61,271        | 63,922    | 4%   |
| Texas A&M University-Commerce                | 63,872        | 66,410    | 4%   |
| Texas A&M University-Texarkana               | 66,589        | 68,787    | 3%   |
| University of Houston                        | 93,257        | 97,188    | 4%   |
| University of Houston-Clear Lake             | 72,487        | 72,523    | 0%   |
| University of Houston-Downtown               | 63,318        | 67,156    | 6%   |
| University of Houston-Victoria               | 73,673        | 73,673    | 0%   |
| University of North Texas                    | 79,250        | 84,266    | 6%   |
| Texas Tech University                        | 77,515        | 78,104    | 1%   |
| Angelo State University                      | 62,812        | 64,221    | 2%   |
| Lamar University                             | 68,066        | 72,356    | 6%   |
| Sam Houston State University                 | 65,760        | 67,252    | 2%   |
| Texas State University-San Marcos            | 71,639        | 72,848    | 2%   |
| Sul Ross State University                    | 57,901        | 59,423    | 3%   |
| Sul Ross State University Rio Grande College | 57,487        | 58,428    | 2%   |
| Midwestern State University                  | 66,643        | 67,743    | 2%   |
| Stephen F. Austin State University           | 58,599        | 60,401    | 3%   |
| Texas Southern University                    | 66,721        | 76,315    | 14%  |
| Texas Woman's University                     | 66,105        | 66,149    | 0%   |
| Weighted Average                             | \$ 80,341     | \$ 82,899 | 3%   |

**Fiscal Year 2009 (Based on Fall 2008\*)**

| FICE CODE | INSTITUTION                                  | Total  |         |                 | Professor |         |                 |                |             |             |
|-----------|--|--------|---------|-----------------|-----------|---------|-----------------|----------------|-------------|-------------|
|           |  | Number | FTE Fac | Average FTE Sal | Number    | FTE Fac | Average FTE Sal | Median FTE Sal | Max FTE Sal | Min FTE Sal |
| 003656    | The University of Texas at Arlington         | 1,785  | 1,252   | \$47,765        | 186       | 180     | \$102,291       | \$94,451       | \$218,242   | \$27,186    |
| 003658    | The University of Texas at Austin            | 3,457  | 2,767   | 81,660          | 946       | 904     | 133,799         | 121,523        | 382,948     | 57,080      |
| 009741    | The University of Texas at Dallas            | 813    | 622     | 70,507          | 171       | 158     | 125,663         | 117,500        | 260,000     | 64,518      |
| 003661    | The University of Texas at El Paso           | 963    | 754     | 54,527          | 147       | 138     | 91,982          | 85,778         | 173,570     | 59,338      |
| 003599    | The University of Texas-Pan American         | 798    | 518     | 54,556          | 111       | 74      | 86,527          | 82,756         | 201,572     | 62,080      |
| 030646    | The University of Texas at Brownsville       | 452    | 343     | 41,726          | 45        | 42      | 66,147          | 65,802         | 130,526     | 30,706      |
| 009930    | The University of Texas of the Permian Basin | 220    | 149     | 44,562          | 21        | 18      | 85,901          | 85,826         | 121,968     | 59,436      |
| 010115    | The University of Texas at San Antonio       | 1,504  | 1,062   | 49,908          | 182       | 160     | 112,361         | 103,767        | 216,158     | 36,156      |
| 011163    | The University of Texas at Tyler             | 386    | 287     | 48,979          | 54        | 51      | 80,207          | 79,010         | 112,198     | 55,506      |
| 003632    | Texas A&M University                         | 3,521  | 2,594   | 66,245          | 841       | 724     | 118,745         | 112,692        | 335,048     | 64,546      |
| 010298    | Texas A&M University at Galveston            | 157    | 117     | 50,633          | 23        | 20      | 92,674          | 91,486         | 161,500     | 57,768      |
| 003630    | Prairie View A&M University                  | 480    | 387     | 52,744          | 54        | 50      | 80,493          | 80,343         | 135,088     | 54,816      |
| 003631    | Tarleton State University                    | 575    | 415     | 47,510          | 69        | 65      | 78,743          | 78,090         | 99,600      | 60,248      |
| 011161    | Texas A&M University-Corpus Christi          | 609    | 393     | 43,264          | 97        | 80      | 79,077          | 74,528         | 173,500     | 7,116       |
| 003639    | Texas A&M University-Kingsville              | 436    | 342     | 51,400          | 85        | 77      | 78,131          | 76,312         | 145,400     | 45,940      |
| 009651    | Texas A&M International University           | 289    | 204     | 49,629          | 21        | 18      | 86,896          | 90,142         | 121,614     | 66,266      |
| 003665    | West Texas A&M University                    | 410    | 312     | 46,404          | 46        | 41      | 76,445          | 73,615         | 104,252     | 56,780      |
| 003565    | Texas A&M University-Commerce                | 569    | 371     | 46,816          | 59        | 58      | 81,715          | 79,368         | 112,982     | 63,360      |
| 029269    | Texas A&M University-Texarkana               | 124    | 67      | 45,996          | 22        | 21      | 81,661          | 80,029         | 124,988     | 64,266      |
| 003652    | University of Houston                        | 2,773  | 1,806   | 54,110          | 386       | 379     | 119,683         | 112,739        | 296,070     | 54,460      |
| 011711    | University of Houston-Clear Lake             | 600    | 363     | 43,400          | 57        | 57      | 89,639          | 89,250         | 185,064     | 48,124      |
| 012826    | University of Houston-Downtown               | 554    | 391     | 45,886          | 48        | 43      | 84,965          | 84,997         | 102,356     | 59,708      |
| 013231    | University of Houston-Victoria               | 174    | 106     | 51,984          | 19        | 18      | 87,728          | 87,356         | 108,784     | 66,154      |
| 003594    | University of North Texas                    | 1,838  | 1,341   | 52,113          | 263       | 261     | 103,926         | 96,742         | 236,060     | 36,000      |
| 003644    | Texas Tech University                        | 2,486  | 1,785   | 49,278          | 316       | 288     | 102,812         | 97,211         | 245,564     | 40,000      |
| 003541    | Angelo State University                      | 337    | 278     | 50,368          | 58        | 54      | 75,241          | 73,184         | 108,750     | 53,886      |
| 003581    | Lamar University                             | 526    | 438     | 54,664          | 88        | 87      | 87,259          | 85,126         | 143,388     | 42,714      |
| 003606    | Sam Houston State University                 | 871    | 605     | 47,369          | 125       | 105     | 84,427          | 82,026         | 118,206     | 48,672      |
| 003615    | Texas State University - San Marcos          | 1,752  | 1,035   | 47,749          | 267       | 183     | 87,429          | 84,060         | 151,000     | 61,042      |
| 003625    | Sul Ross State University                    | 134    | 118     | 44,065          | 29        | 27      | 73,663          | 71,370         | 155,452     | 30,600      |
| 000020    | Sul Ross State University Rio Grande College | 40     | 32      | 45,608          | 9         | 9       | 71,938          | 75,464         | 91,288      | 43,336      |
| 003592    | Midwestern State University                  | 352    | 256     | 50,653          | 53        | 53      | 79,793          | 78,912         | 104,838     | 41,668      |
| 003624    | Stephen F. Austin State University           | 692    | 572     | 46,039          | 118       | 110     | 73,691          | 71,762         | 102,756     | 28,174      |
| 003642    | Texas Southern University                    | 563    | 464     | 54,254          | 68        | 65      | 92,476          | 87,436         | 193,416     | 53,162      |
| 003646    | Texas Woman's University                     | 977    | 646     | 39,950          | 91        | 89      | 82,723          | 81,514         | 113,682     | 67,720      |

STATEWIDE 32,217 23,193 \$55,199 5,175 4,706 \$106,311 \$95,914 \$382,948 \$7,116

\*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."  
 Source: THECB - 4 Feb 2009

| FICE CODE | Associate Professor |         |                 |                |             |             | Assistant Professor |         |                 |                |             |             |
|-----------|---------------------|---------|-----------------|----------------|-------------|-------------|---------------------|---------|-----------------|----------------|-------------|-------------|
|           | Number              | FTE Fac | Average FTE Sal | Median FTE Sal | Max FTE Sal | Min FTE Sal | Number              | FTE Fac | Average FTE Sal | Median FTE Sal | Max FTE Sal | Min FTE Sal |
| 003656    | 186                 | 183     | \$76,135        | \$71,315       | \$170,352   | \$28,212    | 219                 | 217     | \$70,526        | \$66,950       | \$139,600   | \$6,000     |
| 003658    | 485                 | 465     | 85,565          | 81,780         | 215,000     | 41,134      | 448                 | 433     | 81,995          | 72,516         | 195,700     | 45,984      |
| 009741    | 104                 | 101     | 95,307          | 90,935         | 185,078     | 976         | 90                  | 89      | 88,788          | 85,287         | 174,780     | 48,934      |
| 003661    | 168                 | 163     | 69,807          | 66,217         | 136,102     | 44,476      | 153                 | 151     | 63,745          | 61,504         | 124,992     | 40,000      |
| 003599    | 151                 | 100     | 69,937          | 66,558         | 116,702     | 51,734      | 196                 | 121     | 58,409          | 52,502         | 116,000     | 45,690      |
| 030646    | 96                  | 88      | 59,327          | 58,512         | 106,736     | 29,486      | 104                 | 96      | 48,288          | 47,321         | 80,826      | 22,068      |
| 009930    | 32                  | 32      | 66,942          | 62,606         | 98,000      | 50,000      | 39                  | 39      | 56,572          | 51,500         | 96,000      | 20,000      |
| 010115    | 195                 | 185     | 81,492          | 74,548         | 163,246     | 51,284      | 186                 | 174     | 68,871          | 60,025         | 143,094     | 46,124      |
| 011163    | 54                  | 49      | 64,399          | 59,994         | 101,992     | 45,006      | 65                  | 61      | 59,916          | 54,998         | 109,214     | 41,198      |
| 003632    | 452                 | 400     | 81,979          | 76,568         | 216,100     | 47,175      | 499                 | 460     | 72,928          | 68,332         | 187,318     | 26,564      |
| 010298    | 18                  | 16      | 64,117          | 63,354         | 95,180      | 49,144      | 13                  | 13      | 61,135          | 62,818         | 83,000      | 43,000      |
| 003630    | 81                  | 74      | 67,292          | 70,174         | 93,832      | 45,452      | 78                  | 72      | 59,398          | 55,613         | 96,968      | 41,000      |
| 003631    | 73                  | 73      | 64,109          | 62,946         | 79,552      | 45,574      | 95                  | 95      | 53,179          | 52,012         | 79,728      | 38,000      |
| 011161    | 84                  | 67      | 64,239          | 61,781         | 108,096     | 39,888      | 76                  | 64      | 56,961          | 52,749         | 116,126     | 22,939      |
| 003639    | 73                  | 65      | 64,323          | 62,168         | 92,250      | 49,112      | 88                  | 85      | 58,136          | 53,026         | 90,000      | 42,372      |
| 009651    | 53                  | 49      | 67,280          | 64,676         | 99,000      | 51,382      | 70                  | 69      | 61,299          | 56,671         | 94,700      | 45,964      |
| 003665    | 59                  | 55      | 63,760          | 60,794         | 95,788      | 50,000      | 80                  | 77      | 56,841          | 50,029         | 92,176      | 30,000      |
| 003565    | 53                  | 53      | 63,802          | 60,362         | 103,280     | 46,554      | 98                  | 97      | 58,642          | 53,163         | 112,200     | 46,412      |
| 029269    | 17                  | 16      | 57,306          | 55,814         | 74,432      | 48,500      | 15                  | 13      | 62,917          | 62,196         | 84,426      | 47,492      |
| 003652    | 290                 | 287     | 80,184          | 74,739         | 211,840     | 37,924      | 194                 | 192     | 77,848          | 71,262         | 185,000     | 39,566      |
| 011711    | 85                  | 84      | 69,279          | 66,650         | 207,208     | 46,696      | 66                  | 66      | 62,813          | 52,788         | 110,000     | 42,238      |
| 012826    | 93                  | 89      | 68,454          | 62,992         | 96,284      | 50,728      | 85                  | 83      | 56,001          | 51,972         | 87,384      | 46,694      |
| 013231    | 28                  | 27      | 75,403          | 78,540         | 96,136      | 55,786      | 35                  | 35      | 64,660          | 57,106         | 101,964     | 48,394      |
| 003594    | 284                 | 280     | 79,007          | 73,110         | 151,454     | 25,984      | 202                 | 201     | 66,192          | 60,000         | 150,000     | 22,400      |
| 003644    | 374                 | 367     | 72,653          | 68,211         | 166,346     | 47,778      | 274                 | 270     | 62,941          | 57,839         | 149,940     | 38,500      |
| 003541    | 67                  | 65      | 62,472          | 58,578         | 90,026      | 52,786      | 54                  | 53      | 54,554          | 52,024         | 90,000      | 49,342      |
| 003581    | 79                  | 77      | 70,728          | 67,512         | 118,602     | 40,440      | 99                  | 98      | 60,360          | 57,338         | 89,538      | 23,429      |
| 003606    | 133                 | 108     | 66,282          | 64,026         | 113,976     | 44,640      | 183                 | 138     | 56,408          | 53,028         | 90,018      | 41,004      |
| 003615    | 161                 | 111     | 69,874          | 66,034         | 113,108     | 30,000      | 245                 | 161     | 58,981          | 54,218         | 120,000     | 44,650      |
| 003625    | 16                  | 16      | 55,497          | 56,157         | 66,186      | 47,872      | 24                  | 24      | 48,505          | 47,613         | 60,384      | 35,468      |
| 000020    | 6                   | 6       | 58,105          | 56,481         | 68,480      | 49,528      | 12                  | 12      | 48,457          | 46,102         | 71,276      | 43,000      |
| 003592    | 54                  | 54      | 64,101          | 61,110         | 92,520      | 52,020      | 49                  | 48      | 58,721          | 52,560         | 101,808     | 40,000      |
| 003624    | 87                  | 86      | 61,202          | 59,968         | 89,000      | 27,702      | 143                 | 142     | 51,404          | 49,142         | 97,100      | 27,164      |
| 003642    | 81                  | 76      | 76,773          | 75,900         | 156,708     | 35,288      | 86                  | 84      | 65,230          | 60,991         | 169,067     | 36,092      |
| 003646    | 104                 | 103     | 64,619          | 64,290         | 95,192      | 52,000      | 110                 | 109     | 53,883          | 52,325         | 83,388      | 45,428      |
|           | 4,376               | 4,070   | \$74,317        | \$69,256       | \$216,100   | \$976       | 4,473               | 4,139   | \$65,111        | \$58,776       | \$195,700   | \$6,000     |



| FICE CODE | Instructor |         |                 |                |             |             | First Four |         |                 | Teaching Assistants |         |                 | Other  |         |                 |
|-----------|------------|---------|-----------------|----------------|-------------|-------------|------------|---------|-----------------|---------------------|---------|-----------------|--------|---------|-----------------|
|           | Number     | FTE Fac | Average FTE Sal | Median FTE Sal | Max FTE Sal | Min FTE Sal | Number     | FTE Fac | Average FTE Sal | Number              | FTE Fac | Average FTE Sal | Number | FTE Fac | Average FTE Sal |
| 003656    | 0          | 0       | \$0             | \$0            | \$0         | \$0         | 591        | 579     | \$82,288        | \$610               | \$302   | \$22,343        | 584    | 371     | \$39,381        |
| 003658    | 2          | 2       | 65,000          | 65,000         | 65,000      | 65,000      | 1881       | 1,804   | 108,951         | 472                 | 242     | 31,056          | 1,104  | 721     | 56,797          |
| 009741    | 0          | 0       | -               | -              | -           | -           | 365        | 348     | 107,921         | 94                  | 46      | 24,820          | 354    | 228     | 44,061          |
| 003661    | 0          | 0       | -               | -              | -           | -           | 468        | 452     | 74,790          | 27                  | 15      | 31,753          | 468    | 287     | 35,577          |
| 003599    | 0          | 0       | -               | -              | -           | -           | 458        | 295     | 69,024          | -                   | -       | -               | 340    | 223     | 35,067          |
| 030646    | 3          | 3       | 39,697          | 36,632         | 70,460      | 12,000      | 248        | 228     | 55,698          | -                   | -       | -               | 204    | 115     | 24,741          |
| 009930    | 0          | 0       | -               | -              | -           | -           | 92         | 88      | 66,874          | 7                   | 3       | 21,786          | 121    | 58      | 28,916          |
| 010115    | 5          | 5       | 49,561          | 50,500         | 52,000      | 46,836      | 568        | 524     | 86,969          | 300                 | 134     | 20,790          | 636    | 404     | 30,544          |
| 011163    | 0          | 0       | -               | -              | -           | -           | 173        | 161     | 67,649          | 3                   | 1       | 27,637          | 210    | 124     | 33,903          |
| 003632    | 0          | 0       | -               | -              | -           | -           | 1792       | 1,584   | 96,713          | 1,117               | 532     | 26,829          | 612    | 479     | 48,972          |
| 010298    | 0          | 0       | -               | -              | -           | -           | 54         | 49      | 75,562          | 31                  | 16      | 25,765          | 72     | 53      | 42,642          |
| 003630    | 2          | 2       | 48,380          | 48,380         | 53,252      | 43,508      | 215        | 198     | 67,568          | 13                  | 7       | 34,481          | 252    | 182     | 41,038          |
| 003631    | 0          | 0       | -               | -              | -           | -           | 237        | 233     | 63,988          | -                   | -       | -               | 338    | 182     | 35,955          |
| 011161    | 1          | 1       | 34,748          | 34,748         | 34,748      | 34,748      | 258        | 212     | 67,560          | 98                  | 48      | 21,569          | 253    | 134     | 26,892          |
| 003639    | 0          | 0       | -               | -              | -           | -           | 246        | 226     | 66,881          | 7                   | 3       | 21,017          | 183    | 112     | 31,753          |
| 009651    | 1          | 1       | 36,886          | 36,886         | 36,886      | 36,886      | 145        | 136     | 67,024          | 9                   | 2       | 30,471          | 135    | 65      | 32,222          |
| 003665    | 0          | 0       | -               | -              | -           | -           | 185        | 173     | 63,922          | 30                  | 15      | 18,674          | 195    | 125     | 34,050          |
| 003565    | 1          | 1       | 62,868          | 62,868         | 62,868      | 62,868      | 211        | 208     | 66,410          | 54                  | 22      | 17,880          | 304    | 140     | 38,357          |
| 029269    | 0          | 0       | -               | -              | -           | -           | 54         | 49      | 68,787          | -                   | -       | -               | 70     | 18      | 28,414          |
| 003652    | 0          | 0       | -               | -              | -           | -           | 870        | 859     | 97,188          | 1,039               | 492     | 23,401          | 864    | 455     | 47,661          |
| 011711    | 2          | 2       | 43,073          | 43,073         | 43,146      | 43,000      | 210        | 208     | 72,523          | 89                  | 42      | 13,021          | 301    | 112     | 32,064          |
| 012826    | 3          | 3       | 58,057          | 53,260         | 72,500      | 48,410      | 229        | 218     | 67,156          | -                   | -       | -               | 325    | 173     | 30,899          |
| 013231    | 0          | 0       | -               | -              | -           | -           | 82         | 80      | 73,673          | -                   | -       | -               | 92     | 26      | 32,652          |
| 003594    | 1          | 1       | 57,798          | 57,798         | 57,798      | 57,798      | 750        | 742     | 84,266          | 443                 | 207     | 22,705          | 645    | 391     | 34,924          |
| 003644    | 49         | 48      | 45,150          | 42,454         | 100,000     | 26,250      | 1013       | 974     | 78,104          | 1,028               | 505     | 24,766          | 445    | 306     | 40,285          |
| 003541    | 0          | 0       | -               | -              | -           | -           | 179        | 172     | 64,221          | 15                  | 8       | 22,192          | 143    | 99      | 35,983          |
| 003581    | 4          | 4       | 73,562          | 76,500         | 106,572     | 34,674      | 270        | 266     | 72,356          | 12                  | 6       | 19,033          | 244    | 165     | 36,838          |
| 003606    | 2          | 2       | 50,571          | 50,571         | 50,940      | 50,202      | 443        | 352     | 67,252          | 121                 | 57      | 20,863          | 307    | 197     | 29,124          |
| 003615    | 1          | 1       | 56,008          | 56,008         | 56,008      | 56,008      | 674        | 457     | 72,848          | 512                 | 235     | 24,064          | 566    | 344     | 39,286          |
| 003625    | 4          | 3       | 37,391          | 43,295         | 45,934      | 17,040      | 73         | 70      | 59,423          | 11                  | 11      | 7,000           | 50     | 37      | 29,798          |
| 000020    | 0          | 0       | -               | -              | -           | -           | 27         | 27      | 58,428          | -                   | -       | -               | 13     | 5       | 18,983          |
| 003592    | 0          | 0       | -               | -              | -           | -           | 156        | 155     | 67,743          | 12                  | 5       | 16,667          | 184    | 95      | 38,380          |
| 003624    | 26         | 26      | 46,892          | 46,030         | 72,444      | 40,000      | 374        | 364     | 60,401          | 71                  | 35      | 19,405          | 247    | 173     | 31,950          |
| 003642    | 9          | 9       | 56,025          | 53,116         | 86,988      | 32,400      | 244        | 233     | 76,315          | 22                  | 14      | 22,788          | 297    | 217     | 38,460          |
| 003646    | 0          | 0       | -               | -              | -           | -           | 305        | 301     | 66,149          | 213                 | 89      | 22,083          | 459    | 256     | 30,833          |
|           | 116        | 113     | \$48,129        | \$46,030       | \$106,572   | \$12,000    | 14,140     | 13,028  | \$82,899        | \$6,460             | \$3,093 | \$24,223        | 11,617 | 7,072   | \$38,707        |