

## **Faculty Compensation and Faculty Hiring Texas State University**

Department chairs, school directors, and deans are asked to consider the following factors when justifying recommendations and making salary offers to prospective faculty during the hiring process.

### **Competitive Market Data**

Competitive market data for faculty salaries is derived from a proprietary annual report from the College and University Professional Association for Human Resources (CUPA-HR). These annual reports are made available to the Texas State community in the summer of each academic year for use in the upcoming academic hiring season. For example, the 2023-2024 (FY24) CUPA annual report is used for faculty searches commencing in the 2024-2025 (FY25) year. CUPA data is used for one academic hiring cycle, so that salaries offered to all faculty recruited in the same year are based on the same annual CUPA report.

For tenure-track, tenured, and lecturer positions, please refer to the appropriate department's salary structures and review the rank under consideration for the median of the CUPA pay range. For practice, instructional, clinical, and research faculty (non-tenure line) positions, negotiations typically begin near the mid-point of the CUPA median for a lecturer and the CUPA median for the same proposed rank in a tenure-line position (assistant, associate, professor). Medians for non-tenure line positions are [published](#) at the assistant professor rank. CUPA medians for disciplines by college are published on the [university pay plan website](#).

### **Internal Salary Alignment**

Salary offers should be compared to the salaries of current faculty in the same discipline who are at comparable rank, have similar records of achievements and contributions, and similar knowledge, skills, and abilities. Other considerations may include salary inversion or compression issues within the hiring unit.

### **Market and Context**

Negotiations and offers are often affected by the national or international labor market for the discipline. Factors may include the size and quality of the applicant pool, number of doctoral graduates and number of faculty job openings in the discipline, other competition, and whether a candidate brings unique qualifications that will enhance the university's mission and goals.

If applicable, it may also be necessary to review the candidate's current total compensation, including salary, cost-of-living comparisons, and employer benefits. This information is often valuable after an initial salary offer has been made or when a candidate is considering more than one offer. One cost-of-living tool is available here: <https://www.bestplaces.net/cost-of-living/>

## **Budget Implications**

When tenured/tenure-track faculty positions are vacated, the salary dollars return to the provost. After the hiring process is complete, the salary of the replacement hire is funded in the department's budget. In many cases, the salary of a replacement hire exceeds the salary of the previous incumbent.

## **Offers**

To expedite hiring procedures, the following salary offers may be made without prior discussion with the senior vice provost:

The chair/director, in consultation with the dean, is authorized to make the initial salary offer to potential tenure line faculty and/or non-tenure line faculty positions with a [published CUPA median](#) at the CUPA median for the discipline and rank.

If the initial offer is not successful, the chair/director, in consultation with the dean, is authorized to make a salary offer up to 10 percent above the CUPA median for the CIP discipline and rank (e.g., after the initial offer of \$75,000 at the CUPA median is not accepted, a second offer may be made up to \$82,500).

Salary offers for non-tenure line faculty for which no CUPA median is published, as well as any offers or negotiations outside of these guidelines, will be determined in consultation with the senior vice provost, while salary offers for positions funded by TXST Global will be set in consultation with both the senior vice provost and the vice president for TXST Global.

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