April 26, 2023

Faculty Senate Fellow Project 2022–2023
Salary Compression, Inversions, and Its Impact in Our Community at Texas State University

MiHyun Kim, Associate Professor of Communication Design
School of Art and Design  |  mihyun@txstate.edu
The University Enrollment
The data is based on the 2022 — 2023 academic year. The average ratio for students to faculty is 19.4 : 1
### A Number of Full-Time Faculty by College

<table>
<thead>
<tr>
<th>College of Applied Arts</th>
<th>109</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family &amp; Consumer Sciences</td>
<td>38</td>
</tr>
<tr>
<td>Social Work</td>
<td>28</td>
</tr>
<tr>
<td>Criminal Justice &amp; Criminology</td>
<td>21</td>
</tr>
<tr>
<td>Agricultural Sciences</td>
<td>15</td>
</tr>
<tr>
<td>Occup, Workforce, and Leadership</td>
<td>7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College of Education</th>
<th>147</th>
</tr>
</thead>
<tbody>
<tr>
<td>Curriculum &amp; Instruction</td>
<td>71</td>
</tr>
<tr>
<td>Health &amp; Human Performance</td>
<td>44</td>
</tr>
<tr>
<td>Counselling, Leadership, Adult</td>
<td>32</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>McCoy College of Business</th>
<th>123</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance &amp; Economics</td>
<td>33</td>
</tr>
<tr>
<td>Management</td>
<td>26</td>
</tr>
<tr>
<td>Accounting</td>
<td>24</td>
</tr>
<tr>
<td>Com Info &amp; System &amp; Quant Meth</td>
<td>22</td>
</tr>
<tr>
<td>Marketing</td>
<td>16</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College of Fine Arts &amp; Communication</th>
<th>254</th>
</tr>
</thead>
<tbody>
<tr>
<td>Music</td>
<td>70</td>
</tr>
<tr>
<td>Art and Design</td>
<td>69</td>
</tr>
<tr>
<td>Theatre &amp; Dance</td>
<td>66</td>
</tr>
<tr>
<td>Journalism &amp; Mass Communication</td>
<td>44</td>
</tr>
<tr>
<td>Communication Studies</td>
<td>26</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College of Health Professions</th>
<th>88</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>23</td>
</tr>
<tr>
<td>Health Administration</td>
<td>16</td>
</tr>
<tr>
<td>Communication Disorders</td>
<td>14</td>
</tr>
<tr>
<td>Physical Therapy</td>
<td>14</td>
</tr>
<tr>
<td>Respiratory Care</td>
<td>12</td>
</tr>
<tr>
<td>Health Information Management</td>
<td>6</td>
</tr>
<tr>
<td>Clinical Laboratory Science</td>
<td>3</td>
</tr>
<tr>
<td>Radiation Therapy</td>
<td>2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College of Liberal Arts</th>
<th>370</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>86</td>
</tr>
<tr>
<td>Political Science</td>
<td>41</td>
</tr>
<tr>
<td>History</td>
<td>40</td>
</tr>
<tr>
<td>World Languages &amp; Literature</td>
<td>40</td>
</tr>
<tr>
<td>Psychology</td>
<td>37</td>
</tr>
<tr>
<td>Philosophy</td>
<td>34</td>
</tr>
<tr>
<td>Geography &amp; Environment</td>
<td>33</td>
</tr>
<tr>
<td>Sociology</td>
<td>27</td>
</tr>
<tr>
<td>Anthropology</td>
<td>23</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College of Science &amp; Engineering</th>
<th>276</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mathematics</td>
<td>77</td>
</tr>
<tr>
<td>Biology</td>
<td>68</td>
</tr>
<tr>
<td>Engineering</td>
<td>39</td>
</tr>
<tr>
<td>Chemistry &amp; Biochemistry</td>
<td>32</td>
</tr>
<tr>
<td>Physics</td>
<td>24</td>
</tr>
<tr>
<td>Computer Science</td>
<td>23</td>
</tr>
<tr>
<td>Engineering Technology</td>
<td>23</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liberal Arts</th>
<th>370</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>123</td>
</tr>
<tr>
<td>Education</td>
<td>147</td>
</tr>
<tr>
<td>Fine Arts &amp; Communication</td>
<td>254</td>
</tr>
<tr>
<td>Health Professions</td>
<td>91</td>
</tr>
<tr>
<td>Applied Arts</td>
<td>109</td>
</tr>
<tr>
<td>Sciences &amp; Engineering</td>
<td>276</td>
</tr>
</tbody>
</table>
The Size of College by Student Enrollment

- College of Science & Engineering: 6813
- College of Liberal Arts: 6097
- College of Fine Arts & Communication: 5128
- College of Education: 4831
- College of Applied Arts: 4729
- College of Business: 4410
- College of Health Professions: 3594
- Graduate College: 3594

The data is based on the 2022 — 2023 academic year.
The Top 10 Departments by Student Enrollment

Psychology
Health & Human Performance
Health Administration
Journalism & Mass Communication
Biology
Curriculum & Instruction
Computer Science
Family & Consumer Sciences
Criminal Justice & Criminology
Engineering

The data is based on the 2022 — 2023 academic year.
Student to Faculty Ratios by College

College/Ratio (FY2021)

- Applied Arts: 21.00
- Business Administration: 28.11
- Education: 15.68
- Fine Arts & Communication: 16.13
- Health Professions: 12.36
- Liberal Arts: 23.01
- Science & Engineering: 23.89

7 Year Trends
Student to Faculty Ratios
College of Applied Arts

Majors/Ratio (FY2022)

- Aerospace Studies: 3.18
- Agricultural Sciences: 21.42
- Criminal Justice & Criminology: 26.91
- Family & Consumer Sciences: 22.92
- Military Science: 7.33
- Org, Wkforce & Ldrshp Studies: 19.70
- Social Work: 15.76

6 Year Trends
Student to Faculty Ratios

College of Business

Majors/Ratio (FY2022)  6 Year Trends

Accounting
26.27

Information System and Analytics
30.82

Dean, Business
47.91

Finance & Economics
27.93

Management
28.15

Marketing
23.72
Student to Faculty Ratios
College of Education

<table>
<thead>
<tr>
<th>Majors/Ratio (FY2022)</th>
<th>6 Year Trends</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling, Leadership, Adult Education, and School Psychology</td>
<td>Faculty: 9.61, Students: 15.39</td>
</tr>
<tr>
<td>Curriculum &amp; Instruction</td>
<td>Faculty: 15.39, Students: 22.96</td>
</tr>
<tr>
<td>Dean, Education</td>
<td></td>
</tr>
<tr>
<td>Health &amp; Human Performance</td>
<td></td>
</tr>
</tbody>
</table>

College of Education

Majors/Ratio (FY2022)

- Counseling, Leadership, Adult Education, and School Psychology: Faculty: 9.61, Students: 15.39
- Curriculum & Instruction: Faculty: 15.39, Students: 22.96
- Dean, Education: Faculty, Students
- Health & Human Performance: Faculty, Students

6 Year Trends

2017 - 2022
Student to Faculty Ratios
College of Fine Arts

<table>
<thead>
<tr>
<th>Major</th>
<th>Faculty</th>
<th>Students</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art &amp; Design</td>
<td></td>
<td></td>
<td>13.74</td>
</tr>
<tr>
<td>Communication Studies</td>
<td></td>
<td></td>
<td>28.21</td>
</tr>
<tr>
<td>Journalism &amp; Mass Communication</td>
<td></td>
<td></td>
<td>23.83</td>
</tr>
<tr>
<td>Music</td>
<td></td>
<td></td>
<td>8.79</td>
</tr>
<tr>
<td>Theatre &amp; Dance</td>
<td></td>
<td></td>
<td>13.63</td>
</tr>
</tbody>
</table>
Student to Faculty Ratios
College of Health Professions

<table>
<thead>
<tr>
<th>Major</th>
<th>FY2022 Ratio</th>
<th>6 Year Trends</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Laboratory Science</td>
<td>7.04</td>
<td></td>
</tr>
<tr>
<td>Communication Disorders</td>
<td>13.82</td>
<td></td>
</tr>
<tr>
<td>Health Administration</td>
<td>18.37</td>
<td></td>
</tr>
<tr>
<td>Health Information Management</td>
<td>20.91</td>
<td></td>
</tr>
<tr>
<td>Nursing</td>
<td>8.61</td>
<td></td>
</tr>
<tr>
<td>Physical Therapy</td>
<td>8.73</td>
<td></td>
</tr>
<tr>
<td>Radiation Therapy</td>
<td>12.08</td>
<td></td>
</tr>
<tr>
<td>Respiratory Care</td>
<td>9.76</td>
<td></td>
</tr>
</tbody>
</table>

The charts show the student to faculty ratios for each major from 2017 to 2022.
Student to Faculty Ratios
College of Science and Engineering

<table>
<thead>
<tr>
<th>Major</th>
<th>Faculty Ratio (FY2022)</th>
<th>6 Year Trends</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biology</td>
<td>31.15</td>
<td></td>
</tr>
<tr>
<td>Chemistry &amp; Biochemistry</td>
<td>30.18</td>
<td></td>
</tr>
<tr>
<td>Computer Science</td>
<td>26.40</td>
<td></td>
</tr>
<tr>
<td>Dean, Science &amp; Engineering</td>
<td>3.70</td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td>12.34</td>
<td></td>
</tr>
<tr>
<td>Engineering Technology</td>
<td>13.37</td>
<td></td>
</tr>
<tr>
<td>Mathematics</td>
<td>24.15</td>
<td></td>
</tr>
<tr>
<td>Physics</td>
<td>33.12</td>
<td></td>
</tr>
</tbody>
</table>

2017 2018 2019 2020 2021 2022
Salary Scale for All Academic Tenured and Tenured Track Positions at Texas State University

<table>
<thead>
<tr>
<th>College</th>
<th>Position (group) 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Arts</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
</tr>
<tr>
<td>Business</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
</tr>
<tr>
<td>Education</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
</tr>
<tr>
<td>Fine Arts &amp; Communication</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
</tr>
<tr>
<td>Health Professions</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
</tr>
<tr>
<td>Science &amp; Engineering</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
</tr>
</tbody>
</table>
There are a total of 109 full-time faculty members, comprising tenure-track, tenured, full-time senior lecturers, and lecturers. Out of this group, 72 faculty members (66%) are currently being underpaid according to CUPA median faculty salary data.
The Faculty Whose Salary Is Lower Than CUPA Medians

College of Applied Arts

Agricultural Sciences
- Assistant Professor
  - Pratheesh Omana Sudhakaran
  - Jesse Backstrom
  - Merritt Drewery
  - Xiangping Liu

- Associate Professor
  - Kenneth Mix

- Professor
  - Douglas Morrish

Criminal Justice & Criminology
- Associate Professor
  - Bob Vasquez
  - Lucia Summers Rodriguez

- Professor
  - Brian Withrow
  - Scott Bowman
  - Jay Jamieson
  - Shayne Jones

Associate Professor
- Jay Jamieson

Assistant Professor
- See list above

Org, Wkforce, & Ldrshp Studies
- Associate Professor
  - Shailendra Singh

- Professor
  - Omar Lopez

Family & Consumer Sciences
- Assistant Professor
  - Leslie Green
  - Gar Yee Koh

- Associate Professor
  - Kimberlee Davis
  - Lesli Biediger-Friedman
  - Edna Alfaro

- Professor
  - Mira Ahn

- Lecturer & Senior Lecturer
  - Michelle Crawford
  - Caroline Hill
  - Alicia Downs
  - Christina Youens
  - Barry Underhill
  - Maloree Malone
  - Peggy Blum
  - Lindsey Menge
  - Hyojung Cho
  - Boyoung Huh
  - Amber Titus
  - Amber Branham
  - Christine Gray
  - Karen Brasfield

Assistant Professor
- See list above

Org, Wkforce, & Ldrshp Studies
- Associate Professor
  - Shailendra Singh

- Professor
  - Omar Lopez

- Lecturer & Senior Lecturer
  - Lisa Rogers

- Being paid above CUPA median salary

- Associate Professor
  - Amy Benton

- Professor
  - Christine Norton

- Lecturer & Senior Lecturer
  - Lisa Rogers

- Org, Wkforce, & Ldrshp Studies
  - Assistant Professor
    - Shailendra Singh

- Professor
  - Omar Lopez

- Social Work
  - Assistant Professor
    - Tozi Gutierrez

- Associate Professor
  - Amy Benton

The Exclusions (Applied Arts, First Name, Last Name, Position (group)) filter keeps 92 members. The Position (group) filter excludes Assistant Professor of Practice.
There are a total of 123 full-time faculty members, comprising tenure-track, tenured, full-time senior lecturers, and lecturers. Out of this group, 34 faculty members (27.6%) are currently being underpaid according to CUPA median faculty salary data.

<table>
<thead>
<tr>
<th>College</th>
<th>Department..</th>
<th>Positions</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>Accounting</td>
<td>Assistant Professor</td>
<td>$145,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$148,695.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$165,158.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$140,277.00</td>
</tr>
<tr>
<td></td>
<td>Finance &amp;</td>
<td>Assistant Professor</td>
<td>$112,010.00</td>
</tr>
<tr>
<td></td>
<td>Economics</td>
<td>Associate Professor</td>
<td>$112,624.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$111,430.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$133,228.00</td>
</tr>
<tr>
<td></td>
<td>Information</td>
<td>Assistant Professor</td>
<td>$111,430.00</td>
</tr>
<tr>
<td></td>
<td>Systems and</td>
<td>Associate Professor</td>
<td>$116,932.00</td>
</tr>
<tr>
<td></td>
<td>Analytics</td>
<td>Professor</td>
<td>$140,277.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$78,471.00</td>
</tr>
<tr>
<td></td>
<td>Management</td>
<td>Assistant Professor</td>
<td>$124,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$131,801.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$147,219.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$89,067.00</td>
</tr>
<tr>
<td></td>
<td>Marketing</td>
<td>Assistant Professor</td>
<td>$134,500.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$135,297.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$151,811.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$86,856.00</td>
</tr>
</tbody>
</table>
The Faculty Whose Salary Is Lower Than CUPA Medians

College of Business

Accounting
Professor
Robert Rutledge

Lecturer & Senior Lecturer
Laurie Brown
Elizabeth Ponder
Alexandra Hampshire
Lyudmyla Krylova

Finance and Economics
Assistant Professor
Bruce McClung
Christopher Guzelian
Muxin Zhai
Mohammad Ahmed

Associate Professor
Jeffrey Todd
Yao-Yu Chih
Dean Showalter
Joni Charles

Information Systems & Analytics
Associate Professor
Marcos Sivitanides

Assistant Professor
Mayur Mehta
Francis Mendez

Lecturer & Senior Lecturer
Jennifer Krou
David Angelow
Robert Wright
James Keefe

Management
Associate Professor
Kay Nicols

Professor
Jana Minifie
Susan Kirby
Eric Kirby
Brian Miller

Lecturer & Senior Lecturer
Harlan Beverly

Marketing
Associate Professor
N Natesan

Professor
Taewon Suh
Jeremy Sierra
Vishag Badrinarayanan
Gail Zank

The Position filter excludes Null and Professor of Practice. The Position (group) filter excludes Assistant Professor of Practice and Entrepreneur in Residence.
There are a total of 147 full-time faculty members, comprising tenure-track, tenured, full-time senior lecturers, and lecturers. Out of this group, 76 faculty members (51.7%) are currently being underpaid according to CUPA median faculty salary data.

<table>
<thead>
<tr>
<th>College</th>
<th>Department</th>
<th>Positions</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>Counseling, Leadership, Adult Education and School Psychology</td>
<td>Assistant Professor</td>
<td>$54,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$55,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$79,431.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$79,431.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$96,394.00</td>
</tr>
<tr>
<td>Curriculum &amp; Instruction</td>
<td>Assistant Professor</td>
<td></td>
<td>$66,000.00</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td></td>
<td>$79,431.00</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
<td></td>
<td>$79,431.00</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td></td>
<td>$66,500.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$96,394.00</td>
</tr>
<tr>
<td>Health and Human Performance</td>
<td>Assistant Professor</td>
<td></td>
<td>$68,875.00</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td></td>
<td>$68,875.00</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
<td></td>
<td>$79,431.00</td>
</tr>
<tr>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td></td>
<td>$102,807.00</td>
</tr>
</tbody>
</table>
### The Faculty Whose Salary Is Lower Than CUPA Medians

#### College of Education

**Counseling, Leadership, Adult Education and School Psychology**
- **Assistant Professor**
  - Shaywanna Harris
- **Associate Professor**
  - Jennifer Greene-Rooks
  - Elizabeth Hartwig
  - Cheryl Fulton
  - Shannon Dean
- **Professor**
  - Lisa Baumgartner
  - Khalid Arar
  - Clarena Larrotta
  - Larry Price
  - Joellen Coryell
- **Lecturer & Senior Lecturer**
  - Tracy Chiles

**Curriculum And Instruction**
- **Associate Professor**
  - Julie Jackson
  - Carol Delaney
  - Maneka Brooks
- **Professor**
  - Russell Lang
  - Lori Assaf
  - Gwynne Ash
  - J Bond
- **Lecturer & Senior Lecturer**
  - Jessica Robinson
  - Laura Lee Stroud
  - Ellen Duchaine
  - Jo Oestreich
  - Paul Mencke

**Health and Human Performance**
- **Assistant Professor**
  - Dena Crook
  - Sandra Murillo-Sutterby
  - Maria Illescas Glascock
  - Nancy Langerock
  - Valdez-Gainer
  - Jennifer Porterfield
  - Julia Meritt
  - Laura Davis
  - Jeffry King
  - Jodi Brooks
  - Christopher Milk
  - Rebecca Hemenway
  - Katrina Jansky
  - Daphne Everman
  - Deirdre Williams
  - Blanca Loya
  - Jason Woolery
  - Kurt Moede

**Assistant Professor**
- Carla Heffner
- Marty Leonard
- Kyle Patek
- Stacey Bender
- Jessica Perry
- Teri Carter
- Alexis Chambers
- Lindsay McClune
- Amy Esmiol
- Caitlyn Farrell
- Carey Faires
- Rose Berglund
- Victoria Hallman

---

The Position filter excludes Null and Professor of Practice. The Position (group) filter excludes Assistant Professor of Practice and Entrepreneur In Residence.
There are a total of 254 full-time faculty members, comprising tenure-track, tenured, full-time senior lecturers, and lecturers. Out of this group, 119 faculty members (46.8%) are currently being underpaid according to CUPA median faculty salary data.

<table>
<thead>
<tr>
<th>College</th>
<th>Department (g..)</th>
<th>Positions</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fine Arts &amp; Communication</td>
<td>Art &amp; Design</td>
<td>Assistant Professor</td>
<td>$82,388.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$72,499.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$90,901.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$47,459.00</td>
</tr>
<tr>
<td>Communication Studies</td>
<td></td>
<td>Assistant Professor</td>
<td>$62,500.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$76,883.00</td>
</tr>
<tr>
<td>Communication Studies</td>
<td></td>
<td>Professor</td>
<td>$50,857.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$88,591.00</td>
</tr>
<tr>
<td>Journalism &amp; Mass Communication</td>
<td></td>
<td>Assistant Professor</td>
<td>$83,642.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$80,550.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$90,608.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$50,857.00</td>
</tr>
<tr>
<td>Music</td>
<td></td>
<td>Assistant Professor</td>
<td>$62,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$70,552.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$88,448.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$91,250.00</td>
</tr>
<tr>
<td>Theatre &amp; Dance</td>
<td></td>
<td>Assistant Professor</td>
<td>$61,261.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$70,666.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$88,591.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$48,913.00</td>
</tr>
</tbody>
</table>
# The Faculty Whose Salary Is Lower Than CUPA Medians

**College of Fine Arts & Communication**

<table>
<thead>
<tr>
<th>Art and Design</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Lecturer &amp; Senior Lecturer</th>
<th>Theatre and Dance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thomas May</td>
<td>Claire Hendren</td>
<td>Patricia Burke</td>
<td>Russell Haight</td>
<td>Myra Vassian</td>
<td>Gerardo Ruiz</td>
</tr>
<tr>
<td>Bethany Johnson</td>
<td>Elvia Perrin</td>
<td>William Kaufhold</td>
<td>Stephanie Asbell</td>
<td>Rebecca Eaton</td>
<td>Nicole Wesley</td>
</tr>
<tr>
<td>Jennifer Datchuk</td>
<td>Devi Norton</td>
<td>Clay Craig</td>
<td>Caroline Beatty</td>
<td>Juan Rosaly</td>
<td>Kaysie Brown</td>
</tr>
<tr>
<td>Andrew Chen</td>
<td>Kathleen McShane-Bolton</td>
<td>Alexander Muk</td>
<td>Raul Rodriguez</td>
<td>Miguel Guzman</td>
<td>Professor</td>
</tr>
<tr>
<td></td>
<td>Mikaela Buck Tjarks</td>
<td>Vanessa Higgins Joyce</td>
<td>Martin McCain</td>
<td>Ezra Bartz</td>
<td>Amanda Soto</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>Professor</td>
<td>Youjeong Kim</td>
<td>Jason Kwak</td>
<td>Jose Garza</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td>GINA TARVER</td>
<td></td>
<td>Laurie Fluker</td>
<td>Jonathan Babcock</td>
<td>Utah Hamrick</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>Jennifer Stob</td>
<td>Sarah Fox</td>
<td>Cindy Royal</td>
<td>Ronald Ulen</td>
<td>Craig Aamot</td>
<td>Professor</td>
</tr>
<tr>
<td>Jonathan Faber</td>
<td>Hirneisen</td>
<td>Ira Gaultney</td>
<td>Lynn Brinckmeyer</td>
<td>Mark Cruz</td>
<td>Professor</td>
</tr>
<tr>
<td>Mark Menjivar</td>
<td>Leslee Fraser</td>
<td>Rodolfo Gonzalez</td>
<td>Lynn Ledbetter</td>
<td>Holly Wassler</td>
<td>Professor</td>
</tr>
<tr>
<td>MiHyun Kim</td>
<td>Communication Studies</td>
<td>Courtney Lyons-Garcia</td>
<td>Myra Vassian</td>
<td>Brian Pardo</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>Daniel Schumacher</td>
<td>Rebecca Eaton</td>
<td>Brian Trittin</td>
<td>Michelle Quintero</td>
</tr>
<tr>
<td></td>
<td>Patricia Burke</td>
<td>Laura Krantz</td>
<td>Juan Rosaly</td>
<td>Karla Hamelin</td>
<td>Lecturer &amp; Senior Lecturer</td>
</tr>
<tr>
<td>Jeffrey Davis</td>
<td>Rebekah Fox</td>
<td>Music</td>
<td>Miguel Guzman</td>
<td>Daris Hale</td>
<td>Lecturer &amp; Senior Lecturer</td>
</tr>
<tr>
<td>Thomas Fitzpatrick</td>
<td></td>
<td>Ira Gaultney</td>
<td>Ezra Bartz</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Erina Duganne</td>
<td></td>
<td>Rodolfo Gonzalez</td>
<td>Jose Garza</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Barry Stone</td>
<td>Susannah Bannon</td>
<td>Myra Vassian</td>
<td>Utah Hamrick</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Johanna Fauerso</td>
<td>Mark Paz</td>
<td>Rebecca Eaton</td>
<td>Craig Aamot</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jason Reed</td>
<td>Daniel King</td>
<td>Juan Rosaly</td>
<td>Mark Cruz</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Roger Colombik</td>
<td>Laura Mallonee</td>
<td>Miguel Guzman</td>
<td>Holly Wassler</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beverly Penn</td>
<td>Matthew Morris</td>
<td>Ezra Bartz</td>
<td>Brian Pardo</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lecturer &amp; Senior Lecturer</td>
<td></td>
<td></td>
<td>Brian Trittin</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shannon Faseler</td>
<td></td>
<td></td>
<td>Karla Hamelin</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Esteban Hinojosa</td>
<td></td>
<td></td>
<td>Daris Hale</td>
<td></td>
<td></td>
</tr>
<tr>
<td>James Canales</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brian Johnson</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ann Miller</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
There are a total of 88 full-time faculty members, comprising tenure-track, tenured, full-time senior lecturers, and lecturers. Out of this group, 37 faculty members (42%) are currently being underpaid according to CUPA median faculty salary data.

<table>
<thead>
<tr>
<th>College</th>
<th>Department (group)</th>
<th>Positions</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Professions</td>
<td>Clinical Laboratory Science</td>
<td>Assistant Professor</td>
<td>$71,675.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$78,642.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$80,945.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$103,797.00</td>
</tr>
<tr>
<td></td>
<td>Communication Disorders</td>
<td>Assistant Professor</td>
<td>$72,282.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$80,945.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$103,797.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$119,678.00</td>
</tr>
<tr>
<td></td>
<td>Health Administration</td>
<td>Assistant Professor</td>
<td>$78,828.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$94,836.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$119,678.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$119,678.00</td>
</tr>
<tr>
<td></td>
<td>Health Information Management</td>
<td>Assistant Professor</td>
<td>$78,828.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$94,836.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$119,678.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$119,678.00</td>
</tr>
<tr>
<td></td>
<td>Nursing</td>
<td>Assistant Professor</td>
<td>$60,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$77,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$112,705.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$112,705.00</td>
</tr>
<tr>
<td></td>
<td>Physical Therapy</td>
<td>Assistant Professor</td>
<td>$67,091.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$88,776.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$107,414.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$107,414.00</td>
</tr>
<tr>
<td></td>
<td>Radiation Therapy</td>
<td>Assistant Professor</td>
<td>$71,889.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$88,368.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$106,912.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$106,912.00</td>
</tr>
<tr>
<td></td>
<td>Respiratory Care</td>
<td>Assistant Professor</td>
<td>$80,943.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$88,368.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$106,912.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$106,912.00</td>
</tr>
</tbody>
</table>
The Faculty Whose Salary Is Lower Than CUPA Medians

College of Health Professions

Clinical Laboratory Science
Associate Professor
Thomas Patterson

Communication Disorders
Assistant Professor
Jie Yang
Ranjini Mohan

Associate Professor
Maria Resendiz
Amy Schwarz

Professor
Farzan Irani

Clinical Assistant Professor
Renee Wendel
Jessica Bowers

Clinical Lecturer
Jennifer Johnson
Jason Tipps
Cecilia Perez
Emilie Galemore
Kathryn Hayes

Regents' Teacher/Professor
Celeste Domsch

Health Administration
Assistant Professor
Gerardo Pacheco
Keya Sen

Associate Professor
Zo Ramamonjiaravelo
Jose Betancourt
Cristian Lienec
Michael Mileski

Professor
Lawrence Fulton

Lecturer & Senior Lecturer
Todd Mackenzie

Health Information Management
Associate Professor
Diane Dolezel

Lecturer & Senior Lecturer
Melissa Waiston-Sanchez

Nursing
Associate Professor
Barbara Covington

Clinical Assistant Professor
Andrea Paladin

Clinical Associate Professor
Tracey Page
Mary-Margaret Finney
Mark Livsey
Kimberly Belcik

Physical Therapy
Associate Professor
Lois Stickley

Professor
Denise Gobert
Karen Gibbs

Clinical Associate Professor
Suzanna Okere
Debra McDowell
Steven Spivey

Clinical Lecturer
Gwendolyn Cariker

Lecturer & Senior Lecturer
Debbie Baylor

Respiratory Care
Assistant Professor
Abby Hudgins

Associate Professor
Joshua Gonzales
Nicholas Henry
Kevin Collins

Clinical Lecturer
Trina Dillard

Respiratory Care
Assistant Professor
Abbey Hudgins

Associate Professor
Joshua Gonzales
Nicholas Henry

Clinical Assistant Professor
Jessica Smith

Clinical Lecturer
Trina Dillard
There are a total of 370 full-time faculty members, comprising tenure-track, tenured, full-time senior lecturers, and lecturers. Out of this group, 235 faculty members (63.5%) are currently being underpaid according to CUPA median faculty salary data.
The Faculty Whose Salary Is Lower Than CUPA Medians
College of Liberal Arts

**Anthropology**

**Professor**
- Laura Sims
  - Stanislav Rivkin
  - Flore Chevaillier
  - Sean Rose
  - Francine Pilkington
  - Mindy Adams

**Assistant Professor**
- Whitney May
  - Anne Winchell
  - Cedric Synnestvedt
  - Maryann Perna
  - Vanessa Johnson
  - Danny Peters
  - Mark Hernandez
  - Kamron Mehrinifar

**Associate Professor**
- Robert Meador
  - Shannon Shaw
  - James Thomson
  - Connor Wilson
  - Jacob Moore
  - Jesus Cruz
  - Paige Powell
  - Tiffany Rainey
  - Hannah McKeating
  - Erica Wallenstein

**Professor**
- Rebecca Jackson
  - Laurie Ann Guerrero
  - Brady Brickner-Wood
  - Sandra Sidi

**Lecturer & Senior Lecturer**
- Dolores Van Der Kolk
  - Benjamin Prince
  - Shelly Wernette
  - Brandon Radomz-Shaw

**History**

**Assistant Professor**
- Louis Porter

**Associate Professor**
- Margaret Menninger
  - Elizabeth Bishop
  - Joaquin Rivaya-Martinez
  - Leah Renold
  - Ellen Tillman
  - Nancy Berlage
  - John Mckierman

**Professor**
- Joseph Yick
  - Rebecca Montgomery
  - Paul Hart
  - Peter Dedek

**Geography and Environmental Studies**

**Lecturer & Senior Lecturer**
- Bryan Glass
  - Deirdre Lannon

**Philosophy**

**Associate Professor**
- Ivan Marquez
  - Joseph Laycock
  - Holly Lewis

**Professor**
- Kenneth Ward
  - Hassan Tajalli
  - William DeSoto
  - Hyun Yun

**Political Science**

**Associate Professor**
- Thomas Doyle
  - Omar Sanchez-Sibony
  - Willard Fields
  - Christopher Brown
  - Nandini Rangarajan
  - Michael Faber

**Professor**
- Neviit Reesor
  - Russell Moses
  - Amy Pomerenering
  - Robert O’Connor
  - Anthony Cross
  - Carrie Crisp
  - Elizabeth Kanon
  - Ellen Stansell
  - Isaac Wiegman
  - Burkay Ozurk
  - Jo Carson
  - Amelie Benedikt
  - Jonathan Surovell

**Sociology**

**Lecturer & Senior Lecturer**
- Blake VanderLind
  - Jennifer Riegel
  - Jessica Martinez
  - Andrew Barton

**Associate Professor**
- William Jensen
  - William Feeler
  - Amanda Scott
  - Amanda North
  - Amanda Mixon
  - Daniel Price
  - Richard Robertson
  - Jason Coates
  - Joanna Collins
  - Keri Fitzgerald
  - Benjamin Reed
  - Christopher Margrave
  - Edward Schaefer
  - Laura Ellis-Lai

**Professor**
- Jennifer Devine
  - Sarah Blue
  - Kimberly Meitzen
  - Injeong Jo
  - Colleen Mylles

**Assistant Professor**
- Rebecca Raphael
  - Lijun Yuan

**Lecturer & Senior Lecturer**
- Paul Wilson
  - Rebecah Ross
  - Justin Williams
  - William Gessas
  - David Bennett

**Psychology**

**Assistant Professor**
- Katherine Warnell
  - Jennifer Clegg
  - Jessica Perrotte
  - Alessandro De Nadai
  - Rhonda Balzarini

**Associate Professor**
- Carmen Westerberg
  - Amitai Abramovitch
  - Rebecca Deason
  - Kelly Haskard Zolnierek
  - Kristen Tooley
  - Logan Trujillo

**World Languages & Literatures**

**Lecturer & Senior Lecturer**
- Beatriz Aldana Marquez
  - Seoyoum Kim
  - David Dietrich
  - Matthew Clement

**Professor**
- Gloria Martinez
  - Nathan Pino
  - Debarun Majumdar
  - Kyong Chee
  - Deborah Harris
  - Patti Giuffre

**Associate Professor**
- Claude Bonazzo Romaguera
  - Gayle Bouzard
  - Kay Newling
  - Lisa Lamb Weber
  - Tina Villarreal
  - Colin Pierson
  - Michael Whitehawk
  - Jonathan Vivaggi
There are a total of 276 full-time faculty members, comprising tenure-track, tenured, full-time senior lecturers, and lecturers. Out of this group, 136 faculty members (49.2%) are currently being underpaid according to CUPA median faculty salary data.

<table>
<thead>
<tr>
<th>College</th>
<th>Department (group)</th>
<th>Positions</th>
<th>Salaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Science &amp; Engineering</td>
<td>Biology</td>
<td>Assistant Professor</td>
<td>$67,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$84,831.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$109,549.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$54,208.00</td>
</tr>
<tr>
<td></td>
<td>Chemistry &amp; Biochemistry</td>
<td>Assistant Professor</td>
<td>$73,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$83,833.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$110,535.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$53,630.00</td>
</tr>
<tr>
<td></td>
<td>Computer Science</td>
<td>Assistant Professor</td>
<td>$96,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$106,935.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$120,576.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$65,697.00</td>
</tr>
<tr>
<td></td>
<td>Engineering Technology</td>
<td>Assistant Professor</td>
<td>$78,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$88,043.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$104,912.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$65,126.00</td>
</tr>
<tr>
<td></td>
<td>Material Science, En.</td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$51,614.00</td>
</tr>
<tr>
<td></td>
<td>Mathematics</td>
<td>Assistant Professor</td>
<td>$72,250.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$81,585.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$101,633.00</td>
</tr>
<tr>
<td></td>
<td>Physics</td>
<td>Assistant Professor</td>
<td>$76,000.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$88,063.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$110,318.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$63,776.00</td>
</tr>
<tr>
<td></td>
<td>School of Engineering</td>
<td>Assistant Professor</td>
<td>$86,828.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Associate Professor</td>
<td>$99,517.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor</td>
<td>$132,562.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Lecturer &amp; Lecturer</td>
<td>$65,000.00</td>
</tr>
</tbody>
</table>
The Faculty Whose Salary Is Lower Than CUPA Medians

College of Science & Engineering

Biology
Associate Professor
Alan Groeger
Astrid Schwalb
Hong Gu Kang
Ivan Castro-Arellano
Julie Westerlund
Kristy Daniel
Nihal Dharmasiri

Chemistry and Biochemistry
Associate Professor
Benjamin Martin
Chang Ji
Karen Lewis
Liqin Du

Professor
Lytle Lewis
Sean Kerwin
Todd Hudnall

Lecturer & Senior Lecturer
Brittan Vinciguerra
Craig Damin
Jeffrey Allison
Jose Fernando Godinez Salomon
Kerry Lancaster
Onmyea Nassar
Shiva Rastogi
Whitney Webre

Computer Science
Associate Professor
Dan Tamir
Ju Gao
Rodion Podorozhny
Vangelis Metsis

Professor
Canoe Hwang
Mina Guirguis

Lecturer & Senior Lecturer
Charles King
Husain Ghooloom
Lee Hinkle
Lee-Song Koh

Engineering
Assistant Professor
Zhijie Dong

Associate Professor
Eduardo Perez
Hepeing Chen
Namwon Kim
Semih Aslan

Ingram Professor
Harold Stern

Professor
Bahram Asianbapour
Jitendra Tate
Karl Stephan
Togay Ozbakkaloglu
Tongdan Jin
Yihong Chen

Mathematics
Assistant Professor
Anton Dochermann
Hamilton Hardison
Kristen Lew

Lecturer & Senior Lecturer
Lucas Rusnak
Robert Sigley
Wade Hinde

Physics
Associate Professor
Bunyong You
Kimberly Talley

Professor
Anthony Torres
Abby Train
Alana Rosenwasser
Amanda Walker
Bikai Nie
Cameron Farnsworth
Chetakan Chuchan
Connor Ahlbach
Douglass Limmer
Elizabeth Balmer
Ellen Couvillion
Fernando Quintino
Glenn McCabe
Glynda Betros
Haley King
Harold King
Ivan Ojeda-Ruiz
Jackson Rebovich
Jaroslav Jaracz
Jarred Knittel
Joanna Gutt-Lehr

Lecturer & Senior Lecturer
Aditya Togi
Amy Ray
Brandon Lunk
Daniel Barringer
Dip Mahato
Jun Xiao
Mozammel Hussain
Richard Mastroleo
Stephen Ray

Assistant Professor

Associate Professor

Professor

Senior Lecturer/Lecturer

Being paid above CUPA median salary
### Average Merits by College and Ranks from 2012 — 2022

There was no recorded merits in 2018, 2020 and 2022.

--- Assistant Professor:
- 2012: $1,195 (Liberal Arts) — $1,529 (Science & Engineering)
- 2021: $2,094 (Fine Arts) — $4,719 (Business)

--- Associate Professor:
- 2012: $1,171 (Fine Arts) — $1,977 (Business)
- 2021: $2,337 (Liberal Arts) — $4,028 (Business)

--- Professor:
- 2012: $1,546 (Fine Arts) — $2,386 (Business)
- 2021: $2,512 (Education) — $4,253 (Business)

--- Lecturer & Senior Lecturer:
- 2012: $598 (Liberal Arts) — $1,566 (Business)
- 2021: $1,557 (Health Professions) — $2,322 (Business)

The lowest average merits among colleges are the Liberal Arts, The Fine Arts & Communication and the highest average merits in college is Business.
### Average Merits by College, Department, Ranks from 2012 — 2022

**College of Applied Arts**

There was no recorded merits in 2018, 2020 and 2022.

---

**Assistant Professor:**
- **2012:** $797 (Agriculture) — $1,338 (Org, Wkforce & Ldrship Studies & OWLS)
- **2021:** $2,047 (Criminal Justice) — $3,401 (Org, Wkforce & Ldrship Studies & OWLS)

---

**Associate Professor:**
- **2012:** $1,222 (Social Work) — $2,067 (Agriculture)
- **2021:** $2,164 (Org, Wkforce & Ldrship Studies & OWLS) — $3,898 (Social Work)

---

**Professor:**
- **2012:** $0 (Org, Wkforce & Ldrship Studies & OWLS) — $2,161 (Agriculture)
- **2021:** $2,595 (Agriculture) — $3,698 (Social Work)

---

**Lecturer & Senior Lecturer:**
- **2012:** $0 (Agriculture) — $1,234 (Org, Wkforce & Ldrship Studies & OWLS)
- **2021:** $1,373 (Agriculture) — $1,673 (Criminal Justice)
Average Merits by College, Department, Ranks from 2012 — 2022

College of Business

There was no recorded merits in 2018, 2020 and 2022.

—Assistant Professor:
2012: $858 (Accounting) — $1,903 (Finance & Economics)
2021: $3,232 (Finance & Economics) — $7,060 (Management)

—Associate Professor:
2012: $1,718 (Finance & Economics) — $4,061 (Accounting)
2021: $3,495 (Information Systems and Analytics) — $4,851 (Accounting)

—Professor:
2012: $1,804 (Management) — $4,106 (Accounting)
2021: $3,964 (Management) — $4,780 (Accounting)

—Lecturer & Senior Lecturer:
2012: $1,076 (Information Systems and Analytics) — $2,985 (Finance & Economics)
2021: $1,916 (Accounting) — $2,633 (Finance & Economics)
Average Merits by College, Department, Ranks from 2012 — 2022

College of Education

There was no recorded merits in 2018, 2020 and 2022.

—Assistant Professor:
2012: $1,120 (Health & Human Performance) — $1,196
(Counseling, Leadership, Adult Education & School Psychology)
2021: $2,302 (Counseling, Leadership, Adult Education & School Psychology) — $2,517 (Curriculum & Instruction)

—Associate Professor:
2012: $1,001 (Health & Human Performance) — $1,427
(Counseling, Leadership, Adult Education & School Psychology)
2021: $2,355 (Health & Human Performance) — $2,739
(Counseling, Leadership, Adult Education & School Psychology)

—Professor:
2012: $1,480 (Health & Human Performance) — $1,832
(Counseling, Leadership, Adult Education & School Psychology)
2021: $2,433 (Counseling, Leadership, Adult Education & School Psychology) — $2,641 (Health & Human Performance)

—Lecturer & Senior Lecturer:
2012: $370 (Counseling, Leadership, Adult Education & School Psychology) — $804 (Health & Human Performance)
2021: $1,220 (Health & Human Performance) — $1,725 (Counseling, Leadership, Adult Education & School Psychology)
### Average Merits by College, Department, Ranks from 2012 — 2022

**College of Fine Arts & Communication**

There was no recorded merits in 2018, 2020 and 2022.

---

**Assistant Professor:**
- 2012: $1,048 (Journalism & Mass Comm) — $2,000 (Comm Studies)
- 2021: $1,806 (Music) — $2,536 (Art & Design)

**Associate Professor:**
- 2012: $949 (Art & Design) — $1,367 (Journalism & Mass Comm)
- 2021: $2,075 (Music) — $2,969 (Comm Studies)

**Professor:**
- 2012: $1,228 (Journalism & Mass Comm) — $1,750 (Comm Studies)
- 2021: $2,453 (Music) — $2,942 (Journalism & Mass Comm)

**Lecturer & Senior Lecturer:**
- 2012: $605 (Art & Design) — $889 (Journalism & Mass Comm)
- 2021: $1,208 (Music) — $1,569 (Journalism & Mass Comm)
There was no recorded merits in 2018, 2020 and 2022.

—Assistant Professor:
2012: $942 (Nursing) — $1,571 (Comm Disorders)
2021: $1,978 (Comm Disorders) — $5,570 (Physical Therapy)

—Associate Professor:
2012: $780 (Clinical Lab Science) — $2,684 (Respiratory Care)
2021: $1,511 (Nursing) — $3,311 (Health Admin)

—Professor:
2012: $2,107 (Health Admin) — $2,931 (Physical Therapy)
2021: $2,332 (Respiratory Care) — $3,693 (Health Admin)

—Lecturer & Senior Lecturer:
2012: $311 (Physical Therapy) — $1,294 (Nursing)
2021: $1,285 (Health Admin) — $1,699 (Physical Therapy)
Average Merits by College, Department, Ranks from 2012 — 2022

College of Liberal Arts

There was no recorded merits in 2018, 2020 and 2022.

—Assistant Professor:
2012: $949 (Political Science) — $1,606 (Anthropology)
2021: $1,858 (History) — $3,153 (Sociology)

—Associate Professor:
2012: $1,201 (Sociology) — $1,750 (Geography)
2021: $1,905 (English) — $3,538 (Anthropology)

—Professor:
2012: $1,155 (Anthropology) — $1,946 (Political Science)
2021: $2,308 (Sociology) — $3,147 (Anthropology)

—Lecturer & Senior Lecturer:
2012: $436 (English) — $1,127 (Geography)
2021: $979 (English) — $1,403 (Psychology)
There was no recorded merits in 2018, 2020 and 2022.

—Assistant Professor:
2012: $1,157 (Biology) — $2,020 (Computer Science)
2021: $2,390 (Mathematics) — $2,979 (Chemistry)

—Associate Professor:
2012: $1,576 (Computer Science) — $2,133 (Mathematics)
2021: $2,301 (Chemistry) — $3,554 (Physics)

—Professor:
2012: $1,100 (Engineering Tech) — $2,291 (Physics)
2021: $2,800 (Engineering Tech) — $3,958 (Physics)

—Lecturer & Senior Lecturer:
2012: $412 (Mathematics) — $1,037 (Computer Science)
2021: $1,426 (Mathematics & Chemistry) — $1,682 (Engineering Tech)
Collective Voices

In the Fall semester of 2022, the Faculty Senate Salary Subcommittee sent faculty members a Qualtrics survey via the Faculty Senate, prompting them to share their personal experience with salary equity, salary compression, or rising cost of living.

A total of 145 faculty members completed the survey. Faculty narratives from the Qualtrics survey were categorized into 20 emerging themes. A total of 145 responses were submitted to the survey.

- **Cost of Living 36.5%**
  - Inflation
  - Housing/Property Taxes
  - Teach overload/2nd job to make ends meet
  - Cost of Goods
  - Childcare Concerns
  - Student Loans
  - Financially not able to start a family

- **Salary Compression 32.6%**
  - Lower Salary than Colleagues
  - Lower Salary than External Colleagues/previous job
  - Merit Raises (Not Enough)
  - CUPA Median

- **Inequity 18.6%**
  - Inequity/Unfairness
  - Low/Decreasing Morale
  - Bloated Administrative Salaries
  - Race/Ethnicity/Gender Concerns

- **Trying to Leave 7.1%**
  - Considered or Actively Trying to Leave TXST

- **Moving Toward R1 5%**
  - Increasing Demands/No Support to Achieve R1
  - No Career Path/Growth
  - Hard to Hire Qualified Faculty at Current Salary
  - Increasing Class Sizes
I've had to sell my home and move into something smaller in order to make ends meet. I don't want to sell my home this time, but if inflation continues to increase and our salaries are held at the same level, I will be forced to sell my home and move somewhere where I can afford to live.

Non-tenure line faculty | My salary alone is not enough to sustain a moderate quality of life in San Antonio, Austin, San Marcos, or any area in the Central Texas region.

Tenure track faculty | I was forced to move into a friend's house and then my parents' house.

Non-tenure line faculty | If inflation has increased about 20% since I started at Texas State in September of 2017. Looking at my own start salary, it is kept up with inflation from my start date, it would be 56% higher. Prefer not to answer | My rent increase doubled from $600 a month to $1200 a month.

Non-tenure line faculty | The increases during my time on the tenure track did not even match the cost of living. Eventually, I sustained tenure and promotion, and even with the raise that came with that, I was not close to matching the cost of living increases during my years on the tenure track.

Tenure track faculty | As inflation increases and I near the age to start considering retirement, I cannot help but regret my decision.

Non-tenure line faculty | As the cost of housing has increased, the plea for more salary increases, and greater share of these increases, is being heard. Non-tenure line faculty | The cost of things have gone up, including the cost of producing these reports, and the cost of providing these reports.

Non-tenure line faculty | I estimate that my annual cost of living has gone up by 4-5K in the 7 years I have worked here (4K in rent increases, 1K in power and other utility increases). My salary has only increased by about 25-30%.

Non-tenure line faculty | For the past couple of years as a lecturer, teaching has been incredibly difficult and exhausting to make a living wage to support my family.

Non-tenure line faculty | Since I began working here years ago, I believe I've only had one salary raise. At this point, that raise and the bonuses we've had are a fraction of inflation.

Tenure track faculty | My $65K in 2002 has less than my $40K did in 2000. Consequently, I'm interested in these pay studies for the possibilities that they might result in a pay bump, not because I'm worried in particular about any failures of equity vis-à-vis my colleagues, but just because I could use the money, to get me back up to my 2003 pay, since Texas State has not made cost of living adjustments.

Non-tenure line faculty | I want to help those of us who are on the bad side of salary inversion within my department.

Non-tenure line faculty | The limited income requires faculty to pursue outside opportunities which are then judged as whether they are relevant enough to be "allowed".

Tenure faculty | I am currently seeking jobs elsewhere to find ways to possibly increase my salary here at TXST.

Tenure track faculty | The low pay essentially forces me to work full time during the summer. It encourages me to look for extra work during the semester such as teaching as an adjunct instructor at other universities, tutoring, creating a side business, etc. in order to cover basic expenses.

Non-tenure line faculty | Now, the only way to obtain an overload is to 5 courses, and that 5th class is not guaranteed every semester. This means that my income changes depending on what classes I'm able to teach. I depend on the overload pay because without it, my monthly income is $100 less than with it.

Non-tenure line faculty | I have had to sell my home and move into something smaller in order to make ends meet. I don't want to sell my home this time, but if inflation continues to increase and our salaries are held at the same level, I will be forced to sell my home and move somewhere where I can afford to live.

Non-tenure line faculty | A number of owners because my monthly gross does not equal 3x the rent they were asking for.

Tenure faculty | In or order to try to cultivate a savings account, I am forced to teach an overload course and/or teach in the summer.

Tenure faculty | The rising cost of food has been the hardest to handle.

Non-tenure line faculty | I have to teach summer school to pay my mortgage.

Tenure faculty | Due to rises in cost of living I've needed to maintain a supplemental job.

Non-tenure line faculty | My child has been forced to work odd jobs that distract from my teaching responsibilities just to pay my bills.

Non-tenure line faculty | I'm interested in these pay studies for the possibility that they might result in a pay bump, not because I'm worried in particular about any failure of equity versus my colleagues, but just because I could use the money, to get me back up to my 2003 pay, since Texas State has not made cost of living adjustments.

Non-tenure line faculty | I'm interested in these pay studies for the possibilities that they might result in a pay bump, not because I'm worried in particular about any failures of equity vis-à-vis my colleagues, but just because I could use the money, to get me back up to my 2003 pay, since Texas State has not made cost of living adjustments.

Tenure faculty | I've been a faculty senator. One semester I taught seven (7) classes. And I still got good evaluations. I have to teach summer school to pay my mortgage.

Tenure faculty | I have to teach summer school to pay my mortgage.

Non-tenure line faculty | I have to teach summer school to pay my mortgage.

Tenure faculty | My chair will offer an extra course load and stipends for extra work to help those of us who are on the bad side of salary inversion within my department.

Non-tenure line faculty | This limited income requires faculty to pursue outside opportunities which are then judged as whether they are relevant enough to be "allowed".
I’ve had to sell my home and move into something smaller in order to make ends meet. I don’t want to sell my home this time, but if inflation continues to increase and our salaries are held at the same level, I will be forced to sell my home and move somewhere where I can afford to live. —Tenured faculty | I’m grateful to be here, but economically speaking, it’s difficult. —Tenure-track faculty | Faculty salaries, travel, and other remunerations have not been routinely reviewed to keep pace with cost-of-living increases, expanding support for professional endeavors to a level corresponding to that provided at comparable universities. —Prefer not to answer | My salary alone is not enough to sustain a moderate quality of life in San Antonio, Austin, San Marcos, or any area in the Central Texas region. —Tenure track faculty | I was forced to move into a friend’s house and then my parents’ house. —Non-tenure line faculty | Inflation has increased about 20% since I started at Texas State in September of 2017. Looking at my own start salary, if it kept up with inflation from my start date, it would be 16% higher. —Prefer not to answer | My rent increase to double from 800 a month to 1600 a month. —Non-tenure line faculty | The raises during my time on the tenure track did not even match the cost of living increases. Eventually, I attained tenure and promotion, and even with the raise that came with that, I was not close to matching the cost of living increases during my years on the tenure track. —Tenured faculty | As inflation increases and I near the age to start considering retirement, I cannot help but regret my decision.

—Non-tenure line faculty | Absent any pay increases, and given inflationary pressures, I’m working harder and making less. —Non-tenure line faculty | rising cost of living - things are bad all over, but if you just use the ever exploding austin housing market as an example, it is incredibly difficult for people to make a decent living when so much of their salary has to go directly to housing costs (mortgage, rent, etc.). —Tenured faculty | I estimate that my annual cost of living has gone up by ~ 4-5 K in the 7 years I have worked here (2.4 K in rent increases, 1 K in power and other utility increases). My salary has only increased by about 2 K. —Non-tenure line faculty | For the past couple of years as a lecturer, teaching has been incredibly difficult and exhausting to make a living wage to support my family. —Non-tenure line faculty | Since I began working here years ago, I believe I’ve only had one salary raise. At this point, that raise and the bonuses we’ve had are a fraction of inflation, —Tenure-track faculty | My $56k in 2022 buys less than my $40k did in 2005. Consequently, I’m interested in these pay studies for the possibility that they might emerge in a pay bump, not because I am worried in particular about any failure of equity vis-a-vis my colleagues, but just because I could use the money, to get me back up to my 2005 pay, since Texas State has not made cost of living adjustments. —Prefer not to answer | Meanwhile every year, I watch the value of my salary take a hit from inflation. —Non-tenure line faculty | The cost of everything else has gone up. Because of increases in property taxes (go up 10% every year) and cost of living going up (18%). —Tenured-faculty | We are LONG OVERDUE for a cost-of-living raise that is not merit based or that requires merit eligibility!!!! Prefer not to answer | 21 years later, I am barely making more than I did at my other job in my base salary. I say “base,” because what I get paid monthly is not a livable wage. —Prefer not to answer | An extra $300/mo might not sound like a lot; for me, it is the difference between making it to payday and getting a low-balance alert in my email. I want to and will be patient. But this situation is no longer just unsustainable. It is urgent. Help us. —Non-tenure line faculty | I recently needed to find a house to rent in Austin for me and my children. I was rejected by a number of owners because my monthly gross does not equal 3x the rent they were asking for. —Tenured faculty | Part of this disparity can be explained by my spouse’s graduated pay scale and other regular cost of living adjustments—the absence of these adjustments at Texas State, in my opinion, accounts for all of the attrition I’ve witnessed in my department. —Non-tenure line faculty | With the cost of living increasing dramatically, how can I not feel devalued? —Tenured faculty | The cost of living has increased significantly. Between 2010-2020, the cost of living in the area increased 17.8%. In the past 24 months, it has increased more than 10%. —Tenured faculty | During the last two or so years, with the cost of living increasing so much, I’ve had to sell my home and move into a friend’s house and then my parents’ house. —Non-tenure line faculty | Childcare Concerns 7.8%

Childcare Concerns 7.8%

Cost of Living/Inflation 42%
Housing/Rent/Property Taxes 16.8%
Teach Overload/2nd job to make ends meet 16.8%
Food/groceries/cost of goods 10.5%
Salary compression is a huge issue in my department; chairs are underpaid, and cost of living has increased at levels where a 3% raise are sort of a joke. —Tenured faculty

I am currently the lowest paid tenure-track faculty member in my unit. Three other assistant professors, who were hired after me, each receive over $5,000 more in salary each year (according to the University’s FY 2022-2023 data). Even after receiving tenure and promotion to associate professor, I will still have a lower salary than these assistant professors. — Tenure-track faculty

Salary compression/inversion — new people being paid (relatively speaking) a lot more for the same amount and quality of work - and you have a legit reason for why you are still hanging in. —Tenured faculty

Tenure gives job stability and job security, but the longer you stay at a university, the more your salary is eclipsed by younger/more recent faculty who have not invested the same amount of time, effort, or have the same level of expertise that you have. — Tenured faculty

I recently hired a full-time lab instructor with a Master’s. It is my understanding that that position was funded for more than what I am currently being paid. — Non-tenure line faculty

One frustrating thing appeared to be an occurrence of favoritism towards some departmental members in spite of their minimal achievements. — Tenured faculty

After tenure, I currently make just over 70k. New assistants have been hired in the 70k's. — Tenured faculty

The University has done a poor job of offering competitive salary adjustments for faculty who have been here for a significant period of time. — Tenured faculty

Salary compression. In my department, particularly for tenured/full professors is beyond disappointing, considering the number of majors and our level of scholarly productivity. — Tenured faculty

My salary is now lowered than several of the Associate Professors in our department who have been granted salary adjustments in response to “market demand” — Tenured faculty

It seems like a slap in my face that as a full Professor, Assistant Professors make more than me per year and they have yet to experience the same promotion. — Tenured faculty

I am also very concerned that we continue to lose our “research stars” to other universities that can offer better salary, lower teaching workloads, flexibility in teaching modality, and less hurdles to do the research. — Tenured faculty

My base salary is WELL BELOW the CUPA average for a Senior Lecturer/Lecturer position. — Tenured faculty

Salary compression takes a toll on morale. We desire a living wage based on local realities. CUPA in no way reflect these local realities. — Tenured faculty

I am a single mom who is solely financially responsible for my child and household (my ex-rather is fully disabled), so my relatively lower salary, as well as less funding generated from my grant activity and retirement account, compounds over time, is significant. My colleagues (who recently left for another institution due to this issue among others) and I have been at the lower salary for our department despite being at TXST for many more years than my current salary. — Tenured faculty

I personally, have been ranking faculty in my department for the past three years on merit basis, and have a master’s degree. I have not received any salary increases. — Tenured faculty

I am a proud Texan who has been here for 13 years. — Tenured faculty

It is thus dismaying that CUPA figures are so often cited in salary discussions. We deserve a living wage based on local realities. CUPA in no way reflects these local realities. — Tenured faculty

My current salary is well below the most recent CUPA median. — Tenured faculty

I am also very concerned that we continue to lose our “research stars” to other universities that can offer better salary, lower teaching workloads, flexibility in teaching modality, and less hurdles to do the research. — Tenured faculty

Salary compression/low salary than colleagues 48.2%
Salary compression is a huge issue in my department; chairs are underpaid, and cost of living has increased at levels where a 3% raise are sort of a joke. —Tenured faculty

I am currently the lowest paid tenure-track faculty member in my unit. Three other assistant professors, who were hired after me, each receive over $5,000 more in salary each year (according the University’s FY 2022-2023 data). Even after receiving tenure and promotion to associate professor, I will still have a lower salary than these assistant professors. —Tenure-track faculty

Add to this salary compression/inversion - new people being paid (relatively speaking) a lot more for the same amount and quality of work - and you have a legit reason for questioning why you are still hanging in.—Tenured faculty

Tenure gives job stability and job security, but the longer you stay at a university, the more your salary is eclipsed by younger/more recent faculty who have not invested the same amount of time, effort, or have the same level of expertise that you have. —Tenured faculty

I recently hired a full-time lab instructor with a Master’s. It is my understanding that that position was funded for more than what I am currently being paid. —Non-tenure line faculty

One frustrating thing appeared to be an appearance of favoritism towards some departmental members in spite of their minimal achievements. —Tenured faculty

After tenure, I currently make just over 70k. New assistants have been hired in the 70ks. —Tenured faculty

The university has done a poor job of offering corresponding competitive salary adjustments for faculty who have been here for a significant period of time. —Tenured faculty

The salary compression in my department, particularly for tenured/full professors is beyond disappointing, considering the number of majors and our level of scholarly productivity. —Tenured faculty

My salary is now lower than several of the Associate Professors in our department who have been granted salary adjustments in response to "market demand." —Tenured faculty

It seems like a slap in my face that as a Full Professor, Assistant Professors make more than me per year and they have yet to earn their first promotion. —Tenured faculty

So many of my students make more money than me both in industry and in the academy and as proud of them as I am,... —Prefer not to answer

I make less than or equal to people who started well after me. —Tenured faculty

Personally, it’s been demoralizing to see new people hired in for tenure-track positions at salaries close to tenured, full professors (many with higher salaries than associates), lighter teaching loads, considerably less service for research (in the form of gigantic start-ups that were simply not possible when I was hired). I don’t begrudge anyone in particular, but at the end of the day, it doesn't make me want to make a lot of personal sacrifices for this job. —Tenured faculty

My frustration came from a mix of compression and equity. Compression was a major issue for me, with new hires making 80-90% of my salary when I was an advanced Associate Professor and about to apply for promotion. —Tenured faculty

I do find it ironic that part of this service is mentoring assistant and associate professors whose salaries are so close to mine that, with their next promotion (assistant to associate, associate to full), will then be higher than my salary as a full professor. —Tenured faculty

I am feeling this salary compression has made my kid to compromise on education compared to the education I received. I haven’t seen new faculty who get much higher starting salary are shining in research or, bringing tones of research dollars. —Prefer not to answer

When I learned that new hires at level of lecturer are making more money than me despite the fact that I have been teaching here for 19 years and at a higher rank, I began to feel resentful and not appreciated. —Non-tenure line faculty

Job to augment my salary at Texas State, which is still under $45,000 a year (despite having a terminal degree). —Non-tenure line faculty

The pandemic compounded the feelings of resentment I have for TXST: work harder for the same amount of pay, but less pay than your equal, and you get paid less simply because you were hired before those people. —Non-tenure line faculty

As I earned promotions and merit raises, my salary grew less than colleagues who were hired after me. My salary is much lower than people who retired at my rank 10 years ago. This is a penalty for my loyalty to the institution. —Tenured faculty

Last year, I calculated that for a 3% raise, one of my co-workers, who was just tenured, got 6K more than I did. A 1% raise would be the same in my case. —Tenured faculty

The pandemic compounded the feelings of resentment I have for TXST: work harder for the same amount of pay, but less pay than your equal, and you get paid less simply because you were hired before those people. —Non-tenure line faculty

As I earned promotions and merit raises, my salary grew less than colleagues who were hired after me. My salary is much lower than people who retired at my rank 10 years ago. This is a penalty for my loyalty to the institution. —Tenured faculty
This year, I have observed a trend in my department of those wanting “incentives” beyond merit for doing the job they already do, and for activities that many of us have always done. The rationale for this has been “faculty retention.” Those who have the ear of our chair or the time for dreaming up endless ways to feel we will benefit while inequities continue to pile up. Is this the culture we want to endure?

Tenured faculty | Salary inequity, and it sends the message that the latter faculty are not valued, which decreases faculty morale. — Tenured faculty

The inequities are pretty huge in our department and I know that I am not as upset as others in similar positions. — Tenured faculty

My greater issue was equity – both within my department and compared to in-state R2s. I felt like I was a more productive faculty member than many people, with external funding and much more. — Tenured faculty

What salary equity? There is no salary equity. There hasn’t been salary equity at TXST for a very long time. Merit and Performance “raises” are a joke and are not keeping up with cost of living. — Non-tenure line faculty

We were promised current, current practices would lead to an increase in our salary. It was patient and waited, and it became clear this was not going to happen. It seems there is no avenue for a raise to happen and each year we merit as a percentage of current salary, the salary gap widens and I continue to stay much more than new hires. — Non-tenure line faculty

Moving up my entire life was not an option for logistical and financial reasons. Honestly, in the big “corporate” picture, nobody cared. The position from the Provost’s office, downward (as conveyed by not Dean and Chair) was you’ll be working in Round Rock, or you’re free to move on. Very little value was placed on contributions or talent. — Prefer not to answer

In my department merit is calculated as a percentage of income. This devalues the work of those who are at the lower end of the pay scale. — Non-tenure line faculty

I feel as if I am being exploited despite the kind words and “warm fuzzy” support for my efforts on behalf of this institution. — Non-tenure line faculty

Privilege in teaching is hard to see how but for student increases, we have a faculty who is over 60,000, and the Salary is not enough. I see a $20,000,000 and more faculty positions and still raise the salary. — Tenure line faculty

Inequity/unfairness 74.2%

Low/declining morale 12.3%

High administrative salaries/bloated administration 8.2%

Race/ethnicity/gender concerns 5.1%
This year, I have observed a trend in our department of those wanting "incentives" beyond merit for doing the job they were hired to do, and for activities that many of us have always done. The rationale for this has been "faculty retention." Those who have the ear of our chair or the time for dreaming up endless ways to feel valued will benefit, while inequities continue to pile up. Is this the culture we want to endorse?—Tenured faculty | and salary inequity, and it sends the message that the latter faculty are not valued, which decreases faculty morale. —Tenured faculty | The inequities are pretty large in my department and I know that I am not as upset as others in similar positions. —Tenured faculty | My greater issue was equity - both within my department and compared to in-state R2s. I felt like I was a more productive faculty member than many people, with external funding and a very good scholarly record, but my pay was basically the same as people who were not as productive and was greatly below that of less productive faculty at other in-state R2s. —Tenured faculty | What salary equity!? There is no salary equity. There hasn’t been salary equity at TXST for a very long time. Merit and Performance "raises" are a joke and are not keeping up with cost of living. —Non-tenure line faculty | We were promised current lectures would receive an inversion to bring us up to the starting salary. I was patient and waited, and it became clear this was not going to happen. It seems there is no avenue for a raise to happen and each year with merit as a percentage of current salary, the salary gap widens and I continue to stay much lower than new hires. I do extra service at the University level, I am active in research and teaching groups, and continually pursue professional development. It is hard not to feel demoralized that no matter how hard I work, I won’t be compensated equally for reasons that are unclear to me. I don’t understand why there isn’t money in the budget to raise lecturers salaries to the current starting salary.—Non-tenure line faculty | I think it’s problematic to not pay faculty over the summer yet require that we take on responsibilities during that time. Further, it is unfair when faculty who have been working for many years and are more seasoned are left behind salary wise as compared with newly hired faculty. —Tenured faculty | This inequity and lack of acknowledgement of the the service and added experience of current faculty lecturers and senior lecturers is a problem. Now, that I have been serving the university for 10 years. I am starting to see this inequity.—Non-tenure line faculty | Moving/uprooting my entire life was not an option for logistical and financial reasons. Honestly, in the big "corporate" picture, nobody cared. The position from the Provost’s office downward (as conveyed by or Dean and Chair) was you’ll be working in Round Rock, or you’re free to move on. Very little value was placed on contributions or talent.—Prefer not to answer | In my department merit is calculated as a percentage of income. This devalues the work of those who are at the lower end of the pay scale.—Non-tenure line faculty | I feel as if I am being exploited despite the kind words and "warm fuzzy" support for my efforts on behalf of this institution.—Non-tenure line faculty | It’s hard to see how tuition for student increases, we have a football coach that earns $800,000, and the School of Engineering gets a 120 million building and most faculty cannot have sustained merit raises. How are we supposed to produce excellent scholarship and teach well when we have so many worries about our future?—Tenured faculty | Many more things are happening with income inequality. I know some professors at our university were selected to be paid 50% or zero salary for a month due to summer payroll over payments errors, were expected to work free for a month and were not granted payment plans.—Non-tenure line faculty | Basically, fairness and equity seem to be the buzzwords in our department, but not the actual actions.—Non-tenure line faculty | We are not offered health care coverage unless we work more than 50% and the opportunity for that is slim. There should be a bump in salary after so many years working for the university. When there is one, it is not much.—Non-tenure line faculty | What I fail to understand is how the monies become available to hire at the current market rate when a faculty member leaves? Why can’t that money be made available for retention (vs. the meager $2,000 counter offer)? Why promote disloyalty - I have been told that if you are not happy with your job, then you should have offered your resignation when you entered the position? This is $187,000 to fill the line and the individual leave their job.
I am actively looking to leave because I do not feel valued at this university.—Tenured faculty | I was considering going into corporate world to find a job that paid much more.— Non-tenure line faculty | I just put out several applications to universities that are offering a significantly higher salary ($10k $20k more) in locations with a similar or even lower cost of living, and all are Assistant Teaching Professor positions with a career path in place.—Non-tenure line faculty | I have often looked at returning to the workforce outside of academia due to my salary.—Non-tenure line faculty | Salary inequity, and it sends the message that the latter faculty are not valued, which decreases faculty morale and has led to many excellent faculty seeking positions elsewhere.— Tenured faculty | I am seeking other jobs that pay me a wage that can support myself and my two children.—Non-tenure line faculty | Because of this, I have updated my resume, and I actively monitor LinkedIn jobs and the highly active Facebook group dedicated to leaving academia.—Tenured faculty | I may have to leave the university I’ve been a part of for so long due to very low pay.—Non-tenure line faculty | It is the university’s job to pay me a reasonable salary (market value), or I plan to find a better job elsewhere.—Tenured faculty | Apply for positions at other universities, where the salary starts at around $72,000—far higher than my current salary as assistant professor (and higher than my projected salary once I’m awarded tenure)—and in areas with significantly lower costs of living.—Tenure-track faculty | I will be forced to accept a position at another university.—Tenure-track faculty | It caused me to apply for an outside position just to force the university to give me a raise.—Tenured faculty | I really should just quit, or accept the fact I’ll always be, literally, worth-less than my equal counterparts.—Non-tenure line faculty | My dedication to this university and the department that inspired and molded me as a professional is what has kept me from accepting higher paying jobs at other universities.—Prefer not to answer | Find somewhere that has a similar salary but lower cost of living.—Tenure-track faculty | Motivation to continue is almost non-existent, and discussions regarding offers to leave were also not treated with care or respect.—Prefer not to answer | How can we do our jobs properly if we spend so much time worrying about how to pay our bills and strategize about the future while also searching for other jobs that might pay us better?—Tenured faculty | I have not sought job offers from other institutions to get Texas State to match these offers.—Tenured faculty | I’ve been told the only way I can get a significant pay increase before making tenure is to get a competitive offer from another university. However, if it comes to that, I am likely to leave.—Tenure-track faculty | My skill set to take a larger role in developing our degree, but no salary adjustment came with that, just a workload credit. A promotion should mean a salary increase, but it appears not at TXST. That lowers my morale and pushes me away from TXST, sad to say.—Non-tenure line faculty | People advise me to look elsewhere, or come with a job offer from somewhere else, but I don’t want to leave Texas State and I don’t want to play games to get a salary boost.—Tenured faculty | I’m the most productive leader in our department and fall in the bottom half of our university’s salaried employees. I could leave now and stop worrying about financial pressures. It is getting very hard to continue to motivate myself to remain at Texas State University.—Tenured faculty | It led to having low morale and looking for other jobs. I lost the motivation to provide extra service to the university. I lost trust in our administration.—Tenured faculty | Many of my non-tenured colleagues who basically are the heart of our department are leaving to go into the professional realm. I am discouraged and very resentful. I continue for now and I love my students but I am also on the lookout for something else.—Non-tenure line faculty | This is an absolute embarrassment and de-motivator to me and I admit to frequently seeking jobs that will pay a professional wage.—Non-tenure line faculty | Quitting the university and turning to other avenues to get the extra money they feel they deserve and that the university withholds from them in order to recruit new faculty. What am I going to do?—Tenured faculty | The one motivator that makes me want to leave is the low salary that forces me to work two other jobs in addition to my full-time position here.—Non-tenure line faculty | Lower salaries over time will result in faculty leaving Texas State because the only pathway for increasing one’s salary is to move to another institution.—Tenured faculty | I have also lost colleagues because they have decided to go work in that department so they could be paid what they are worth.—Tenured faculty | I can’t help but think it would be foolish to NOT begin looking for other positions with better compensation.—Tenure-track faculty | It is about time that Texas State University join other universities (UT Austin, Texas Tech, UT Arlington, Texas A&M and Austin Community College) and increase salaries across the board AND address compression issues that are causing many tenured faculty to consider leaving higher education in order to make a competitive salary.—Tenured faculty | I have about one year of patience left in me to see a change before I leave.—Non-tenure line faculty | Based on this, these have been times when I have considered leaving academia to obtain another job where I would likely earn double my salary, which would then alleviate the financial stress in my family and allow us to visit our extended family more often who live in another state.—Tenure-track faculty | I am currently reviewing jobs outside of the university where I can be paid in line with my efforts. Schools value the teachers we make at TXST; maybe they’ll value me too.—Tenured faculty | In all honesty, I’m reconsidering if continuing to prepare future teachers at TXST is still a good decision for me.—Non-tenure line faculty | Could make more than twice what I make in the private sector, and it is certainly something I have considered.—Tenured faculty | I grow desperate and if Texas state doesn’t address these equity issues, I will have to leave for a university that does care if I have money for food.—Tenure-track faculty | The university clearly needs to catch up or people will eventually start to look for other options.—Tenured faculty
I am actively looking to leave because I do not feel valued at this university. —Tenured faculty

I am seeking other jobs that pay me a wage that can support myself and my two children. —Non-tenure line faculty

I may have to leave the university I've been a part of for so long due to very low pay. —Non-tenure line faculty

It is the university's job to pay me a reasonable salary (market value), or I plan to find a better job elsewhere. —Tenured faculty

I really should just quit, or accept the fact I'll always be, literally, worth-less than my equal counterparts. —Non-tenure line faculty

How can we do our jobs properly if we spend so much time worrying about how to pay our bills and strategize about the future while also searching for other jobs that might pay us better? —Tenured faculty

A promotion should mean a salary increase, but it appears not at TXST. That lowers my morale and pushes me away from TXST, sad to say. —Non-tenure line faculty

People advise me to look elsewhere, or come with a job offer from somewhere else, but I don’t want to leave Texas State and I don’t want to play games to get a salary boost. —Tenured faculty

How can we do our jobs properly if we spend so much time worrying about how to pay our bills and strategize about the future while also searching for other jobs that might pay us better? —Tenured faculty

But I just put out several applications to universities that are offering a significantly higher salary ($10k-$20k more) in locations with a similar or even lower cost of living, and all are Assistant Teaching Professor positions with a career path in place.—Non-tenure line faculty

It caused me to apply for an outside position just to force the university to give me a raise. —Tenured faculty

My dedication to this university and the department that inspired and molded me as a professional is what has kept me from accepting higher paying jobs at other universities. —Prefer not to answer

My role as an educator is to teach and to provide a quality educational experience. —Tenured faculty

It is the university's job to provide a quality educational experience. —Tenured faculty

Our dedication to providing a quality educational experience has never been higher. —Tenured faculty

The one motivator that makes me want to leave is the low salary that forces me to work two other jobs in addition to my full-time position here. —Non-tenure line faculty

I am seeking other jobs that pay me a wage that can support myself and my two children. —Non-tenure line faculty

It is the university’s job to pay me a reasonable salary (market value), or I plan to find a better job elsewhere. —Tenured faculty

In order to provide a quality educational experience, we need to be compensated fairly. —Tenured faculty

It caused me to apply for an outside position just to force the university to give me a raise. —Tenured faculty

The one motivator that makes me want to leave is the low salary that forces me to work two other jobs in addition to my full-time position here. —Non-tenure line faculty

I really should just quit, or accept the fact I'll always be, literally, worth-less than my equal counterparts. —Non-tenure line faculty

I am actively looking to leave because I do not feel valued at this university. —Tenured faculty

I am seeking other jobs that pay me a wage that can support myself and my two children. —Non-tenure line faculty

I may have to leave the university I've been a part of for so long due to very low pay. —Non-tenure line faculty

It is the university's job to pay me a reasonable salary (market value), or I plan to find a better job elsewhere. —Tenured faculty

I really should just quit, or accept the fact I'll always be, literally, worth-less than my equal counterparts. —Non-tenure line faculty

How can we do our jobs properly if we spend so much time worrying about how to pay our bills and strategize about the future while also searching for other jobs that might pay us better? —Tenured faculty

But I just put out several applications to universities that are offering a significantly higher salary ($10k-$20k more) in locations with a similar or even lower cost of living, and all are Assistant Teaching Professor positions with a career path in place.—Non-tenure line faculty
To make matters worse, the drive to R1 is consuming resources to hire faculty and the university continues to accept freshman, crazy.—Tenured faculty  |  Both the chair and dean have encouraged me to go on the market and seek out offers. Is this what the university really wants faculty to do? What’s the long term goal by encouraging your faculty to look elsewhere? It’s disrespectful and it’s harming any efforts to get us to R1.—Tenured faculty  | As the university pushes toward R1 status, many new demands are being made of faculty, including increasing rates of publication and applying to nationally funded grants. However, no financial support is added to compensate for this extra labor.—Tenure-track faculty  |  Faculty and lecturer salaries also do not reflect the university’s aspirations for being R1.—Tenure-track faculty  |  As the university moves toward R1 status, the faculty will need to be paid at a level indicative of an R1 university.—Tenured faculty  |  It is a dishonorable game in the most honorable profession. They (all do it) look at the criteria to be R1, R2, R3 and act toward that goal. If they need to award 200 Ph.Ds a year to be R2, then they reallocate the budget and fund 200 Ph.D students who expect a stipend and other freebies and they make sure that 200 Ph.Ds are granted every year! If you have to have a football team to "emerge" then you reallocate your budget and give scholarships to HS football players to go to your university and play football. It is easy to "teach for the test" as long as nobody raises their voice. Do R3 R2 and R1 have faculty salary standards and requirements?—Prefer not to answer  |  I recently had to switch one of our tenure line slots to NTT clinical assistant to find a hire. I have no idea if I will have to move our other tenure slot to NTT this coming spring 2023 to hopefully find someone. While this is partly my CLS story, I can assure you my colleagues are experiencing the same issue.—Tenured faculty  |  If the university hopes to recruit and retain quality faculty and staff that are willing to commit their work and lives to Texas State University, salaries must increase significantly to match the incredible increases in cost of living across Central Texas.—Tenure-track faculty  |  The low pay is making it difficult to retain faculty and to hire new faculty.—Tenured faculty  |  This year, we lost a very talented professor as he decided to return to the governmental accounting role. Naturally, the Texas State is arguably losing the best to the industry, as those who are leaving are generally have top competitive skill set.—Prefer not to answer  |  I am anxious about the ramifications to our department associated with their potential departures. If we can’t retain faculty and staff, it’s difficult to do our jobs and to support our students in the ways that they deserve to be supported.—Tenure-track faculty  |  That my same-rank colleagues in similar departments at other universities make $20,30,000 more than I make per year. We are losing faculty for this reason which ends up costing the university (what is the dollar amount of a search?).—Tenured faculty  |  CLASS SIZE: Teaching Work Load - grad & undergrad courses In 2012 - 11 classes average class size = 13 students; 133 students for the year. In 2017 - 13 classes average class size = 16 students; 210 students for the year. In 2022 - 11 classes average class size = 28 students; 332 students for the year.—Tenured faculty  |  Last year, when class sizes were increased (during a pandemic) and being in the position to have to take an overload course in order to make ends meet, the pressure of my students’ mortality and work load was so high that I engaged in a campaign of self-harm. I took a tree-saw to my wrists.—Non-tenure line faculty  |  While due to increasing enrollment my average class sizes have increased by over 10% on average.—Non-tenure line faculty  |  I actually teach a much greater number of students in a given semester.—Non-tenure line faculty  |  In 10 years, My SALARY increased less than 10%. My CLASS SIZE increased over 250%.—Non-tenure line faculty  |  Receiving far less compensation (by about $15k per year on the low end of Assistant professor salaries) along with a near zero possibility for advancement and zero guarantee from the university that I will be employed the following year.—Non-tenure line faculty
To make matters worse, **the drive to R1 is consuming resources to hire faculty and the university continues to accept freshman, crazy.** —Tenured faculty  |  Both the chair and dean have encouraged me to go on the market and seek out offers. Is this what the university really wants faculty to do? What’s the long term goal by encouraging your faculty to look elsewhere? It’s disrespectful and it’s harming any efforts to get us to R1.—Tenured faculty  |  As the university pushes toward R1 status, many new demands are being made of faculty, including increasing rates of publication and applying to nationally funded grants. However, no financial support is added to compensate for this extra labor.—Tenure-track faculty  |  Faculty and lecturer salaries also do not reflect the university’s aspirations for being R1.—Tenure-track faculty  |  As the university moves toward R1 status, the faculty will need to be paid at a level indicative of an R1 university.—Tenured faculty  |  It is a dishonorable game in the most honorable profession. They (all do it) look at the criteria to be R1, R2, R3 and act towards that goal. If they need to award 200 PhDs a year to be R2, then they reallocate the budget and fund 200 PhD students who expect a stipend and other freebies and they make sure that 200 PhDs are granted every year!! If you have to have a football team to “emerge” then you reallocate your budget and give scholarships to HS football players to go to your university and play football. It is easy to “teach for the test” as long as nobody raises their voice. Do R3 R2 and R1 have faculty salary standards and requirements?—Prefer not to answer  |  I recently had to switch one of our tenure line slots to NTT clinical assistant to find a hire. I have no idea if I will have to move our other tenure slot to NTT this coming spring 2023 to hopefully find someone. While this is partly my CLS story, I can assure you my colleagues are experiencing the same issue.—Tenured faculty  |  If the university hopes to recruit and retain quality faculty and staff that are willing to commit their work and lives to Texas State University, salaries must increase significantly to match the incredible increases in cost of living across Central Texas. —Tenure-track faculty  |  The low pay is making it difficult to retain faculty and to hire new faculty.—Tenured faculty  |  This year, we lost a very talented professor as he decided to return to the governmental accounting role. Naturally, the Texas State is arguably losing the best to the industry, as those who are leaving are generally have top competitive skill set.—Prefer not to answer  |  I am anxious about the ramifications to our department associated with their potential departures. If we can’t retain faculty and staff, it’s difficult to do our jobs and to support our students in the ways that they deserve to be supported.—Tenure-track faculty  |  That my same-rank colleagues in similar departments at other universities make $20-30,000 more than I make per year. We are losing faculty for this reason which ends up costing the university (what is the dollar amount of a search)?.—Tenured faculty  |  CLASS SIZE: Teaching Work Load - grad & undergrad courses in 2012 - 11 classes average class size = 13 students; 133 students for the year. In 2017 - 13 classes average class size = 16 students; 210 students for the year. In 2022 - 11 classes average class size = 28 students; 332 students for the year.—Tenured faculty  |  Last year, when class sizes were increased (during a pandemic) and being in the position to have to take an overload course in order to make ends meet, the pressure of my students’ mortality and work load was so high that I engaged in a campaign of self-harm. I took a tree saw to my wrists.—Non-tenure line faculty  |  While due to increasing enrollment my average class sizes have increased by over 10% on average.—Non-tenure line faculty  |  I actually teach a much greater number of students in a given semester.—Non-tenure line faculty  |  In 10 years, My SALARY increased less than 10%. My CLASS SIZE increased over 250%.—Non-tenure line faculty  |  Receiving far less compensation (by about $15k per year on the low end of Assistant professor salaries) along with a near zero possibility for advancement and zero guarantee from the university that I will be employed the following year.—Non-tenure line faculty
Thank you.

MiHyun Kim, Associate Professor of Communication Design  
School of Art and Design  | mihyun@txstate.edu