

Faculty Senate Salary Report

Texas State University

April 2023

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Introduction

In fall 2022, the Texas State University Faculty Senate began a study to analyze how faculty salaries have changed over time, compare faculty and administrator salaries to CUPA medians at peer institutions and nationwide, explore the cost of living and housing in the San Marcos and Round Rock areas, and examine inflation and wages in other sectors. The goal of gathering and analyzing the data presented in this report is to shed light on issues of salary inequity, salary compression, and the effects of inflation on faculty income. This report also includes the findings from a qualitative survey of faculty conducted by the Faculty Senate in fall 2022.

Chapter 1 – Faculty Salaries Over Time with CUPA Comparisons

Many factors contribute to the observed differences in salary. In this chapter, we examine general trends and patterns using data provided annually to the Faculty Senate and accessible under password protection on the faculty senate website (<https://www.txst.edu/facultysenate/resources/faculty-salary-data.html>).

Limitations of the data set include:

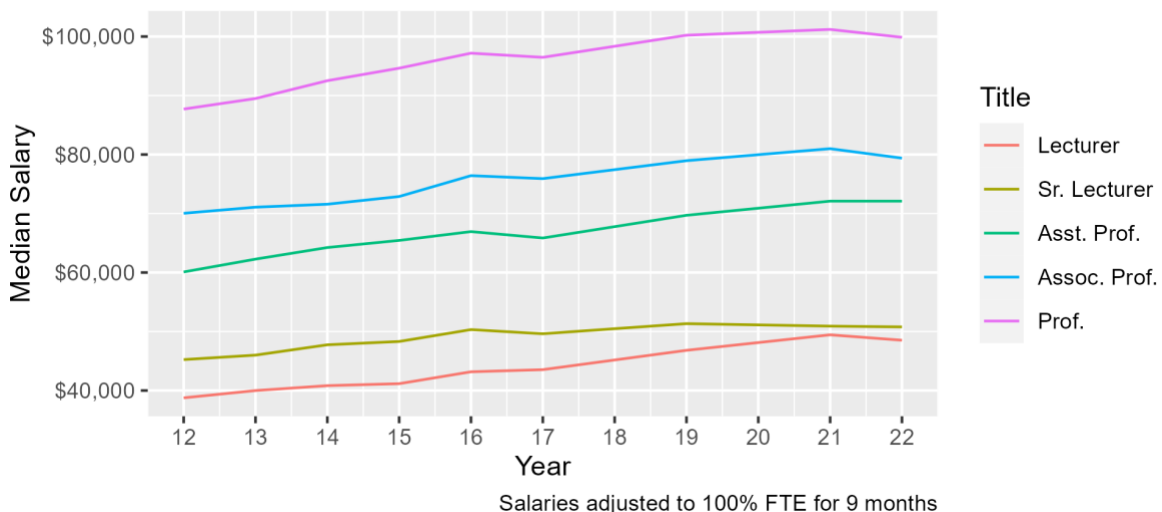
- only merit eligible faculty from the previous year and their title from the previous year when merit was evaluated are included.
- CUPA data is only available up to 2020. Consequently, when the assessment is focused on salary alone, the analysis includes data from 2012 until 2022. However, when making comparisons to CUPA medians, the analysis spans from 2012 until 2020.

In order to compare faculty salaries across departments and years, several modifications were required.

- All salaries were adjusted to represent a 100% FTE for 9 months.
- Faculty members that hold joint appointments in two departments were included in each department.
- Faculty holding administrative positions: Associate Dean, Center Director, etc. were excluded.
- Clinical faculty and professors of practice were excluded from the analysis. These faculty titles are much less common and are not distributed uniformly across the colleges and departments.
- Where possible, different titles were collapsed into five categories: Lecturer, Senior Lecturer, Assistant, Associate and Full Professor.

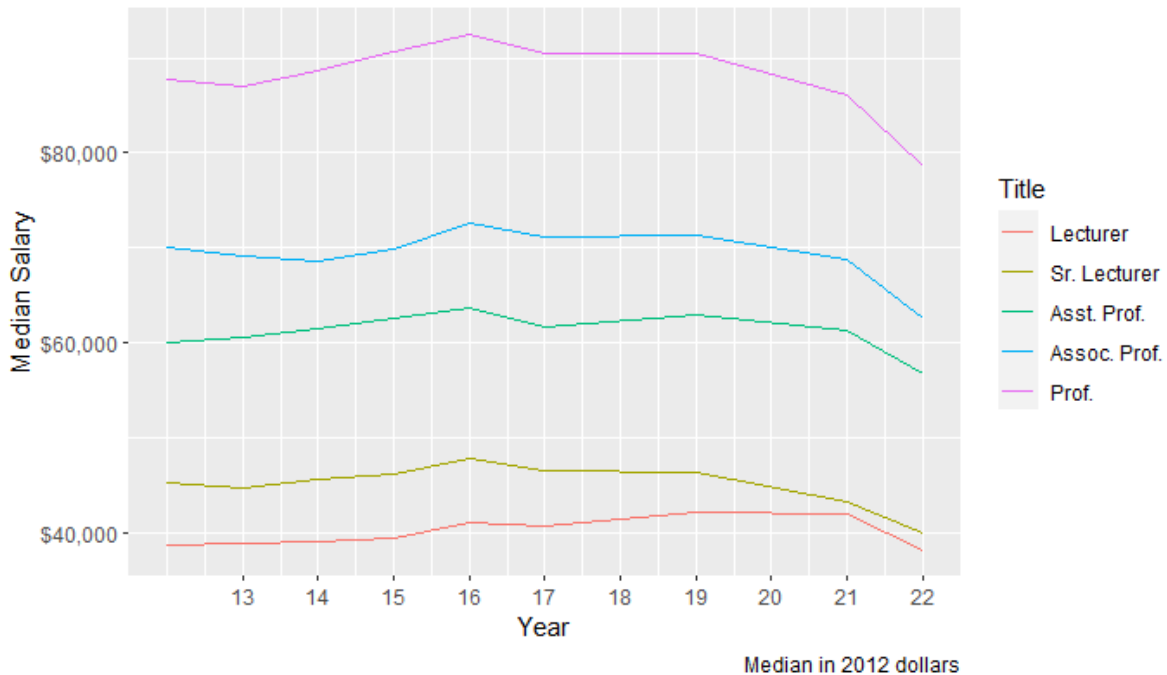
Figure 1 shows how median adjusted salaries have changed by rank from 2012 until 2022. Two patterns are clear: 1) salary growth has slowed since 2016, and 2) the growth rates are different for different ranks. In particular, recently, lecturer salaries (which include new hires each year) have increased at a higher rate than senior lecturer salaries.

Figure 1: Median Salary by Rank/Title and Year



The slow growth in salaries since 2016 is especially concerning given the recent increase in inflation. Using data from the U.S. Bureau of Labor Statistics, overall consumer price index (CPI) for the years 2012 to 2022, salaries can be adjusted for inflation by dividing by the CPI. It is clear from the graph below that since 2016, median salaries have not kept pace with inflation. In fact, when adjusted for inflation, the median salary of each rank in 2022 is less than it was in 2012. This discrepancy has occurred despite robust student enrollment, increased prestige of the university, and higher research expenditures over this same period. Note that the data used for the graph does not include the past 6 months (October 2022 - March 2023) in which the U.S. has experienced some of the highest inflation in decades.

Figure 2: Inflation Adjusted Median Salary by Rank/Title and Year



CUPA is the main benchmark that Texas State University uses to determine appropriate starting salaries for newly hired faculty. CUPA provides summary salary data for a set of peer and aspirant universities. This data is computed by rank and the Classification of Instructional Programs (CIP) code. For example, CUPA provides the median salary for Associate Professors in Mathematics. To investigate Texas State salaries, for each year and rank, the faculty salary was divided by the corresponding CUPA median salary provided to the senate by the university. In some cases, the comparison may not be ideal. For example, in the Mathematics Department faculty focus on an array of discipline-specific areas: pure math, applied math, statistics, or mathematics education. However, due to market demands, the salary ranges for these specialties may be different, and these differences are not captured in the CUPA data. Additionally, the CUPA data does not distinguish between Lecturers and Senior Lecturers, so their salary data is collapsed into a single category for the graphs below. There are also questions about the appropriateness of the chosen set of peer and aspirant universities. The universities are located in regions with different housing costs, and as Texas State's status changes toward a greater research focus, the definition of peer university may change. In a later chapter, we present an analysis of the various costs of living of the CUPA comparison set of universities.

To compare faculty salaries to the CUPA median, each salary is divided by the corresponding CUPA median (i.e., the median salary for professors in the same rank and the same department / CIP code). For example, a ratio of 1 indicates a professor's salary is equal to the CUPA median, while a ratio of .8 means their salary is only 80% of the CUPA median. In Figures 3a, 3b, and 3c, the circles in the graphs represent the median ratio for the rank in the college. The size of the circle is proportional to the number of faculty represented. The lines extend from the 10th percentile up to the 90th percentile of the ratios. Graph 3a includes data for the colleges of Applied Arts (AA), McCoy Business (BUS), and Education (ED). Graph 3b includes data for the colleges of Fine Arts and Communication (FAC) and Health Professions (HP). Graph 3c includes data for the colleges of Liberal Arts (LA) and Science and Engineering (SE).

Looking at the graphs below, we can see the ratio of salary to CUPA median varies considerably by department and rank. While there are faculty that earn much more than the CUPA median, many more earn less than the CUPA median. To further unpack the graph, consider the lecturers in the College of Education shown in the bottom row of Figure 3a. For each year in graph 3a, the median ratio is well below 1. By examining the bottom of the line segment, we see that 10th percentile in 2020 is less than .75. So at least 10% of lecturers have salaries well below the CUPA median.

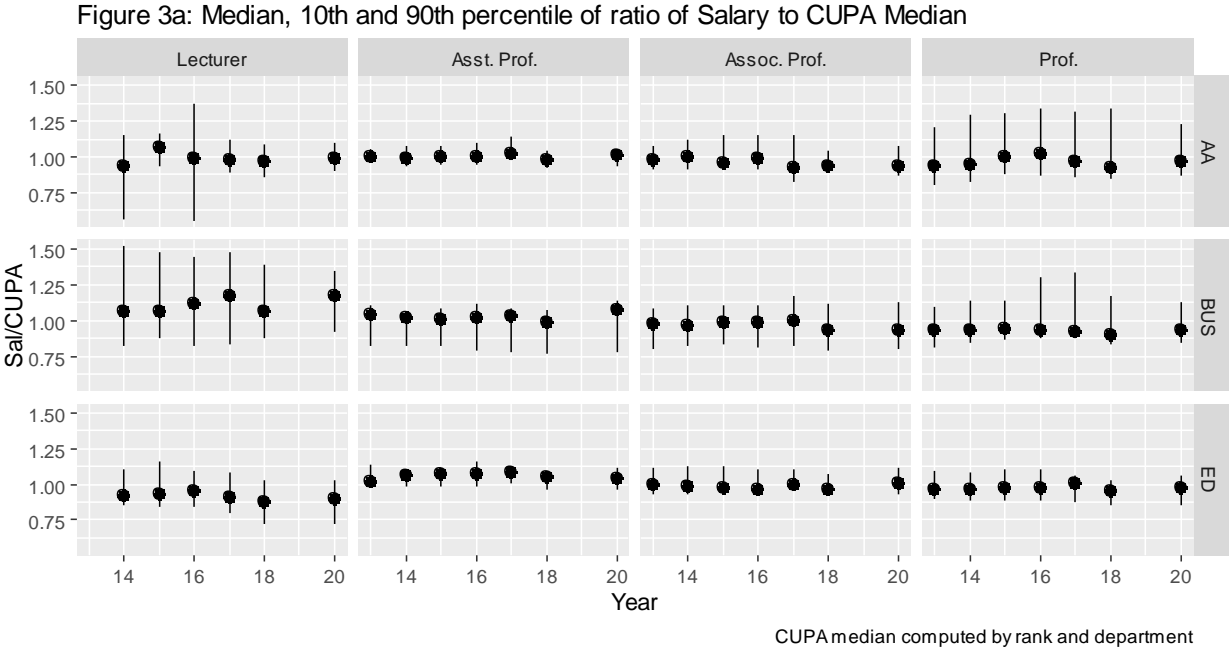


Figure 3b: Median, 10th and 90th percentile of ratio of Salary to CUPA Median

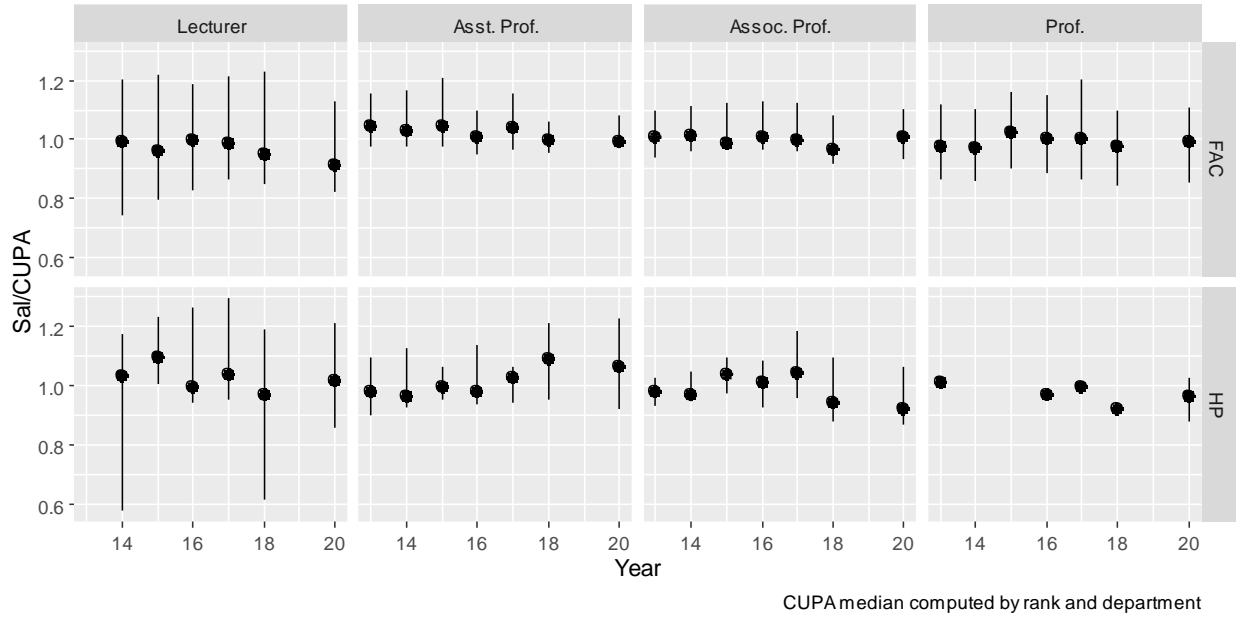
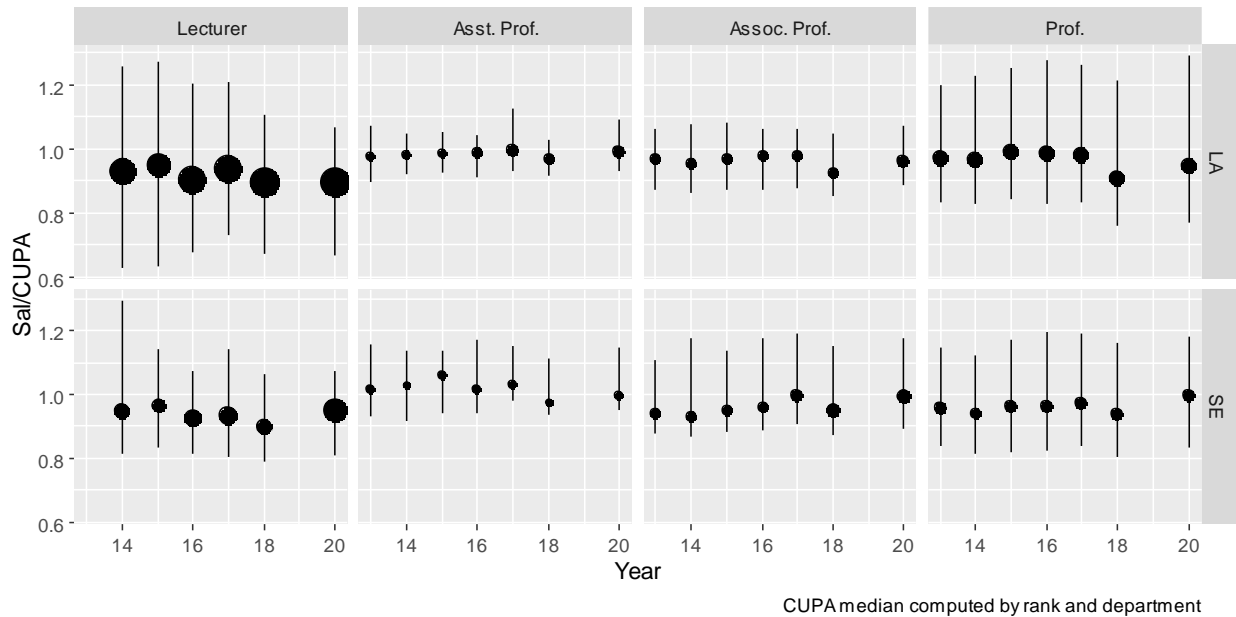
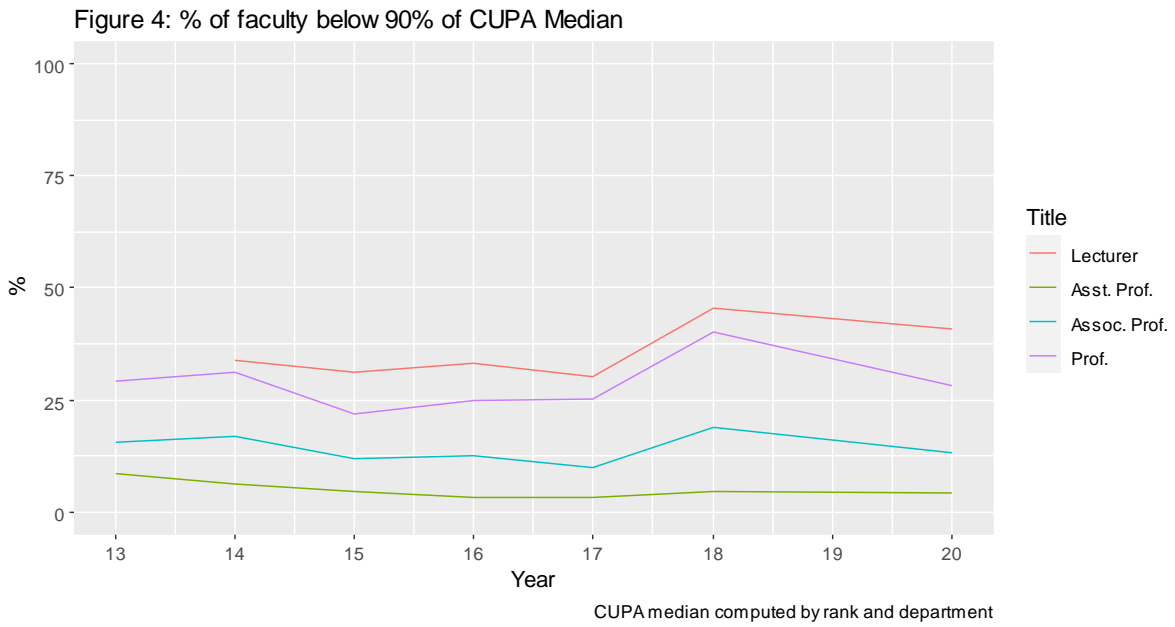


Figure 3c: Median, 10th and 90th percentile of ratio of Salary to CUPA Median



For a different perspective on the CUPA data, Figure 4 focuses on the group of faculty who may be the most underpaid. In this graph, we can look at the percentage of faculty members whose salary is less than 90% of the CUPA median. We see that the percentage has increased considerably since 2017 for each rank except for Assistant Professor. In 2020, over 25% of Full Professors and 40% of all Lecturers fall into this highly underpaid category.



Further analyses of salaries compared to CUPA medians by department and data suggesting salary compression and inversion can be found in Appendix 1.

Chapter 2 – Administrator and Faculty Salary Compared to CUPA

CUPA provides peer institution comparative salary data to Texas State showing how faculty salaries at Texas State compare to the salaries of our peer institutions. CUPA also provides data regarding the salaries of administrators, such as deans and vice presidents. However, these data (see table 1) compare those salaries to all doctoral-granting institutions nationwide, rather than a more select peer group.

Table 1. 2022 Texas State University Administrator Salaries Compared to the CUPA Median for Doctoral-Granting Institutions

TXST Job Title	CUPA Title	CUPA - Doctoral Median	TXST Actual	Percent of Median
President	CEO of a Single Unit	\$600,000	\$625,985	104%
Dir, Athletics	Chief Athletics Admin	\$405,263	\$300,000	74%
Vice President, Information Technology	Chief Info Officer	\$274,437	\$264,632	96%
Vice President, Student Affairs	Chief Student Affairs Officer	\$248,750	\$240,000	97%
Vice President, University Advancement	Chief Development Officer	\$335,133	\$290,740	87%
Vice President, Fin & Support Services	Chief Business Officer	\$370,000	\$347,627	94%
Dean, Applied Arts	Dean, Arts and Sciences	\$315,823	\$210,364	67%
Dean, Business	Dean, Business	\$389,546	\$306,940	79%
Dean, Education	Dean, Education	\$241,876	\$193,949	80%
Dean, Fine Arts & Communication	Dean, Fine Arts	\$234,936	\$191,600	82%
Dean, Graduate College	Dean, Graduate Programs	\$238,749	\$213,725	90%
Dean, Health Professions	Dean, Health Related Professions	\$230,836	\$229,916	100%
Dean, Liberal Arts	Dean, Liberal Arts	\$240,000	\$213,581	89%
Dean, Science and Engineering	Dean, Science	\$294,500	\$265,601	90%
Provost	Chief Acad Affairs Officer/Provost	\$425,000	\$391,400	92%
Vice President, University Admin	Chief Administrative Officer	\$244,060	\$236,900	97%
Dean, Honors College	Dean, Honors College	\$197,088	\$175,579	89%
Assc VP, Acad Suc & Dean, Univ Coll	Dean, Undergraduate Programs	\$202,500	\$197,760	98%

Data from Administrators in Higher Education Comprehensive Tables - Administrator Salaries for the 2021-22 Academic Year

TXST Actual from TXIR Employee Data Repository (SAP)

Prepared by Office of Institution (gt05) on 2022-09-28

The readily available salary data for faculty are not comparable to data for administrators because the faculty data is compared to a select peer group and the administrator data uses broader data. Faculty Senate requested data from the Office of Institutional Research, specifically showing how Texas State faculty compare to doctoral-granting institutions nationwide rather than a select peer group (see table 2).

Table 2. 2022 Texas State University Faculty Salaries Compared to the CUPA Median for Doctoral-Granting Institutions

	CUPA Doctoral Median	TXST Actual			Percent of Median
		Median	# of faculty at rank	Std. Dev.	
Professor	\$127,713	\$102,318	285	\$16,609	80%
Associate Professor	\$95,130	\$80,187	287	\$9,185	84%
Assistant Professor (excl new)	\$83,819	\$71,047	232	\$12,967	85%
Assistant Professor (incl new)	\$82,997	\$71,210	250	\$13,026	86%
Instructor/Lecturer	\$61,619	\$49,818	499	\$10,422	81%

Data shared by the Office of Institutional Research (gt05) on 2022-09-28

Source: CUPA-HR DataOnDemand Reporting Tool (reported and select TT/NTT combined)

Table 3 combines certain data from both of the tables above and includes the doctoral-granting nationwide percent of median for various faculty ranks, deans, and vice presidents using the data provided to Faculty Senate by the Office of Institutional Research in Fall 2022.

Table 3. 2022 Texas State University Salaries Compared to the CUPA Median for Doctoral-Granting Institutions

Rank	# at rank	Percent of Median
President	1	104%
Vice President incl. Provost & Athletic Director	7	91%
Dean	10	86%
Professor	285	80%
Associate Professor	287	84%
Assistant Professor	250	86%
Instructor/Lecturer	499	81%

In summary:

- Members of the president’s cabinet and other administrators at the highest ranks under the president are compensated closest to the CUPA median (91%).
- Associate professors are compensated at 84% of the CUPA median and Assistant Professors and Deans at 86% of the CUPA median.
- Full professors and instructors/lecturers are compensated the least compared to the CUPA median, at 80% and 81% respectively. These longer-term faculty positions are the most susceptible to salary compression and salary inversion.

Chapter 3 – Cost of Living and Median Home Prices for Peer Institutions

CUPA provides peer institution comparative salary data to Texas State. These data provide salary comparisons using a peer group categorized as “2010 Carnegie: Public Research (High Activity), Doctoral/Research & Select Masters Large (Undergraduate & Graduate Instruction),” which includes 154 academic institutions. We analyzed the cost of living and median home prices in the cities of our peer institutions as reported by www.bestplaces.net in November 2022 (see table 1).

Cost of Living Analyses:

The *average* cost of living in the cities of our CUPA peers = **100.5**

The *median* cost of living in the cities of our CUPA peers = **93.9**

To compare, the cost of living in San Marcos = **101.1**

To compare, the cost of living in Round Rock = **116.5**

Cost of Living Conclusions:

- The cost of living in San Marcos is *HIGHER* than our peers on average and median.
- The cost of living in Round Rock is *MUCH HIGHER* than our peers on average and median.

Median Home Price Analyses:

The *average* median home price in the cities of our CUPA peers = **\$295,441**

The *median* median home price in the cities of our CUPA peers = **\$231,800**

To compare, the median home price in San Marcos = **\$293,300**

To compare, the median home price in Round Rock = **\$440,600**

Median Home Price Conclusions:

- The median home price in San Marcos is the same as the average and *HIGHER* than the median for our peers.
- The median home price in Round Rock is *MUCH HIGHER* than the average and median for our peers.

Table 1. Cost of Living and Median Home Prices in Peer Institution Cities

CUPA Peer Institutions for TXST		Nov. 2022 data from www.bestplaces.net		
<i>Note: not all institutions are used for every CIP analysis - the CUPA report shows how many ("NI") have been used in each calculation, but does not tell us which specific institutions</i>				
	State	City	Cost of Living	Median Home Price (\$)
Air Force Institute of Technology-Graduate School of Engineering & Management	OH	Dayton	71.1	61,200
Appalachian State University	NC	Boone	97	340,100
Auburn University	AL	Auburn	97.6	273,900
Ball State University	IN	Muncie	71.5	100,500
Bowie State University	MD	Bowie	128.1	442,800
Bowling Green State University-Main Campus	OH	Bowling Green	84.3	212,700
California Polytechnic St U-San Luis Obispo	CA	San Luis Obispo	154.7	825,200
California State University-Chico	CA	Chico	114.5	424,500
California State University-Dominguez Hills	CA	Dominguez Hills	130.6	465,300
California State University-East Bay	CA	Hayward	168.2	846,200
California State University-Fresno	CA	Fresno	103.3	316,400
California State University-Los Angeles	CA	Los Angeles	176.2	883,400
California State University-Northridge	CA	Northridge	175.6	878,600
California State University-Sacramento	CA	Sacramento	121.6	435,600
California State University-San Bernardino	CA	San Bernadino	109.5	363,000
California State University-Stanislaus	CA	Stanislaus	116.3	404,400
Central Connecticut State University	CT	New Britain	96.9	191,600
Central Michigan University	MI	Mt Pleasant	77.5	160,100
Citadel Military College of South Carolina	SC	Charleston	109.8	386,600
Clemson University	SC	Clemson	93.9	270,600
Cleveland State University	OH	Cleveland	72.3	68,900
College of William and Mary	VA	Williamsburg	100.3	356,700
Colorado School of Mines	CO	Golden	149.5	741,000
CUNY Brooklyn College	NY	Brooklyn	184.7	782,800
CUNY City College	NY	New York City	168.6	654,300
CUNY College of Staten Island	NY	Staten Island	154.8	456,700
CUNY Lehman College	NY	The Bronx	147	638,300
CUNY Queens College	NY	Queens	168.3	234,600
East Carolina University	NC	Greenville	84.2	163,100
East Tennessee State University	TN	Johnson City	81.9	193,400
Eastern Kentucky University	KY	Richmond	85	218,600
Eastern Michigan University	MI	Ypsilanti	95.6	270,200
Florida Agricultural and Mechanical University	FL	Tallahassee	90.6	220,100
Florida Atlantic University	FL	Boca Raton	120.8	423,300
Florida International University	FL	Miami	122.4	398,100
George Mason University	VA	Fairfax	148.2	652,700
Georgia College & State University	GA	Milledgeville	77.5	159,500
Georgia Southern University	GA	Statesboro	78.7	156,600
Grand Valley State University	MI	Allendale	96.3	292,900

Idaho State University	ID	Pocatello	86.3	230,400
Illinois State University	IL	Normal	83.2	183,500
Indiana State University	IN	Terre Haute	74.4	108,600
Indiana University of Pennsylvania-Main	PA	Indiana	102	311,800
Indiana University-Purdue-Indianapolis	IN	Indianapolis	84.9	183,000
Jackson State University	MS	Jackson	81.8	169,200
James Madison University	VA	Harrisonburg	89	258,500
Kansas State University	KS	Manhattan	85.3	220,000
Kean University	NJ	Union	123.5	404,700
Kent State University at Kent	OH	Kent	81	179,800
Lamar University	TX	Beaumont	77.9	135,200
Louisiana Tech University	LA	Ruston	80.8	172,400
Miami University-Oxford	OH	Oxford	87.3	249,000
Michigan Technological University	MI	Houghton	85.9	182,200
Middle Tennessee State University	TN	Murfreesboro	100.9	311,400
Millersville University of Pennsylvania	PA	Millersville	96.9	263,700
Minnesota State University-Mankato	MN	Mankato	86.3	240,000
Missouri State University-Springfield	MO	Springfield	81.8	171,600
Missouri University of Science and Tech	MO	Rolla	77.5	158,900
Montclair State University	NJ	Montclair	172.4	831,800
Morgan State University	MD	Baltimore	91.3	175,500
New Jersey Institute of Technology	NJ	Newark	122.8	351,700
New Mexico State University-Main Campus	NM	Las Cruces	83.5	209,600
North Carolina A & T State University	NC	Greensboro	82.7	193,600
North Carolina Central University	NC	Durham	97.5	310,600
Northern Arizona University	AZ	Flagstaff	118.7	499,400
Northern Illinois University	IL	DeKalb	84.2	171,600
Oakland University	MI	Rochester	117.2	410,800
Ohio University-Main Campus	OH	Athens	87.5	226,500
Oklahoma State University-Main Campus	OK	Stillwater	82.7	182,700
Old Dominion University	VA	Norfolk	91.8	242,400
Portland State University	OR	Portland	132.4	536,900
Rowan University	NJ	Glassboro	98.5	240,300
Rutgers University-Newark	NJ	Newark	122.8	351,700
Sam Houston State University	TX	Huntsville	84.8	202,100
San Diego State University	CA	San Diego	160.4	812,100
San Francisco State University	CA	San Francisco	244	1,471,200*
South Carolina State University	SC	Orangeburg	71.7	108,100
South Dakota State University	SD	Brookings	84	220,800
Southeast Missouri State University	MO	Cape Girardeau	81.4	165,300
Southeastern Louisiana University	LA	Hammond	87.8	172,600
Southern Connecticut State University	CT	New Haven	105.5	231,400
Southern Illinois University Carbondale	IL	Carbondale	78.1	127,300
State University of New York at New Paltz	NY	New Paltz	96	180,300
Stephen F Austin State University	TX	Nacogdoches	76.5	138,400

SUNY at Binghamton	NY	Binghamton	74.7	91,100
SUNY College at Brockport	NY	Brockport	88.3	184,500
SUNY College of Envi Science and Forestry	NY	Syracuse	84.1	148,700
Temple University	PA	Philadelphia	105	221,400
Tennessee State University	TN	Nashville	103.1	341,700
Texas A & M University-Commerce	TX	Commerce	87.8	179,500
Texas A & M University-Corpus Christi	TX	Corpus Christi	83.7	188,500
Texas A & M University-Kingsville	TX	Kingsville	71.6	104,000
Texas Southern University	TX	Houston	95.5	220,000
Texas Tech University	TX	Lubbock	80.7	168,100
Texas Woman's University	TX	Denton	97.3	297,700
The College of New Jersey	NJ	Ewing Township	95.4	225,800
The University of Alabama	AL	Tuscaloosa	87.5	184,100
The University of Montana	MT	Missoula	112.1	459,400
The University of Texas at Arlington	TX	Arlington	100.8	259,800
The University of Texas at Dallas	TX	Dallas	101	259,800
The University of Texas at El Paso	TX	El Paso	82	162,100
The University of Texas at San Antonio	TX	San Antonio	89.8	220,300
The University of West Florida	FL	Pensacola	87.2	183,800
Towson University	MD	Towson	115.6	409,200
University of Akron Main Campus	OH	Akron	68.9	76,900
University of Alaska Fairbanks	AK	Fairbanks	102	241,900
University of Arkansas at Little Rock	AR	Little Rock	80.9	163,100
University of Colorado Denver	CO	Denver	127.8	534,100
University of Colorado-Colorado Springs	CO	Colorado Springs	108.3	410,900
University of Idaho	ID	Moscow	99.3	368,300
University of Illinois at Springfield	IL	Springfield	75.4	129,500
University of Louisiana at Lafayette	LA	Lafayette	88	182,200
University of Maine	ME	Orono	87.3	229,300
University of Mary Washington	VA	Fredericksburg	108.2	369,000
University of Maryland-Baltimore County	MD	Baltimore	91.3	175,500
University of Massachusetts-Boston	MA	Boston	153.4	667,000
University of Massachusetts-Dartmouth	MA	North Dartmouth	117.5	462,600
University of Massachusetts-Lowell	MA	Lowell	114.5	382,400
University of Memphis	TN	Memphis	77.5	123,800
University of Michigan-Dearborn	MI	Dearborn	95.7	184,400
University of Mississippi	MS	Oxford	82.7	207,900
University of Missouri-Kansas City	MO	Kansas City	87.9	195,300
University of Missouri-St Louis	MO	St Louis	82.7	155,200
University of Nebraska at Omaha	NE	Omaha	89.8	239,900
University of Nevada-Las Vegas	NV	Las Vegas	111	334,000
University of Nevada-Reno	NV	Reno	121	509,200
University of New Hampshire-Main Campus	NH	Durham	97.5	310,600
University of New Orleans	LA	New Orleans	101.6	254,600
University of North Carolina at Charlotte	NC	Charlotte	99.7	301,300

University of North Carolina at Greensboro	NC	Greensboro	82.7	193,600
University of North Carolina at Wilmington	NC	Wilmington	96.5	288,100
University of North Dakota	ND	Grand Forks	85.8	225,300
University of North Florida	FL	Jacksonville	94.2	231,800
University of North Texas	TX	Denton	97.3	297,700
University of Northern Colorado	CO	Greeley	104.3	370,000
University of Puerto Rico-Rio Piedras	PR	San Juan	<i>no data</i>	<i>no data</i>
University of Rhode Island	RI	Kingston	119.9	469,500
University of South Alabama	AL	Mobile	82.9	149,600
University of South Dakota	SD	Vermillion	80.2	187,900
University of Southern Mississippi	MS	Hattiesburg	78.3	152,200
University of Toledo	OH	Toledo	72.2	81,900
University of Vermont	VT	Burlington	112.3	386,900
University of Wisconsin-Milwaukee	WI	Milwaukee	84.7	162,600
University of Wisconsin-Whitewater	WI	Whitewater	86.6	237,100
University of Wyoming	WY	Laramie	92.8	265,400
Utah State University	UT	Logan	94.9	308,900
West Chester University of Pennsylvania	PA	West Chester	124.3	484,800
West Virginia University	WV	Morgantown	90.3	226,500
Western Kentucky University	KY	Bowling Green	84.6	191,400
Western Michigan University	MI	Kalamazoo	83.9	189,100
Western Washington University	WA	Bellingham	123.2	559,100
Wichita State University	KS	Wichita	81.6	160,700
William Paterson University of New Jersey	NJ	Wayne	134.7	515,500
Wright State University-Main Campus	OH	Dayton	71.1	61,200
All Peer Comparison Institutions Average			100.5	295,441
All Peer Comparison Institutions Median			93.9	231,600
Texas State University-San Marcos	TX	San Marcos	101.1	293,300
Texas State University-Round Rock	TX	Round Rock	116.5	440,600

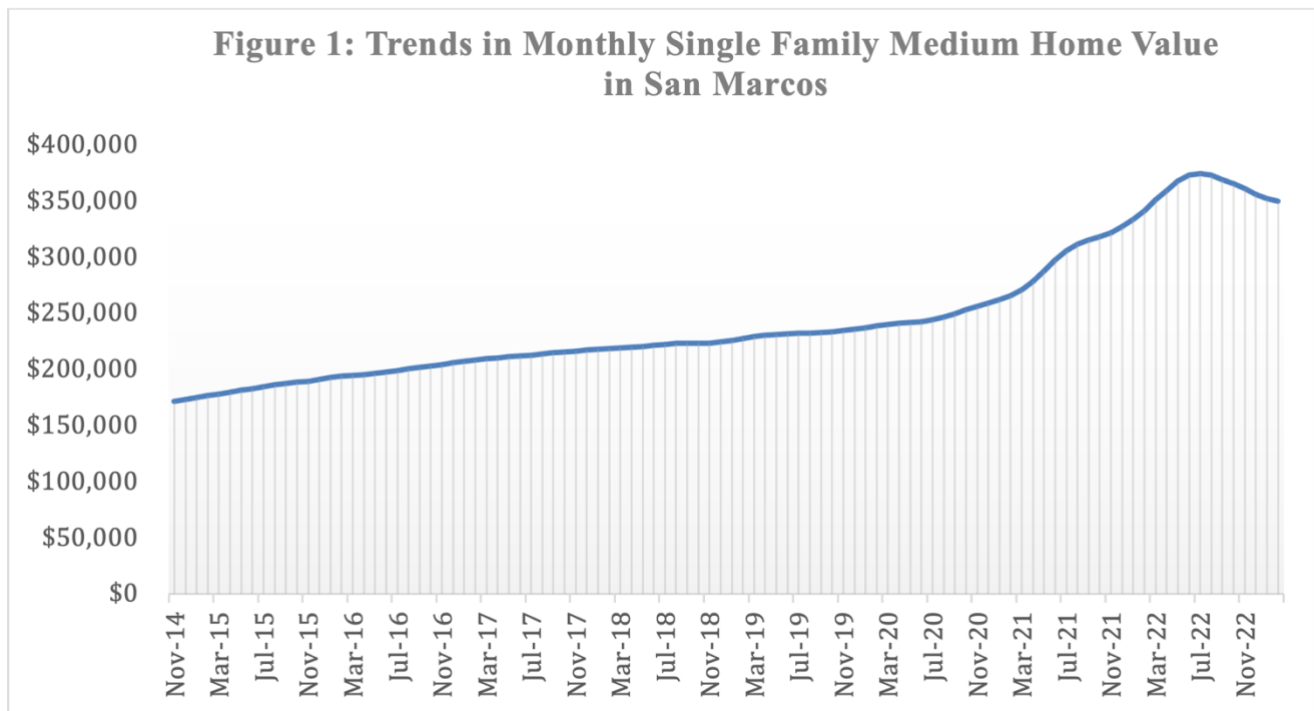
**Extreme outlier in both measures and not guaranteed to be used in any one specific CUPA calculation
- this one data point excluded from averages*

Chapter 4 –Median Housing Costs and Rental Prices Over Time

Data from the US Bureau of Labor Statistics Household Surveys reveals that housing costs take up a large fraction of total household spending. In 2021, housing expenditure accounted for roughly 33.2% of total household spending for many urban families, followed by transportation, food, and insurance, which were at 16.4%, 12.4%, and 11.8%, respectively (<https://www.bls.gov/news.release/cesan.nr0.htm>). Before the Covid-19 pandemic, the Austin area had already become a hub to many tech companies. The relocation of these companies from Silicon Valley, California and elsewhere to Austin has put tremendous upward pressure on housing prices in the Austin area. The domino effects of this housing price inflation have spilled over to cities in proximate locations including San Marcos and Round Rock, where the two Texas State University campuses are located. The subcommittee carefully examined the trajectory in single-family median housing prices as well as the cost of rental apartments in San Marcos and Round Rock areas.

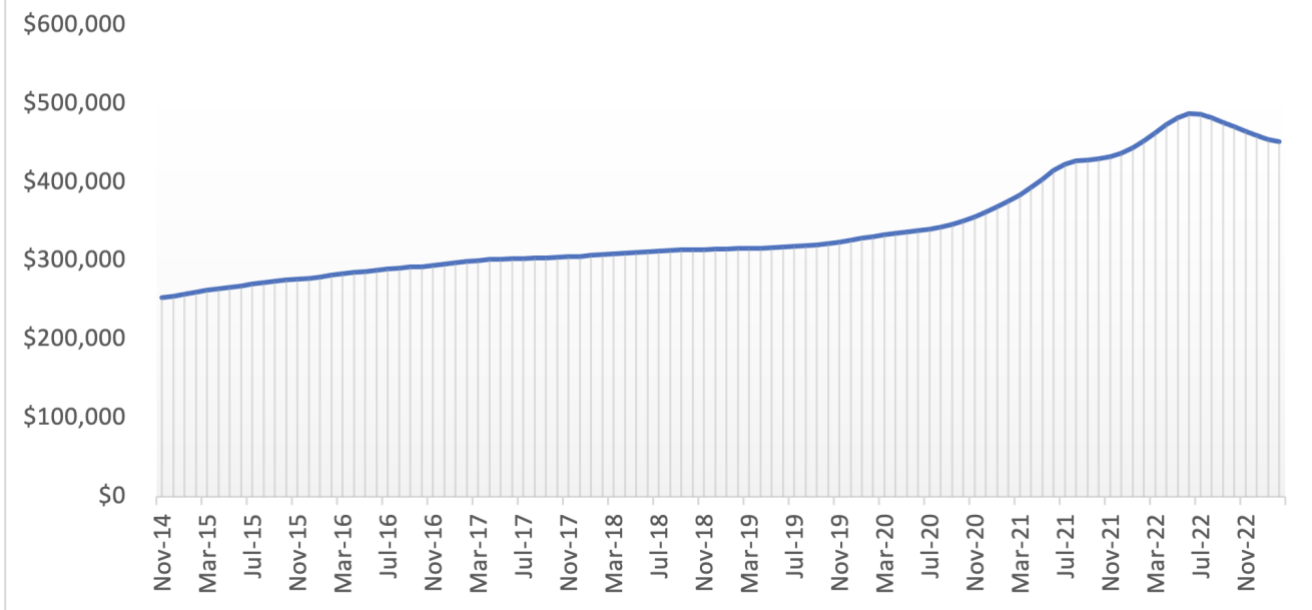
Housing prices in the San Marcos and Round Rock areas

Housing price data reveals that within nine years, San Marcos and Round Rock experienced high housing price inflation. As Figure 1 shows, between November of 2014 and February 2023, the average single-family median housing price in San Marcos rose by 104.2% from \$171,428 to \$350,132. Figure 2 shows that the price of a median single-family house in Round Rock rose by about 78.2% between November of 2014 and February of 2023, from \$253,402 to \$451,568.



Source: Zillow median home values

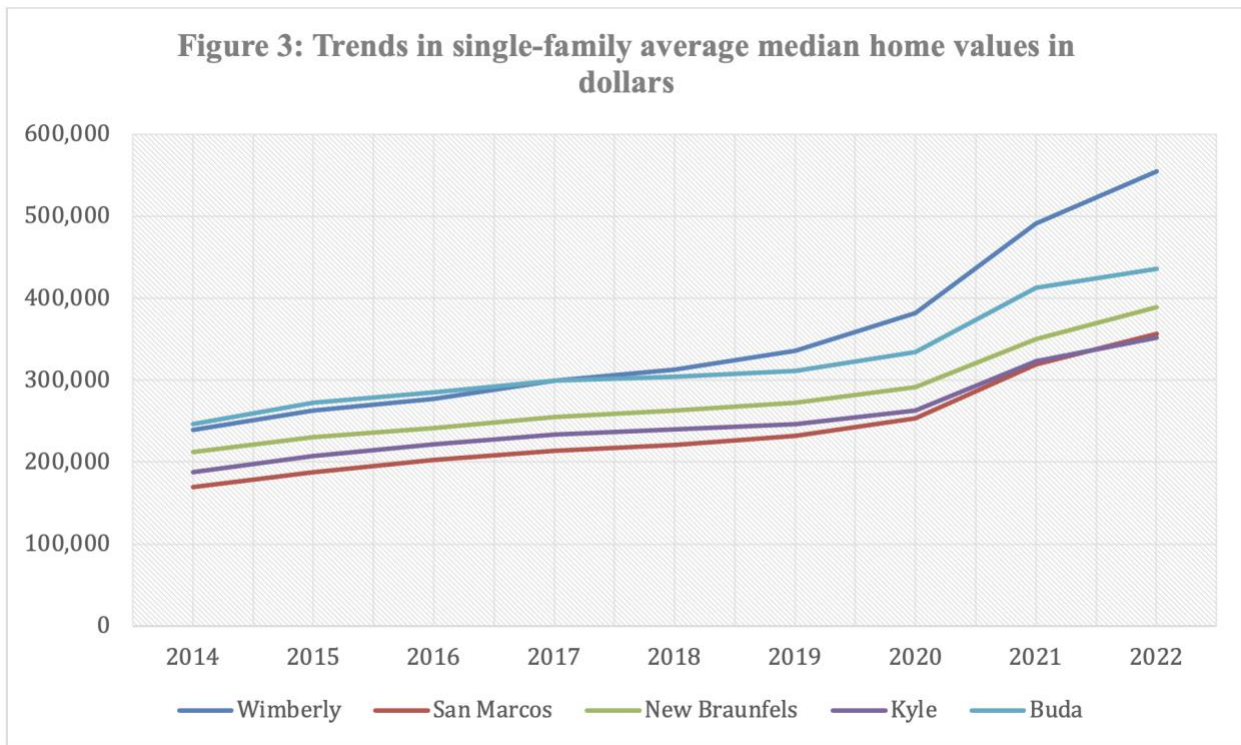
Figure 2: Trends in Monthly Single Family Medium Home Value in Round Rock



Source: Zillow median home values

While faculty and staff have some choice about where they live, median single-family housing price inflation shows similar trends in nearby cities such as New Braunfels, Wimberly, Kyle, and Buda as well (Figure 3).

Figure 3: Trends in single-family average median home values in dollars



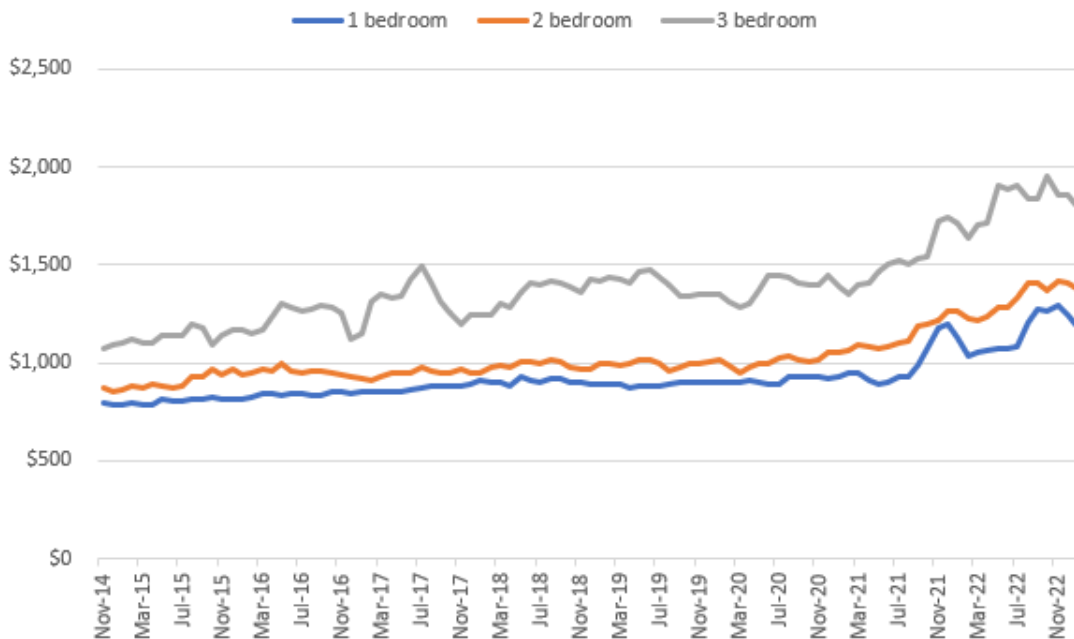
Source: Zillow median home values

Rental prices in the San Marcos and Round Rock areas

In addition to purchasing homes, faculty and staff also lease rental properties in San Marcos and Round Rock. We tracked housing rental costs in these cities relying on data from Zumper, a national real estate locator service that has recorded monthly rental housing costs for apartments in major cities in the U.S. since 2014. The data shows that apartment rental prices in central Texas have climbed steadily from 2014 to the end of 2022 with dramatic spikes occurring recently since December 2020. The increases in rental prices have been attributed to the high demand for housing fueled by increased job growth in the region (Pitcher, 2022). The influx of new workers includes many that are often renting before buying, and the supply of rental properties has not kept up with demand (Pitcher, 2022). Additionally, the high cost of housing in this region has forced many renters to delay purchasing homes and to extend their leases for longer periods, thus adding further to shortages in the rental housing market (Pitcher, 2022; Sparber, 2023).

In San Marcos, the average price of a one-bedroom apartment in November 2014 was \$795. By January 2023, the average cost had risen to \$1187, a 49% rise in the cost of a one-bedroom apartment in only about eight years. Two and three-bedroom apartments in San Marcos cost, on average, \$873 and \$1077, respectively, in November 2014. By January 2023, the average price of two and three-bedroom apartments had risen to \$1379 and \$1798, respectively. In sum, the average price for two and three-bedroom apartments increased by 58% and 67%, respectively, over eight years.

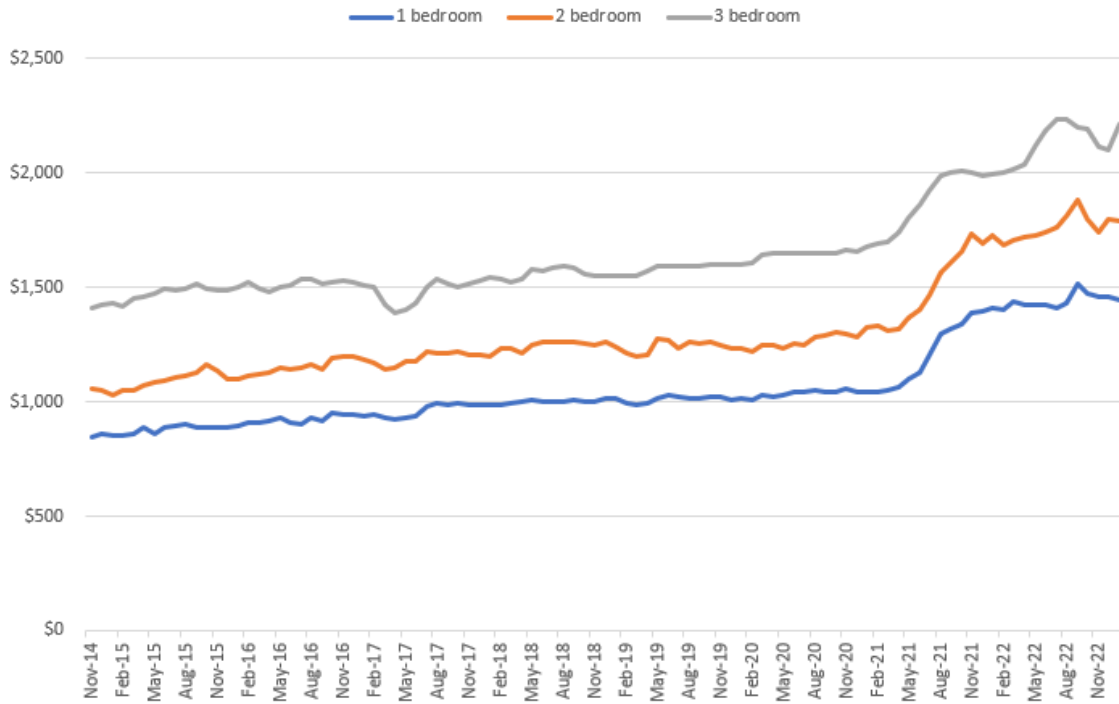
Figure 3. Apartment Rental Costs in San Marcos Over Time



By contrast, apartments in Round Rock saw greater increases in average prices during the same period compared to those in San Marcos. One-bedroom apartments in Round Rock were on average \$849 in November 2014. The average stood at \$1446 in January 2023, a 70% increase in just eight years. In November 2014, the average cost of two and three-

bedroom apartments in Round Rock were \$1056 and \$1408, respectively. By January 2023, the average rates for these apartments had risen to \$1793 and \$2216, respectively. In sum, the average price for two and three-bedroom apartments increased by 70% and 57%, respectively, over eight years.

Figure 4. Apartment Rental Costs in Round Rock Over Time



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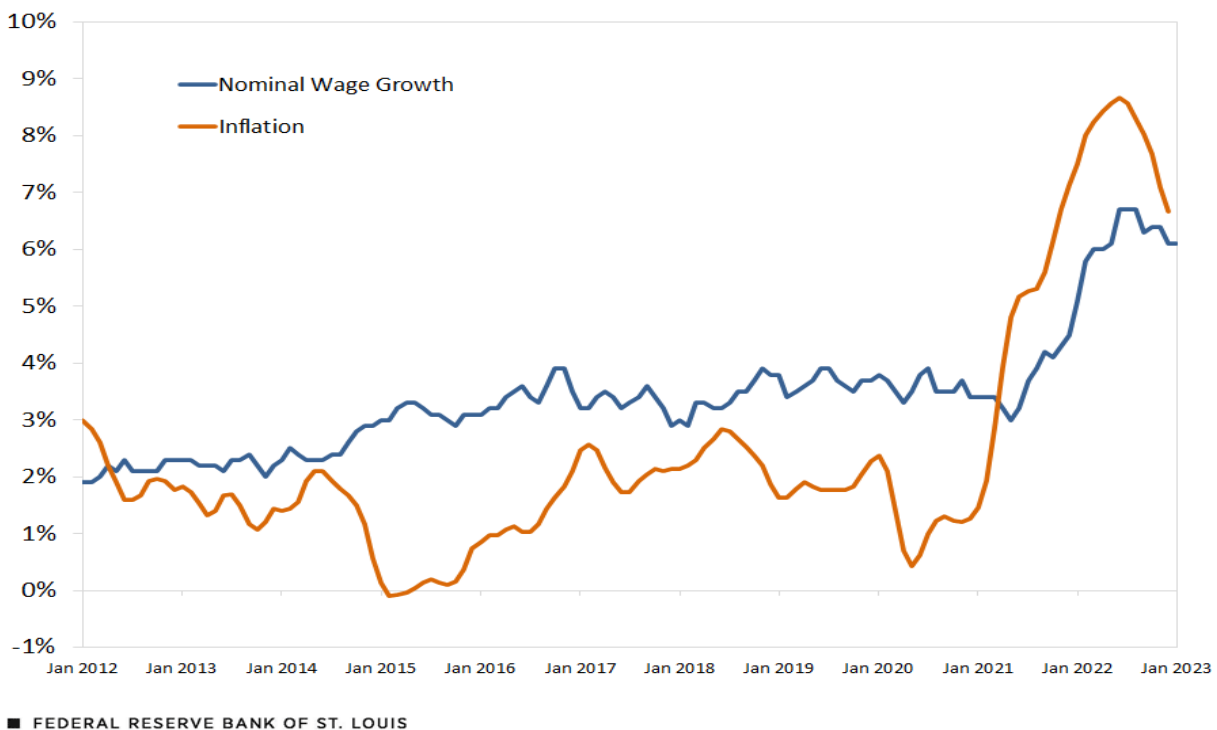
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Chapter 5- Wage Adjustments and Inflation

Indexing nominal wages to inflation

Many organizations adjust wages and salaries of their employees in accordance with inflation. For the US economy, nominal wages and inflation trend in similar patterns. Despite the two variables trending in similar fashion, Figure 1 shows that between 2012 and the early portion of 2021, nominal wage growth in the United States has been above inflation. However, since June 2021, inflation and nominal wages both rose sharply with the inflation rate surpassing nominal wage growth, albeit by a relatively small margin. In contrast, wages at Texas State have remained flat in the last five years during a time when inflation is increasing the most.

Figure 1: Trends in the U.S. Inflation and Nominal Wage Growth



For workers who qualify for merit after an annual performance review, this would imply that their nominal wages should rise more than the rate of inflation. Based on the trajectory of the consumer prices, it is important to look at how wages in different income brackets would change with inflation. We therefore use the income levels of \$25,000 through \$120,000 to show how employee salaries would change in accordance with inflation without accounting for changes in wages and salaries due to merit and promotion.

Table 1 indicates how employee salaries would change with inflation after every five to six years with different hypothetical starting salaries beginning in 2012. These changes, however, do not reflect merit increases. As our analysis shows in chapter 1 of this report, the median salary of Texas State full professors is about \$100,000 and substantially declines by rank. The current salaries paid to Texas State faculty are not anywhere close to where they should be if they had been indexed to inflation. Failure to index faculty salaries to inflation

results in serious compression and inversion, since newly hired faculty are compensated at market rates at the time of their appointment.

Table 1: Inflation-indexed salary structure for hypothetical starting salaries in 2012 assuming no merit raises or promotion

Salary in 2012	Inflation-adjusted salary in 2017	Inflation-adjusted salary in 2023
\$25,000	\$26,783.91	\$32,996.93
\$30,000	\$32,140.69	\$39,596.32
\$35,000	\$37,497.47	\$46,195.71
\$40,000	\$42,854.26	\$52,795.09
\$45,000	\$48,211.04	\$59,394.48
\$50,000	\$53,567.82	\$65,993.87
\$55,000	\$58,924.60	\$72,593.25
\$60,000	\$64,281.38	\$79,192.64
\$65,000	\$69,638.17	\$85,792.03
\$70,000	\$74,994.95	\$92,391.41
\$75,000	\$80,351.73	\$98,990.80
\$80,000	\$85,708.51	\$105,590.19
\$85,000	\$91,065.29	\$112,189.57
\$90,000	\$96,422.08	\$118,788.96
\$95,000	\$101,778.86	\$125,388.35
\$100,000	\$107,135.64	\$131,987.74
\$105,000	\$112,492.42	\$138,587.12
\$110,000	\$117,849.20	\$145,186.51
\$115,000	\$123,205.99	\$151,785.90
\$120,000	\$128,562.77	\$158,385.28

Computations based on CPI data from the U.S. Bureau of Labor Statistics

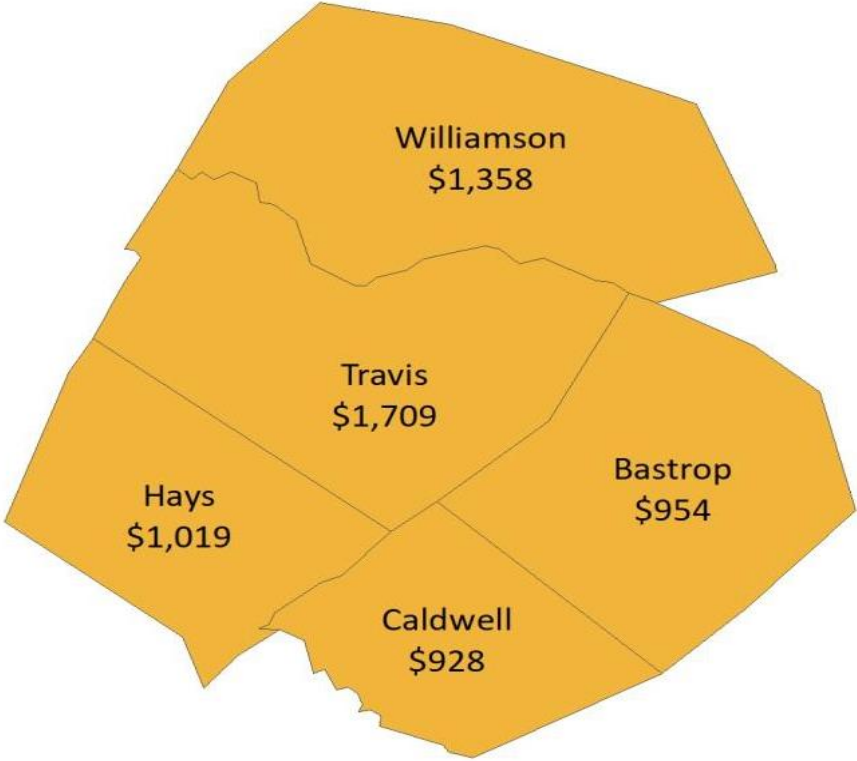
Heterogeneity in wage adjustments across different sectors and their implications on employee turnover ratios

A possible cause of staff and faculty turnovers at Texas State is the rise in wages in other industries in the five counties along the San Marcos-Austin-Round Rock I-35 corridor. These industries, especially manufacturing, construction, business, and professional services, have experienced tremendous wage increases over the past five years while Texas State remunerations have remained relatively flat. As shown in Figure 2, during the third quarter of 2022, the average weekly wages for all industries in Bastrop, Caldwell, Hays, Travis, and Williamson counties peaked at levels twice as high or more compared to the median salaries of staff and some faculty at Texas State. Among the five counties, Travis, Williamson, and Hays have the highest average weekly wages. It is easy to understand why one would leave a position with a low salary when they could earn up to \$82,000, \$65,184, and, \$48,912 per year in other industries in Travis, Williamson, and Hays counties, respectively.

We also looked at the trajectories of nominal wage movements in the five counties by sector/industry. Our analysis in Figure 3 shows that in business and professional services -- a sector in which our staff and other extremely low-paid faculty are likely to find jobs, wages have increased to their highest levels over the past five years. For instance, in Hays County, which is home to our main campus, the average weekly wages in business and professional services rose by 88% from \$655 to \$1,230 between 2018 and 2023. In Travis County, the average weekly wages in business and professional services rose by 33.7% from \$1,685 to \$2,253 from 2018 through 2023. Similar trends are clearly visible in Figure 2 for Williamson, Caldwell, and Bastrop counties.

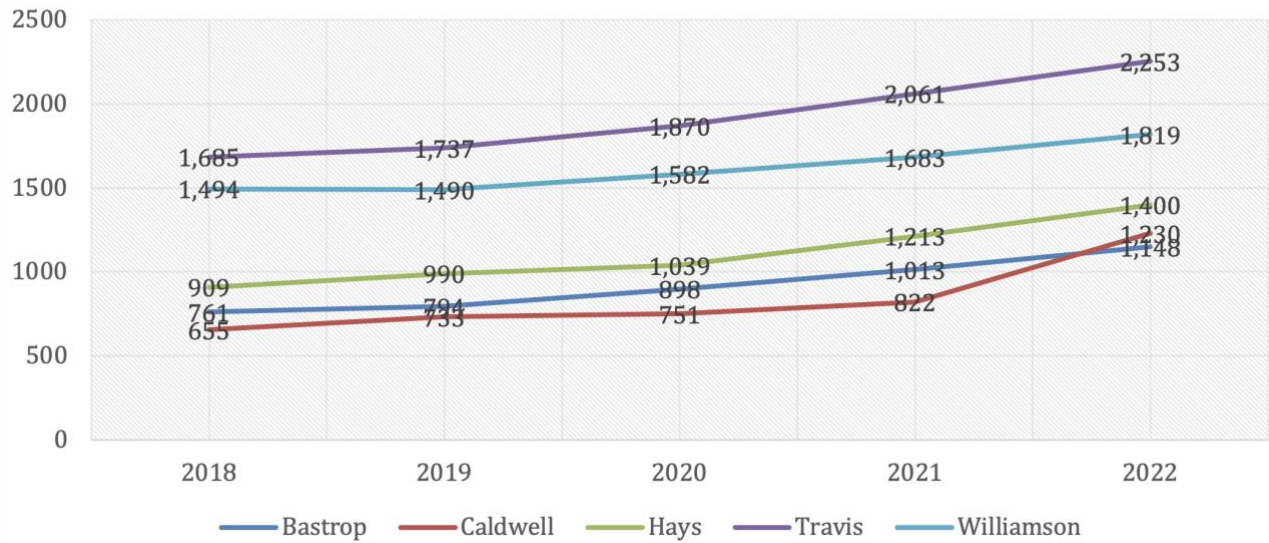
We continue to conduct this wage analysis in manufacturing, construction, and state government. Figures 4, 5, and 6 present the results from those sectors. Except for the average weekly earnings in state government employment, which have remained flat, private sectors like manufacturing and construction show similar trends in average weekly wages like those in business and professional services.

Figure 2: Average weekly wages for all industries in counties in the Austin-Round Rock-San Marcos-New Braunfels corridor during the third quarter of 2022.



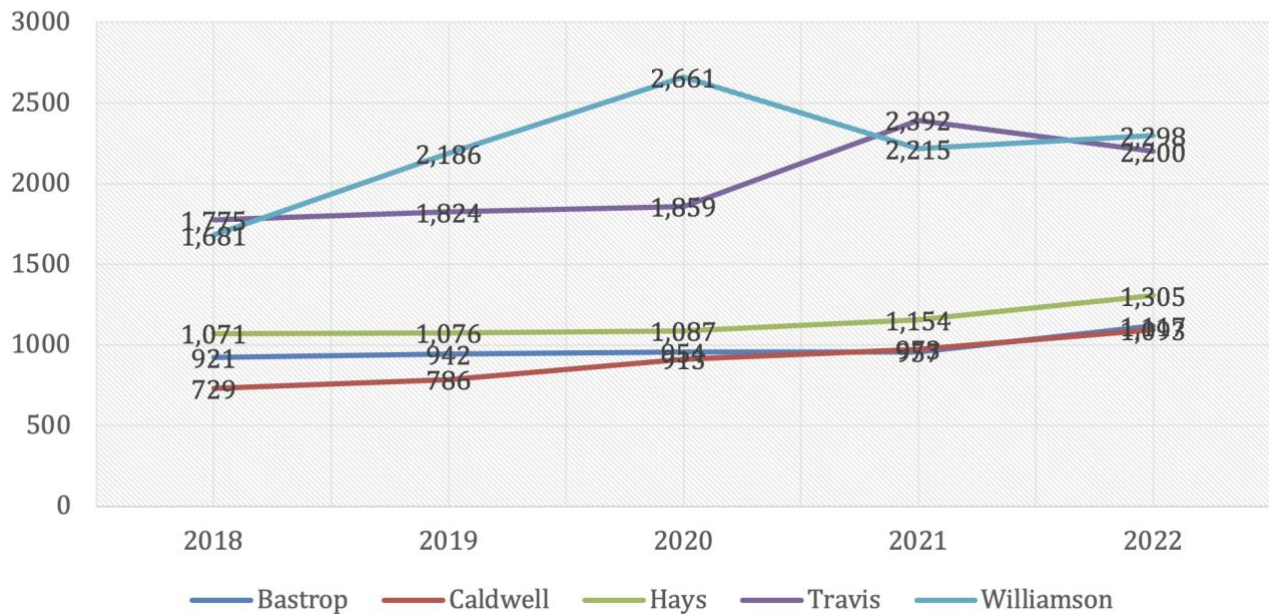
Source: U.S. BLS, Quarterly Census of Employment and Wages.

Figure 3: Trends in average weekly wage in business and professional services



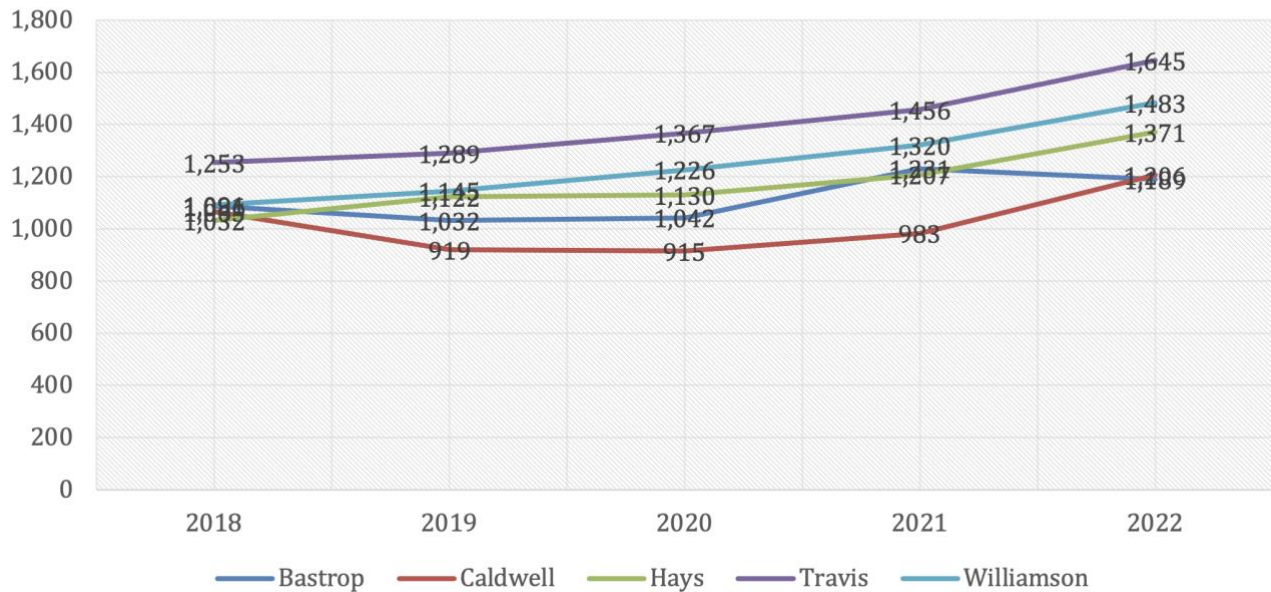
Source: US Bureau of Labor Statistics Regional Data

Figure 4: Trends in average wage in manufacturing in the five counties around Austin-San Marcos corridor



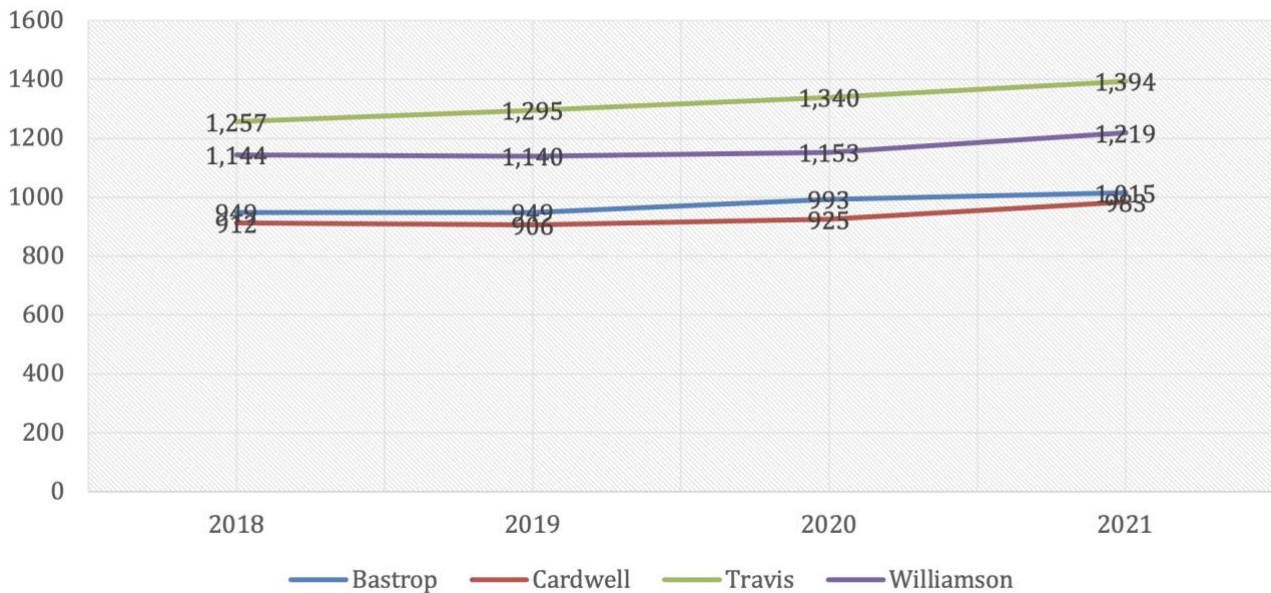
Source: US Bureau of Labor Statistics Regional Data

Figure 5: Trends in average weekly wage in construction in counties around the Austin-San Marcos corridor



Source: US Bureau of Labor Statistics Regional Data

Figure 6: Trends in average weekly wage in Texas State Government



Source: US Bureau of Labor Statistics Regional Data.

Note that Hays County is missing because there was no data available for average weekly employee salaries in state government.

Chapter 6 – Faculty Personal Narratives

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. Faculty were also asked to include their college affiliation and current position (non-tenure line, tenure-track, or tenured faculty). They also had the option to choose “prefer not to answer”.

A total of 145 faculty members completed the survey with 17 in Applied Arts, 25 in the College of Education, 10 in the College of Fine arts and Communication, 8 in the College of Health Professions, 25 in the College of Liberal Arts, 7 in the McCoy College of Business Administration, 27 in the College of Science and Engineering, 1 in the University College, and 25 preferred not to answer (Figure 1). The response rate compared to the number of faculty affiliated with each college is also shown below (Figure 2; data from CatStats.) By position, 56 faculty members ranked as Non-Tenure Line Faculty, 51 as Tenured Faculty, 19 as Tenure-Track Faculty, and 19 preferred not to answer (Figure 3).

Figure 1. Faculty Responses by College

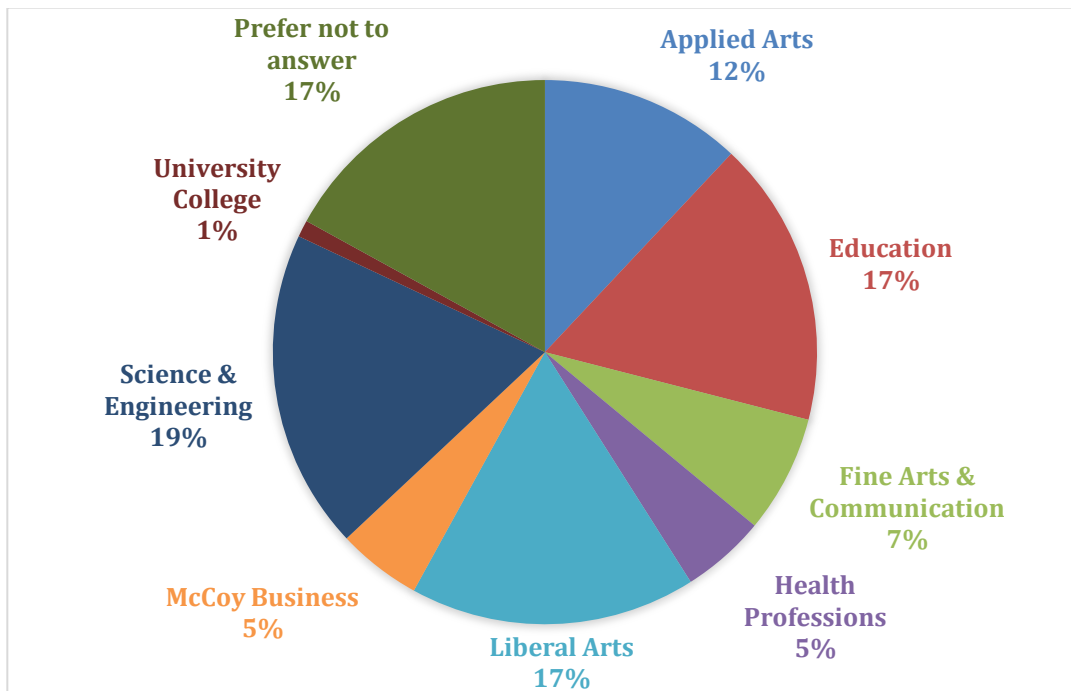


Figure 2. Percent of Faculty Responses by College Compared the Percent of Faculty Affiliated with Each College

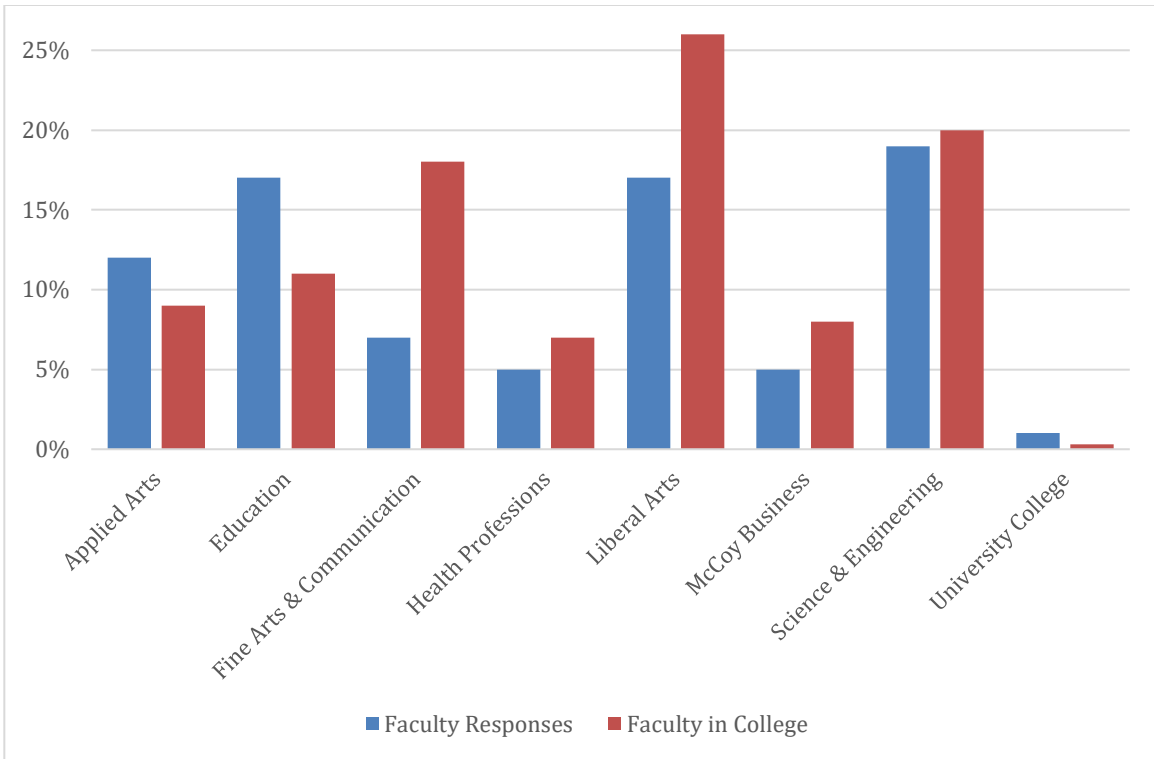
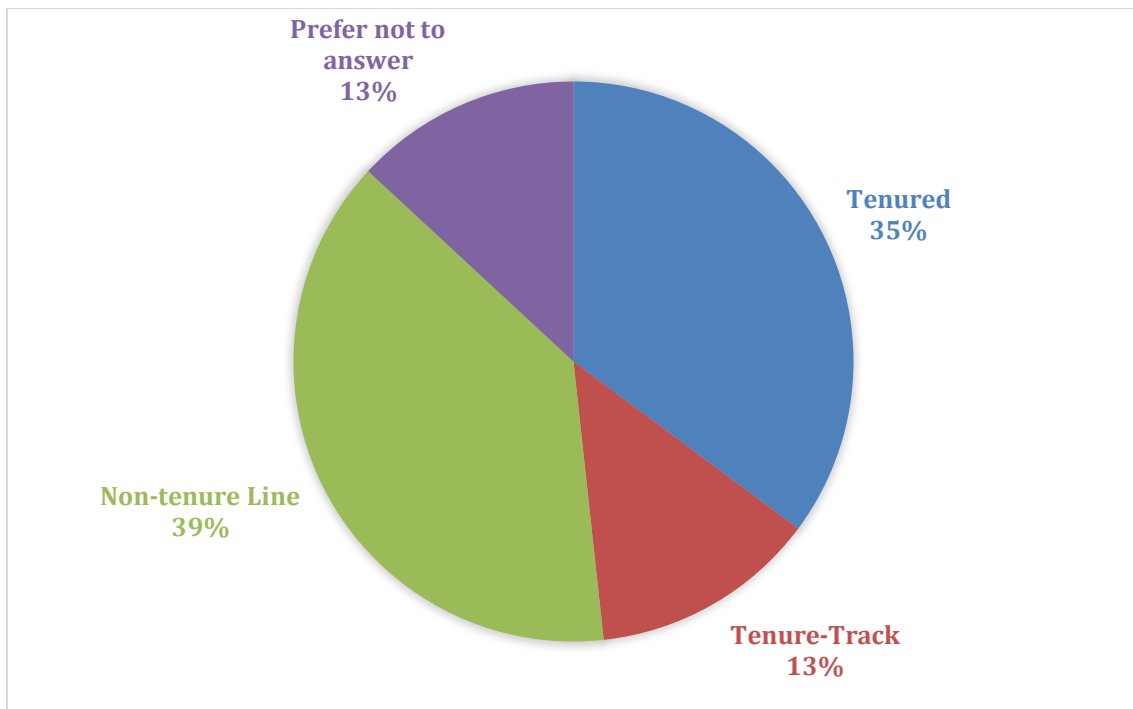


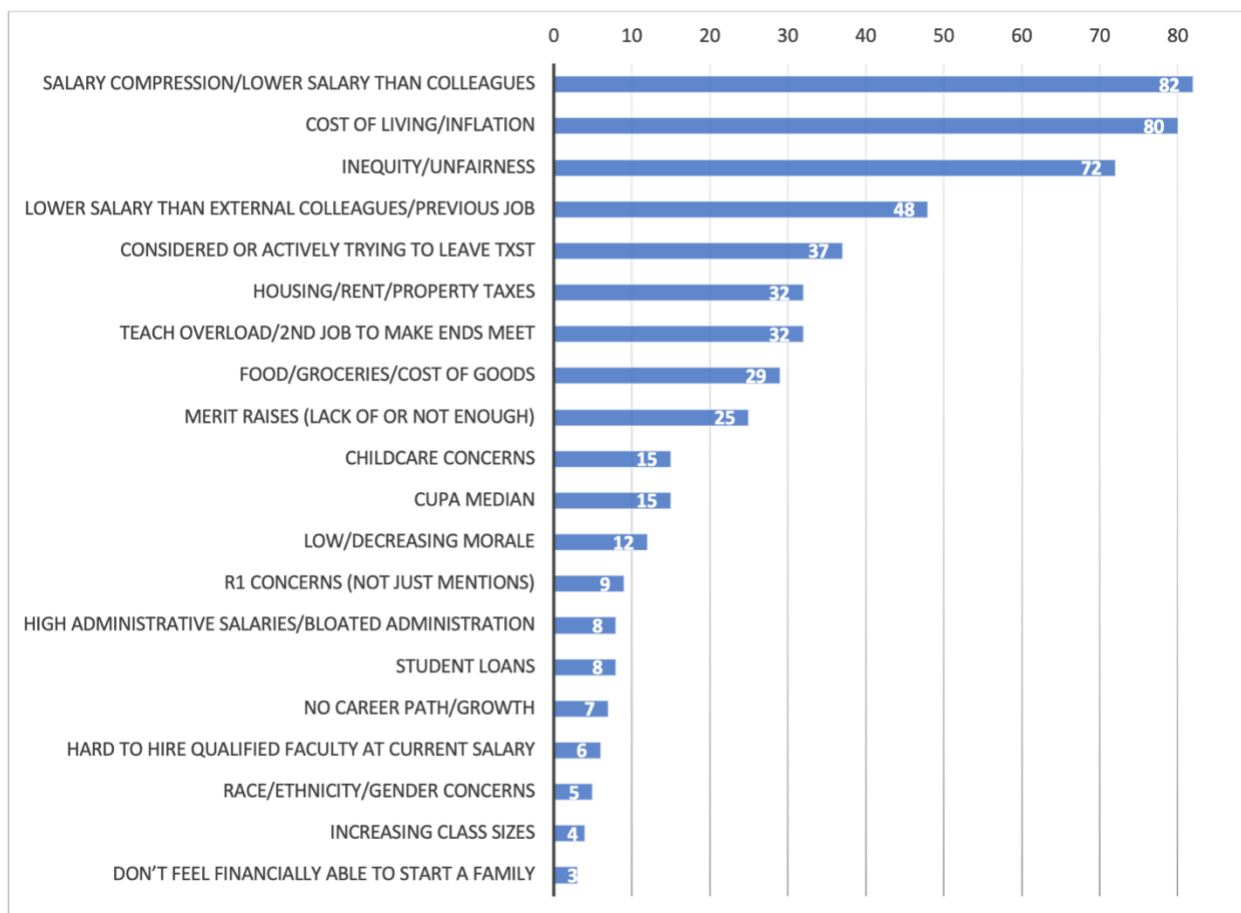
Figure 3. Faculty Responses by Position



Emerging Themes

Faculty narratives from the Qualtrics survey were categorized into 20 emerging themes by two coders. The top three emerging themes from the 145 faculty responses were issues revolving around salary compression/having a lower salary than colleagues with 82 responses, cost of living/inflation with 80 responses, and inequity/unfairness with 72 responses. Three other notable themes that emerged were issues of having a lower salary than external colleagues or colleagues at a previous job with 48 mentions, faculty that have considered or are actively trying to leave Texas State with 37 mentions, and 32 mentions in both issues with housing/rent/property taxes and having to teach overloads or have a second job to try to make ends meet. Other notable themes are listed in Figure 4.

Figure 4. Emerging Themes and Numbers of Mentions (n = 145 submissions)



Salary Compression

Concerns of salary compression or having a lower salary than a colleague were seen most often in the faculty narratives. Examples ranged from “my base salary is not comparable to other people of my position with fewer years of experience” to “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.” Faculty narratives expressed issues of current faculty being underpaid compared to new hires regardless of years of service and rank. Some

tenured faculty members expressed concerns about newly hired tenure-track or tenured professors making a significant amount more than current faculty with comments such as “yet the university pays me relatively low salary compared to the recent hires,” and “Similarly, each year when we hire a new person of the same rank, their salary is higher than mine”. Faculty have also followed up these comments with mentions of how this has impacted their motivation or morale.

Cost of Living/Inflation

The second most common concern mentioned in the survey responses were issues surrounding the current cost of living or inflation. Comments ranged from mentioning Texas State not having any cost-of-living adjustments and salaries not keeping pace with their cost of living. One faculty member stated, “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,” while another said, “My salary has affected me the most by not keeping up with inflation. Everything is financially more difficult in the past five years.” Many faculty also raised concerns about the cost of living with mentions of housing and property taxes causing undue burdens because the cost-of-living adjustments are not being considered for permanent salary increases. Some of the comments mentioned a lack of merit raises or there not being enough merit raises over the years as well. For example, “When I have received merit raises, though grateful, they have not been enough to off-set cost of living increases as a whole,” and “We need sustained merit raises that reflect the changes in the economy.”

Inequity/Unfairness

Mentioned 72 times in the survey, aspects of inequity or faculty feeling they are being treated unfairly was the third most common theme from the survey. Comments about inequity or unfairness ranged from faculty feeling exploited, devalued, experiencing disloyalty, and faculty concerns about inequity in pay, roles, and workloads.

“With promotion to Senior level came more responsibility but no compensation. My schedule looks similar every semester, including summer courses, and has from the beginning. Early on, I taught 3 courses full time and received overload pay for a 4th course. About 5 years in, the Department Chair learned that I “had been paid wrong” for years, and the (3+1) overload was taken away.”

“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.”

“Having been a faculty member here for several years, the primary earner in my family and to still be making around the same amount I was initially hired at does not inspire me to be the best instructor I can because I feel as if I am being exploited despite the kind words and “warm fuzzy” support for my efforts on behalf of this institution.”

“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?”

“While I understand the argument from upper admin about raises/equity - 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 counteroffer)? Why promote disloyalty - I have been told multiple times that if I want a raise, I need to show my worth my getting an outside offer letter. It seems my productivity and service is not sufficient "show of worth"? It is disheartening to me personally that I no longer have the sense of loyalty to Texas State that I used to - now I am very open to exploring other opportunities and move without bothering with a counter.”

Responses about inequity/unfairness mention a wide range of issues that can also be centered on many other themes in the responses, such as moving to R1 status, merit increases, cost of living adjustments, lower salaries than external colleagues or similar professions, and issues concerning race/ethnicity/gender.

Food/Groceries/Cost of Goods

Although not mentioned as frequently, within the 145 survey responses, food insecurities and cost of goods were mentioned 20 times.

“Food and other consumer goods prices are increasing rapidly, which puts extra strain on our financial situation.”

“The rising cost of food has been the hardest to handle. I've increased my grocery budget by 25%, but I am doubtful that will be enough. I live a frugal life and there's not much spending to cut to make up for the increase; instead, the extra cost comes from my savings.

“My monthly salary after retirement, healthcare, and taxes is \$3,100. Highlighting my monthly income is important because it is almost impossible to provide my kids with any type of extra support for tutoring, extra-curricular expenses, travel, etc.”

“With the rising cost of food, clothing and housing and the lack of consistent merit pay raises, I am simply struggling to make ends meet.”

“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 workload was so high that I engaged in a campaign of self-harm. I took a tree-saw to my wrists. I do not even own or lease a vehicle because I do not get paid enough. The cost of living has gone up every year in San Marcos and except for a tiny, temporary merit-based bonus, my salary covers less and less of living - and I continue to work just as hard for my students.”

“Our 3 girls are growing up. They are juniors and a senior in high school.. Driving is happening. We can barely afford one car for them to share. We drive old cars that have multiple problems...But where I am in my career should not be in a place of monthly struggle to make ends meet. I should not be wondering if I can afford the groceries I just bought or the gas I just put in my car to drive my family.”

Mentions of difficulty being able to purchase food/groceries or the cost of other goods are not limited to one faculty title. Out of the 20 faculty members that made mention of this theme, 4 were tenured, 5 were tenure-track, 9 were non-tenure line, and 2 preferred not to answer.

Leaving Texas State and the Need for Additional Income

Two other themes that are cause for concern are the 37 mentions of faculty who are considering leaving Texas State or are currently actively trying to leave, and the 32 mentions of needing to teach overloads or have a second job to make ends meet. The majority of faculty teaching overloads and working another job are from non-tenure line faculty (21 out of 32). The majority of faculty considering leaving Texas State or actively trying to leave are from tenured faculty (17 out of 37), with non-tenure line faculty following close behind (12 out of 37).

“I am currently doing domestic work in exchange for discounted rent and food to survive. My case is not isolated.”

“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 local universities, tutoring, creating a side business, etc in order to cover basic expenses.”

“I’m working a part time medical direct care job to augment my salary, and even with that, my savings has been almost entirely depleted, and I’m now basically living paycheck to paycheck for the first time since I started teaching in the 2007-08 school year.”

“I am integral to my department and beloved by students. 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.”

“We’ve been asked to “do more with less” for too long. Because of this, I have updated my resume, and I actively monitor LinkedIn jobs and the highly active Facebook group dedicated to leaving academia. Individuals with my level of education and experience can make much higher salaries in industry.”

“It caused me to apply for an outside position just to force the university to give me a raise. I did not end up liking the other position/university as well, so I stayed, but it was a tough decision, as the other institution offered me more money. I would rather stay at Texas State, but I really might go back on the market in a few years to see what is out there and to be paid more fairly for my skills and output. The pay here is just not competitive, and I know people leave because of it. I almost did.”

“I am not making a living wage. I have no savings. I am in debt. My pension will be insignificant as I will barely make 10 years before i consider retiring. 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 look out for something else.”

All faculty survey responses with identifying information removed have been included in Appendix 2.

Appendix 1 – Supplemental Graphs for Chapter 1

Department Level

Chapter 1 does not have a detailed analysis of departmental differences. The first set of graphs below show the salary to median CUPA ratios for lecturers and senior lecturers in the College of Applied Arts by department. The remaining graphs represent other college/rank pairings. The circles in the graphs represent the median ratio for the rank in the college, the lines extend from the 10th percentile up to the 90th percentile of the ratios. The size of the circles is proportional to the number of faculty in the category. For example, for Curriculum and Instruction, one of the largest departments on campus, the circles are larger than for Health and Human Performance.

Applied Arts departments: one graph each for lecturers/senior lecturers (a.i), assistant professors (a.ii), associate professors (a.iii), and professors (a.iv)

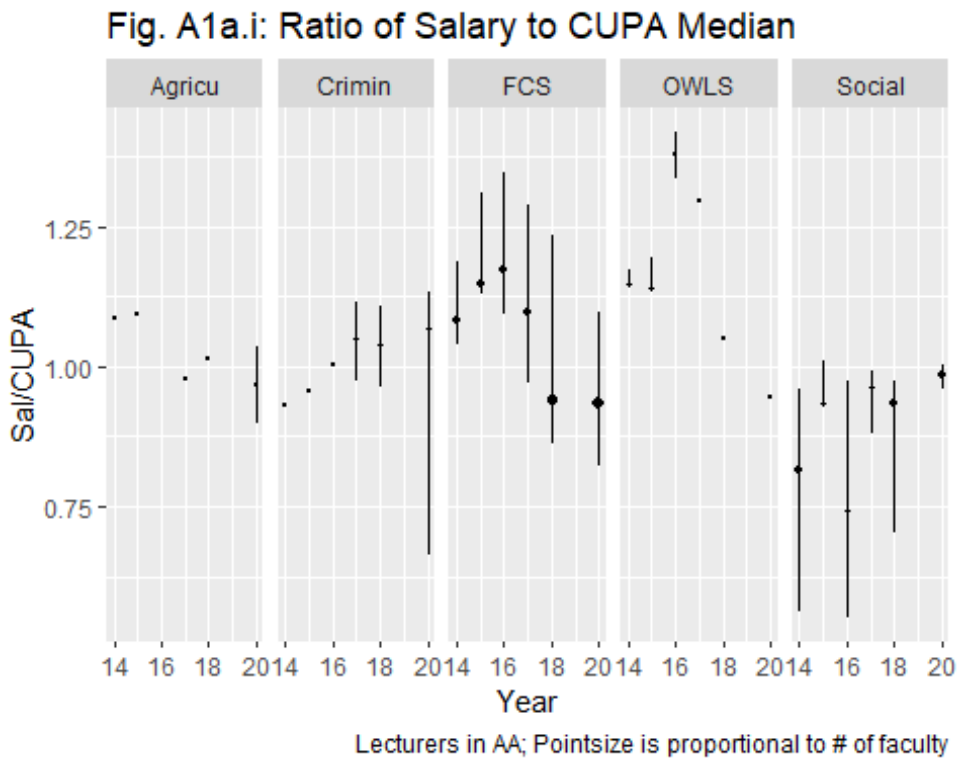


Fig. A1a.ii: Ratio of Salary to CUPA Median

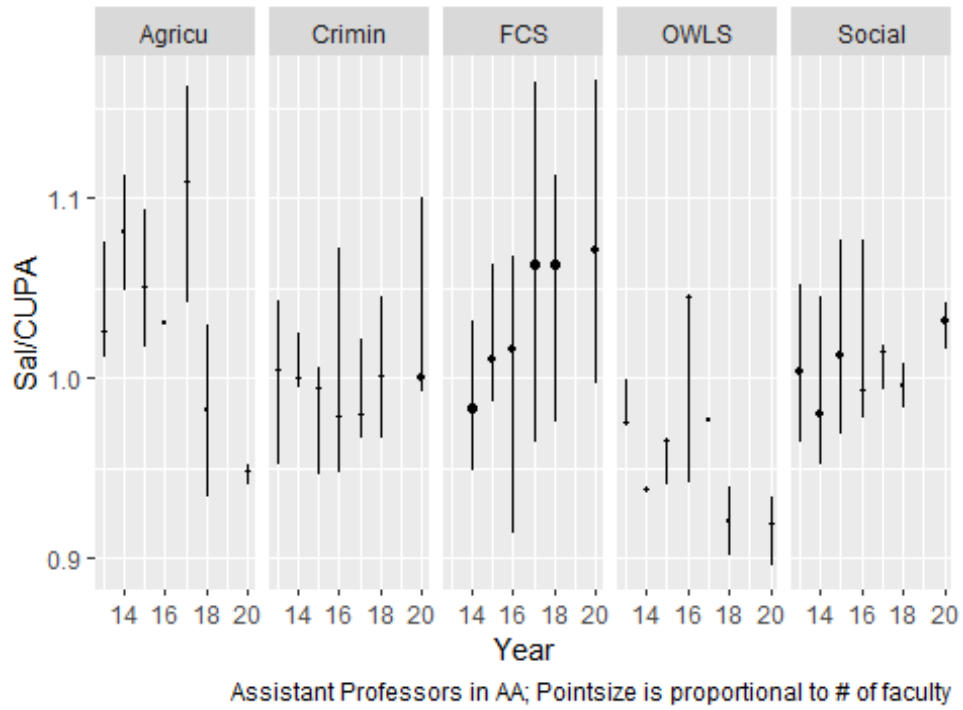


Fig. A1a.iii: Ratio of Salary to CUPA Median

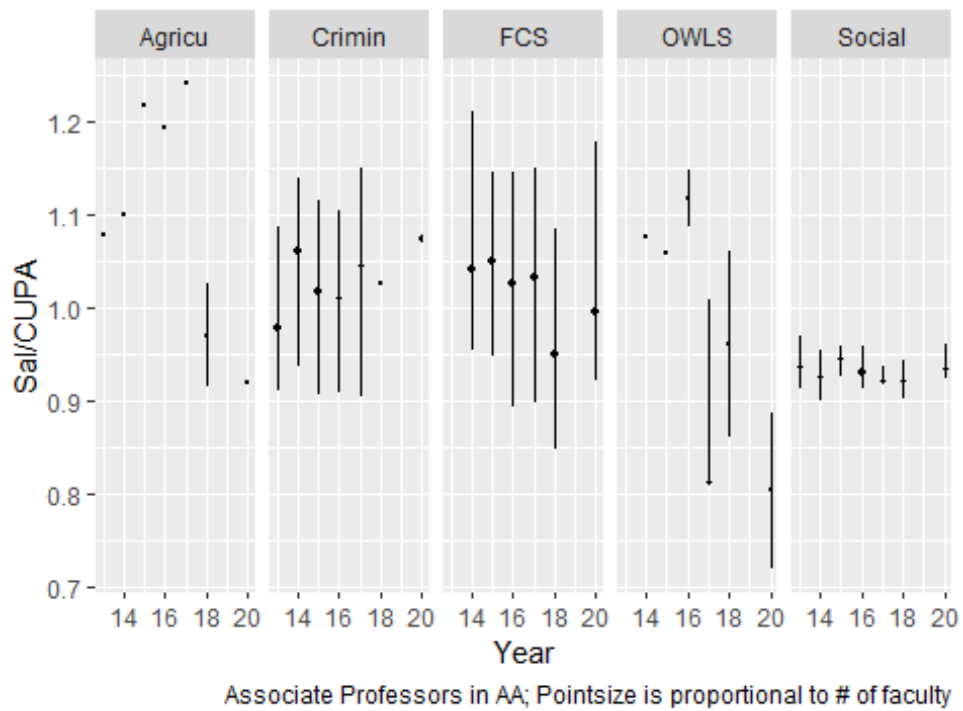
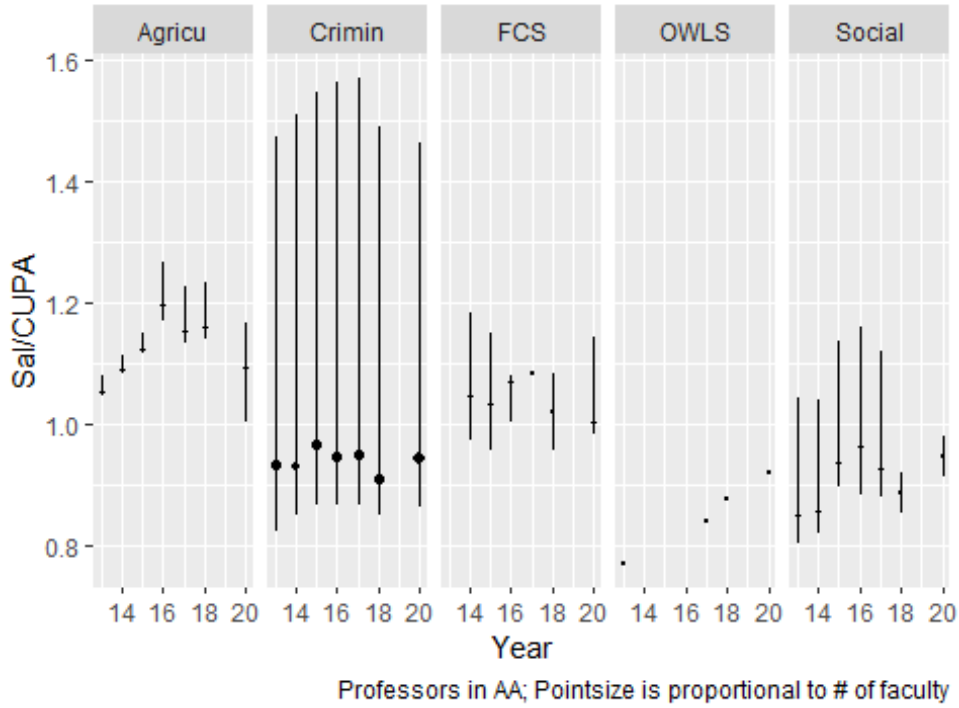


Fig. A1a.iv: Ratio of Salary to CUPA Median



Business departments: one graph each for lecturers/senior lecturers (b.i), assistant professors (b.ii), associate professors (b.iii), and professors (b.iv)

Fig. A1b.i: Ratio of Salary to CUPA Median

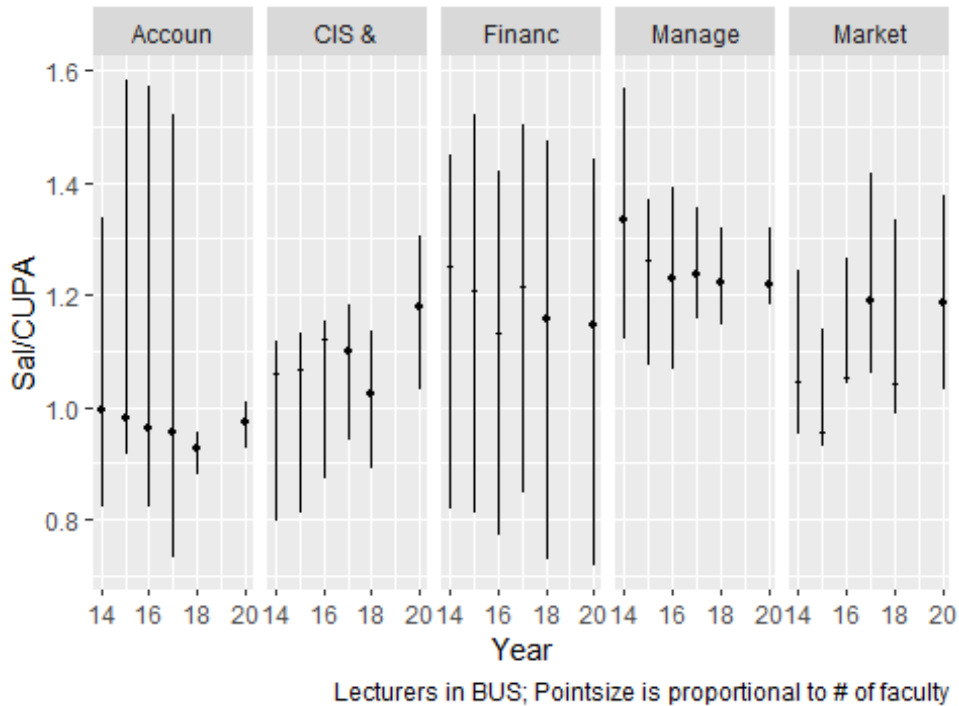
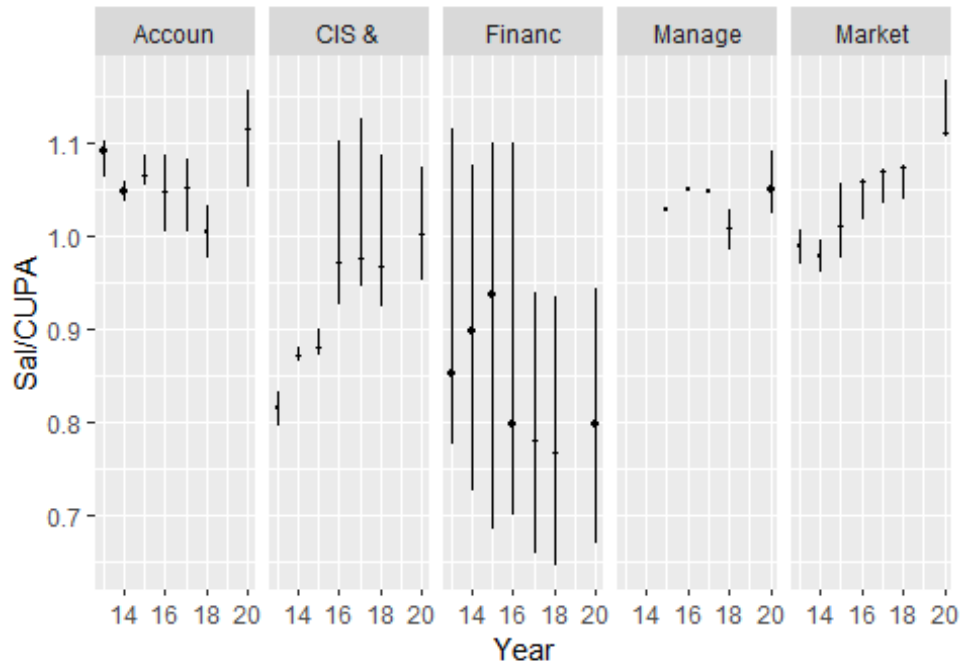
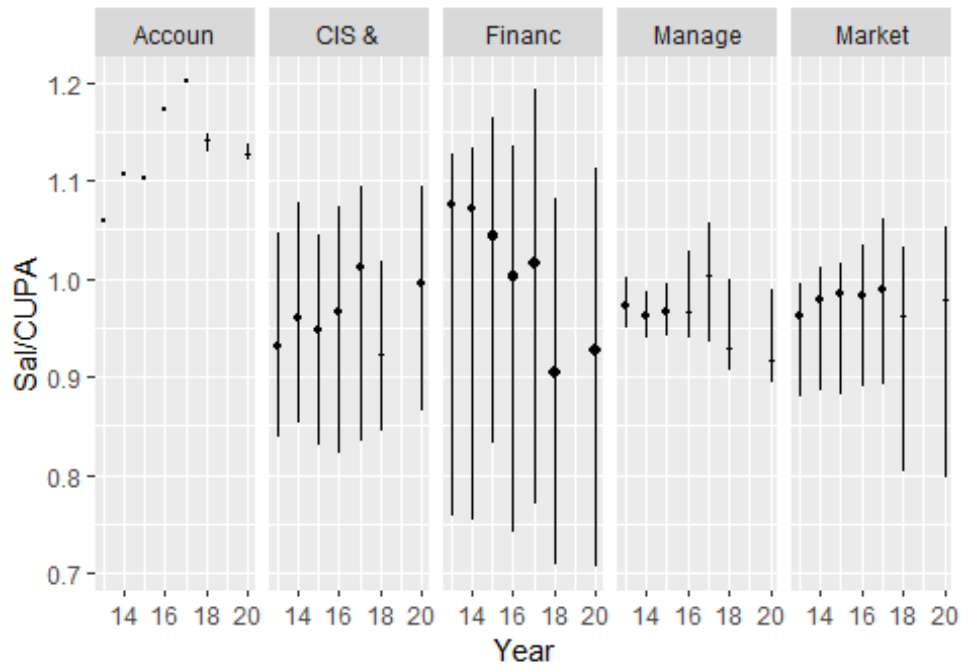


Fig. A1b.ii: Ratio of Salary to CUPA Median



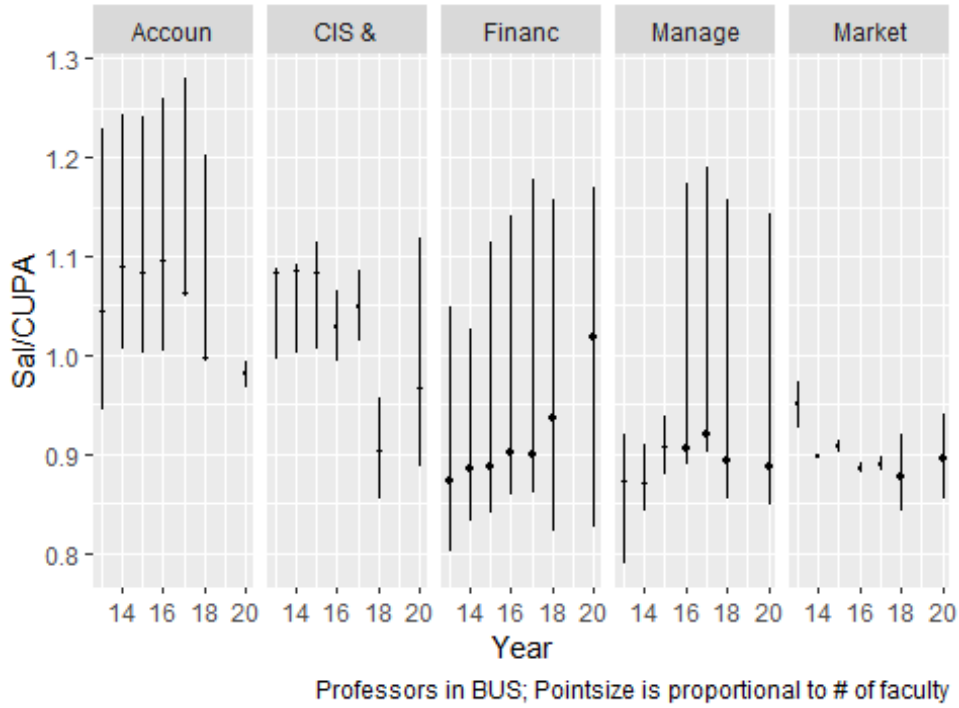
Assistant Professors in BUS; Pointsize is proportional to # of faculty

Fig. A1b.iii: Ratio of Salary to CUPA Median



Associate Professors in BUS; Pointsize is proportional to # of faculty

Fig. A1b.iv: Ratio of Salary to CUPA Median



Education departments: one graph each for lecturers/senior lecturers (c.i), assistant professors (c.ii), associate professors (c.iii), and professors (c.iv)

Fig. A1c.i: Ratio of Salary to CUPA Median

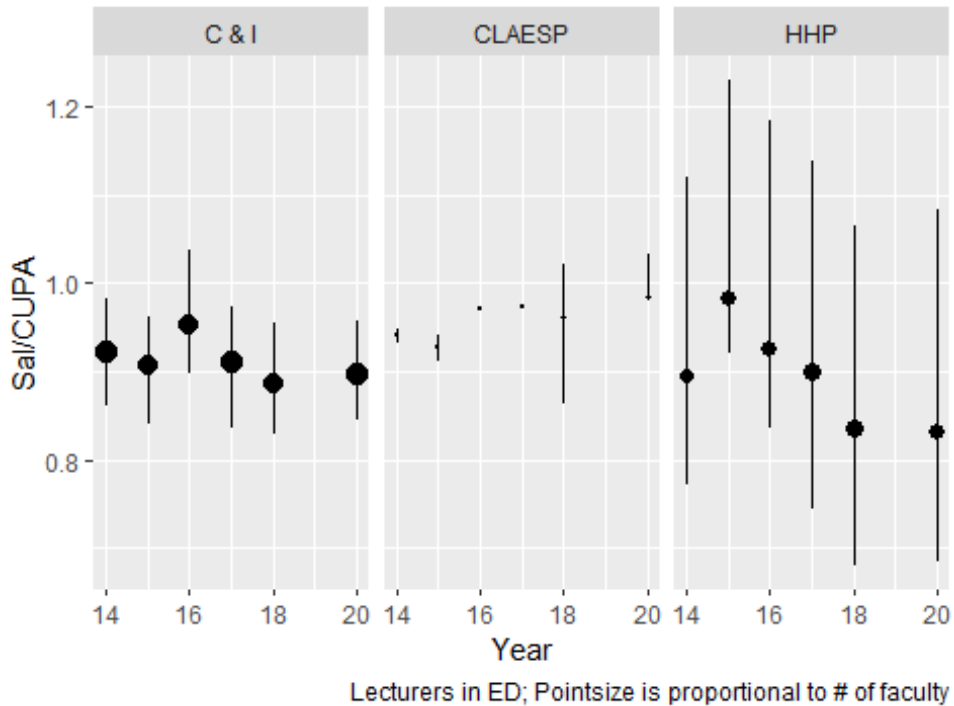
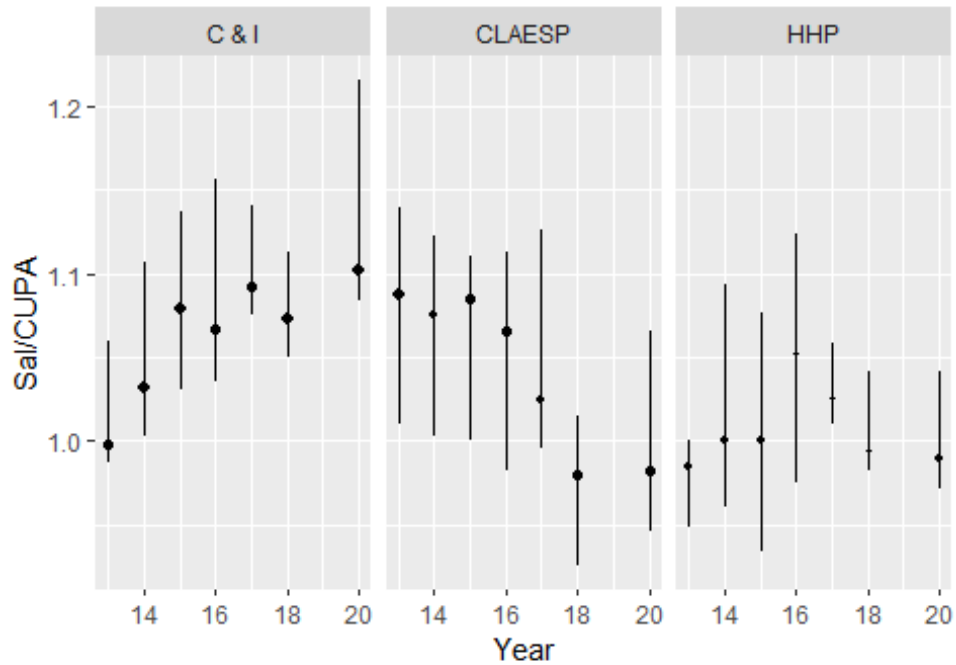
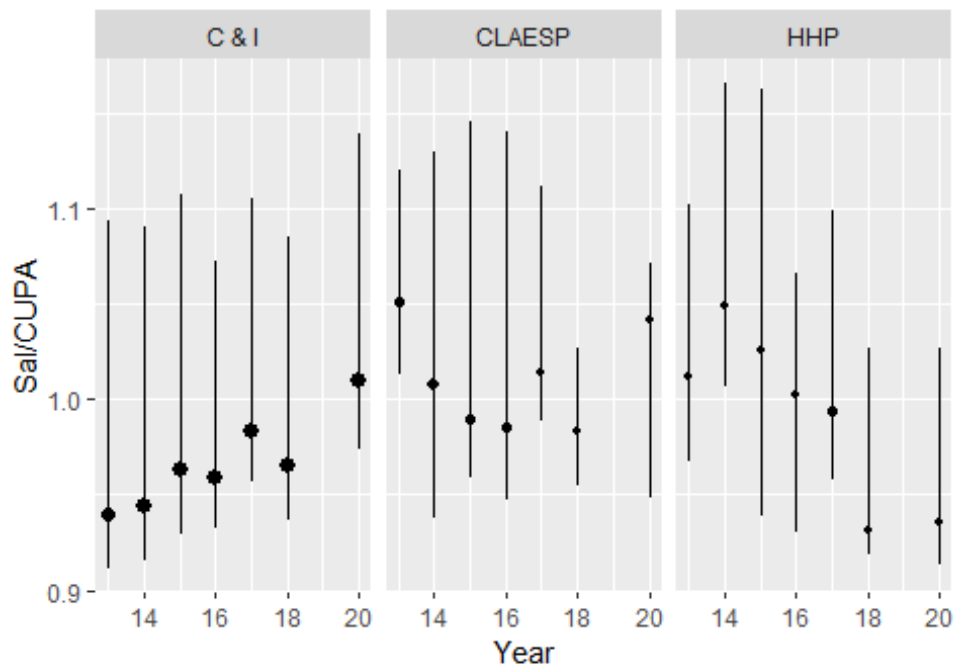


Fig. A1c.ii: Ratio of Salary to CUPA Median



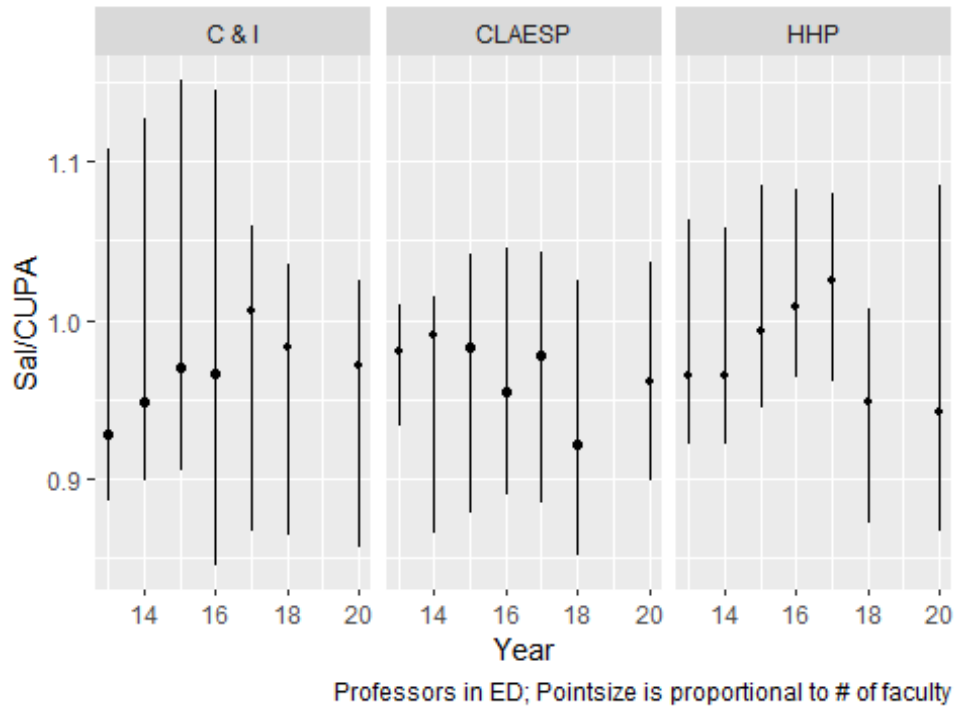
Assistant Professors in ED; Pointsize is proportional to # of faculty

Fig. A1c.iii: Ratio of Salary to CUPA Median



Associate Professors in ED; Pointsize is proportional to # of faculty

Fig. A1c.iv: Ratio of Salary to CUPA Median



Fine Arts & Communication departments: one graph each for lecturers/senior lecturers (d.i), assistant professors (d.ii), associate professors (d.iii), and professors (d.iv)

Fig. A1d.i: Ratio of Salary to CUPA Median

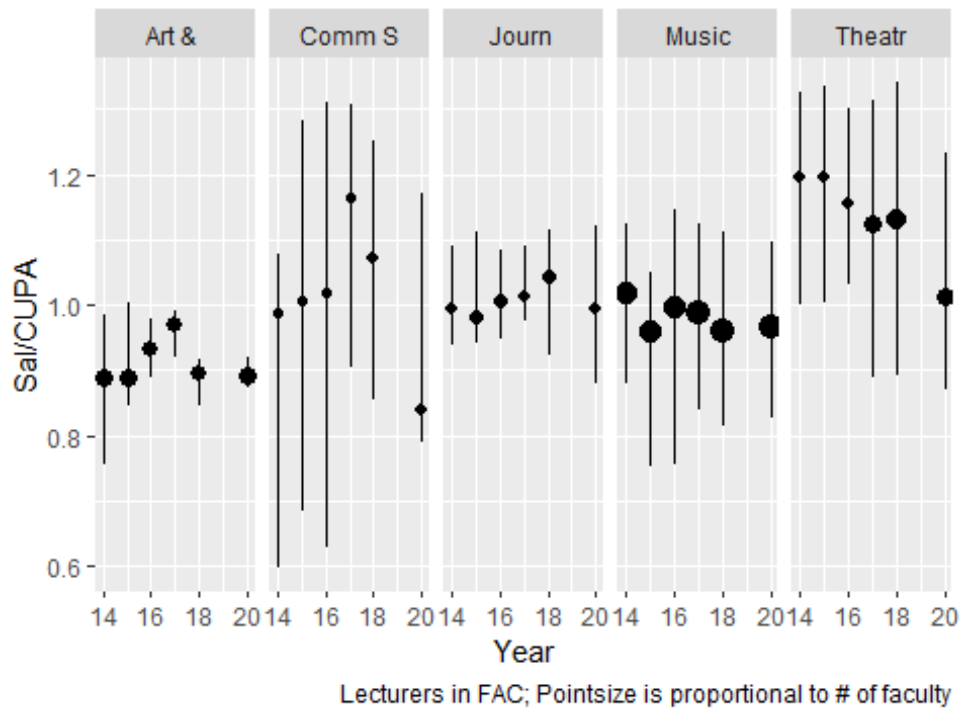
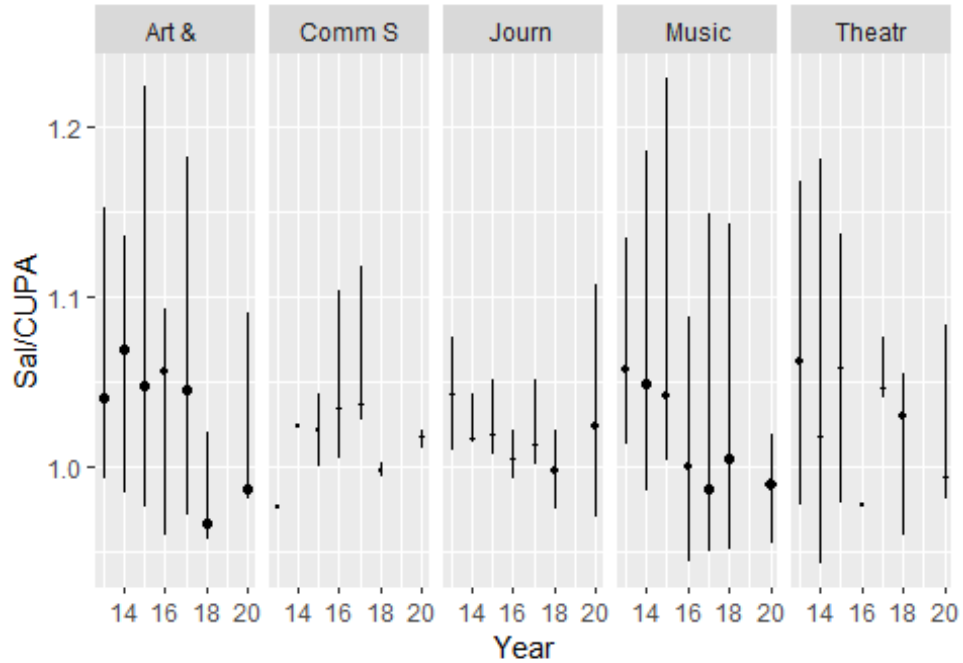
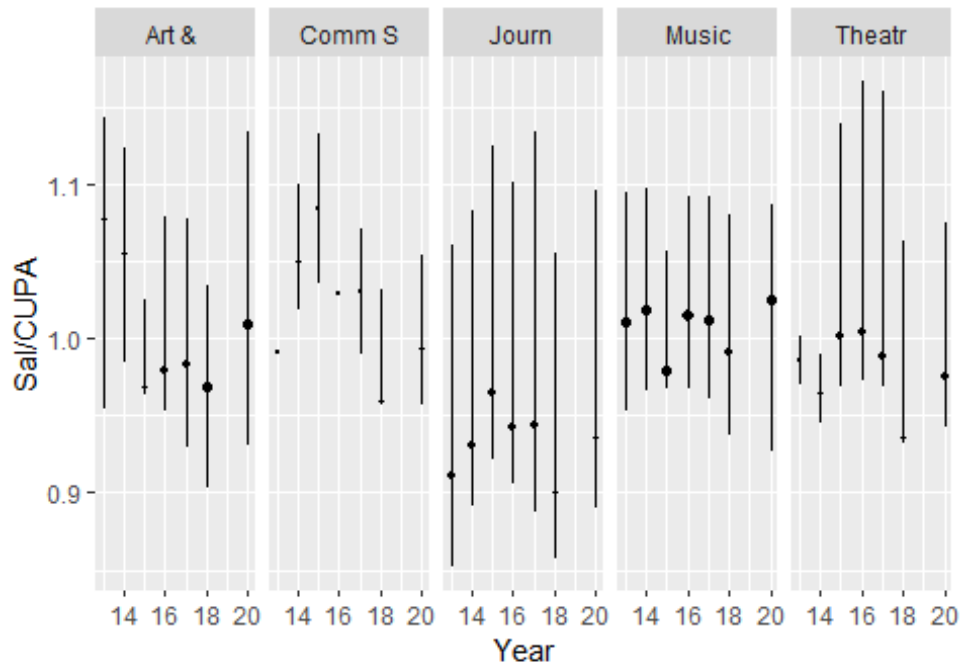


Fig. A1d.ii: Ratio of Salary to CUPA Median



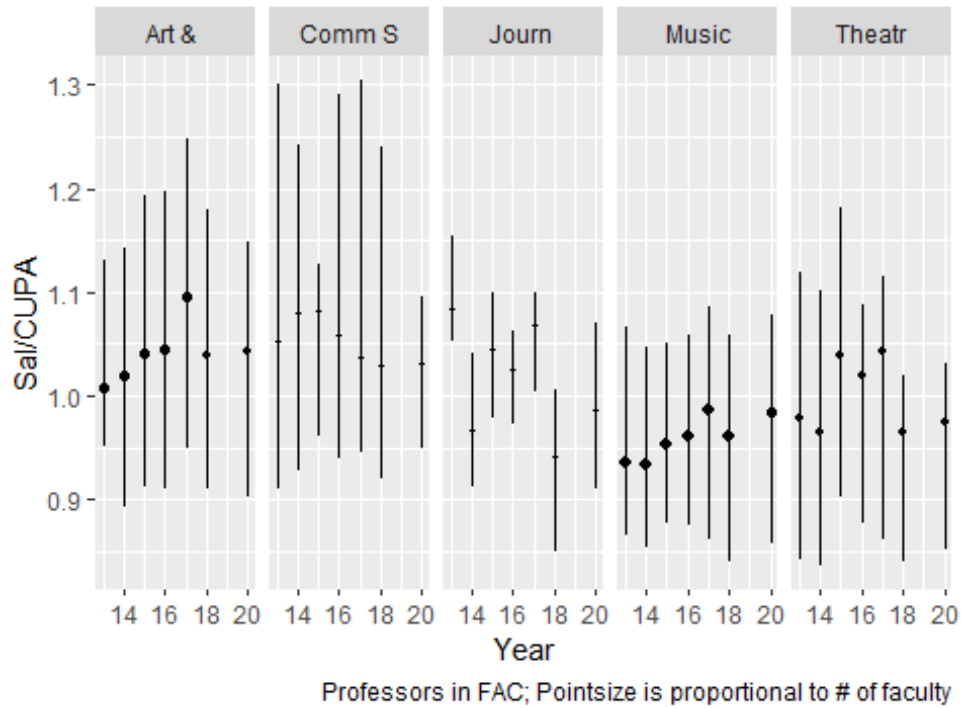
Assistant Professors in FAC; Pointsize is proportional to # of faculty

Fig. A1d.iii: Ratio of Salary to CUPA Median



Associate Professors in FAC; Pointsize is proportional to # of faculty

Fig. A1d.iv: Ratio of Salary to CUPA Median



Health Professions departments: one graph each for lecturers/senior lecturers (e.i), assistant professors (e.ii), associate professors (e.iii), and professors (e.iv)

Fig. A1e.i: Ratio of Salary to CUPA Median

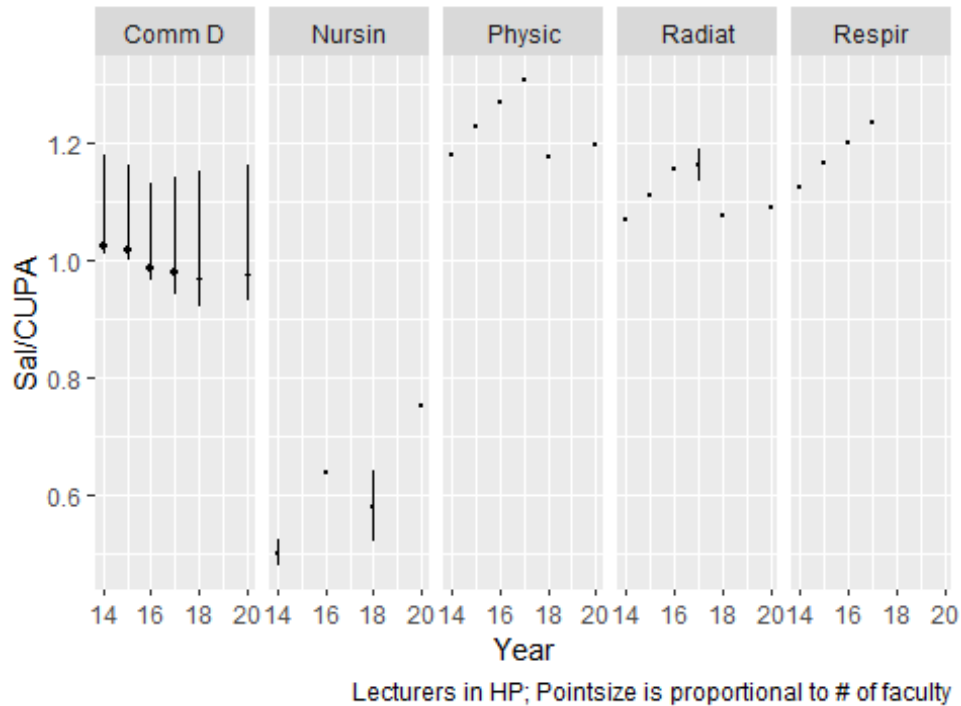
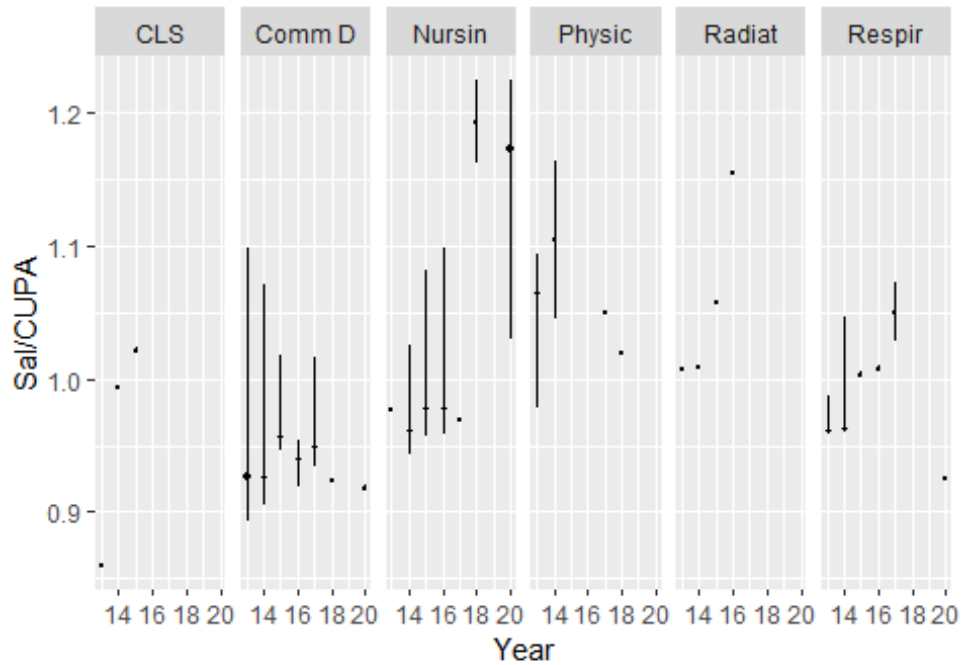
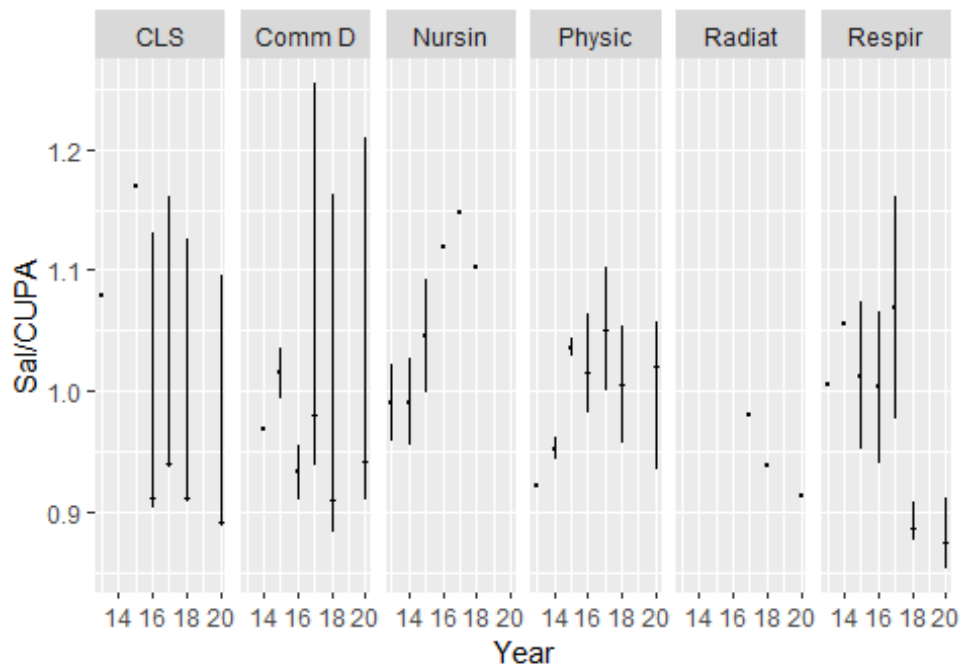


Fig. A1e.ii: Ratio of Salary to CUPA Median



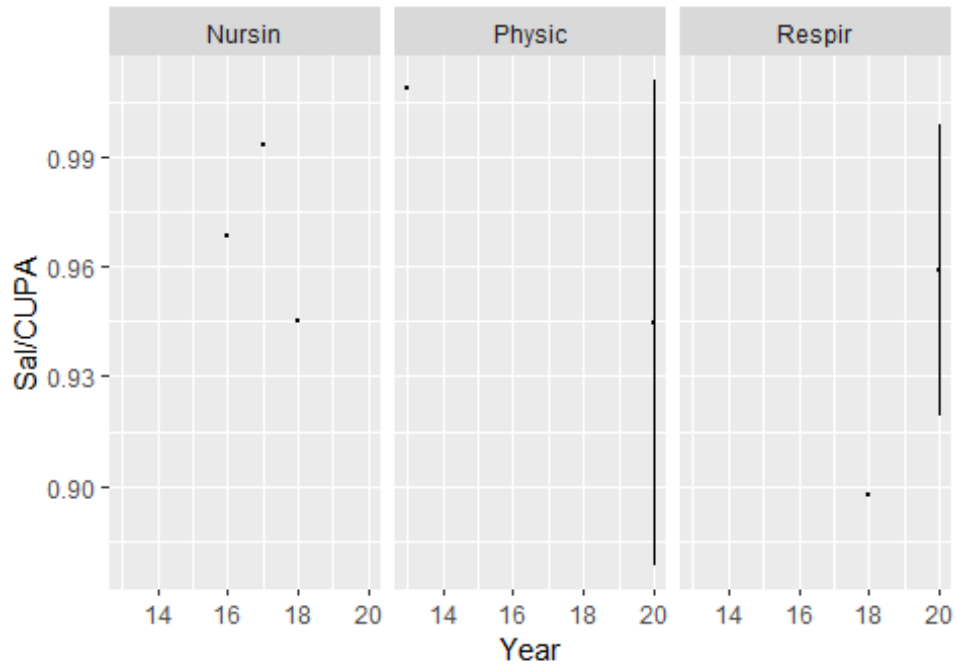
Assistant Professors in HP; Pointsize is proportional to # of faculty

Fig. A1e.iii: Ratio of Salary to CUPA Median



Associate Professors in HP; Pointsize is proportional to # of faculty

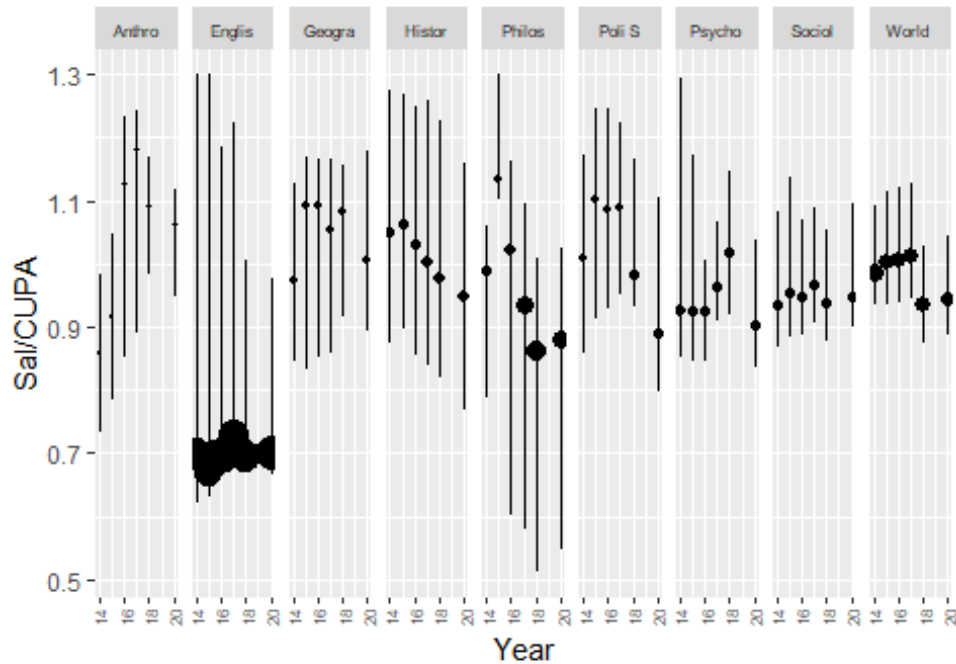
Fig. A1e.iv: Ratio of Salary to CUPA Median



Professors in HP; Pointsize is proportional to # of faculty

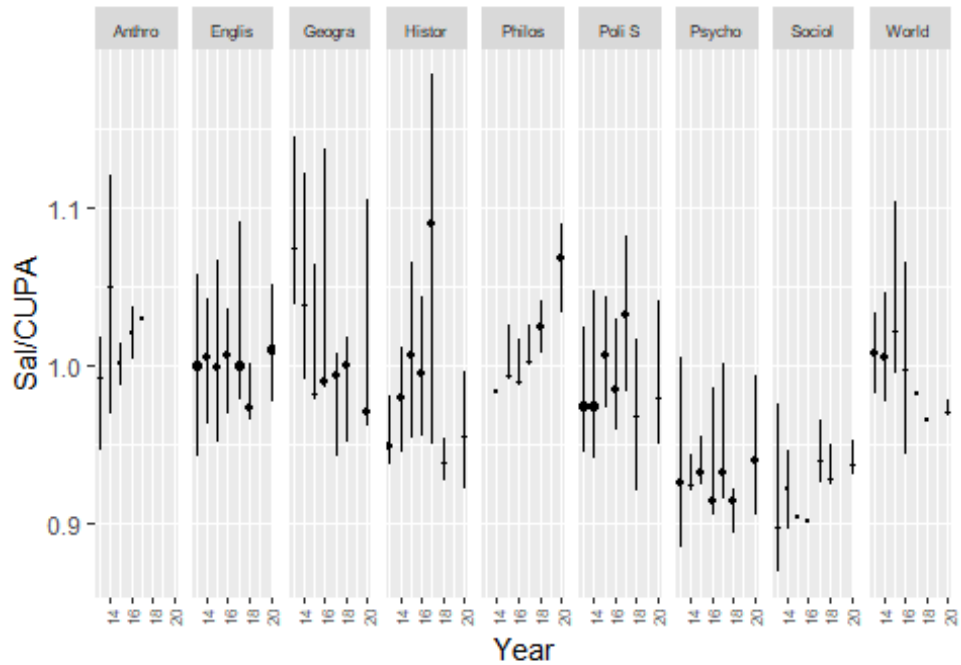
Liberal Arts departments: one graph each for lecturers/senior lecturers (f.i), assistant professors (f.ii), associate professors (f.iii), and professors (f.iv)

Fig. A1f.i: Ratio of Salary to CUPA Median



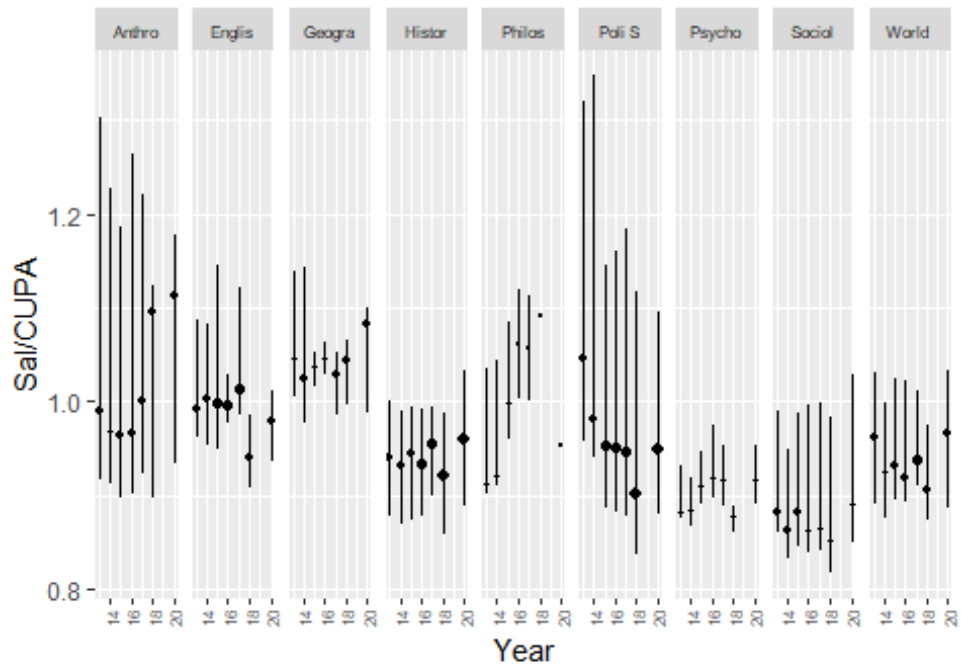
Lecturers in LA; Pointsize is proportional to # of faculty

Fig. A1f.ii: Ratio of Salary to CUPA Median



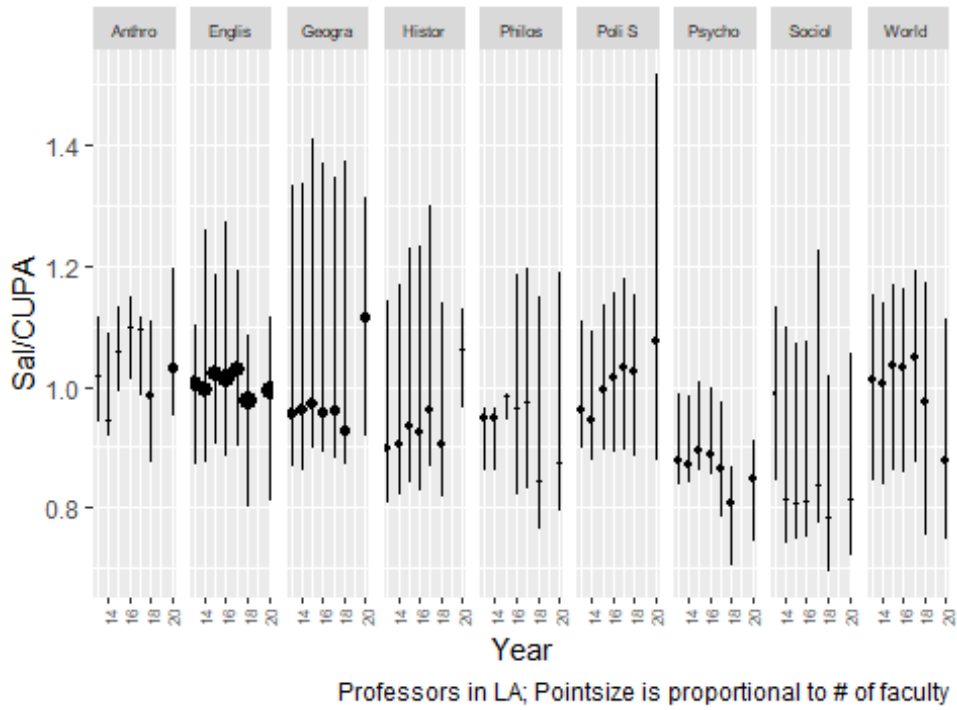
Assistant Professors in LA; Pointsize is proportional to # of faculty

Fig. A1f.iii: Ratio of Salary to CUPA Median



Associate Professors in LA; Pointsize is proportional to # of faculty

Fig. A1f.iv: Ratio of Salary to CUPA Median



Science & Engineering departments: one graph each for lecturers/senior lecturers (g.i), assistant professors (g.ii), associate professors (g.iii), and professors (g.iv)

Fig. A1g.i: Ratio of Salary to CUPA Median

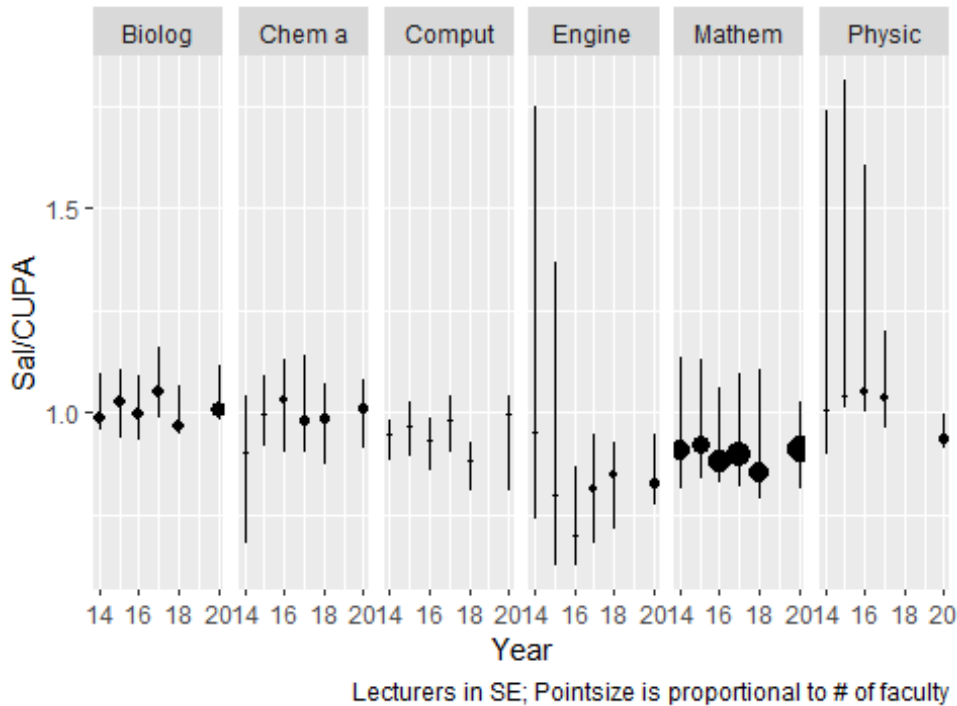
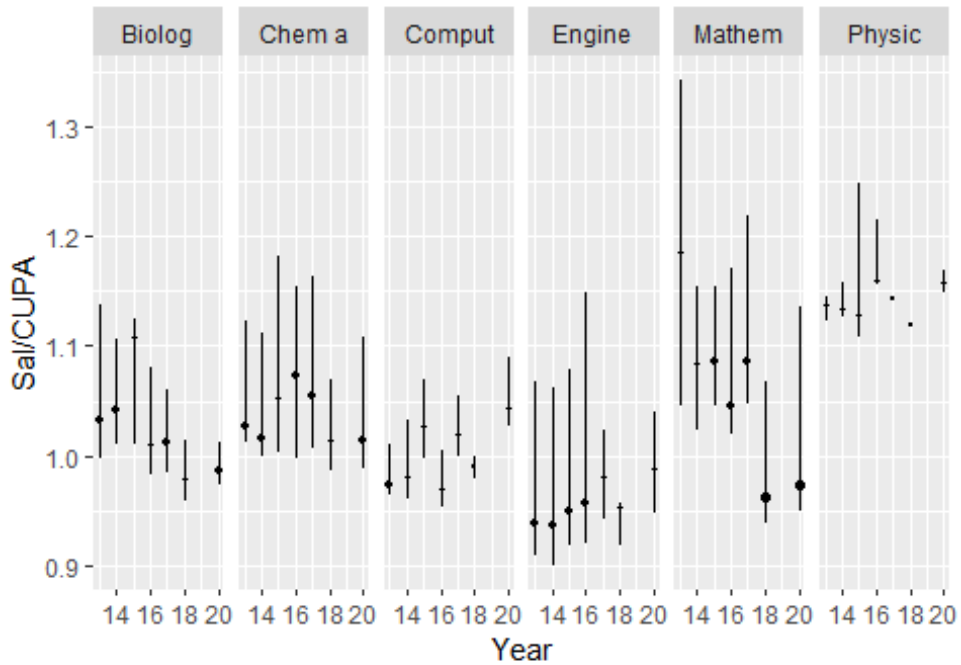
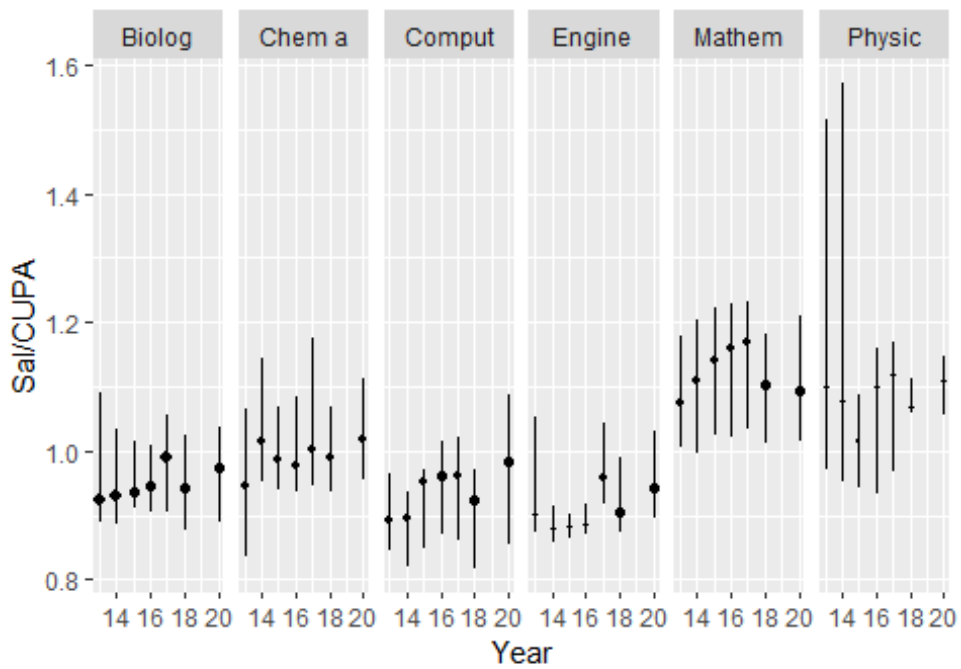


Fig. A1g.ii: Ratio of Salary to CUPA Median



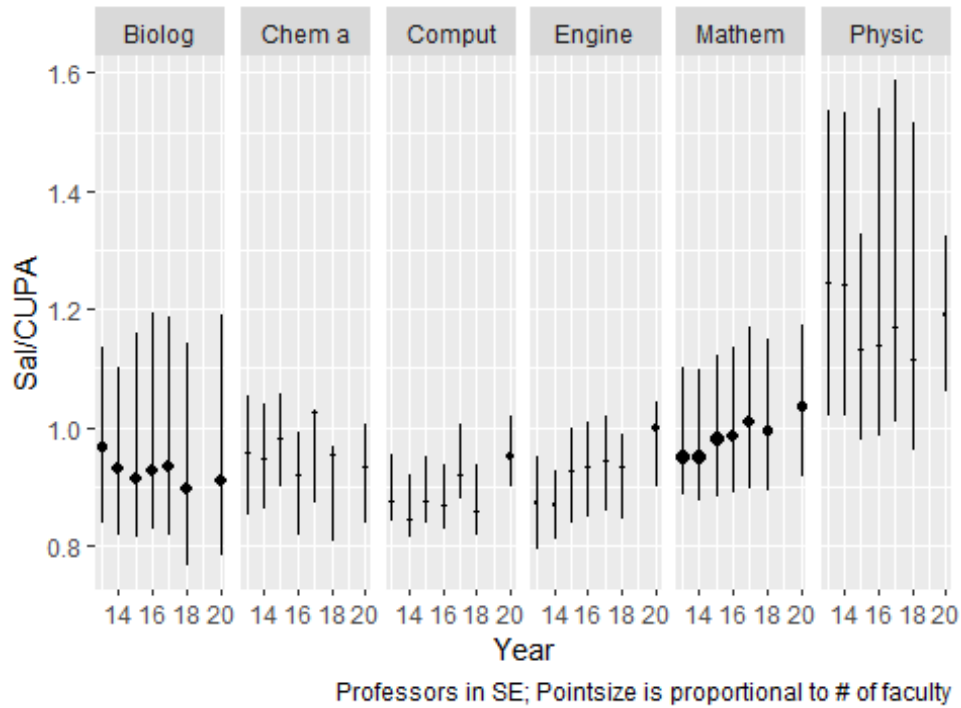
Assistant Professors in SE; Pointsize is proportional to # of faculty

Fig. A1g.iii: Ratio of Salary to CUPA Median



Associate Professors in SE; Pointsize is proportional to # of faculty

Fig. A1g.iv: Ratio of Salary to CUPA Median



Salary Compression

In the graphs below we focus on 2016 and 2022 data. In chapter 1, graphs showed that for most ranks in 2016, Texas State salaries were more competitive than they are currently. We can go deeper to compare the salaries across ranks. This provides some insight into possible salary compression/inversion. For example, in Finance & Economics (Figure 2B column 3), there is significant overlap between the salaries of the different ranks.

In these graphs, the lines extend from the minimum salary to the maximum salary for the rank within that department. The size of the median circles is proportional to the number of faculty in the category. The top row of each graph shows adjusted salaries for 2016, and the bottom row for 2022.

Fig. 2a: Adjusted Salaries for College = AA

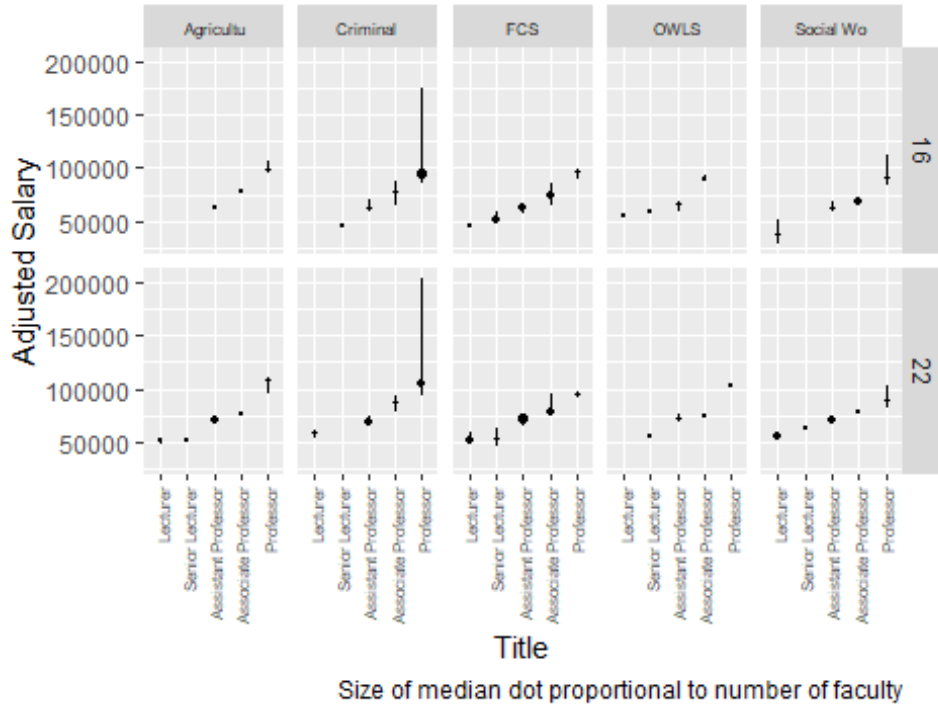


Fig. 2b: Adjusted Salaries for College = BUS

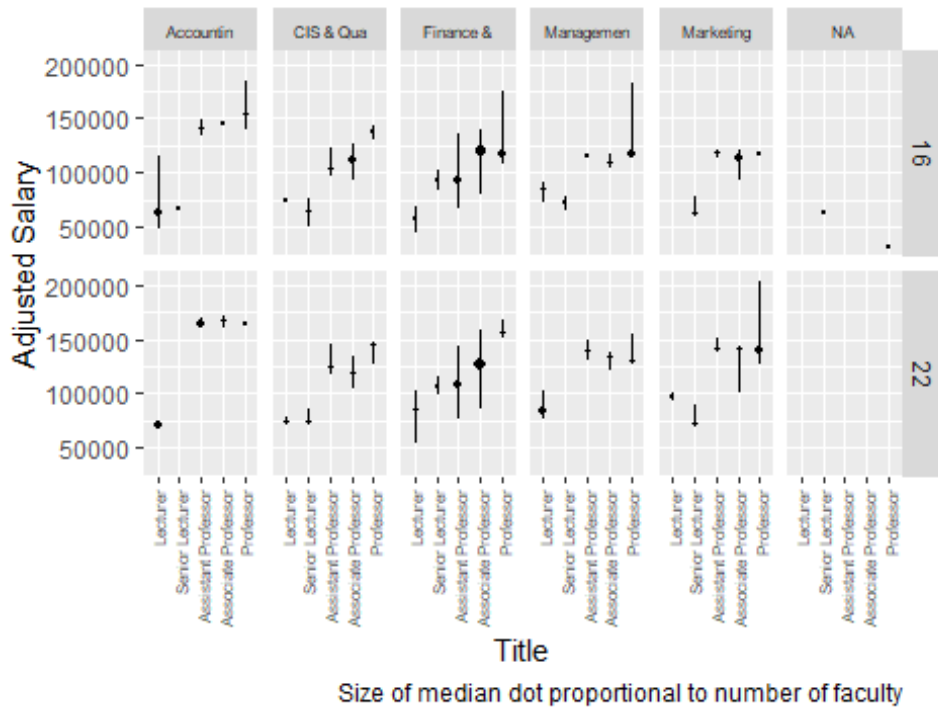


Fig. 2c: Adjusted Salaries for College = ED

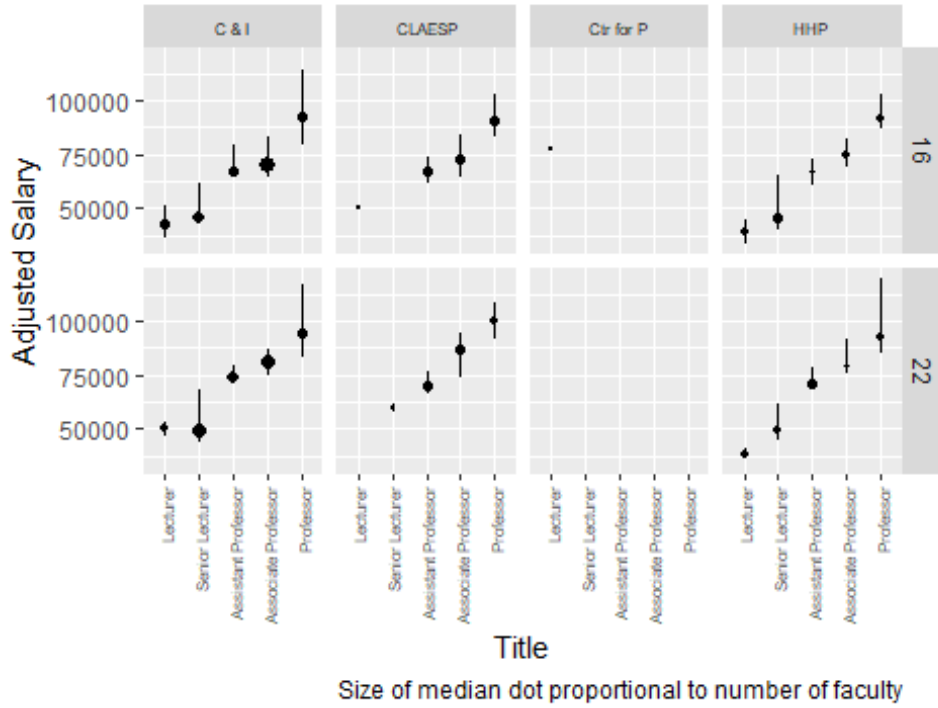


Fig. 2d: Adjusted Salaries for College = FAC

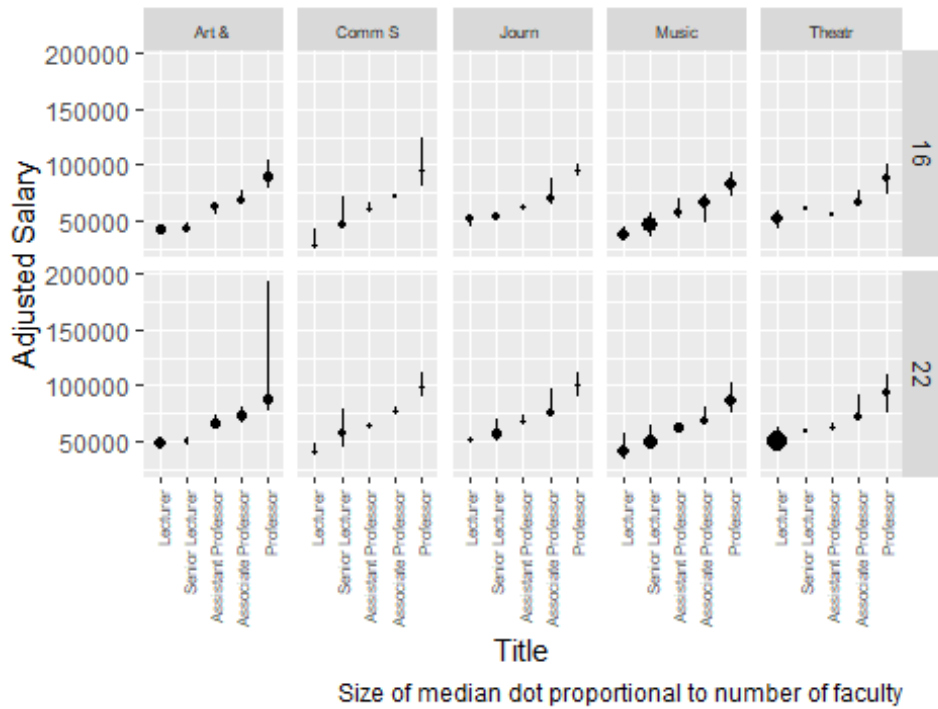


Fig. 2e: Adjusted Salaries for College = HP

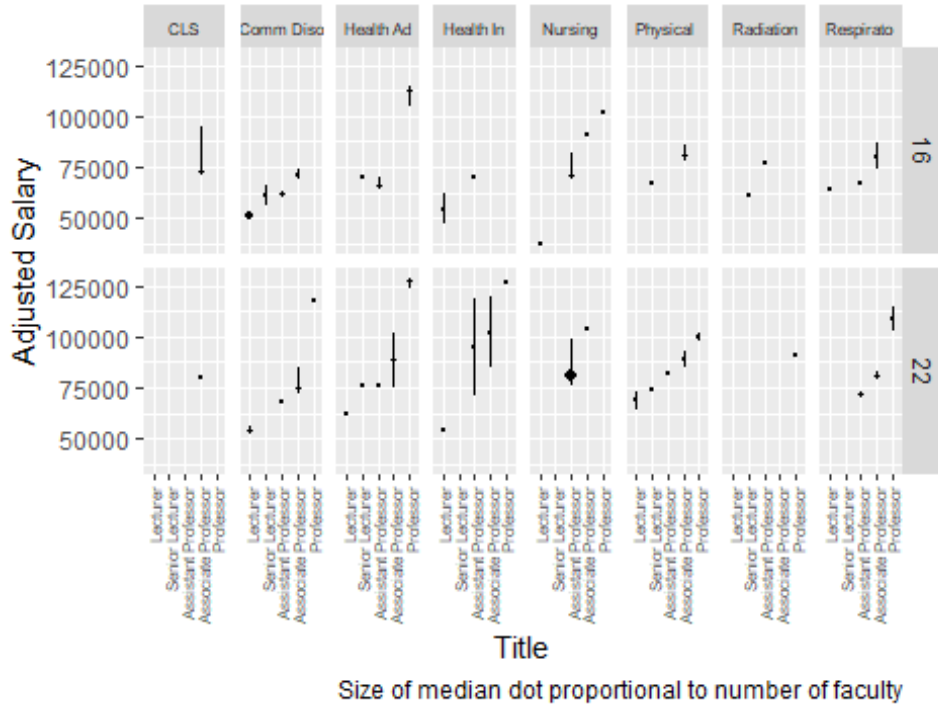


Fig. 2f: Adjusted Salaries for College = LA

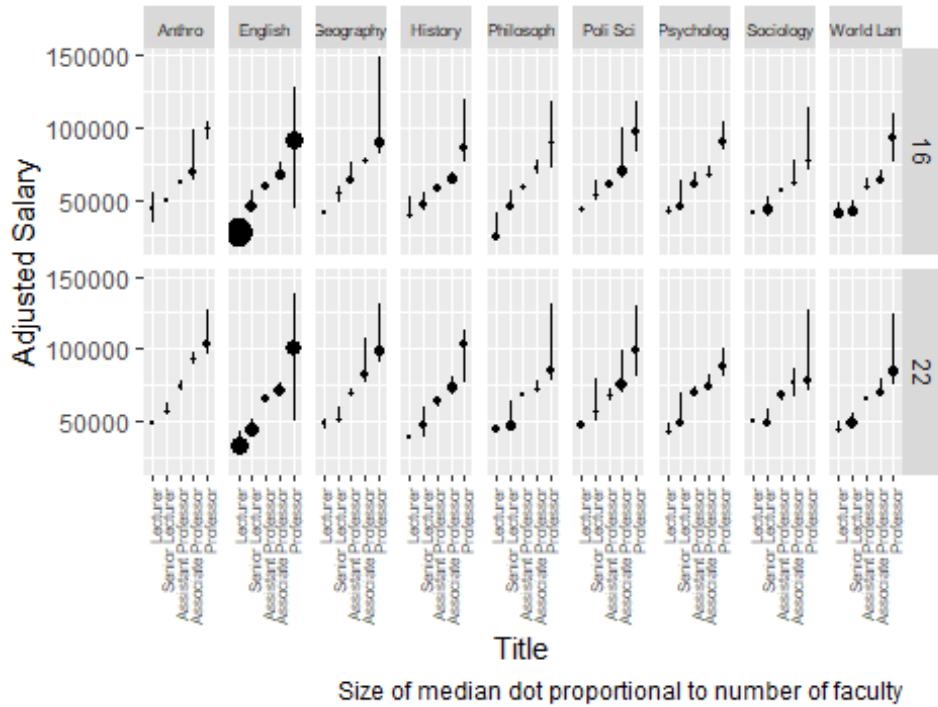
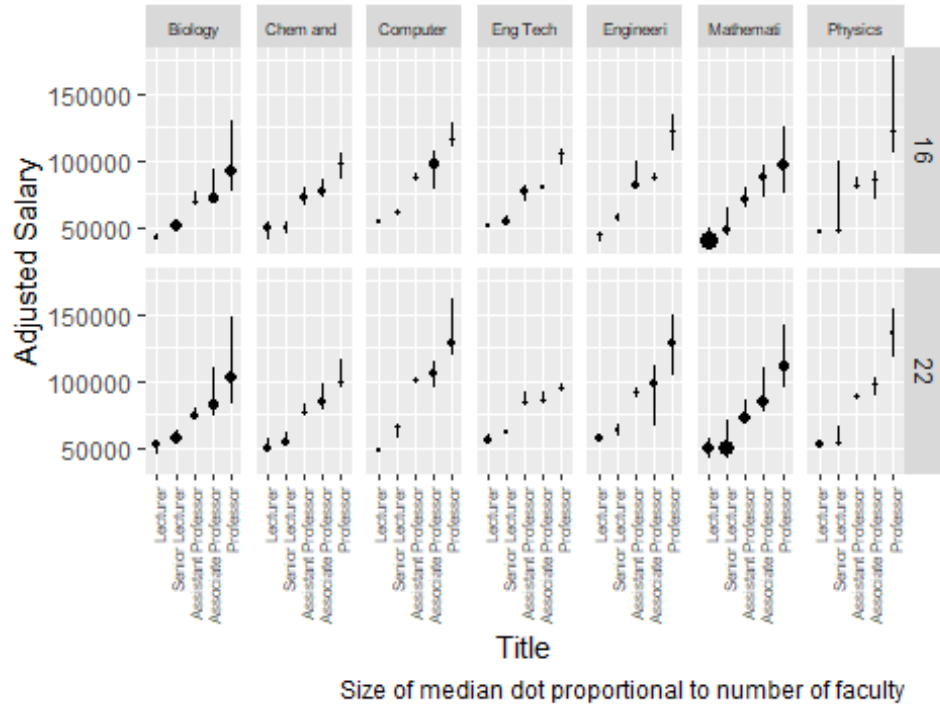


Fig. 2g: Adjusted Salaries for College = SE



Appendix 2 – All Faculty Narratives

Below are all 145 responses to the faculty survey with identifying information redacted.

<p>Please share your personal experience with salary equity, salary compression, or rising cost of living.</p>
<p>My HOA (condo maintenance fee) has risen \$300 per months since 2019; in percentage that is over 25% increase, and we have had not salary increase nor cost of living adjustment besides a 3% last AY. Gas, well everyone have heard about it but why mentioned; but food has increased over 12% in the Austin area, and same as above, no cost of living adjustment.</p> <p>I am XXX, and all assistant faculty and associate faculty (except one that is not SA) make either more than I do now, or more if they would be promoted to the next rank; we have three other Professors in the same boat in the department; crazy.</p> <p>Worse than that, is that the university, through president, provost, associate provost, etc. tell chairs that we have the hardest job in campus but we get no salary increase when we become chairs; we are paid the same despite the 24/7 job and still need to do research and teach; talked about slave driving.</p> <p>Compared to AACSB salary report for last AY, a Professor on average makes \$50 thousand more than I do, or that three other of my Professors, all of us doing very high quality research; discouraging to say least.</p> <p>To conclude, 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; even faculty in ACC got a higher salary increase last year that we did, a community college.</p> <p>To make matters worse, the drive to R1 is consuming resources to hire faculty and the university continues to accept freshman, crazy.</p> <p>Thanks for asking, let's hope something happens; if I were younger and not a year way from meeting retirement age, i would leave asap.</p>
<p>I was hired approximately five years ago as a tenure-faculty member. 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.</p> <p>Rising cost of living has made it so that I now make less (in inflation-adjusted dollars) than I did when I started at Texas State. It has prevented me from buying a house, and from paying down by student loans as quickly as I would have liked.</p>
<p>It is a shame, although common practice across the country, that despite your contributions to teaching, service, or research, your salary will never keep pace with the cost of living.</p> <p>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.</p> <p>I realize that faculty salaries reflect the current market in the profession, but faculty salaries at Texas State are below market level, and it seems that the administration depends on the attractive geographic location of TxSt to be the compensating differential.</p>
<p>I am one of the most research productive members of my department. I am recently tenured and still making less money than the brand new people we just hired. I am making \$6,000 below the CUPA median and nearly \$20,000 less than the median when you consider ADPCCJ. I am actively looking to leave because I do not feel valued at this university. I have repeatedly asked to simply make what my peers are making and have been denied by both my chair and the dean. 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. Notably, other faculty have received preemptive offers when they were invited to other campuses (without offers to hire). I have asked for the same and been denied. I have another interview next week and I'm likely to take the offer without asking for a counter because I am so frustrated with this process. It's time for Texas State to wake up.</p>
<p>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. Almost every year I teach 5 classes in the fall, 6 in the spring (4 at Texas State and 2 at the Austin Community College), and two classes per summer session. Even though I work this</p>

<p>load every year, my debt continues to increase. This is my dream job! I got my bachelor's and master's at Texas State University. I loved the department so much, I made it my life dream to come back and teach here. I love the department and the students but this summer I almost gave up my dream because I realized I was getting to a breaking point. I could no longer afford this job financially, emotionally, and physically. I was considering going into corporate world to find a job that paid much more. I have a PhD from The University of Texas and I still do not earn what I put into it. I love Texas State but you need to do better. Don't let me give up my dream.</p>
<p>I am a Senior Lecturer and have scored in the "high" merit category for more than a decade, plus I've won several teaching awards. I am integral to my department and beloved by students. 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. They also have a track record of consistent yearly raises, even if only cost of living and not merit. Why is Texas State lagging so far behind? Administrators say they value us but they never actually act on it in ways that allow us to pay for rent and groceries. And we're out of luck if we were ever hoping to buy a house, pay off student loans, or put money into a 401k. All the administrators here seem to own nice houses though, and I doubt they ever have to worry about how to pay for medical bills or other basics. It is hard to want to be part of a community when financial strain and resentment build more and more every year...</p>
<p>Our salary remains static while the inflation rate in central Texas is rising rapidly. It was noted that our last salary raise averaged 3%, while university managers (who have significantly higher salaries to start with) received a 5% jump. You call this leadership??!!</p>
<p>I have been working at TX State for 7 years now and in all this time, my pay has increased in all of that overall about \$3,000. However, as you all know, living expenses have increased way more than that. Just to keep up with increased demand only related to living costs, I had to start teaching summers.</p>
<p>I became full time non-tenure line faculty in the fall of 2019. I took a pay cut of \$8000 a year to leave my tenured full-time teaching position at my community college to come teach for TXST. I completed my PhD at TXST and currently have \$120,000 in loan debt. I teach adjunct and summer to make additional funds. I currently make \$50,000/yr at TXST. 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. All of this has been unsettling and needs to be rectified.</p>
<p>Early in my career my salary was quite modest and one frustrating thing appeared to be an appearance of favoritism towards some departmental members in spite of their minimal achievements. As I have progressed in my career, I fully understand budget limitations and the need to get and retain good people. At the same time, there should be a mechanism to remedy salary shortcomings in the context of merit, particularly with faculty who are nationally and internationally recognized.</p>
<p>When I arrived here in 1986, we had a dean in Applied Arts who systematically minimized merit raises. His policy, which he forced upon the department chairs, was to award merit to only one or two individuals in each department in every cycle, and deny everyone else. He went to great lengths to describe faculty members, staff, and entire departments (mine especially) as "undeserving." He returned merit dollars to the Vice President of Academic Affairs (VPAA) every year (this was pre-Provost) which was much appreciated by the VPAA because he could redistribute those dollars to his favorite colleges and departments. They also routinely refused to entertain applications for equity adjustments. That dean and the VPAA were both removed from their offices soon after Denise Trauth became our President.</p> <p>However, the point is this: every one of those denials had a negative effect on EVERY FUTURE MERIT CYCLE, because merit raises are percentage-based. The individuals who were faculty and staff during those years were exceptionally vulnerable to the effects of salary compression and inequity compared to other universities.</p>
<p>I took a \$20,000 pay cut to come work here 9 years ago. I have not gotten close to my previous salary with annual "raises" although my teaching and service commitments have exponentially increased in my time here. Cost of living has continued to increase drastically including daycare for my children. If I was single, I would not be able to live and work in Williamson County. I have often looked at returning to the workforce</p>

<p>outside of academia due to my salary. I enjoy teaching and continue to be committed to this profession for now and training future healthcare professionals.</p>
<p>I live in Austin. I have 2 little kids who I have to enroll full-time in daycare so that I can do my job. My partner also works full-time, and we have no family members around to help us. The cost of daycares is very expensive and continuously rising. At the moment, for 2 kids, we pay \$44000 a year for full-time care! This is the average in the Austin area. This is an outrageous amount given our rising expenses. We do not get any discount for being educators, nor any support with the little ones, as some other companies/universities do. Adjusting our salaries to reflect the rising expenses of childcare is long overdue!</p>
<p>Since I came on at Texas State in 2016, the raises have been minimal. With a salary that was lower to begin with than my previous job, this has been very concerning. In particular, my stagnant salary has not been enough to keep up with cost of living increases. This has been particularly difficult with regards to steep increases in property taxes.</p>
<p>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?</p> <p>When I came in, my salary as a new assistant professor was just under 60k. After tenure, I currently make just over 70k. New assistants have been hired in the 70ks. Early in my tenure track I was told not to go on the market by a colleague of my same rank because it would "look bad" doing so before tenure. (She insinuated that I would lose tenure votes). When her partner (in our program) applied elsewhere and was given an offer, Texas State countered, and threw in an extra 5k for her. The university's current process allows junior faculty to be bullied out of important opportunities for increasing salaries, not to mention their lifetime salary trajectories.</p> <p>Further, the current policy discriminates against parents and caregivers. If I want a salary increase (tenured, I am paid \$8k under CUPA), I have to risk uprooting my young children. I'm not going to do that. So, I will watch others play the game and will carry the load for them as they spend less time on service and with their students as prepare for the market. If I do find something else in central TX, I then have to win the votes of PC. My department is so dysfunctional and competitive that there is no way they would want someone getting something they aren't getting. It's not worth the time, energy, or heartbreak.</p>
<p>I accepted a position as a non-tenure professor of engineering this past year leaving my previous job in the engineering industry. At the time, I knew I would experience a small decrease in salary. However, due to rises in cost of living I've needed to maintain a supplemental job.</p> <p>I believe a clear expectations of year-to-year salary increases or yearly bonuses is needed for faculty that rely solely on teaching salary and not research.</p>
<p>I appreciate that TXST is offering competitive salaries to newly hired faculty. However, 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. The lack of the TXST's actions in this regard has caused salary compression and 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.</p>
<p>The College of Business administration has made it very clear that they frown upon faculty making money other than at the university. Unfortunately, this isn't possible when the money coming in is the same and 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%), I've had to go out and find ways to supplement my income. In the past when our salaries didn't keep up with inflation, 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.</p>
<p>The salaries of tenure-track faculty in McCoy College of Business at Texas State University is lower than those at the same level universities.</p>
<p>I am a single mother with two teenagers who drive. With the rising cost of living and no increase in salary, I have had to use credit to pay for monthly living expenses. I am not able to save for their college careers nor</p>

<p>am I able to make substantial investments in additional retirement funds for myself. I am seeking other jobs that pay me a wage that can support myself and my two children.</p>
<p>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. We've been asked to "do more with less" for too long. Because of this, I have updated my resume, and I actively monitor LinkedIn jobs and the highly active Facebook group dedicated to leaving academia. Individuals with my level of education and experience can make much higher salaries in industry. The sad part is, I'm not sure that TXST will care if I leave, regardless of my very high level of research productivity and student involvement.</p>
<p>I am currently a lecturer, and I have been struggling to make a living while doing a job I love. I make 40k a year with no opportunity for growth at the moment. With the rising cost of groceries and living expenses, 40k is almost impossible to live off of. I am forced to work odd jobs that distract from my teaching responsibilities just to pay my bills. I hope to continue this amazing opportunity and work with students I care so much about, but I may have to leave the university I've been a part of for so long due to very low pay. Lecturers definitely deserve to be paid a fair, livable wage.</p>
<p>My publication record is exceptional, yet the university pays me relatively low salary compared to the recent hires. It is the university's job to pay me a reasonable salary (market value), or I plan to find a better job elsewhere.</p>
<p>In 2009 the department chair was ashamed to offer me a starting salary of \$39,000/year as a senior lecturer. Each year since then the cost of living has increased and when we did receive merit raises (not often because of budget cuts) it did not match the rate of inflation/cost of living. So, technically I have been receiving a pay cut each year I continue at Texas State.</p> <p>Several of my colleagues have recently left Texas State for positions at other schools that pay \$50-65K/year (10-25K greater) and also have the title of Assistant Professor of Teaching (or similar) and a tenure like line for instructors.</p> <p>Similarly, each year when we hire a new person of the same rank, their salary is higher than mine. It is not motivational. In fact, we have had current senior lecturers apply for upcoming senior lecturer positions in order to try to attain a salary adjustment.</p> <p>Starting out less than cupa and having your salary effectively decrease each subsequent year is not the way to retain high quality faculty.</p>
<p>If there is anything that is likely to drive me to leave TX State it is the mediocre/low pay. 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... Its getting harder and harder to give good answers to Alumni who ask me why I stay in such a low paying position.</p> <p>Its is especially discouraging given that TX State does not always have money for Merit raises. Mediocre-low pay with no raises is a recipe for employee attrition.</p> <p>It should be noted that when administrators talk about how TX salaries reflect national averages in the professoriate, it only emphasizes that our profession is underpaid and that our friends who leave higher education make more money than us while also seeming less stressed and less over-worked.</p>
<p>I have been at Texas State for 22 years. I have a been a full professor since 2005. In that time, I have received high or highest merit every year, yet 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." Even those who have not leveraged job offers to get a salary adjustment are only several thousand dollars behind my salary with significantly fewer years of experience and/or a lower rank.</p>
<p>I'm in the later years of tenure-track but am one of the lowest paid tenure-track faculty in my department. Merit raises have been largely absent since my arrival at TxState and new hires are all offered higher salaries than mine.</p> <p>When interviewing for this position, I was told that merit raises had been the norm and that it wouldn't be out of the ordinary to get 2% or 3% raises annually. I've received no such merit raises. When considering</p>

compounding, this means that I'm making significantly less than what I was made to expect during my interview.

The cost of living has also increased dramatically in the time that I've lived in central Texas (starting at the same time as my employment at TxState began), but my salary has barely changed in this time.

After passing my third-year review, I purchased my house in San Marcos in 2020 for \$262,000 with an FHA loan at a low fixed rate of 3.15%. My mortgage was \$1600/month, about 1/3 of my salary. Due to rising property taxes--which I have protested each year, but to no avail--my mortgage has risen to \$2200/month, now 1/2 of my salary. This is impossible to sustain. I have two choices: 1) sell the house and go back to renting in San Marcos, or 2) 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. Texas State has been recruiting new tenure-track faculty who are experts in their field and have outstanding publication records. A first-generation college graduate, I accepted the offer at Texas State because I was excited about the opportunity to mentor first-generation college students, and because I wanted to be part of an emerging R1. But, if I want to live comfortably, escape the financial precarity that motivated my career path in the first place, and perhaps even start a family (as I had hoped to do once earning tenure--an impossibility with my current salary), I will be forced to accept a position at another university.

I understand that the market has shifted and newly minted PhDs earn more as an assistant professor (at least in McCoy) than I did when I first began my career. However, 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. The research culture they stepped into is one that we built for the past 15+ years. It seems that should be worth something, in this case, a boost in salary. Living is not cheap. Thank you for your time and consideration regarding salary inequity. It is nice to know our voices are being heard.

Increases to my property taxes have outpaced my merit raises (which does not address the general cost of living increases).

When you consider years of service at the university, ethnic minority females in my program earn less than our white colleagues.

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

If we compare our salaries to those outside of Texas State, people who are entering Assistant Professor positions can expect to make \$10,000-\$12,000 more than our Associate Professors are being paid.

XXXX

In most healthcare educational programs like our own XXXX Program, as well as the others in our college, we are experiencing a national crisis not only in workforce shortages but also for faculty in our programs. While this has led to some welcome salary equity and advances in the healthcare setting for our alums, it creates a nasty salary issue for hiring faculty. For example, our current XXXX grads can earn approximately \$70+K / year with the XXXX and the XXXX national credential to practice. However, I can only offer about that same salary amount for a new TT or NTT (clinical) faculty member with a graduate degree, including a PhD. It has become almost impossible to find qualified faculty to hire and I am in the middle of two tenured professor retirements this academic year. We also lost a full time tenured slot position to the pandemic budget cuts. The lure of coming to our beautiful campus is always a draw....until, faculty see the high costs of living and our low salary offers. 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 XXXX story, I can assure you my colleagues are experiencing the same issue. XXXX 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. These are not new concerns and I am fine with sharing my views and current positions. I worry about "my" university and how we will manage these issues in the current higher education landscape. XXXX

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. If it were not for my partner's salary, we would never be able to afford to live here. Even with their salary, the thought of purchasing a home and establishing roots in Central Texas seems

like a far-off dream. Rents are staggeringly high, and should these increase further (which I expect to happen), I don't know what we will do. Food and other consumer goods prices are increasing rapidly, which puts extra strain on our financial situation.

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. Furthermore, service assignments are unevenly distributed and tend to affect most significantly the social/identity groups of which I am a member.

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.

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, more resources 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.

The inequities are pretty large in our department and I know that I am not as upset as others in similar positions. However, this situation has made people VERY VERY WEIRD about merit bonuses, the discussion of which take up way too much time in meetings, especially since they aren't regular and don't make a dent in normal rises in the cost of living. People don't feel valued/appreciated and merit is not as much about the money (which is so negligible at the end of the day) as it is people wanting some recognition for their efforts (not free yoga during lunch or whatever other "wellness" programs are offered, employee appreciation events and other time-sucks).

At the end of the day though, any salary increases we receive will likely be at the expense of students, which is also pretty depressing.

My frustration came from a mix of compression and equity (depending on how you define 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. 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.

It caused me to apply for an outside position just to force the university to give me a raise. I did not end up liking the other position/university as well, so I stayed, but it was a tough decision, as the other institution offered me more money. I would rather stay at Texas State, but I really might go back on the market in a few years to see what is out there and to be paid more fairly for my skills and output. The pay here is just not competitive, and I know people leave because of it. I almost did.

I will not be able to eloquently state my feelings and experience regarding salary equity because it angers me to an extent I have a hard time putting them into words.

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. 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. I should quit and reapply for my same job to get a higher salary. That is the level of insane TXST is at. 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. This is helpful to make up for the income gap, but not the point. *I want the same pay that my equals are making for the same amount of work.* I really should just quit, or accept the fact I'll always be, literally, worth-less than my equal counterparts.

The university knows departments on campus have inverted salary hiring that leads to salary inequities and does not appear to care. I'm grateful and hopeful for what this subcommittee can do to create change and make salaries more equitable.

My salary has affected me the most by not keeping up with inflation. Everything is financially more difficult in the past five years.

I find that some department leaders often mislead current and prospective faculty by talking about the "low cost of living" of our region. Texas has sky-high property taxes. Our local culture also demands car-based transit; this means that for those used to a culture with public transportation, the need for at least two cars in a given family, along with insurance and maintenance and gas costs, makes moving to Texas an incredibly expensive prospect. The general impression I get is that leadership is out of touch with actual living costs, and can make our whole university look out of touch each time they perpetuate the false narrative that our region is affordable.

If anything, labor data shows that Texans pay more in taxes (in the middle-class-and-below range of income) due to regressive tax policies while getting less in services, hence needing even more disposable income to survive. Even outside the pandemic, data has shown for some time that the rapidly expanding population here, combined with trickle effects from the expensive Austin area, was making for tough times.

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 realities.

Faculty and lecturer salaries also do not reflect the university's aspirations for being R1.

Low salaries for lecturers especially seems to betray our history as a normal school. When the rest of society undervalues educators, we could be a leader and a beacon -- we could compensate our lecturers (who, in science departments, shoulder most of the teaching burden) commensurate to what we believe the value of an education to be.

Finally, cost of living issues affect my interactions with students. It is more important than ever that we host students for dinners at our homes, treat them to coffee, and so on. Perhaps we could have university funds for such faculty-led social opportunities for students.

The cost of living in Austin has risen dramatically since I moved here 12 years ago. It has had a huge impact on everyone, especially teachers. The city has made some moves to increase salaries. For example, I believe those who work for the city of Austin now receive a minimum of \$22 an hour. I believe salaries for lecturer and adjunct positions should be raised to keep pace with inflation and the rising cost of housing, groceries, gas, etc.

Although I am a senior lecturer, with over 8 years of teaching, and medium-high merit every year with a Masters in Science I make less than a new hire with the same degree and no experience teaching. The starting salary for lecturers was raised 4-5 years ago and 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. It is difficult for me and my husband to make plans for the future and this has impacted our decision of starting a family. With the rising cost of living and inflation I am worried about the future.

I am a full professor in Liberal Arts. As part of my job I am frequently asked to take on leadership roles in our department and outside of it, which I am generally happy to do. However, 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.

I am also a first generation college grad (I believe we are currently celebrating our first gen students on campus); yet, the inability of my pay to match the rapidly increasing cost of living in central TX means that I am unable to purchase a home, leaving me to worry each year if this will be the year when I am officially priced out of my apartment and where will I go then? What will I be able to afford? How much will I have to dip into my (meager) savings in order for the "privilege" of doing my job? I am aware of the large number of job

<p>candidates and that the academy relies on underpaid adjunct positions to survive. I have won the golden ticket yet am constantly worried, angry, and feel hopeless.</p>
<p>I am a per-course lecturer, and I have not seen a salary increase since I started with Texas State in 2012. In those 10 years, I have earned meets or exceeds expectations ratings every year, and have done my best to serve my department and our students well. The cost of living has increased dramatically in 10 years, yet wages remain literally unchanged the entire time. This is not sustainable.</p>
<p>1) It's frustrating that our salaries are lower than many other institutions in my profession. Because summer teaching is optional, the contracted salary is very low when spread out over 12 months. It seems for the level of education and requirements of the job we are not rewarded monetarily in a way that seems commensurate.) The limited income requires faculty to pursue outside opportunities which are then judged as whether they are relevant enough to be "allowed". I find this ridiculous. If you aren't going to pay us more, then let us pursue what we want as long as we are performing at a satisfactory level. 3) I also think it's problematic to not pay faculty over the summer yet require that we take on responsibilities during that time. 4) 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. 5) I also feel like there are programs that are highly successful, contribute a lot of money (i.e., graduate butts in seats), yet have higher teaching loads and lower pay than many other programs/departments on campus. The pay differential and teaching load differences are insulting. I was introduced to a new hire in a different department, he said he had a 2/1 the first year and then a 2/2 for subsequent years. When I asked what his grant and publication requirements were, fully expecting for that teaching load they would be higher, he said the same expectations as in my program. So he is paid more, teaches less, and publishes similarly. That's very discouraging to those of us who work VERY hard to publish at high rates despite a high teaching load and low pay (particularly for one of the top/largest graduate programs at the university). It is enough to send one to venture into the private sector...and I've thought about it...a lot especially lately with rising costs.</p>
<p>Many moons ago, we were in the College of Education. Our salaries were set based on what educators are paid, which is much less than what professionals in speech language pathology and audiology are paid. The low pay is making it difficult to retain faculty and to hire new faculty.</p>
<p>When I was hired as a lecturer in 2012 and compared my salary to lecturers who had been at the university for several years prior to me, I noticed my salary was at or above many of them. This inequity and lack of acknowledgement of the the service and added experience of current faculty lecturers and senior lectures is a problem. Now, that I have been serving the university for 10 years. I am starting to see this inequity. My contracted salary actually went down by a few cents between last year and this year ignoring the sharp increase in inflation. While due to increasing enrollment my average class sizes have increased by over 10% on average.</p>
<p>I joined seventeen years before when the school was just established. We all worked really hard in setting up new labs, developing many new courses, teaching 10+ different courses, , and still maintaining research agenda with undergraduate students. Our Masters program started after ten years of my joining. University adjusted salaries as per CUPA in 2006-07 and then last fifteen years the salary compression has become really concerning issue. On top of high initial salaries university started offering startup packages to new faculty in which they hired post-docs and two folks together (faculty and postdoc) worked for one faculty's tenure and promotion. As far as I know there was no requirement of bringing funding at same level as startup. It was unfair playing field for people like me for next promotion.</p> <p>I bought house in Austin seven years ago. Austin real estate is hot last 3-4 years which has increased the property taxes and cost of living at the rate of 10% or more which is disproportionate to the merit raise by the university which is below 3% and some years we had no merit raise. In my opinion, the 3% raise what university offers is actually to keep up with the inflation. Merit raise should be on top of this 3%. Since salary raise is meager compared to the inflation (on top of salary compression) I feel I am getting poorer year by year. I couldn't save anything last four years and going month to month. The cost of attending college has increased disproportionate to inflation so it is truly challenging to send kids to better in-state institutes (forget out-of-state). I am feeling this salary compression has made my kid to compromise on education compared to the education I received.</p> <p>I haven't seen new faculty who get much higher starting salary are shining in research or, brining tones of research dollars (very few exceptions). Faculty who are suffering of salary compression play definitely dominant role in university's R1 ambitions, yet are ignored.</p>

My biggest complaint has been that administrative salaries have continued to receive raises even when others haven't--they are being paid more than others at similar institutions. My other complaint is simply that we are underpaid for what we do. Compression must be addressed, but it is more than that. We are getting paid far less across the board than other faculty at comparable institutions. I have suffered health problems that would have completely destabilized my family if not for the outside financial assistance of my parents. It is demoralizing to be almost fifty and still not financially stable enough to handle illness in the family. I will also say that it has been very difficult to maintain children in decent daycare with my salary. It has become difficult to believe in the university given our pay situation.

I'm grateful for this job and all of the opportunities it has afforded me over the past 20 years. I love being a Bobcat, rooting back to my days as a student-athlete here in the late 80's/early 90's. 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. Until recently. Since moving our department from San Marcos to Round Rock, I have acquired substantially more debt due to: 1) travel (gas, tires, tolls); 2) increase cost of living expenses; and 3) a sub-par ability for my salary to "keep up." You might say, "well, you have the choice about where you live, so complaining about commuting is your issue." That is true. But so is this. It is 31% more expensive to live in Round Rock than San Marcos. My spouse had deep work roots in SMTX along with aging parents. My children, one young adult with autism, and one, at the time of our move was a Jr. in HS; I am the primary caregiver for my parents who are 88 and 89, respectively. 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.

Setting the geographical move aside, Whether in SM or RR, the scope of my position in the private sector would yield a salary of 100K +, particularly with twenty years of experience. I don't expect to make 100K/year, but I had expected to net more over my 20 years. When I have received merit raises, though grateful, they have not been enough to off-set cost of living increases as a whole. The "vacation savings account" turns into the gas and toll fund, and other needed expenses. In summary, I really don't know if my salary has ever been compressed. Equity - eye of the beholder.

The starting salaries of assistant professors in this department has become approximately 5% lower than my salary as an associate professor with several years of time in rank. It may be that some are actually higher than that. I am an active and well-rounded professor with good scores in all categories of merit.

The inflation rate is variously measured, but in all ways of measuring it is much higher than our salary increases. This is not a recent change. Our merit increases have not kept up with inflation for a minimum of four years. Currently the housing prices, food, fuel, and other major expenses have spiked and show no signs of stabilizing anytime soon. The interest rates are increasing dramatically as well.

The lack of salary increases is challenging seeing as inflation continues to rise. As a woman of child bearing age that is dealing with infertility, this has added additional financial burden to my family. Fertility treatment is not covered by the university so we have to pay out of pocket for services which are extremely expensive. For example, one round of IVF costs about \$30,000. With inflation and no additional salary compensation, my family can't afford this option. We are quickly being priced out of the area as well. Housing prices are outrageous and have gone up over substantially since the beginning of the pandemic. The median home prices in Austin and San Antonio are up 15% year-over-year. That in addition to the increase in mortgage rates makes it nearly impossible for first time home buyers in this area of Texas. I am currently seeking jobs elsewhere to find ways to possibly increase my salary here at TXST or find somewhere that has a similar salary but lower cost of living.

Comparable faculty (across all levels NTL, TT, T) in other departments at TXST, and in the same department at comparable Universities make 50-60% more. This has become an issue with collaboration as a number of faculty use salary as a measure of relative importance. This has resulted in being left of numerous grants and hindered growth here. Motivation to continue is almost non-existent, and discussions regarding offers to leave were also not treated with care or respect. The entire department will be paid better doing almost anything else given Austin's proximity.

<p>I keep myself to a pretty strict budget. Over the past year I've had to revise that budget multiple times due to rising costs. The rising cost of food has been the hardest to handle. I've increased my grocery budget by 25%, but I am doubtful that will be enough. I live a frugal life and there's not much spending to cut to make up for the increase; instead the extra cost comes from my savings.</p> <p>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. I know a lecturer who almost always gets perfect scores on his merit categories and yet he dismisses any pay increases he'll get as insignificant. If a lecturer has an impressive record of service why is that valued at a fraction of service from tenure-line faculty? It's discouraging.</p>
<p>As the university moves toward R1 status, the faculty will need to be paid at a level indicative of an R1 university.</p>
<p>Monthly grocery bill, rent, utilities, phone and internet bill have all increased plus gas is not cheap. For the first time during summer my gas bill went above \$50. I have to spend extra \$150-\$200 monthly.</p>
<p>I few years back I discovered that instructors hired several semesters after I joined the faculty were being paid more than I, due to cost-of-living increase. However, my costs had increased, and I was still paying back my student loans. Further, some of the newly hired faculty did not have the same academic achievement as myself and yet were paid more than I. Needless to say, my moral took a major hit. Having been a faculty member here for several years, the primary earner in my family and to still be making around the same amount I was initially hired at does not inspire me to be the best instructor I can because I feel as if I am being exploited despite the kind words and "warm fuzzy" support for my efforts on behalf of this institution.</p>
<p>In recent days, inflation is the reality. Being a lecturer, my salary is anyways in the lowest range and to be noted, since my joining at Texas State couple of years back, my salary has been minimally increased. This increase is not sufficient to keep up with the cost of living and the child care expenses. The child care facilities are continuously increasing the wages of their employees to retain them, however, I, being a parent of two am unable to keep up with the expenses. Therefore, I was forced to change the child care facility to a lower quality one with inexperienced teachers just to keep a balance of payslip and expenses.</p>
<p>The university cannot expect to attract and retain great faculty when the cost of living in San Marcos and the surrounding areas is so high, making it nearly impossible to buy a home and keep up with the rising cost of living on our present salaries. From what I can gather from the available data, the salaries of Texas State lecturers, tenure track professors, and early associate professors are really not competitive in the current economy. Throwing a one time bonus because of record enrollment won't fix the issue and will end up diminishing faculty morale in the long run. We need sustained merit raises that reflect the changes in the economy. 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? 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?</p>
<p>Not receiving a COLA during a period of ~10% annual inflation has caused a serious salary compression for all TXST employees in just one year. I am curious to know how the university intends to address this issue.</p>
<p>My current salary is in the rank 42-47k, I am a full time senior lecturer teaching 4/4. I have received wonderful evaluations from my students, and supervisors. I have a PhD in my field with publications and international awards. I often receive letters from students telling me how much I have influenced their graduation. According to government statistics my current salary is at 50% poverty level. For San Marcos the median income is 100K aprox and in Austin where I live is higher. Sadly, I have realized other coworkers with only MA make more than me with PhD and males have preferences over females for teaching summer classes to make an extra income.</p> <p>My rent increase to double from 800 a month to 1600 a month and with the increase in gas and food I am struggling to afford gas to go to work and paying for parking at the University is going to credit cards. Its embarrassing to say it but I can't afford food any more and I have started fainting from severe malnutrition. My friends make fun of me for my low salary as they all make 100k+ in business & tech. I went to the doctor, they got my blood work and I have third level malnutrition along with hypertension & triglycerides etc caused by eating cheap processed caned food or eating once or twice a day high caloric foods and straight oils to be able to function. I often survive from granola bars and coffee while on campus along with nothing more than</p>

beans, rice & coconut oil at home. I already qualify for low income housing. I'm embarrassed to apply as they force you to apply for educational/job training programs & I already have PhD!
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. I am currently doing domestic work in exchange for discounted rent and food to survive. My case is not isolated.

I am a full professor who is making 20% below the most recent CUPA median after having been at Texas State for 13 years. New assistant professors are being hired at a salary very near mine and associates make more than me. My salary is this low despite receiving the highest merit possible in each of our merit cycles (when it is available). With the cost of living increasing dramatically, how can I not feel devalued?

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. Basically, fairness and equity seem to be the buzzwords in our department, but not the actual actions.

I think the pay for part-time faculty is substantially low considering the rising cost of living. We do a lot of prep work outside of the classroom as well as grading and none of this extra labor is compensated. 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.

I was hired over 10 years ago at a salary below market value but an attractive package to enhance my research career. While I enjoy my job and love my colleagues, it is harder to sustain an acceptable quality of life financially. This is primarily due to the salary compression resulting from inadequate raises and a steep rise in the cost of living. I am actually not sure how I would survive without additional summer pay.
Our college is also uniquely impacted by the move to Round Rock where we were basically given the option to move or move on. No consideration for the fact we need to uproot and move our entire family FOR OUR JOB to an area where the cost of living (and housing) is MUCH higher. While I understand the argument from upper admin about raises/equity - 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 multiple times that if I want a raise I need to show my worth my getting an outside offer letter. It seems my productivity and service is not sufficient "show of worth"? It is disheartening to me personally that I no longer have the sense of loyalty to Texas State that I used to - now I am very open to exploring other opportunities and move without bothering with a counter.
Final point: since having kids this has impacted me even more. When asked if I can serve on XYZ - the first thing I need to think - can I afford the childcare needed to help out. It is a shame that I am contributing less because I can't afford it - so please consider how pay impacts productivity - some of us literally cannot afford (financially) to go above and beyond even when we would like to.

I recently needed to find a house to rent in Austin for me and my children. We need to stay in Austin so they can remain at the same elementary school (receiving special services). I was rejected by a number of owners because my monthly gross does not equal 3x the rent they were asking for. I am tenured and have worked at TXST for over 10 years. It feels pathetic that my housing options are so restricted due to my salary.

I have been a full-time instructor at Texas State University since 1991. I started as a lecturer, then was hired on a tenure-track line, and am now a tenured full professor. While this sounds like a positive trajectory and I am grateful to be an employed member of the academy, my career path at Texas State has come at a substantial financial cost.

Because I began at Texas State as a lecturer, my base salary started low and I have never had the necessary equity adjustment. 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.

In addition, I have not sought job offers from other institutions to get Texas State to match these offers. Others in my department have done this and have received significant salary raises. Again, this is a penalty for my loyalty to the institution.

There have also been salary equity issues in my department that look like sex discrimination. I am a woman

and I was hired one year after a male colleague was hired. He was hired in 1990 and I was hired in 1991. We both are still teaching in our department. Prior to being promoted to full professor two years ago (2020), my colleague's annual salary was higher than mine despite his having a lower rank (he is a senior lecturer) and not having the terminal degree for our discipline (he has an M.A.; I have a Ph.D.).

I have brought these complaints to my chairs over the years and have been told that there is nothing that they can do about these inequities but that the university will at some point address salary inequity and compression. I have received several adjustments, but they have not brought my salary in line with newer hires or my peers at other schools. In response to Texas State fundraising campaigns, I do not contribute. I have made my charitable donation by serving the institution at a salary below my worth.

My experience with salary equity and rising cost of living has been a frustrating one. Last year, I realized that two fellow Assistant Professors in my department make 6.5% more than I do. They were both hired a year after I joined the faculty. Rising costs of living have been increasingly difficult to keep up with given the University's refusal to give us pay raises following COVID. I've been told the only 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.

I have worked at Texas State for over 25 years. As a non-tenure line faculty member, I have felt forgotten. Salaries were low when I was hired, yet I watch new hires obtain new salaries higher than mine who just start their careers. I know I am a high-quality instructor with years of positive student evaluations to prove it. I have helped countless students obtain a degree who had challenges and led many to graduate studies at TXST. My associate dean is constantly telling me how valuable I am. I don't feel that way when I struggle to live on one salary that hasn't changed much in 20 years.

My senior lecturer title has not advanced. My salary has also not advanced except for the occasional 3% merit that doesn't cover cost-of-living hikes and inflation. This year's bonus was nice, but taxes took most of it with no sustained increase for each month thereafter. I cannot save money due to living paycheck to paycheck with all the rising bills, and no cost-of-living increases to refute that.

We hired a new faculty member with my same title at a higher salary than mine, even though I have been at TXST for two decades. This faculty member does not receive positive student reviews, nor do they provide university service to my extent. The salaries are public, so morale lowers quickly. I chose to teach where tenure is not an option because of the students, but it punishes me because I have no career ladder, no steps. I watch staff, like academic advisors, achieve a career ladder where I still have none. When colleagues tell me they are applying to ACC because of their higher pay, I am concerned about losing quality instructors and the cost of hiring and training new faculty. I was promoted because of my skillset 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.

I've been a Professor here for 22 years. I've been losing ground in terms of salary. About 12 years ago we hired an Associate Professor from UT, promoted her to Full Professor upon hire, and gave her a salary much greater than mine. Since I've been getting usually 2% increase in the odd years we have 'merit raises', new hires even at the Associate or Assistant Professor level are making as much or more than I am. I seem to be falling behind. 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.

I have over 30 years experience in the computer industry and government. The last 8 years I also was an adjunct in the computer science department. Recently, I joined full time taking a significant pay cut from my fairly modest government salary of the last few years.

But I didn't join because I needed the work. I joined because I am financially secure, find teaching rewarding and believe my experience contributes great value to the students I teach and mentor.

I would not have made the transition if I were not already financially secure because our teaching salaries are very uncompetitive. We have a 20-something Engineer in Residence from a large computer company who teaches one of our classes and is being compensated by his company at a salary that is greater than all but, perhaps, the top twenty compensated people at Texas State University.

I am not arguing that we need to pay our teachers those kinds of salaries. But I will make this observation and recommendation:

The competition for our English, history, art and similar non-technology teaching faculty are other universities that pay CUPA like salaries. The competition for teaching positions in computer science and similar technology departments, however, is not just UT-Austin, UT-SA, etc, it is also Facebook, Google, Apple, IBM, Microsoft and other hi-tech companies.

If Texas State is serious about making teaching in computer science and similar fields a desirable, competitive choice for high quality candidates, then it needs to move the salary thinking away from CUPA and toward measures that look at the reality of who competes for the talent we seek.

Well, I'm the most productive leader in our department and fall in the bottom half of our hallway's salaried employees. I could leave now and stop worrying about financial pressures simply because of the current pay offerings at other institutions for new positions - often even at a lower rank. Just about every new employee hired makes at or above my level.

Maybe I should reapply to my current position here? The morale in the hallway couldn't be worse, more stressful, and toxic. I would like to see those earning the most (full profs) demonstrate the values and initiatives/work they expect of the lower paid folks.

It is getting very hard to continue to convince myself to remain at Texas State University.

When I was hired at Texas State four years ago, I had a Ph.D. and 5 years of experience. That experience included time at Colorado School of Mines as a Lecturer and 3 years as an Assistant Professor at Regis University. When I was hired as a Lecturer at Texas State, I was hired at the same pay rate as a colleague who just graduated with a Master's degree.

Our department recently hired three new lecturers. The new lecturer's salaries are all higher than my salary despite the fact I have more experience and have been at Texas State for four years. It seems strange that I would have to apply for the new position in the department in order to increase my salary.

The salary provided for the nine month contract is not enough to provide for basic expenses and saving for emergencies such as fixing a foundation (which we had to do). 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 local universities, tutoring, creating a side business, etc in order to cover basic expenses and pay for my children to participate in extracurricular activities such as ballet, baseball, art lessons, swimming, etc. Despite my time being divided among different universities, I was been selected as the department representative for the Presidential Award for Excellence in Teaching in 2022, many students request letters of recommendation from me, I have received high marks on teaching evaluations for arguably the most difficult course in our department, I have redesigned an introductory lab and lecture course to reduce student cost to zero, and the department requested I take on introductory lab oversight responsibilities as part of my 12 credit hour workload. If the pay allowed me to be fully invested in Texas State, all of the time going into securing extra pay through more work would be devoted toward my courses and students at Texas State.

I think I am the lowest-paid tenure-track faculty member in my department. During the hiring process, I was able to negotiate my salary up by about \$2,500 a year; the administration would not go up any higher than that because I came to Texas State from a contingent faculty position. I can and do supplement my regular salary with some summer teaching, but the realities of research in my field mean that I can't teach both summer semesters. During my short time here in San Marcos so far, the cost of staple groceries has - this is my impression; I haven't been keeping formal records - approximately doubled. I am the sole earner for a family with two young children. I'm grateful to be here, but economically speaking, it's difficult.

A few years ago I pointed out to the chair and Dean that based on salaries of the other professors in our department hired within five years of me, mine was lower than would be expected based on my long term top ranking faculty in the department and status at the university and internationally. I had data to support it. But they just said they cant do anything. I argued that the differences were related to DEI issues and still argue that.

For many years I was very frustrated by these outcomes. 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. Eventually, my contributions were at least acknowledged in other ways by the administration, which helped my morale. But, to know that I am being paid fairly and equitably would go much further. I am sure I am not alone in these issues so I am sharing them. Not to just help myself.

According to NEA (National Education Association) in 2021-2022 the average salary for public K12 school teachers in Texas was \$58,887, and the average salary for first year (0 years of experience) public K12 school teachers in Texas is \$44,527. There are full time faculty here with PhD's and literally decades of experience making less than or equal to the amount earned by the average first year K12 teacher with 0 years of experience. Full time faculty in higher education--those with the responsibility of preparing future K12 teachers--should be earning more than the average salary of a public school teacher with commensurate years of experience. Further, in a manner similar to K12 teachers, experience should be valued with annual salary increases by the university to preserve our valuable faculty members and reduce turnover.

I started at Texas State 16 years ago as a per course faculty member in the theatre department. 7 years ago I was made full time with a little upgrade in my pay per course but was still at the bottom of the scale for our department. So every year when the University gives us a percentage pay raise, it barely makes a dent in the inflation I am dealing with. I teach core classes in my department that influences the careers of every theatre major and have been truly an integral part of the success of our department. I am not making a living wage. I have no savings. I am in debt. My pension will be insignificant as I will barely make 10 years before I consider retiring. 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 look out for something else.

As a Senior Lecturer, with a PhD, having been employed full-time at TXST since January 2014, I sincerely appreciate this topic being analyzed. My monthly salary after retirement, health-care, and taxes is \$3,100. Highlighting my monthly income is important because it is almost impossible to provide my kids with any type of extra support for tutoring, extra-curricular expenses, travel, etc.

Furthermore, knowing that new Lecturers, by no fault of their own, begin with a higher salary than me quickly depletes employee morale. Many students, through emails, conversations, end of the semester cards, etc. highlight how much of an impact my courses have on their future success and enjoyment at TXST. Having equitable compensation would reciprocate the University's commitment to retaining quality faculty members.

I hope the sub-committee will consider the intersection of issues of gender, race, and language background in the study of salary equity at TXST. Nationally (and I believe at our university), few people of color and fewer women of color attain the rank of Professor, and many leave academia entirely or move to other institutions of higher education without having earned tenure. If this is true at TXST, one effect of having African American or Latinx colleagues mainly at the Asst. Professor rank would be to contribute to lower salaries overall.

Language/language background is not a federally protected category, but it is often used as a proxy for race in education, and negative ideologies about non-standardized forms of English are common at our university. Colleagues who speak English with an accent/idiolect that is perceived as "less than prestigious" or "foreign" have expressed this concern often enough that I wonder if the sub-committee would be able to include language background as a factor in their study. It would help to know how TXST salaries compare in this regard, as well as gender and race, with salaries at other HSIs.

This is my first semester teaching at Texas State. We've been trying to relocate to San Marcos with our family and it has been challenging - the cost of living is higher than we were anticipating as far as renting and childcare. A 3 bedroom rental home is between \$2300 and \$2500. Add to this that it's very hard to get our youngest child into any daycare. We are on 6 waitlists for daycares and have been told it's unlikely we will get in any time soon. This means we will need to hire a nanny, which brings up our expenses considerably. I've heard from other parents that there is a shortage of space available in daycares in San Marcos and this too relates to the cost of living.

As someone who has been at TX ST for over a decade and has served various roles including extensive university service and leadership, it is very demoralizing when faculty who were hired many years after me are making very close to my salary, within a few thousand dollars. In addition, some faculty hired after me

make more than me, simply because they are in a different program but within the same department (and this program is "doctoral level" but that means their classes are so very small and they only are required to teach 2 classes instead of 3, a huge inequity in load).

This area of TX has seen a rising cost of living and our wages are not keeping up. Not even close. In the field of education, we are often told our salaries are so low because we cannot go out and make the same kind of money in a school system... and yet this is myopic and has changed. With my qualifications, as a first year teacher in a district in this area, I would make \$72,000 a year. That is close to my salary and I have almost 30 years experience in teaching and a terminal degree.

Our low salaries make us feel unappreciated and uncared for.

There are so many inequities within our college of Education that our faculty are incredibly demoralized. Our non-tenure line faculty do so much work and are paid so very little, I don't even know how they can live off of their salaries.

As a non-tenure line faculty member, I am paid significantly less than my tenure-line colleagues. In addition, I hold a leadership role in my department which gives me a significantly larger workload than my tenure-line colleagues. I understand and value the role of research but without non-tenure line faculty managing academic programs and teaching, there would be significantly less revenue to support tenure-line research initiatives.

To support equity and improve moral, non-tenure line faculty/faculty in leadership roles within their departments should be fairly compensated for the significant workload they carry, the importance of the work they do, and the student interactions/student support they are responsible for.

Simply put, we are an institution of learning, not a think tank! Providing fair and equitable salary compensation for faculty who interact with students and manage programs is necessary if TXST is going to continue to provide the quality education we are known for.

I've been in the College of Education since 2011. When I signed a full time contract at Texas State in January of 2013, my year-to-year salary was reduced a few thousand dollars from what I'd been paid as a teacher with a Master's degree in Hays CISD. Because I love my job at Texas State and understand that non-tenure line faculty aren't compensated as well as our tenure-track colleagues, the slight reduction in my annual earnings wasn't a big hit, and I considered it the price I paid for the peace of mind I got from doing a job I love on a campus that I love.

Over the past decade, my incremental salary adjustments have not come close to keeping up with the rising costs of food, housing, gas, services, and the expenses that go along with raising three children. Because of Covid and other issues causing attrition in the Texas teaching ranks, area school districts have made adjustments to their salary schedules; Texas State has made no such adjustment in the entire time I've worked here. The upshot is that I'm now teaching pre-service teachers who become first-year, new-to-profession educators, and start their careers at more than \$5,000/year above what I make currently.

Were I to return to secondary teaching, I'd increase my income by roughly \$19,000 per year based on my TRS years of service. If I stay at TxSt until my oldest child graduates in 2026, I'll have left some \$75,000 in salary on the table over those 4 years. I could justify doing that every year if living costs hadn't risen steeply recently. I've maintained financial stability, in large part, because I've got a caring landlord who hadn't raised our rent in nearly 7 years. But, in the wake of the pandemic, my rent has also risen. I'm working a part time medical direct care job to augment my salary, and even with that, my savings has been almost entirely depleted, and I'm now basically living paycheck to paycheck for the first time since I started teaching in the 2007-08 school year.

I am a full-time Non Tenure Line faculty with Texas State close to 15 years. The past few years have posed a financial struggle. We spent the summer creating online demonstrations and preparing hybrid curriculum which is normally a time for art production and selling. I am still trying to recover from those two years. With no merit increase or adjustment for inflation this next year I plan to teach additional classes at another university on my days off to supplement my income.

Thanks!

I make 54k and have not seen a pay increase in a couple of years. The only way for me to make more than that is to teach at least 1 class over the summer, to teach a US1100 class or additional classes to put me on a course overload

I am a senior lecturer who has taught at the university for 10 years. With promotion to Senior level came more responsibility but no compensation. My schedule looks similar every semester, including summer courses, and has from the beginning. Early on, I taught 3 courses full time and received overload pay for a 4th course. About 5 years in, the Department Chair learned that I "had been paid wrong" for years, and the (3+1) overload was taken away. 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 \$500 less than with it. Most of my teaching is done on elementary school campuses that are not always close in proximity to the Texas State campuses. I live in Austin and drive to both the Round Rock and San Marcos areas. The workload is such that I spend 20+ hours with students in their learning environments, then spend time out of class answering texts/emails, grading, preparing for the next class(es), attending meetings and trainings, serving on committees, etc. all without pay.

To supplement my income, I accept every opportunity offered to me. This year alone I have: substitute taught in a local ISD, begun consulting with Central Texas Writing Project, lead paid professional development meetings, joined a paid Advisory Committee, participate in paid recruiting events, taught a summer course, and completed additional summer work paid via grants. My current base salary is \$48,457 and the supplemental work I've completed so far totals an additional \$14,000, nearly 1/3 of my base salary, not including the overload pay when available.

Upon graduation my students make \$50,000 or more, depending on where they are hired. This is an absolute embarrassment and de-motivator to me and I admit to frequently seeking jobs that will pay a professional wage.

The price of housing alone in San Marcos has risen in recent years to the point that I could no longer afford to live in decent apartments or rental houses. Some rental companies require showing proof that a renter's salary is at least 2-3X what the total rental cost would be. In San Marcos, with apartment and house rent at ~\$2000/month, I would have to show proof that my salary is ~\$48000 - \$72000. I cannot currently show that my salary after working here for about 7 years is in this range, so I would be denied housing and be forced to live in low-income housing or try to find roommates in San Marcos. This would probably raise another issue that I would make too much to live in those locations.

I don't have a particular story to tell, I just would like to share my impressions on the issue. I am "highly research active" with good (but not outstanding) success, and fine at teaching and service. I am neither considered a noteworthy minority nor of a relevant gender identity. In other words, a pretty regular faculty member with no problems in sight, and no accolades either. In the merit reviews, I get my 1-3% raises that hardly (and currently don't) keep up with inflation. No other raises in the past ten or future twenty years. That is the situation. In particular, if I did cut my efforts on all ends, but particularly in research, in half, not all that much would change - except that I would have a lot more time on my hands. 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.

Some of my colleagues in similar situations have already done what I could do as well: reduce their effort on the job by 50% or more (still good enough to earn those small yearly raises) and seek some lucrative way of making money outside the university - there are many options in my field. These people are ever more rarely seen on campus because their other jobs take the majority of their attention. For the university, these people have largely turned from underpaid professors to massively overpaid lecturers.

But when salary compression happens, who is to blame them? The young people at least must still work 100% for the university to earn tenure and promotion, so they cannot work extra jobs. But people like the above have no other way to ensure an appropriate difference in yearly earnings to the younger people but by - mentally - 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?

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? If not, why not? You behave and do the activities that count towards your classification.

With the rising cost of living, the salary increases are not enough to maintain a lifestyle. Many non-tenure line faculty who are full-time have to work 1 or 2 other jobs to make a living. The fact that elementary school teachers with a Bachelor's degree have higher starting salaries than most lecturer positions at Texas State University is evidence that shows that having a graduate degree does not benefit a teacher financially. The graduate education simply opens a door to teaching adults at a lower salary than an individual who saved time and money by avoiding graduate school and teaching children. To be clear, elementary school teachers are not paid enough. This just means that lecturers are even more severely underpaid. I love my job. Teaching students at Texas State is extremely fulfilling. My work atmosphere is welcoming and pleasant. The benefits that state employees have are great. 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.

When I initially took the job at Texas State, I accepted it because I felt at home with the program faculty, liked what Texas State had to offer with its goal in seeking to become an R1, and the location in Central Texas was ideal. Shortly after I received the offer, I received another competing offer for \$7,500 more than my salary at Texas State. At the time, I did not renegotiate.

However, it has come to my attention in the past year that colleagues at comparable institutions (including some who are less productive) have salaries \$15,000 to \$20,000 higher than what I make. Moreover, they have opportunities to for lower teaching loads if they provide evidence of research productivity. It has also been brought to my attention that faculty in certain colleges have substantially higher salaries than other colleges.

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. I hope Faculty Senate will compare internal and external inequities with this subcommittee.

My thoughts on salary compression are tied to knowing how much (other faculty) were offered as a first-year assistant professor compared with myself in 2012, and knowing that I had only one year of a 2-2 load compared with (more recent faculty hires) enjoying at least twice that amount of time at a 2-2 load. For me, I'm underpaid compared to our junior faculty, and I've taught more and have published more. So, I'm hoping for an increase in my base salary to redress that inequality. I don't know exactly how much that should be, but an associate professor going up for full professor at UT is making in the mid \$90K as opposed to my mid-70K.

It still puzzles me to know that other colleagues within the same college make more money than I do, even though there are similar expectations as faculty members in terms of research, teaching, and service. In fact, I would argue my teaching load is more complex as I teach undergraduate courses that are typically full instead of doctoral courses. This is not to mention colleagues in other colleges that do similar work.

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, in particular inflation regarding rent and groceries. One of the things that attracted me here was the livable cost of living in relation to the salary. Unfortunately, that is no longer the case. Rent has increased 51% since I got here five years ago. This, together with reductions and limits to the money we get to present at conference, and the increase in traveling costs, has made it nearly impossible to live here. Because of this, I have to look for ways to complement my income (i.e., teaching in the summer) which takes time and energy from my research and writing.

As gas prices continue to be erratic as well, and we are asked to teach at Round Rock and commute not only to campus but to schools, I've had to limit how often I use my car for personal errands.

It saddens me to see that Texas State is rapidly becoming an exclusionary campus for faculty members and a feasible working place only for those privileged ones who do not have student loans or who have partners who take care of household expenses.

I have been teaching at Texas State University for 15 years. During that time I have received Tenure and become a Full Professor. I also served as the Chair of the XXXX program for 12 years and have been a

central member of the faculty, sitting on numerous committees and multiple search committees. My research has been acknowledged at the highest level, through museum exhibitions, grants, and most recently a very prestigious XXXX Fellowship. Despite these accomplishments, because of the very low starting salary I began with, I am one of the lowest paid tenured faculty members in our School, with a salary that is lower than many of the people hired after me. My salary certainly does not reflect my professional standing or accomplishments, and it is something I consider to be very unfair.

First, I enjoy my role as a college professor. Obviously, I am not doing this role for the money, otherwise, I would have left a long time ago. Fortunately, my personal financial situation allows me to continue to be below what even some of our graduating seniors are making. I have been very disappointed with the structure of the compensation as it pertains to salaries for lecturers. There is NO equity as it pertains to my teaching class. Since the information is public knowledge on the internet, I discovered right before the Pandemic that one of my fellow colleagues that was hired around 2018 was given a starting salary that was more than \$8,000 than what I was making and that was my 8th year! I made my complaint but to no avail. The department chair said that it was out of their hands. During the last two or so years, with inflation well over 10% or more, my salary seems more like a hobby. Now, I am aware of what a starting salary range is going to be for someone who will be replacing one of my fellow colleagues which will be at a minimum \$15K or more than what I making. Also, when I compare it to those that have doctorates it is almost half of what they make. Many times we are teaching MORE classes not to mention additional duties that help our students.

I appreciate that fact that someone is going to try to make some changes. It will not help me but hopefully those coming behind me. I don't expect any miracles. I know my attitude is not necessarily totally positive but it is important that I share my feelings.

salary equity - i work in an area that has a "sister" area on campus, and the salaries are wildly different depending on which department you work in. this is incredibly frustrating and demoralizing, as one might expect. i have also lost colleagues because they have decided to go work in that department so they could be paid what they are worth.

salary compression - this is forever a problem. it feels like the only way to get a raise in academia is to look for another job and then hope for a counter-offer -- and many people feel that is unethical (for a variety of reasons), so they just stay put and watch all of their new colleagues get higher and higher starting salaries. compression is really, really hard on anyone who stays around.

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).

I have worked on several grants with peers from within this institution and with faculty at peer institutions. As a result, I am able to see each of their salaries. I can confirm that I have a heavier teaching load, conduct more service, write more grants, and publish more research than any of the peers I have partnered with and make significantly less. For example, each of the three faculty members in engineering make at least \$16,000 or more base salary than I do and have at least 10 years less experience. I can also confirm that an Associate Professor, Assistant Professor, and a Visiting Assistant Professor at Sam Houston State University are all making more than I am, all with less experience. When I tried to negotiate, using each of these points of reference, I was told the university has a system that takes these into consideration when setting our wages.

I should also mention the lack of raises while living in a community where the cost of living continues to skyrocket. If it was not for my spouse's salary, I would not be able to afford to live here.

During my time at TXST, I have experienced larger increases to my property taxes than to my salary which means that more often than not, I've actually experienced a functional decrease in pay since my arrival. While I love my department, have consistently produced high level research consistent with the university's goal towards becoming an R1, and am generally happy in my day to day work, I can't help but think it would be foolish to NOT begin looking for other positions with better compensation. Despite receiving exemplary scores on my annual reviews my salary does not reflect my performance. 2 out of the past 5 years have been years where raises were frozen across the campus and as I prepare for (potentially) receiving tenure, I end up

thinking about how much these freezes are going to negatively impact the salary I'll ultimately receive as I transition to Associate Professor.

I've watched many colleagues from my department, both on the tenure and non-tenure side of faculty positions, leave the university because they are able to get both a higher salary and a lower course load at other institutions. I've also written letters of recommendation for several of our staff members seeking better compensated positions. While I wish them the best in getting these positions, 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.

I am the coordinator of a program, tenured, and comfortable living on my salary + my partner's salary. However, as the coordinator of a program in which tenured, tenure-track and non-tenure track people all teach, it has become painfully evident that non-tenure track faculty are taken advantage of by our system; to be blunt, Texas State inflicts a tangible violence upon its lecturers that harms them physically, mentally, socially and creates a trap for which there is little escape. Non-tenure line [NTL] faculty are dedicated to their field. Many have Ph.D.s coupled with decades of practical experience, knowledge and wisdom, but they have little security, legally or emotionally in feeling as if they can say "no" to committee work, meetings, traveling between Round Rock and San Marcos when they are scheduled to teach [sometimes on the same day] without consult or agency. Given that they have such dedication and experience in the field, those who quietly demand extra work of them [they serve as coordinators, advisors, community liaisons, recruiters, work on committees, redesign curricula, plan, do field work, etc.] often have no realization that they are demanding. They feel they are just opening opportunities for service. Yet, the NTL faculty feel as if they can't say 'no' to that type of work [work, that tenured faculty often avoid, especially the work that involves spending time, social capital and effort networking and supporting communities of practice [in schools for our department]]. I seldom see tenure track people literally run into a room for a meeting because they are fitting the meeting between visits to far-flung public schools. Tenure track faculty have much more control over their calendars. This means that tenure-line faculty enjoy higher salaries, control over their schedules and no unwritten demand to serve the community of practice that the university relies on in educating.

Here's one consideration that I think about each year as I sign my annual lecturer's contract. Since I started full time in 2005, I have gotten a raise of about a thousand bucks a year, on average, most years. That has worked out to an increase, on average, of just under what I would need to hold even against the annual rate of inflation. So in terms of real purchasing power, I have made a little less, year by year, every year I have been at Texas State. 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 result in a pay bump, not because I am worried in particular about any failure of equity vis-à-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.

I feel my education was unique because of the quality and experience of the department I graduated from here at TXST. Returning as faculty, I am beyond happy to contribute to the space that ushered me into the field as an early career professional. However, it would be remis of me to not mention what I consider is an awkward position to be in when I consider the salary of mine and other non-tenure faculty. I speak not just as a current faculty but as a former master's student. I would have hoped - and assumed- the quality of work and experience of all faculty and staff in our institution would be compensated appropriately and I am a bit shocked by the struggle it seems to be to have that be true. I am still in touch with former students who have gone on to excellent careers due to the education they received here; Yet when I speak with them from my current non-tenure position I am reminded that the University does not offer their very teachers the compensation they deserve for that job well done.

Furthermore, I did have to take loans to earn my degree and I have to consider whether I will be able to keep up with repayments with my current salary. TXST is an HSI; I know it is not lost on TXST how much students sacrifice to receive a higher education. As a student I trusted that education from TXST would carry me well.

While I did choose to accept the contract, whatever salary I receive informs me how much my employer thinks my education - the one I got from TXST - and experience is worth. I do not expect special compensation for the nature of my story but there's something to be said about this. A student who has graduated from TXST and has returned to the University has to accept that this is simply how much their labor and education is valued here -how much the experience of their professors is valued here. Whatever

words that we are given to assure us about the values of an institution are not worth much else if pay does not also reflect that.

As someone who has served the university for many years, it is disheartening to experience the salary compression and to not even receive cost of living increases. While I can appreciate new hires in my department receiving an appropriate offer, it does not mean the rest of us should be overlooked when the yearly budgets are reviewed. A more ethical review of pay would include adjustments to ward off salary compression. An institution should compensate loyalty and the type of institutional and departmental knowledge that comes with years of service.

I have been at Texas State for 10 years and I have never felt so devalued as I have the past year. I have come to realize that colleagues in my same college, with fewer years of service and no terminal degree, are making anywhere from \$5-20k more than me. My starting salary was \$35k. It's taken me 10 years to get to \$45k, and that's upwards for \$20k less than public school teachers are making in the area.

I am thankful to have a partner who is employed, but because of my low salary and student loan debt in earning 3 degrees, I've had to keep myself off contracts for buying a home and a car. We weren't even able to afford houses in Austin, San Marcos or even Kyle. Not to mention I have 2 young kids and have had to pay a full mortgage for daycare. Meanwhile, I've seen colleagues able to stay home with their children with a lighter teaching load or take developmental leave to help support that time. I don't have the luxury of being able to buy out a course or have a modality changed. It's clear that non-tenure faculty can be replaced, and don't have the job security as someone tenured. There is no salary retention for us. We schedule all life events, like trying to bear children, around our teaching schedule.

During my time employed at Texas State, I never received a pay increase becoming a program coordinator nor being promoted to senior lecturer. Although, of course, I'm expected to do more service, more presentations and some type of scholarly activity on top of a high teaching load. I'm experiencing huge burnout from having to work overloads every semester, including all summer, just to be able to bring home more than \$2900 a month. Something has got to give or the turnover rates will continue to skyrocket.

1. 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.
 2. There is no mechanism to adjust existing faculty salaries to a level that reflects the gap that often exists between their salaries and those higher salaries given to attract new hires.
 3. Non-tenure line faculty annual contract salaries are less than median CUPA. For some faculty they are not sufficient to meet their family living costs.
- Non-tenure line faculty per-course remuneration does not correspond to faculty contract rate per course, in fact, on average, it is about 75% less.

As a full professor with 20 years experience, who has qualified for merit pay for 20 years, my current salary is less than what we are offering new associate professors. Salary compression in my college is inequitable and it has impacted me personally. As someone who lives in Austin and whose property taxes have almost doubled in the past 3 years (from \$16K to \$26K), I struggle to stay in my house. Likewise, with two children in college I have had to consider taking out loans to simply support their education. Colleagues of mine around Texas and in other departments in my college - at my same rank and level of scholarly productivity- are making approximately \$20k more than me and I find this unacceptable. With the rising cost of food, clothing and housing and the lack of consistent merit pay raises, I am simply struggling to make ends meet. At the same time, I know there are others in my program who are making much less than me- and are having to take on additional jobs to make up for their low salary. 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.

I was brought in many years ago at what the hiring salary is. The raises during my time on the tenure track did not even match the cost of living. 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. Many were hired after me at much more significant salaries than I was making during this time. Today, tenured and promoted, and on personnel committees, I am hiring brand new PhD's for \$20-40k more

than I make--and I am expected to provide mentorship to these individuals who are making more money than me. This is unacceptable.

I still remain the LOWEST paid individual in my department, with one of the highest workloads.

I could provide further information on issues surrounding this; however, the specifics would easily point me out and ruin any anonymity I have here. Needless to say, the salary is very problematic and is something that needs to be corrected. The lack of salary has made it difficult for me to want to work here anymore, especially when I see others making more money than I am doing much less work. I have been dedicated to the job since day one, but my salary does not match my dedication, nor does it match even the lowest industry standards or cupa median.

My main concern is cost of living. Since I have been here, I have received annual raises only half of the years I have been here. This is happening while I have maintained excellent merit/annual reviews.

The average inflation rate is about 3%, with inflation being higher more recently. This means that the longer that I have worked at Texas State University, the lower my buying power has become. In fact, my buying power has decreased by thousands of dollars a year because of the lack of raises. While a bonus was (mildly) appreciated this past semester, it was only a one time bonus and cannot be compounded in the future with (merely possible) future raises. It came across as the university feigning appreciation.

If Texas State University plans on keeping it's effective educators, it needs to show that its educators are appreciated and not have them worrying about financial issues. Remember, without teaching faculty, the research faculty will not be able to work on research.

Over the summer, I received an offer from industry that would have doubled my salary with comparable benefits. The environment in the department kept me around. I am not asking Texas State to match industry salaries or anything of that nature but do not wonder why more money has to be wasted each year on hiring.

Texas State University salaries are public. We see that administration has no problem with their annual salaries raising.

I have about one year of patience left in me to see a change before I leave.

Overall I feel that salaries are more equitable/even among tenure-track faculty than at other institutions, which does support a healthy work environment and colleague relationships.

However, I do feel that pay is overall low in our field, in particular given inflation and the rising costs of living in central Texas. My salary is not keeping up proportionately with my living costs since starting with the university six years ago.

I am deeply troubled by the inequity in salaries across all ranks. Absent any pay increases, and given inflationary pressures, I'm working harder and making less. The very costly expansion of administrators and their salaries is also troubling.

I started teaching in the XXXX department in 2012 as a per-course instructor after completing my MS degree with a minor in XXXX. I earned this degree while working full time as a XXXX while also working part time as an adjunct professor at Austin Community College in the XXXX and XXXX departments.

In the Fall of 2015, I started teaching in the XXXX and simultaneously enrolled in the XXXX.

Shortly after this, I was hired full-time as a Lecturer in XXXX and have since taught most of the XXXX undergraduate courses as requested by the department.

Over the years, I have taken on more duties, including curriculum development and serving as the faculty sponsor for the XXXX team. I have also taught multiple junior/senior level classes, including the capstone XXXX class, which requires extended duties outside of the classroom. I was able to bring my 30-year XXXX experience as well as my 15-year career teaching XXXX courses at Austin Community College to these efforts.

While teaching as a Lecturer in the XXXX, I have passed along my desire to gain a promotion to Senior Lecturer, and this past year, applied for a Professor of Practice position in the XXXX program. The interview process was to occur during 2021 and although I was hopeful to be considered for the position, I got no invitation for any type of interview and was informed via automatic e-mail that I was not considered for the position.

I have received zero merit pay increases during my time as a 100% FTE faculty member and have received average annual pay increases of ~3.5% at ACC during this same time period. Bottom line, I have given up on any hopes of a promotion or meaningful merit raises from Texas State.

I hold a PhD and JD. Based on my degrees, I could be earning 3x my current salary (more if I worked outside of public interest work). Other departments have salaries higher than our department based on market competition but it was not an option to lobby for/obtain a higher salary based on my degrees and market worth (not even to get a boost, let alone market comparable rates). It makes it hard to justify staying in academia.

Rather than submit a full narrative, I want to provide a few bullet points that, together, point to the fact that the salaries for NT faculty---including myself---is becoming increasingly inadequate and non-competitive.

1) High school teachers in the Austin/San Antonio area who have equivalent levels of education (Ph.D.) and teaching experience to me (~10 years) are earning roughly 67 K annually (according to salary.com); My current salary as a Senior Lecturer is 55 K. Our recent graduates (B.S.; <1 yr experience) who are entering into high school teaching jobs are starting out making more than I do (~57 K, on average). I should add that salary.com doesn't filter by subject but HS science teachers tend to have higher salaries. Glassdoor.com shows that San Antonio area physics teachers with ~10 years of experience earn ~72 K annually.

2) Looking at our department's NT faculty, only 3/13 of us are actively raising a family. The rest of us are either childless or have post-college/adult children. My point in bringing this up is that a 45 K - 55 K salary is insufficient to raise a family on which makes it extremely difficult to recruit and retain career teachers.

3) The cost of living in San Marcos has increased faster than my salary. Between rent, power+utilities, food, and gas, 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.

4) In light of the non-tenure line title series coming online in Fall '24, I should point out that according to the CUPA data from '19-'20 (higherjobs.com/salary/), the median NT Assistant teaching professor was 58.5 K and the median NT Associate teaching professor was 68.5 K. As a senior lecturer, I am currently making 55 K.

5) According to APS data, 55 K is only in the 2nd quartile of *starting* salaries for university faculty. www.aps.org/careers/statistics/phdsalary.cfm

My 2004 assistant professor hiring salary was \$79K in 2022 dollars.

My 2022 full professor salary is \$89K in 2022 dollars (with 9 years in rank).

Several years ago, a male full professor in our college, in my department, who never even moved to Texas after he was hired (he would just fly in on occasion), made \$114K (\$142K in 2022 dollars). He's since left the university for another, higher paying job.

Other male full professor in our college, in my department, who recently joined the university, makes \$101K in 2022.

Our male football coach makes \$800K (and has since 2019): his record is 12-33.

The bonuses are appreciated. But they're not enough.

I was hired from an R1 institution, with experience. I have won multiple college and university level awards in research, teaching, and service. I proposed and ran a Common Experience topic. I have taught classes in

both RR and SM (often in the same semester). I have taught field-based courses since the beginning, and continue to do so, even though they take TWICE the amount of time, for no more recompense. I have learned to teach online. I have coordinated multiple graduate programs. I have created courses and programs on both the undergraduate and graduate levels. I have 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, just like I did in the beginning (except the mortgage for my 750 sq ft house has more than doubled due to increased property taxes). But now there are very few summer school classes available as summer school budgets are slashed every year, and adjuncts and lecturers need money, too (probably even more so, but I don't have a spouse, so if I don't make it, it doesn't get made).

My students pay the same tuition as those in other professors' classes, same as those in the College of Business.

But my students professors' are much less valued. We feel it, and we know it. Especially the women.

I have been happy and excited to be a part of the Texas State faculty. The responsibilities of a tenured/tenure-track faculty fit well with my interests and abilities, and I have been very successful so far (based on my evaluations, feedback from students and faculty, and personal reflections). I enjoy waking up and coming to work everyday and feel that I have made a positive impact in my program. The one major concern that I have; however, has been my salary. In the education field, I feel that my starting salary is much lower than faculty in other fields at TXST- and even lower than the starting salaries in the social sciences at other universities. I came to TXST with over 10 years of experience in academia; however, my starting salary did not reflect this and I even took a pay cut when I accepted this position. To illustrate, one of my previous PhD students just accepted a lecturer position at a state university (and she did not even defend her dissertation yet) and her starting salary is more than I make (and I have now been in academia for close to 15 years). This feels demoralizing and like my skills, years of experience, effort, and successes are not valued.

To illustrate further, my partner is also in the education field and between the two of us, we do not even make enough money to go on just 1 vacation each year without charging it because we need to use all of our income to pay for living expenses and activities/camps, etc. for our 2 kids.

Based on this, there 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. I love my job at TXST, but this possibility does cross my mind at times.

Thank you for taking the time to examine salary data and hear about the personal stories from faculty. I appreciate it!

I began as a tenure-track faculty member in 2008. I taught a 3/3 load, conducted research and completed service to gain tenure. I quickly realized that part of that service, working in a field-based block supervising interns, building relationships with school districts, and configuring a research schedule around my other obligations - was going to be near impossible, but I managed. After repeatedly earning high merit the university froze raises several of the years I sought tenure - I imagine to keep the budget in line. As a result of this, my tenure "bump" was not commensurate with my consistent performance. Post-tenure, I was expected to continue the 3/3 load while watching new faculty come in with a 1/2 load, get expansive start-up funds, and in one case receive an additional salary bump to remain at TX State. Clearly we had the funding for that. Efforts to get to R1 status appears to have shifted all the work onto earlier faculty cohorts to make it possible for new faculty to achieve scholarly endeavors - our research agendas and goals were unimportant. The same happened in my journey to full professor, with only occasional raises in spite of high merit. This cumulatively pulled down my salary by at least \$7000+ dollars, which lessened my Full tenure bump. I have served as graduate program coordinator/advisor, a journal editor, and a field-based/block instructor; I have been nominated/received awards, deemed high merit, and built relationships all over Central Texas to ensure our students are do well in schools - in school districts that would double my salary to work for them. Given the university's lack of support as teacher educators give MORE than other professors across campus [particularly those of us in field-blocks who are expected to teach 3 classes or 2/manage a program] 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.

I am a single mom who is solely financially responsible for my child and household (my ex-husband is fully disabled), so my relatively lower salary, as well less funding generated from my grant activity and retirement account, compounded over time, is significant.

My colleague (who recently left for another institution due to this issue among others) and I have been 2 of the 3 lowest paid faculty in our department despite being at TXST longer than the 5 newest tenure line faculty in our small department (of less than ~15 tenure-track faculty). I was on 4 of the hiring committees of my newest tenure-track colleagues.

When I learned that my colleague and I made less (as much as \$5000 less annually despite the same CUPA class) I requested a salary adjustment for both of us, based on detailed evidence, and offered a possible solution for funding. My evidence included: 1) my years in service at TXST since 2014; 2) roles as PI/co-PI on \$1.5M in grant funding; 3) graduate program coordinator for 3 years; 4) committee chair of more graduate students than all faculty in my dept except for one tenured member since our MS program began; 5) my average workload/semester is over 15 credits (sometimes as high as 18 credits) including 3/3 course load (+summer classes), not including directed thesis credits. My colleague and I, both assistant professors, have served on several department and university committees; she was the undergrad program advisor for the largest program in our department in addition to a 3/3 class load and teaching every summer.

My request had stalled for several given reasons, including: TXST follows CUPA (never mind the consequences and ethics); the administration was busy (it was summer); this was an issue across campus, etc. It is encouraging that the faculty senate is exploring this issue, but it has been demoralizing that it has continued for so long despite awareness by upper administration and their much (largely vocal) support for equity.

My position as a full-time Lecturer offers me an incredible opportunity to serve College students in the Teacher Preparation Program for EC-12 schools. I bring over two decades of teaching experience in EC-12 schools, both as a teacher and administrator, including a PhD in Education. Without my experience as a seasoned bilingual (Eng.-Span.) teacher of color, I would find it difficult to prepare future teachers for diverse populations.

Recently, my students, who will be looking for jobs in one more semester, were commenting on salaries for teachers. They were excited to learn that they can make as much as \$61,690.00 in their first year of teaching. My students were talking about the same school district I left for TXST. Listening to them made my heart feel joy for them, and misfortune for myself. My students will make a much higher salary in their first-year of teaching than I currently earn at TXST.

When I accepted a position with TXST, it meant to also accept a salary cut, about 1/3 of my income. I left my EC-12 job to serve TXST fully knowing about my pay cut because of the opportunity to prepare future educators. As a full-time lecturer, I teach five courses when needed, serve my college community, assist with university wide events, and work in the field. All those aspects incredible fulfilling for my profession. However, joyfulness for my job is not enough to cover my basic expenses given the current cost of living. I have recently taken a part-time job to supplement my income. In all honestly, I'm reconsidering if continuing to prepare future teachers at TXST is still a good decision for me.

I was originally hired as an Adjunct with one class. Due to my experience, ability and versatility as a teacher, I quickly became a full-time lecturer within two years. I have now worked for the University for 10 years and have never been afforded the opportunity for a raise, even as newly hired lecturers are starting at a higher salary. I find this very difficult to accept and it has made me disengage from subjects I was once very passionate about. For example, I created an advanced performance class exclusively to give a particular population in our department a opportunity to build their skills and resumes, as it was requested but never offered before. For 5 years I taught the class, which included a Friday lab of which I did not get paid, with great reviews and responses from the students, I was never offered much outside of simple praise in my annual evaluations. This year I decided to not carry on with the course and return to teaching a basic 101 course, which requires many sections and lecturers, but is much more generalized and doesn't require skills and expertise I am highly trained in. I want my love and passion to be the forefront of my classes, however without the support and time, it feel more like a job I clock in and out of.

EMPLOYMENT ,À 10 YEARS @ TXST; PhD; 33 years experience in education
I joined TXST Full Time in January 2012 as a Senior Grant Coordinator and Lecturer.
2015-2019, I taught full time and Directed a \$5M Grant.

In 10 years, My SALARY increased less than 10%. My CLASS SIZE increased over 250%.

SALARY - Base Salary for Fall & Spring Semesters

2012 Base TXST Salary ~ \$46,500. 2022 Base TXST Salary is \$52,118.

I prepare future teaches. Teachers in Central Texas with a BS in education begin teaching salary is ~ \$51,000 depending on the ISD. I make \$1000 more per year than a starting teacher. I find myself feeling shame. As inflation increases and I near the age to start considering retirement, I cannot help but regret my decision. To have a career at TXST instead of public schools, I have to teach 5 classes Fall & Spring and 3-4 classes Summer. With my experience in the classroom, I would be earning over \$76,000 base salary without teaching summers.

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.

PUBLICATIONS

13 peer-reviewed articles (several awaiting time to write)

5 book chapters

Book in progress , research-based - no time to write it

NATIONAL & INTERNATIONAL PRESENTATIONS

Over 50 presentations for national and international organizations

PROFESSIONAL ORGANIZATIONS in my field.

I am on the Advisory Board of an International Organization. I coordinated and hosted the 2022 Annual Conference.

I had to drop all other professional memberships because of rising living expenses. I had to make a financial decision to use this money to live. I work an overload all year for basic living. Student case load increase means countless hours supporting students outside of class. No time for scholarship.

An associate professor in COE, I am one of the poorest paid tenured (as was the case pre-tenure) faculty on campus. My colleagues in other departments (e.g., the business school) who were hired at the same time in the same positions with the same productivity expectations are paid more than twice my salary and frequently teach a lighter course load.

My course load is 3/3, which is mind-boggling for a professor who is also expected to (and does) produce multiple yearly publications, brings in external grants, engages in extensive service roles, and presents at conferences worldwide.

These factors certainly reduce my incentive and feelings of being valued for my work. It increases demand and decreases work-life balance for this mother of a young child and one on the way. I could make more than twice what I make in the private sector, and it is certainly something I have considered.

The salary compared with the workload and compared to other departments certainly speaks toward equity. Further, the salaries of women compared to men university-wide is an equity issue-- men make more than women in the same positions. Finally, and perhaps this should be front and center, there are no university-wide policies for how maternity "leave" is handled for academics. Many are forced to take unpaid leave or return to work weeks after giving birth so they do not lose salary and benefits at the most vulnerable of times. How each case is handled depends directly on the department's discretion in the matter. This certainly has repercussions for equity. Whose department chairs are more woman/family-friendly and who are not? Are there biases that creep into those decisions?

In sum, we are paid less but have higher teaching loads yet similar publication/grant expectations to other programs at the university. If we have children, this directly affects our salaries. This is not equitable.

I started working as a lecturer at Texas State in the fall of 2015. Until May of 2019, I also had a side job waiting tables and bartending. In the spring of 2019 I developed adhesive capsulitis, commonly known as frozen shoulder syndrome. At that point I could no longer use my right arm. The condition has improved, but has not completely healed, resulting in the inability to drive and the inability to take on an additional side job to augment my salary at Texas State, which is still under \$45,000 a year (despite having a terminal degree). Due to that, and due to rising costs of housing and other costs of living, I was forced to move into a friend's house and then my parents' house. In addition to regular living expenses, I am still paying off my law school loans. Because I am on a temporary line of funding (which was to be made permanent, but that decision was changed), I am not eligible for advancement. Had I been on a different line of funding or had my line of funding been made permanent, I would have attained the position of senior lecturer by now (I am in my eighth year of teaching at the university) and would have the salary increase that accompanied that position. As things currently stand, each semester I hope that there is a need for additional sections of the courses I teach so that I may earn more money. For the past few semesters I have been teaching five classes rather than the standard four and serving as the chair of a university-wide committee. I do not have time to conduct any research or academic work. Despite the extra work and extra money from teaching extra classes, I still live paycheck to paycheck. In addition to impacting me on a regular basis now, the low level of my salary will impact me far into the future due to the nature of the Texas Teacher's Retirement program. Please know that I think teaching is the best job in the world! I love my job and I love our students! However, the financial situation is very difficult.

I have been working at Texas State as a full-time faculty member - first lecturer and then senior lecturer - for six years. My pay is, frankly, insulting. In order to try to cultivate a savings account, I am forced to teach an overload course and/or teach in the summer. This means that I do not have the time to think about research, publishing, or getting involved in service opportunities. Three things which would allow me to be a more desirable candidate at other institutions or to try and make a bid for a tenure track position. I do not have a TA; I read every word of the assignments my students turn in. Between the preparation time, the technology time, and the time spent communicating personally with students and grading, crafting 5 to 10 letters of recommendation each semester, during the semester I work all the time. I am lucky if I get a half of day on the weekend to not be working. It is unsustainable and the laughable salary coupled with my work load is part of the root of a deterioration of my mental health. 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.

I do not even own or lease a vehicle because I do not get paid enough. The cost of living has gone up every year in San Marcos and except for a tiny, temporary merit-based bonus, my salary covers less and less of living - and I continue to work just as hard for my students. I have some of the consistently high evaluations and approach my job as if we are at a small liberal arts college - trying to offer students a personal touch. I feel as if the university - not my department - is taking advantage of me as a worker...as an asset to this university.

As a nontenureline faculty member, I would just say that it feels disheartening and demoralizing working just as hard as other faculty members (on research and teaching and service fronts) and 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. Meanwhile every year, I watch the value of my salary take a hit from inflation. Rather than actually boosting my salary, merit pay just keeps me from falling too far behind (on years that the university can "afford" to offer it). In other words, every year, the university places a lower relative monetary value (in terms of purchasing power) on my contribution, and basically no amount of effort will be rewarded with greater compensation. I do not feel that the university values me or my time or my effort. It is tempting to feel very cynical and underappreciated and unimportant and uninspired. It feels like the university is just waiting for me to burnout so that the next highly motivated, idealistic grad student can step into my shoes. It's as if from the University's standpoint, I'm actually just a resource to be expended, rather than a person to support, commit to, or invest in.

As a faculty member in general, it is disgusting that administrative salaries generally have ballooned over past

decades while faculty salaries remained flat. It suggests that what they do is somehow more important to the functioning of the university than the actual instruction that students pay for. Seems like faculty have to put in a lot of work to justify merit pay, equity increases, etc., while high level administrators get to give themselves bonuses and raises at the drop of a hat. Again, it's a recipe for faculty feeling ineffective, undervalued, cynical, and in a word, BURNT OUT.

This is not a personal experience, but a story that needs to be shared. My dear friend and colleague, Yolanda Reyes, left a position as an assistant principal to come teach as a lecturer at Texas State. After seeing our teacher interns work on her campus, she was excited about a position where she could connect with our students, prepare future teachers, and have a sense of agency in her work. Yolanda shared with me that she was looking for a space to have frank and honest conversations with teachers about the ways that race and identity and language impact our work as educators. Yolanda was a member of the LGBTQ+ community, bilingual, and a Latina. She was also someone who, for the first time in their schooling, many of our students could see as a mirror. A person who shared their identity and understood what it meant to be an educator in our state. Bobcats loved Yolanda.

Yolanda took an enormous pay cut to become a lecturer at Texas State. On days she wasn't teaching she worked at the Wildflower Center in Austin to make enough money to supplement the work that she loved at Texas State. Yolanda was asked to travel to Round Rock campus to teach a block in addition to her work load at the San Marcos campus. Although she received a small reimbursement for travel, the time spent driving back and forth was another challenge - wear and tear on her car, time away from students, time she couldn't be working an extra job to fund the joy and satisfaction she got from being on our faculty. However, Yolanda never complained about any of it. She loved connecting with our Round Rock students, many of them career changers or non-traditional students. Tragically Yolanda died in February 2020. Her partner and sister both shared with me what her work at Texas State meant to her. Our students shared what she meant to them.

I am confident that there are dozens of lecturers like Yolanda at Texas State, including BIPOC educators who bring so much to our students yet earn so little.

For the last three years, I have known that I am the lowest-paid tenure-track employee in my department. When I negotiated my contract from my previous position, there was already a bias about my experience because I was in my mid-twenties and Latina. I have tried to communicate with my department that I need to have a salary that is the standard for those in my position and experience. However, I was met with resistance. Everyone told me they were paid significantly lower than me when they started at Texas State and that I should be grateful for the opportunity to work here. While I am grateful, most of these faculty members started working here twenty to fifteen years ago. I am a first-generation immigrant scholar whose parents and family have not been able to provide me with monetary support, and further, being openly gay has also alienated me from my wife's family. I am in the generation of student loans that impact my ability to hold social mobility and wealth. I am a chronic budgeter because of my past as a person who experienced food insecurity and housing insecurity. I first moved to Kyle because San Marcos was out of my budget as a professor. I couldn't even afford to move into the town that hired me! Kyle was also extremely hostile to my family, and I experienced many issues because of my Mexican identity. My family went to Austin to for my wife's job and moved to the most affordable area in south Austin. In the last four years, our rent has increased by 300 dollars, and we are worried that we will longer be able to afford to live in this area. There is no hope of owning a home and the cost of living continues to rise. I tried to communicate this to my department and I even tried to get early tenure because I was a good candidate. People were hostile and told me that my job was not worth the 4 grand. 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.

My starting salary has been out-paid by new incoming assistant professors by thousands of dollars, but more disturbing, is the fact 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?). It is demoralizing, especially since there is little to no salary negotiation process. Even if I have another offer from one of these universities, our Dean is rigid and rejecting about increasing salaries, especially for women.

I am an adjunct professor but feel that my experience of being here for about 2 years might still be helpful. I teach foundation courses which are required for students in the XXXX Department.

This past semester has been especially difficult because of how late I received my first check for the semester despite having been in the system since last Fall (2021). This delay of payment made it especially difficult as I began to use my own resources to ensure that my students had material for early assignments.

The way that the XXXX program is set up and most XXXX programs across the US, students are expected to fund their own materials and source them themselves. Because of this financial burden on my students, not all of them are able to purchase their materials on time and in order for them to find success and confidence in the course, they need some way to procure materials on time. This burden, I have taken on, using my own materials and purchasing from XXXX stores.

I was made to understand that I am able to have the department purchase materials on my behalf and many of my colleagues took this route. Unfortunately, none of them received their materials until nearly halfway through the semester, placing the burden on my colleagues, albeit in a different way.

I hope there are proactive solutions to this and I believe that the lateness of receiving funding has much to do with it.

It is frustrating to work in an environment where there isn't a procedure for rewarding high performance, and where market salaries increase at a much higher rate than salaries in-house (for the best performing faculty). This creates inequity, unfairness, and tensions among faculty. A faculty member should not have to go on the market, and secure an external offer, before a raise is considered; this wastes everyone's time and results, too often, in failures to retain faculty, at a great cost to the University. At the XXXX, we have similarly performing associate professors whose salaries are \$20k away from each other's. We have high-performing associate professors whose salaries are below the CUPA median (\$79,757), and even below the salary of some of our assistant professors that were more recently recruited. In addition, we are a PhD-granting School, and the median salary for PhD-granting schools/departments in criminology and/or criminal justice is \$91,638 (see Annual Survey Report 2021 from <https://adpccj.com/resources>); this is a factor that should also be considered. I would like to see departmental and College Tenure and Promotion Committees consider salary raise requests based on performance on a regular basis, to promote faculty retention and fairness in the workplace.

XXXX

Thank you for all the work you're doing to address this important issue.

I started as an Assistant Professor in fall 2009 after very successful careers in the private, public, and non-profit sectors. In 2015, I became tenured and promoted. It was during my performance review in early 2016 that my chair first informed me that my wages were way below that of the average person comparable to my position, and that she would work toward remedying this disparity. This same conversation took place each year during my performance review with my chair, and each time she committed to addressing this issue. Meanwhile, I received over the following years what I considered very satisfying merit raises and cost of living increases, so I did not feel too concerned during these conversations with my chair.

But then a financial disaster hit due to the Covid pandemic. During the summers, I was always guaranteed 4 classes to teach to make my normal monthly salary. In the summer of 2020, I was given only 1 class to teach which meant a loss of almost \$19,000 in wages which I had to cover using credit cards. It was the most wrenching experience. In summer 2021, I was given only 2 courses and was out \$12,000 in income, and again used credit cards to pay for household expenses.

I did not realize the significance of the disparity in my wages until I had to write a grant in early 2022 that included all faculty in the proposal. In developing the budget, I then realized how significant the disparities were between my wages and others in my department. One assistant professor was making \$222 more than me with 5 years of experience, and the other was making even more with less experience.

I did discuss this wage issue with my dean early this last summer, and recently with my department chair. Both conversations ended with no commitment to address the wage disparity. The message I got was that I need to look for another job if I want higher wages.

I appreciate your time in reading my story, and wish the Faculty Senate the very best in their faculty salary study.

I would not be able to afford to teach at Texas State as an adjunct were I not part of a two-income household. My spouse makes a little more than twice what I'm paid as a full-time senior lecturer. The kicker, though, is that my spouse is also an instructor in higher ed--they hold a similar position at a two-year college, and, like me, their highest degree earned is a master's. (I actually teach a much greater number of students in a given semester, and unlike my spouse I serve on thesis committees and have a robust service expectation--over many weeks during the semester I put in more hours than they do.) I realize there are significant pay disparities between disciplines (STEM vs. the humanities, for example) but >2:1 seems a bit extreme for two non-tenure, permanent classroom instructors with commensurate experience, especially considering how much work I do for my department and college. 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.

Our last external reviewers clearly stated that the faculty in our department is "overqualified" but underpaid. We are an outstanding department in terms of research and student enrollment but the situation remains the same year after year. I was hired with a significantly lower salary than colleagues hired subsequently by my department. 14 years later, I am still waiting for equity adjustments to be made. Meanwhile the cost of living keeps going high, but our salary raises have been frozen several years. The university clearly needs to catch up or people will eventually start to look for other options.

I am a senior lecturer in the XXXX Department. My starting salary was \$40,000 and after teaching at this rank for 7 years, my salary is about \$42,000. That is a 5% increase over seven years when inflation has risen 7.4% this past quarter alone. My rent has increased at a faster rate than my salary. In total I'm barely able to save any money year after year. Thoughts of starting a family with my current compensation feel like a fantasy.

I teach full-time, four classes a semester. And as a writing instructor, all my assignments are written, which means I must read and review and grade every assignment myself (no TA's for me). I mainly teach XXXX and XXXX. On average, I will read 450 student assignments every semester, many of which are several pages in length. This accounts to hundreds of hours of work each semester and sometimes I will be working more than 40 hours a week to get the work done. This does not include my service requirements or time on committees, which I'm required to do.

I was recently informed that all new senior lecturers in my department will be starting at \$47,000, while my salary will remain untouched. This is a massive insult and a sign of a complete lack of respect from the administration of this university. I have performed my duties well for 7 years, have exceeded expectations on every single annual review, and have never complained or sought out more recognition for working overtime--not to mention the extra labor of adapting classes to an online/hybrid format during the pandemic. But to hear that the university is seeking to raise the salaries of new hires but not current instructors has me re-examining if this is a place I want to work.

I have expert knowledge on my subjects, know the student body well, and I support a primary mission of the university, which is to educate the next generation of young people. But the university clearly does not value my time, my experience, or my future.

My summer salary for program coordination was reduced significantly. It was explained to me that this had to happen so that "equity" could be achieved across all program coordinators in my college. That is the very antithesis of "equity": decreasing someone's contracted salary (even if it is summer salary) to achieve some sort of budgetary parity. A serious examination of the practices and reasons given for these practices is needed. Also "equity" needs to be defined at an institutional level, as this is either a serious misunderstanding and/or misuse of this construct.

10 years ago, I was hired from a competitive national search & salary was commensurate with CUPA. In terms of performance, I exceeded all goals, earned the highest ratings each year, and was promoted. Upon being promoted, my salary was about 20% lower than CUPA, and well under the average for my college. I received the highest performance ratings every year, and my leadership and work have been recognized with awards from within Texas State as well as multiple prestigious national professional organizations. Yet, my

salary is now more than 30% below the CUPA average. In recent years, my job duties expanded due to the pandemic. At the same time, there have been budget cuts, including the summer budget. These cuts reduced my summer teaching load, which in turn reduced my yearly take-home pay. The same or higher numbers of sections are offered in our unit each summer; however, they are now staffed by part-time faculty. This decreased my yearly pay by about 20%. I was told that the university can no longer afford to hire full-time faculty during the summer, yet, my college and department have added staff positions. While the trajectory of my pay has declined and workload has increased, 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%. The situation is disheartening. There is little or no reward for excellent work, and through inequity, compression, reduced salary, and cost of living increases, I am falling further behind each year. This makes it nearly impossible to adequately save for retirement. The rule of 80 might very well mean, work until you die, but by the time you're 80 your salary and retirement savings combined might add up to a living wage. It is very difficult for me to go to work each day and say to students, Go to school, get good grades, so you can get a good job, so you can be financially secure. That plan is not working out for me.

Like many faculty, I check my email on weekends because I want students to know I am available to support their learning. Mixed with their requests to clarify course material, meet outside office hours, or write recommendations, I often see alerts that my bank account is below \$50, or worse, that I'm overdrawn. The constant stress caused by this juxtaposition, of my own financial needs against the academic needs of my students, is a direct result of salary compression at Texas State. Like many of our students, I am a first-generation graduate from a working-class background. I am also a caregiver to my aging mother and my brother, who has a disability. I teach here because I believe in empowering underserved and minoritized students by helping them, work toward life-changing degrees, to use the President's phrase. But the realities of living paycheck to paycheck are testing my faith in the transformative power of education. Despite earning a PhD and managing my money responsibly, I still find myself looking for the next side hustle: selling bottled water, driving for Uber, auctioning used clothes online, finding freelance work. It has become increasingly difficult to hide how demoralized I am from my students, look them in the face, and assure them that being here is the right decision. The quality of their education suffers because of the financial insecurity I endure every day. Last spring, a colleague in my department left her role as a Senior Lecturer. Afterwards, our college raised the starting salary by nearly \$4K. This semester, I am serving on the hiring committee. It stings, emotionally and financially, to watch someone with no experience at TXST start at a significantly higher salary than me for the same work. 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.

For the past several years, I have been one of only a few members of my department that have suffered salary compression, even after being a full-time member of the department for approximately 8 years. My base salary is WELL BELOW the CUPA average for a Senior Lecturer/Lecturer in my department. I have regularly brought this issue up with the chair of my department. The response of the chair was that he would look into it, but that I should keep reminding him. As a "courtesy" when newer hires were brought in, the chair of the department informed me that these individuals would receive a slightly higher salary than I would. The department chair offered no reasonable justification for why this was the case most times, except to say that it happens at other universities, it is not fair, but that is how it goes. The only option that he offered me was to look for employment elsewhere and basically threaten to leave the department/university with another offer in hand as a way of increasing my salary here at Texas State. Through his actions, my department chair has indicated that obtaining equity adjustments for the lower-paid NLF faculty, including myself, is not one of his priorities. As an example, he specifically requested additional funding to increase the salary of an administrative assistant to be competitive with other similar positions in the university and prevent the individual from taking a pay cut by working at Texas State. He stated during a faculty meeting that he would try to find or request additional funding to support graduate students but has made no mention of requesting equity adjustments for faculty members to correct for compression. Salary compression is an issue for some of us at Texas State University. Many individuals, including myself, continue to receive lower salaries than newer hires that have less or absolutely no experience.

I am a single mom and was just barely making ends meet before Covid and the real estate market spike but now, I honestly do not know what I am going to do. Our rent is going up and we can not afford rent or a mortgage in San Marcos or the surrounding area. Gas prices have made commuting an additional financial burden. It is extremely disheartening and demeaning that I and my colleagues have earned terminal degrees in our field and yet we can not afford to take care of our families. It is especially discouraging that the

university system does not seem to value our education, training and professional experience. Texas State University was founded as a college for educators and yet it does not pay many of its own educators a livable wage for the cost of living in San Marcos. I hope the university takes into account that we were barely making it before and that the cost of living has increased so drastically, so quickly that just bringing us to what may have been an equitable wage last year may not be what is necessary now. I also hope that the university looks at equity with comparable positions across the nation as well as comparable positions in different schools/colleges at TxState.

I am a full professor and have been employed at Texas State since for almost twenty years. My salary is only \$2,000 more than the national average salary for associate professors in my field. My salary is around \$25,000 less than the national average for full professors in my field. What is my incentive to do more than the minimum amount of work if I am paid this little compared to my peers, while my university asks me to give money to the family campaign and asks me to do more work with less? This equity study and the fundraising for it could have been done many years ago, when they started paying tenure track assistant professors closer to national averages (that being said, there are sizeable gaps in the amount new assistant professors are paid, even within the same departments). Meanwhile, the administrative ranks, with much higher salaries, have been growing in a bloated fashion while these same administrators say there is no money for faculty or staff positions, or raises for faculty. This is an anti-worker, corporate management style that squeezes as much as it can out of workers while making patronizing statements about wellness and self-care. Work here is therefore demoralizing and there is no incentive to do my best work or believe in the university's mission, which the university itself doesn't value given how it treats its employees.

When I started at Texas State in 2001, I was young and hopeful. I took a pay cut from my decent paying, yet miserable "for profit" institution, where I worked for 3 years, to come teach at my dream job on this beautiful campus. 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. To remain in this position, I must teach full time in the fall and spring, full time in the summer, and beg for overloads if they are ever available. My husband, who has an Associate's Degree in a specific field, who started his career at the same time as me, has gone from making \$12 an hour, to more than twice as much as my annual salary (with summer and extra courses included). Our 3 girls are growing up. They are juniors and a senior in high school. College is in their future. Driving is happening. We can barely afford one car for them to share. We drive old cars that have multiple problems. We take care of our aging parents. We drive them to doctor's appointments, cook them food, take them for their errands. Of course, we can make it work, and I am not complaining about the duties—Afterall, we get to spend time with our parents and our children. But where I am in my career should not be in a place of monthly struggle to make ends meet. I should not be wondering if I can afford the groceries I just bought or the gas I just put in my car to drive my family. The last time I can remember getting a substantial raise was when Dr. Trauth began her tenure here. That was two buildings and thousands of students ago. Thank you for your interest. Thank you for trying. I know I deserve more. I don't want to be looking at new careers at this point in my life, but that is what I have been doing. I appreciate your commitment to re-investing in me.

For long time I have been unhappy about my salary as compared to others and my tenure. I was brought in as tenured faculty w/ the lowest possible base salary. And now as a full-professor and after 34 years of teaching, my base salary is not comparable to other people of my position w/ fewer years of experience. As a matter of fact, it is close to severals of my colleagues who are assistant professors w/ fewer years of experience.

Non-tenure line [NTL] faculty are put in a position that undermines their ability to say "no" to teaching in far-flung field placements, committee work, service and thankless administrative duties, because 1) they have no real job security and 2) they are dedicated to their field, so embrace these supportive roles that a) sometimes raise their voice/agency/decision-making ability in the department and thus their service to our students [but not their salary] but also often b) hides the toll of the emotional and physical demands of the work they do because they are not in Personnel Committee meetings or have administration's ears. I strongly feel as if any NTL faculty who is qualified and interested in serving as a coordinator, advisor or other administrative or leadership roll should not do so at 25% [or some other percentage] of THEIR salary but should do so at 25% of the average salary of those who serve in these positions or 25% of tenure/tenure-track salaries (whichever is greater). We take advantage of NTL's faculty's experience, dedication, knowledge and work ethic by paying them to do administrative work for fractions of what we would pay a full professor in the same position.

Currently in my department there are 6 tenured faculty serving as coordinators and 6 (extremely qualified, PhD-holding) NTL faculty serving as coordinators/advisors. They are all doing exactly the same work, but half of them for nearly half the pay. The department would grind to a halt without this labor. And the chair[s] have felt pressure to put tenured faculty in those positions, but it is thankless work, and tenured faculty do not take it on. The university feeds off this cheap labor.

Further, in my area of expertise, there is one tenured faculty member. He is me: a straight, white man. There is one tenure-track junior faculty, a bilingual woman of color. But, there are 6 NTL faculty: 4 are women of color; 4 are bilingual; 4 have PhDs and one is ABD; 4 are first generation college graduates; all are women, and all make egregiously low salaries. All work extremely hard and are impressive beyond my wildest expectations for colleagues in my field. This is the 'diversity' of the faculty that the university has implemented -- on the backs of BIPOC women.

This stuff has been going on for over 40+ years, not just 10. In 1988 I was hired at \$36,036 pa while my fellow doctoral graduates from UT were moving to the Northeast, the Southwest, at \$45,000. I was told there was no way, it wasn't fair, it wasn't right, to pay me more than the last faculty they hired just 2 years earlier. I had a lot of good reasons to stay in the Austin – San Marcos area so I accepted the offer. Two years later they hired someone at a salary much higher than mine. I didn't even ask what the exact numbers were because the slap in the face, hurt so much. When I said that it was not fair, it was not right to pay a new faculty more than me, they literally told me to "shut up." For decades, our university has sold the river, the hills, the nice environment, to incoming faculty and staff members, in order to shortchange them on their salaries. When the late President Supple was asked by a faculty member: "what % of the University budget goes for faculty salaries?" President Supple replied "oh that's not an important number, we don't look at that!" "It is a travesty and an insult and a kick in the rearview for all the faculty, that a full professor of science makes \$80,000 a year and an administrator makes three times that much.

We are LONG OVERDUE for a cost-of-living raise that is not merit based or that requires merit eligibility!!!! Record enrollment and a booming Texas economy. Ridiculous!

Much appreciated the work the faculty senate is doing on this regard; it may be worthwhile to look at AACSB salaries instead of CUPA; CUPA is off, way off, compared to AACSB salaries are concerned; if you need the data, do ask the dean for it, the college gets it every year.

Thank you so much for your service. It is so progressive to bring data analytic approach to addressing and solving the problems in academic settings. My idea is based on the anecdotal evidence from salaries observations. There is a big turnaround in the XXXX Department, simply due to industry competition. Recent graduates with BA in XXXX degree receive offers just 10-15% lower than seasoned professors with PhD in XXXX. Professors receive offers 2x+bigger with steep growing trend from Microsoft, Google etc. In the XXXX department, while not that drastic, we are observing the similar trend. Recent graduates with XXXX degree receive bigger offers than full-time lecturers with prior XXXX and solid teaching experience. This year, we lost a very talented professor as he decided to return to the XXXX 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. My point is that it will be nice to compare salaries of full-time lecturers with recent graduates as well as professors with Texas State graduates with 5 years of experience (PhD time). Again, that is just an idea to explore...

Thank you for all the work the faculty senate is doing and for studying this important issue. It's one that has been on many faculty members' minds, including my own. A few thoughts I've had:

- According to [this site](#), 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. I've met expectations in my annual reviews, but even if I were a rockstar in all dimensions—teaching, research, and service—no merit increase I could have earned would have kept up with that level of inflation. It seems strange that faculty are no more valuable than on their first day of class as a relatively inexperienced and unproven assistant professor.
- Tuition and fees have increased from \$9985 to \$11,860 for residents and from \$21,605 to \$24,100 for non-residents, increases of 19% and 12%, respectively. Over 90% are [residents](#), so the weighted average is probably 17-18%. Thus, it seems that our customers are being charged roughly in line with inflation, but holding all else constant, those dollars aren't going to faculty.
- The above only matters to the extent that faculty and staff salaries are funded with tuition dollars. If salaries are funded with state dollars, it's possible that decreases on that front are responsible for stagnant wages. I admit I just searched for and found the [university financial statements](#), but I haven't had

a chance to review it. Incidentally, it would be nice to have an easily digestible resource with visuals (I'm thinking [something like this](#) but for university income and expenses instead of a personal budget) that would show us where the university, colleges, and departments get their funding and how they spend it. Anyway, I don't have any great conclusions or insights from the thoughts above, just things I've been thinking about. Again, I appreciate all you do to represent our college in the faculty senate.

The faculty senate may have considered much of the following (therefore, these will hardly be brilliant ideas). However, I thought I'd share several thoughts, largely based on my experience in the private sector:

- planned salary increase budgets and actual salary increases don't necessarily correlate: if you examine salary survey data, most responding companies provide planned salary budgets. While the actual increases dispersed will eventually be reported, there is often a lag. For example, many (private) employers reported planned 2022 salary increases of 3.4%, current projections are at 4%
- private employers utilize other tools that boost salaries even further: private employers are, in many cases, not constrained by the same rules as academia and can adjust pay more easily and quickly than through the annual salary increase budget. For example, promotions can be more easily given and often don't have to follow a specific schedule. To wit, when I ran HR at prior companies, managers could submit promotions at any point in the year, and the scrutiny they received was generally only a "one over one" approval. Similarly, when faced with a potential resignation, we had the ability to make salary counter offers (although I generally advised that at that point, it was too late and the damage was done).
- Job switching is exacerbating the situation... BLS data shows actual wage data increased 5.3% Y-Y from June '21 - June '22
- Larger employers often have to resort to compression adjustments after a period of high market wage inflation. Incoming salaries bump against incumbent pay, necessitating adjustments to reduce perceived (and real) inequities. I haven't seen any direct evidence of this yet, but I would expect it is/will happen.
- For staff positions, the private sector is a labor competitor (less so for academic positions, but not entirely absent). Speed is their primary competitive advantage against academia - during my time in private industry, we would evaluate, and address pay issues within months rather than the pace currently being pursued.
- Finally, and a counter trend - employers may beginning to "play the long game" with compensation, given a potential market slowdown/recession. In other words, more they may take slower steps, betting on a declining economy, fewer wage pressures, and the need to attrit more staff in the face of stagnant business.

I think now is also the time to raise the issue of bloated administration. Faculty salaries are stagnant, research resources are reduced, but we keep hiring administrators. How are those hires justified?

Faculty are the only profit generating members of the university. Everybody else is a cost center. Cost center should justify their existence, not the other way around! I keep saying this as a broken record over the years...

Appendix 3 – Letter from English Faculty

In fall 2022, several non-tenure line faculty from the English Department submitted a letter to the Dean of Liberal Arts. They asked for the letter to be included in this report because it directly addresses salary compression and inversion as well as salaries in other sectors. This letter is a good representation of the many ongoing conversations and concerns about salary within units and among faculty.

Dear Dean *[redacted]*,

We the undersigned Senior Lecturers in the English Department are writing to address the pressing problem of salary compression within our rank. As you know, new Senior Lecturers will be hired at \$47,000, which is more than 11 of the 14 Senior Lecturers in the English Department currently earn. These 11 have an average salary of \$43,581, and some of us in this category have worked at Texas State for almost a decade. The three of us who earn more than \$47,000 earn \$48,565, \$50,786, \$50,958 and have worked at the university for a total of 49 years.

This level of salary compression and inequity negatively affects employee morale and productivity while also contributing to high turnover. Ultimately, the situation does most harm to Texas State's greatest asset: its students. As teachers, mentors, and departmental citizens, we want our students to have the best possible learning experience.

We have been told that the Provost's office and President's cabinet have acknowledged salary discrepancies, and we anticipate that the administration will prioritize our salary inequity in the next fiscal cycle. However, we believe that our situation is critical and ought to be addressed immediately.

Senior Lecturers in the English Department have a 4/4 teaching load and serve on at least two departmental committees. Additionally, many fill in crucial roles within or beyond the department: as administrators in the Lower Division Studies program and the University Writing Center (at both San Marcos and Round Rock); as student teacher supervisors; as internship directors; as support staff for the the MFA creative writing program, for the Center for the Study of the Southwest, for the Porter House Review, and for Sigma Tau Delta, our student honor society.

Our rank is integral to the function and revenue of our department. Collectively, we teach thousands of students: 2,409 in Fall 2021; 2,297 in Spring 2022; and 3,140 in Fall 2022. The courses we teach are essential for student engagement and retention. We teach freshmen in small composition classes and sophomores in large, auditorium-sized classrooms. In these large classes we mentor graduate assistants who often become teachers of record the following year. We also teach upper-division courses that introduce English majors to creative writing, technical writing, film studies, and student teaching. Additionally, we serve on hiring committees and graduate student thesis committees.

We have endured many years without raises, but, at a time of record enrollment, high inflation, and huge increases to cost of living in Central Texas, we now find our situation intolerable.

Our request is for an equity adjustment that corresponds to salaries of similar jobs in our region. The base salary for full-time faculty at Austin Community College is \$55,329. A new hire with experience equivalent to that of our two senior-most senior lecturers would earn over \$73,000. Base salaries for full-time teachers at Austin ISD and San Marcos CISD are, before stipends and bonuses, \$52,190 and \$52,000, respectively; those districts pay teachers with ten years of experience \$54,669 and \$57,039, respectively.

As for salaries in the private sector, three recently departed former senior lecturers are earning \$65,000 as a proposal writer, \$85,000 as a writing coach, and \$85,000 as a university administrator. The website Glassdoor.com estimates that typical base salaries for copywriters and technical writers in our region to be \$58,363 and \$62,188, respectively.

If the past and current status of our rank are any indication, we will continue to see unprecedented employee turnover. In 2022 alone, the department lost four Senior Lecturers to other jobs. This is disruptive to the various programs senior lecturers support, and it reduces the invaluable capital that experienced teachers offer students and the institution at large.

We fully support the university hiring at the CUPA rate, but these salary increases must also be granted to loyal, incumbent employees who have been fundamental to educating and supporting students. We remained steadfast educators during COVID, and, after this experience, we have a renewed sense of purpose and appreciation for teaching at Texas State. We must, however, be equitably and humanely compensated for our work.

Respectfully submitted,

Spring 2023 Addendum from a Senior Lecturer in the English Department:

I saw the Senate is including the letter I co-authored with some peers as an appendix in the salary report. I am grateful to see such inclusion, but I also want to give a snapshot of some data from spring 2023 and fall 2022...it can serve as another important discussion point about how many non-tenure line faculty perceive equity, or inequity, in the salary/workload dynamic.

Fall 2022:

English undergraduate enrollment = 9,574 students
Senior Lecturers taught 2,873 of those students. That's 30% of total undergraduates taking English courses.

In fall 2022 there were 14 Senior Lecturers out of 135 total English faculty and graduate instructors, so Senior Lecturers represented only 10% of total faculty. **Thus, 10% of us taught 30% of the students.**

Additionally, of this 10%, four of the Senior Lecturers combined taught 2,084 students, which is 21.7% of total undergraduates enrolled in English courses. **These four Senior Lecturers represent 2.9% of the total faculty, yet they taught more than a fifth of the department's undergraduate students.**

Spring 2023:

English undergraduate enrollment = 8,080

Senior Lecturers taught 2,138 of those students. That's 26.5% of total undergraduates taking English courses.

This spring 2023 there are 15 Senior Lecturers of 135 total English faculty and graduate instructors. Senior Lecturers only represent 11% of the total faculty. **Thus, 11% of us are teaching 26.5% of the students.**

Of this 11%, five of the Senior Lecturers combined are teaching 1,522 students, which equals 18.8% of total undergraduates enrolled in English courses. **These five Senior Lecturers represent 3.7% of the total faculty, yet they teach nearly a fifth of the department's undergraduate students.**