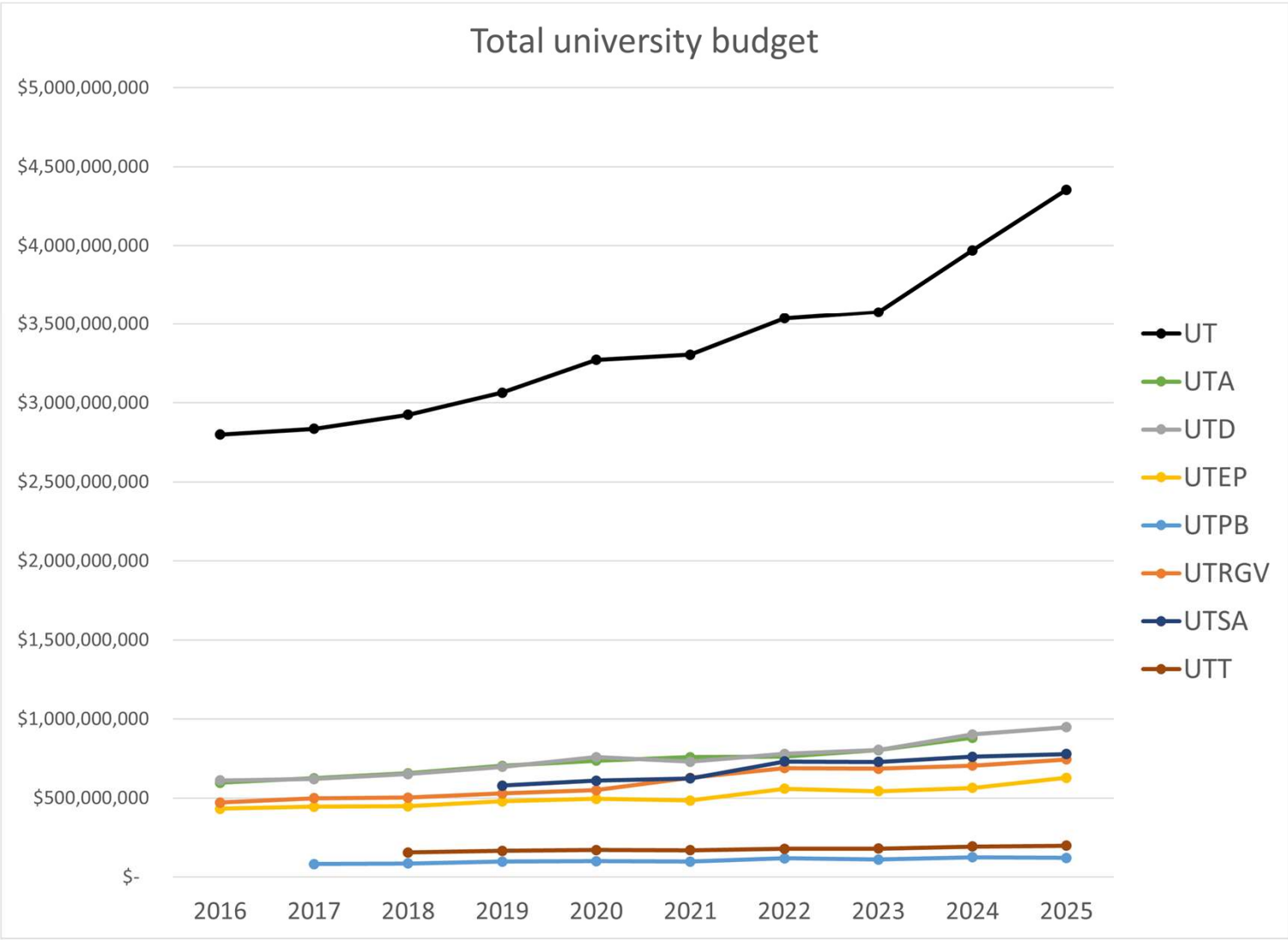


# UT System budget and faculty salary trends

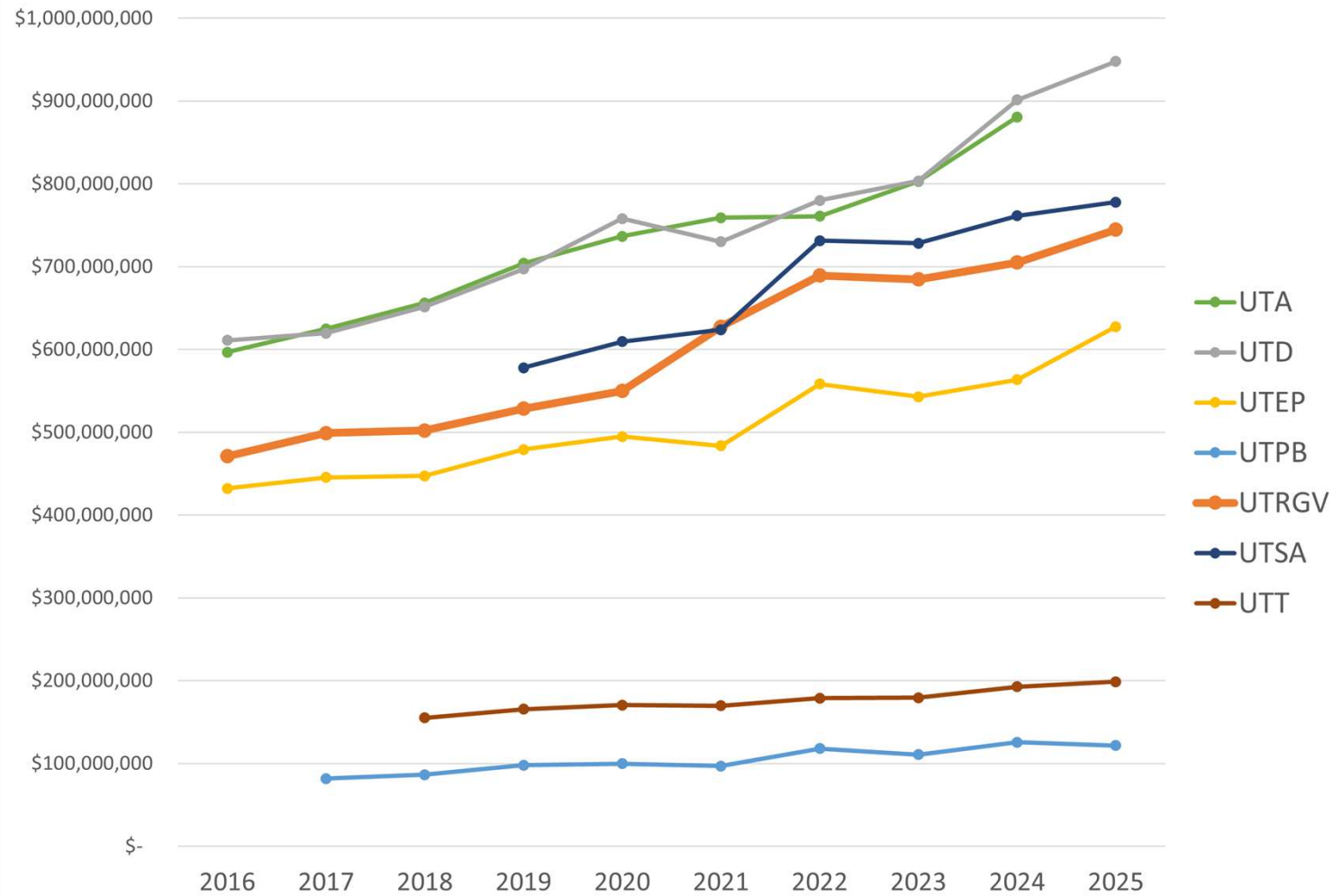
Chris Gabler

Faculty Senate President  
Associate Professor, SEEMS

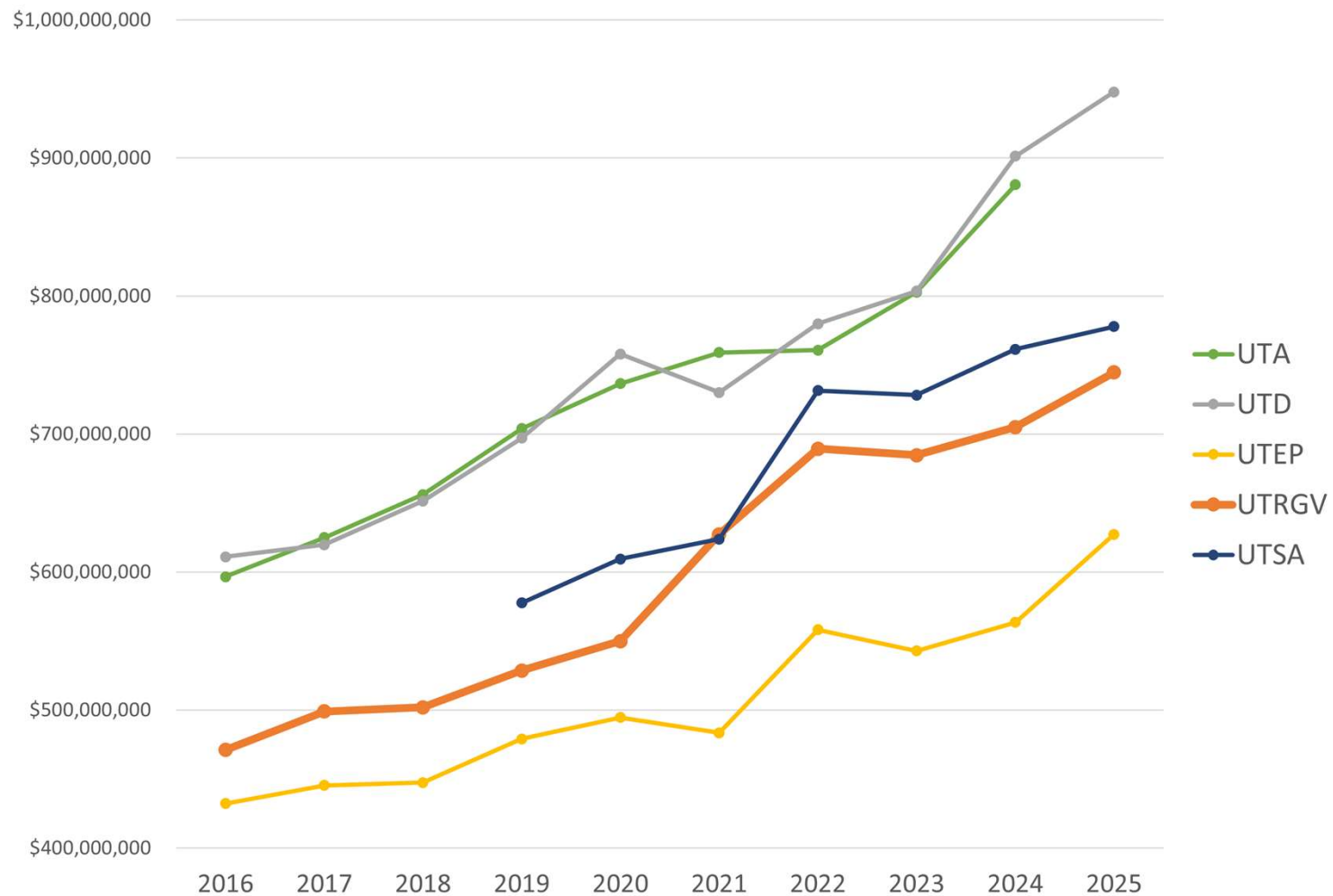
Faculty Senate Meeting – 13 October 2024

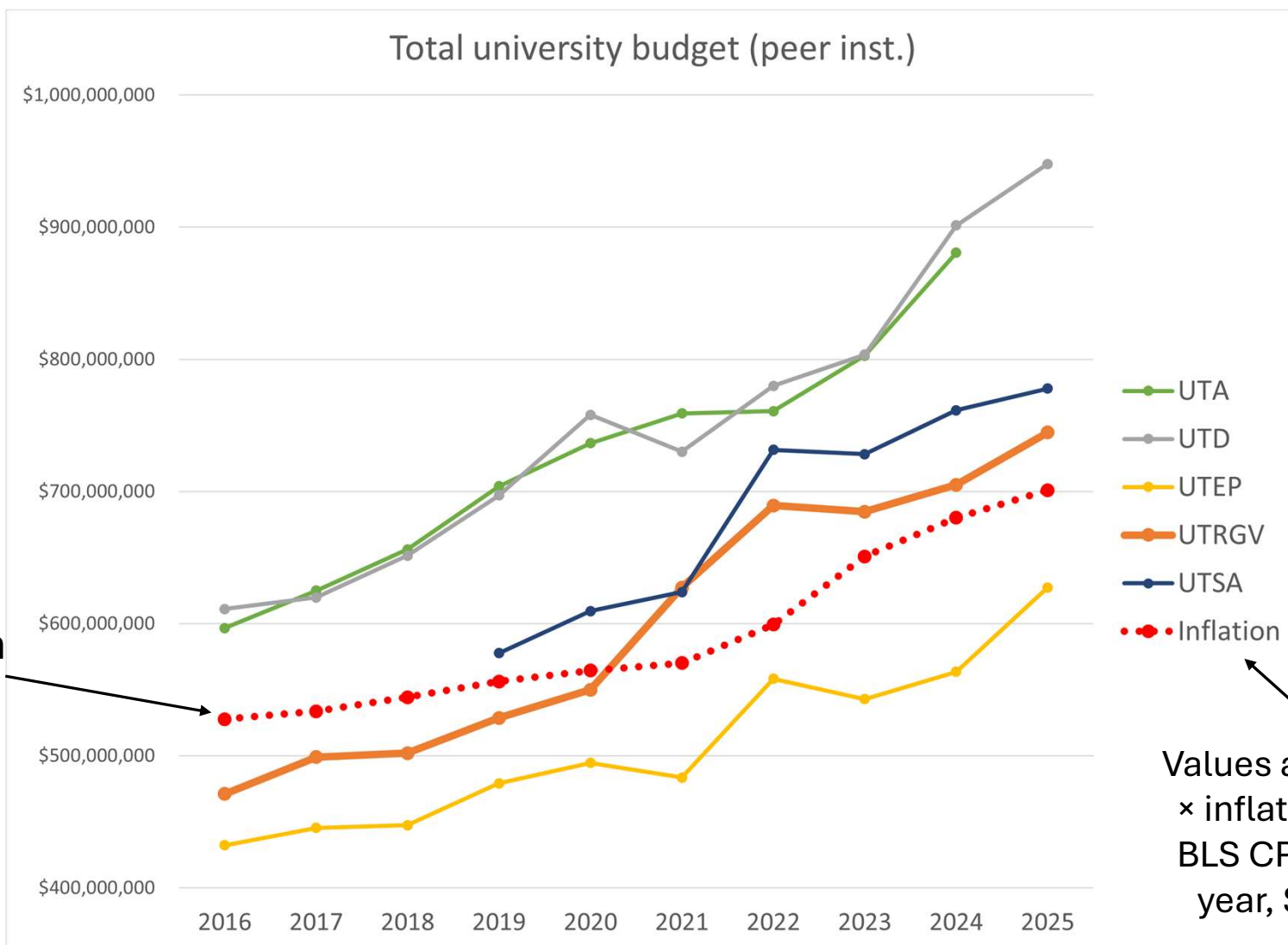


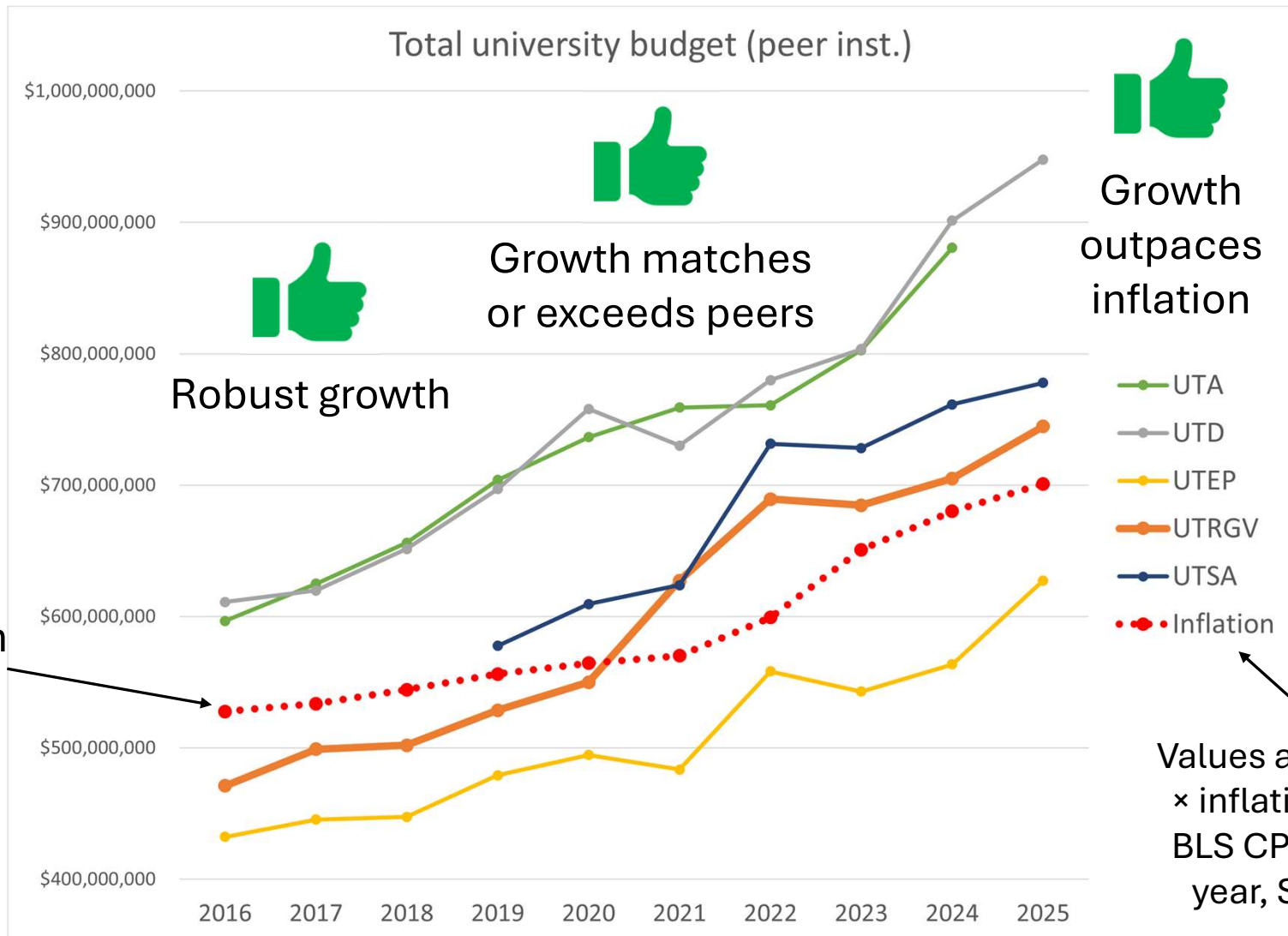
Total university budget (no UT Austin)



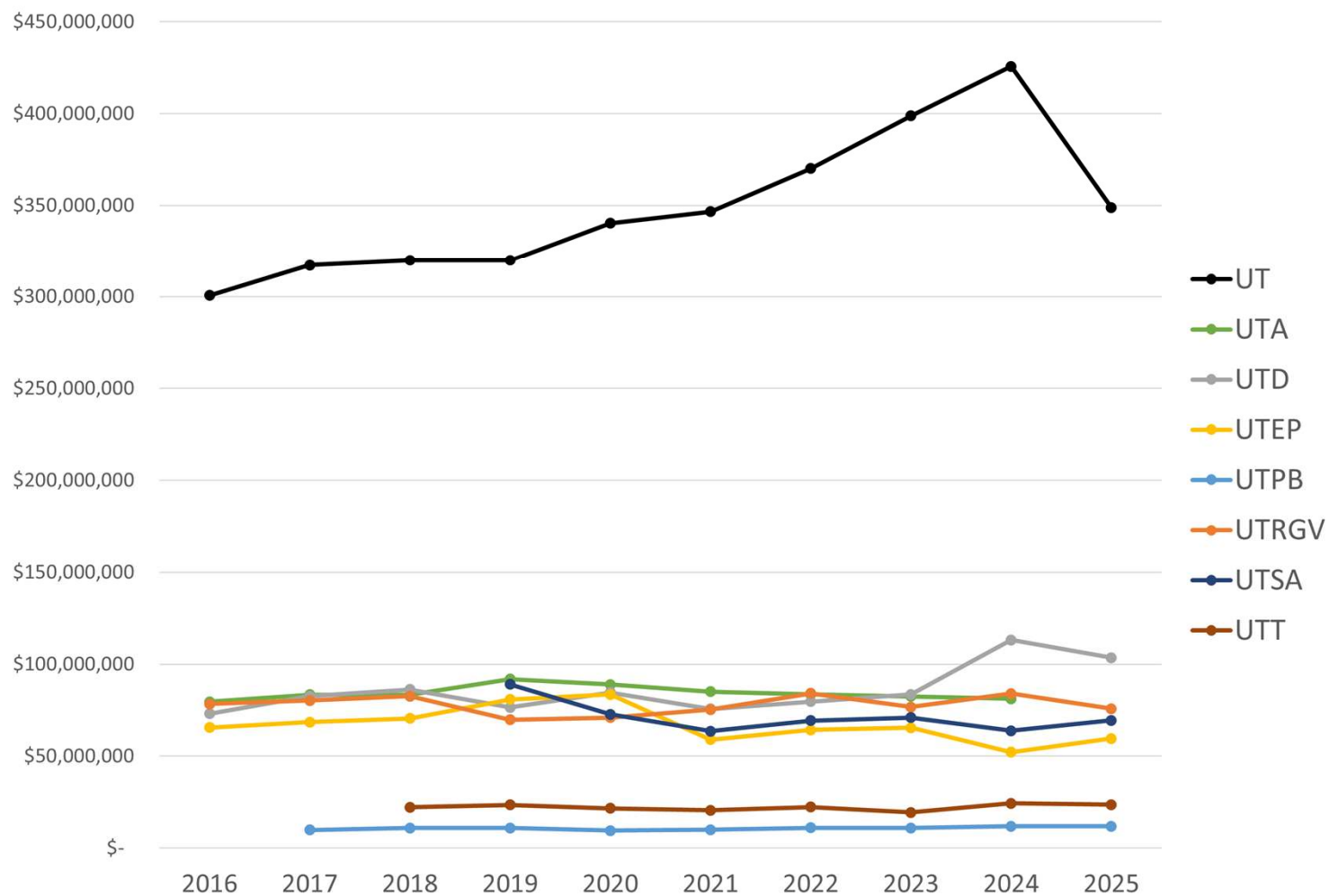
Total university budget (peer inst.)



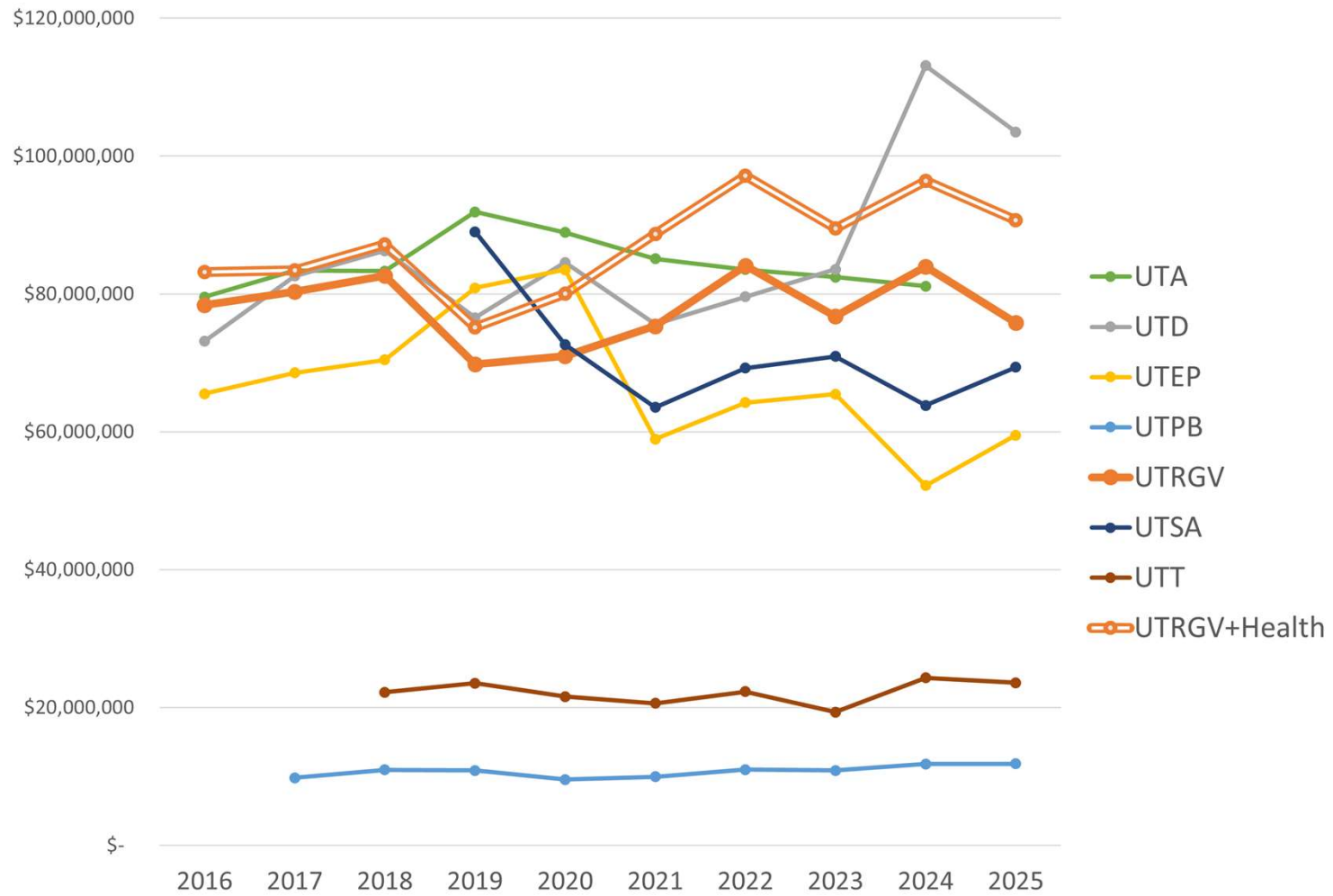




# Total academic faculty salaries

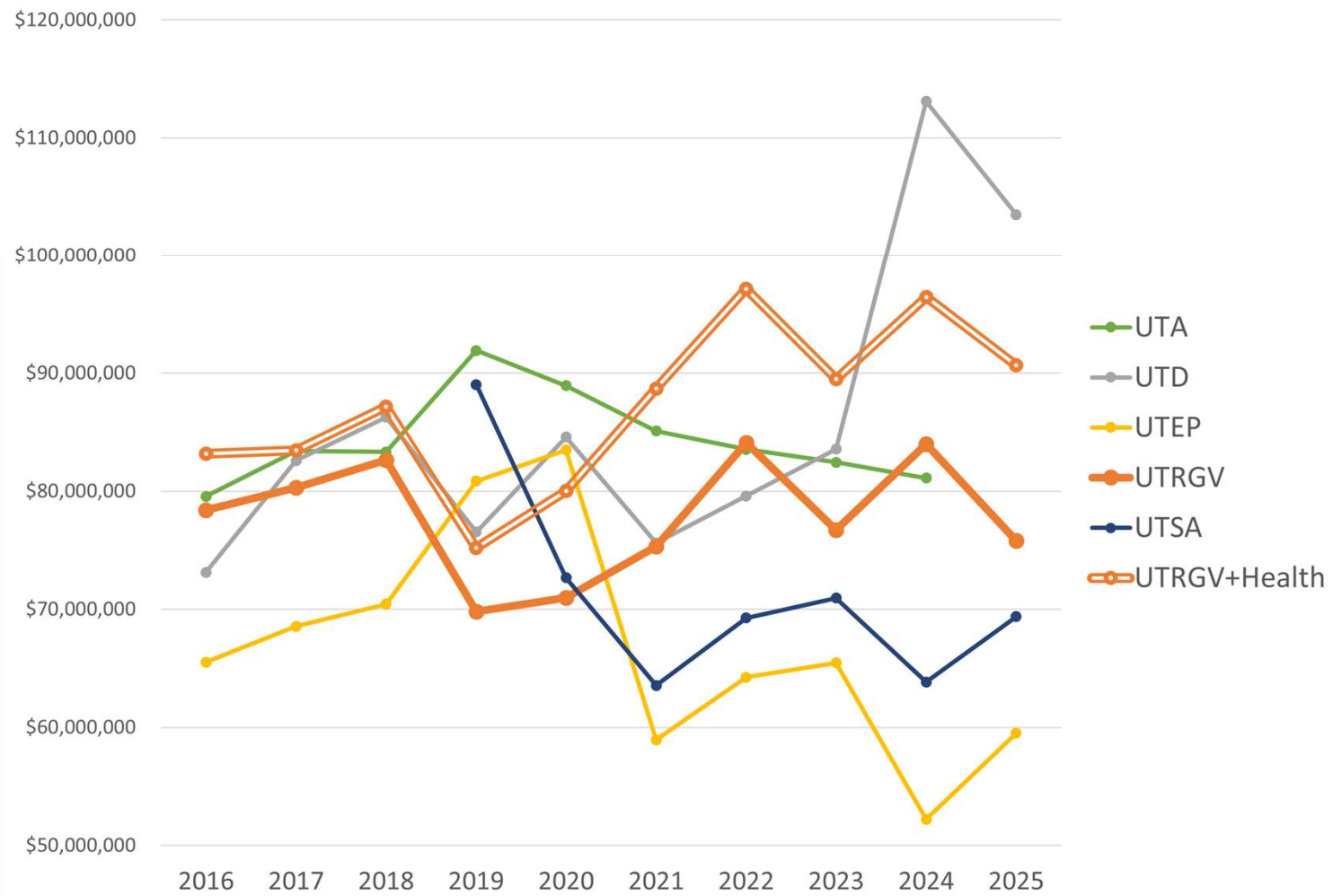


Total academic faculty salaries (no UT Austin)

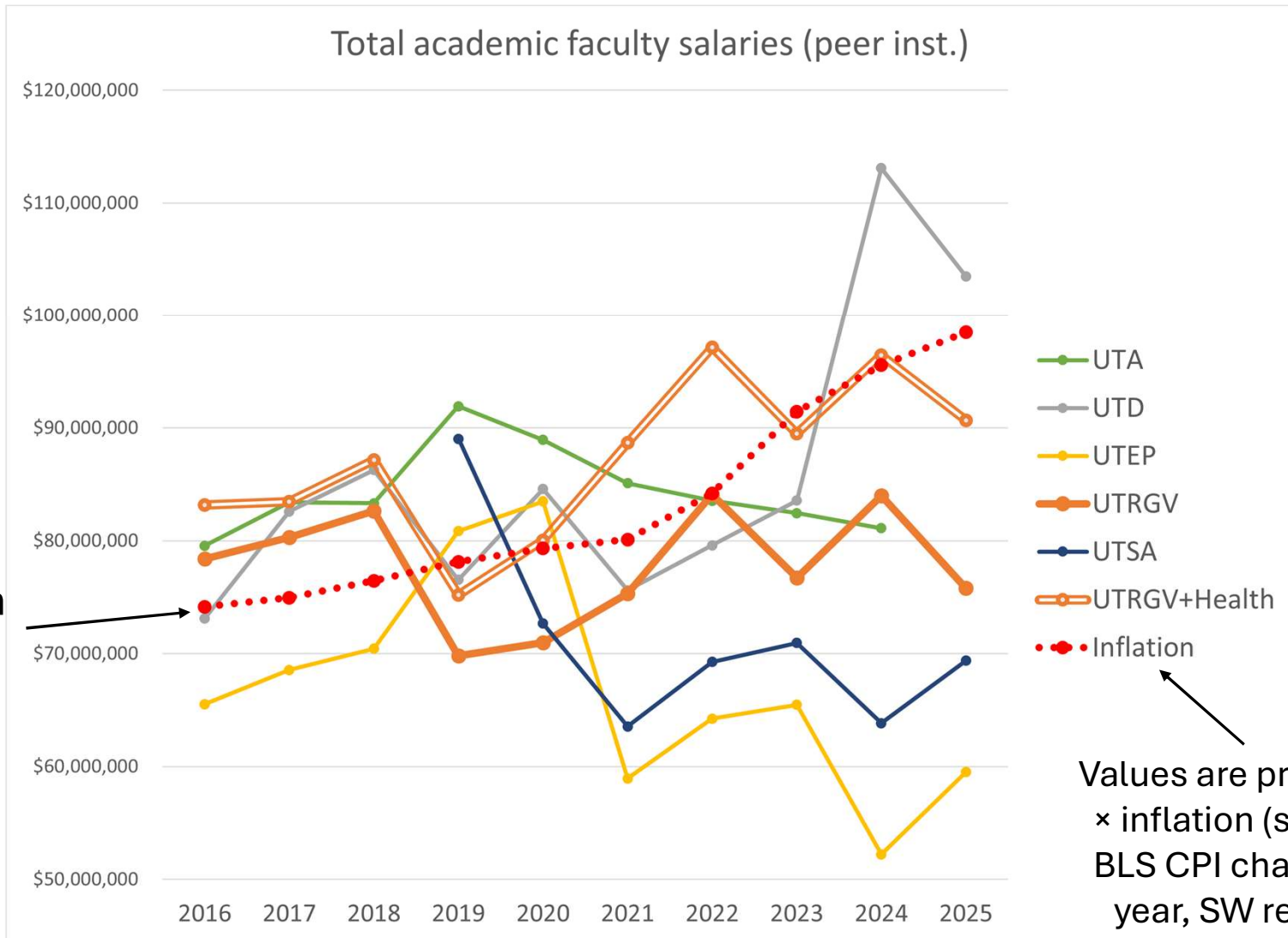




Total academic faculty salaries (peer inst.)

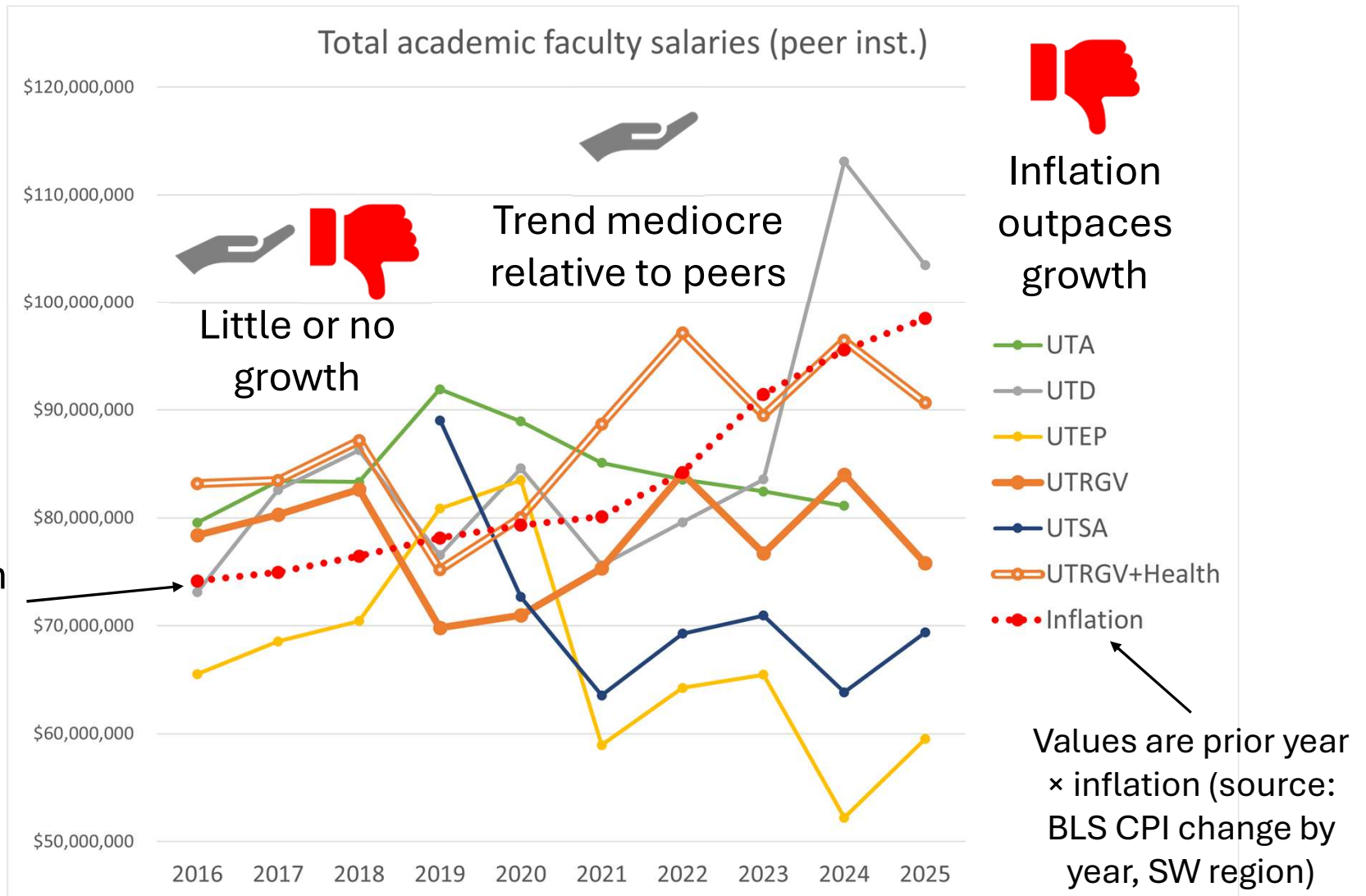


Total academic faculty salaries (peer inst.)

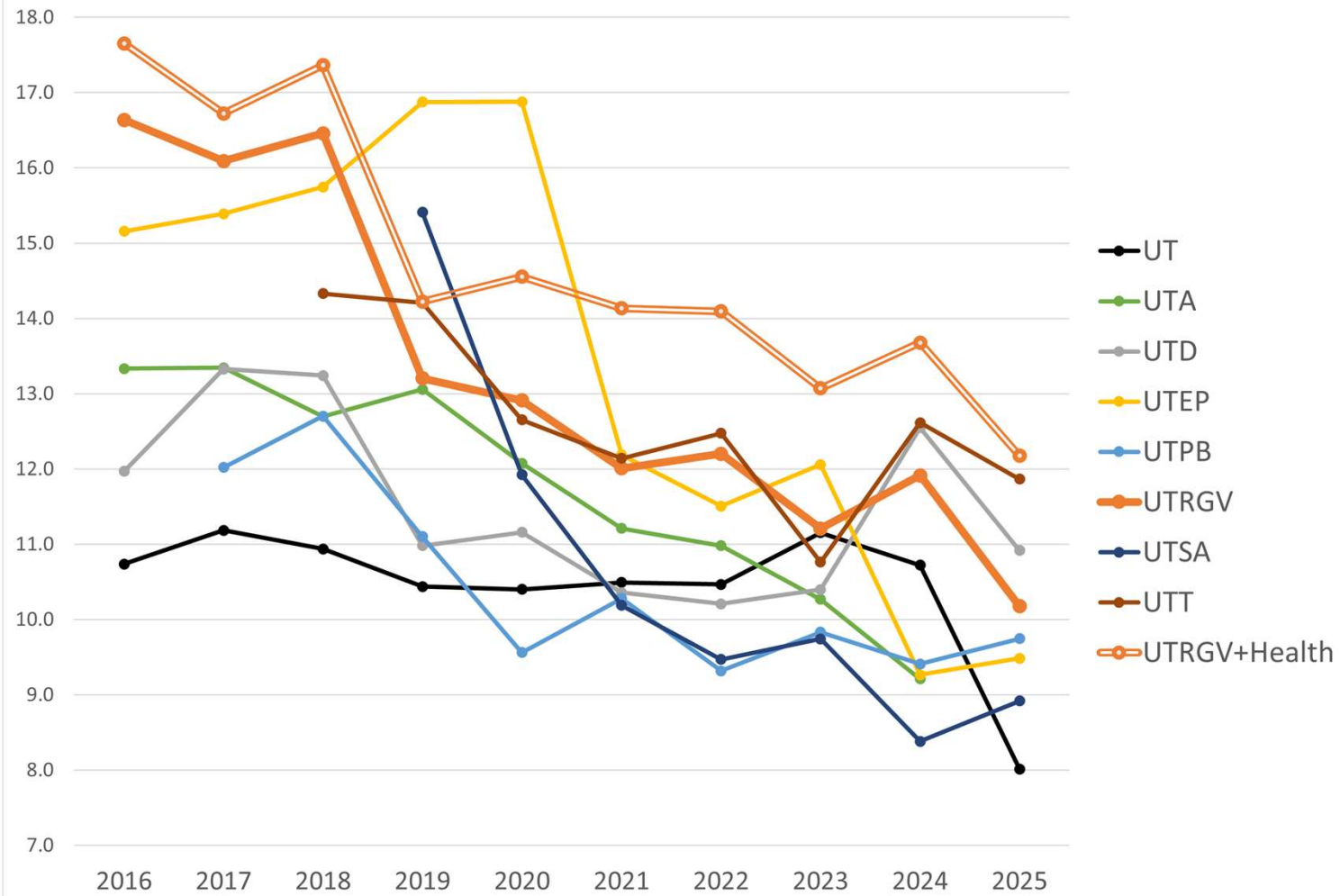


2016 mean  
peer value

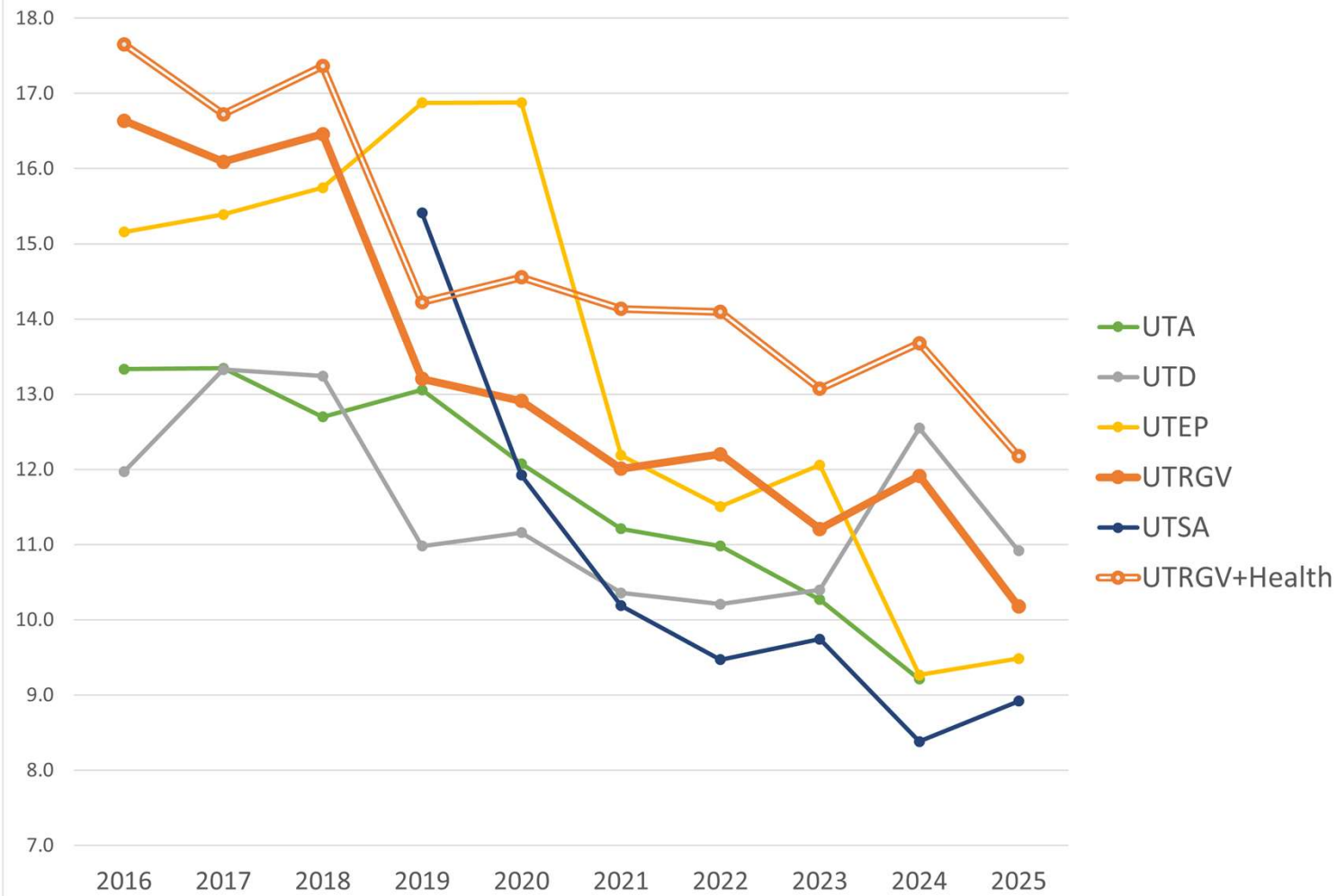
Values are prior year  
× inflation (source:  
BLS CPI change by  
year, SW region)

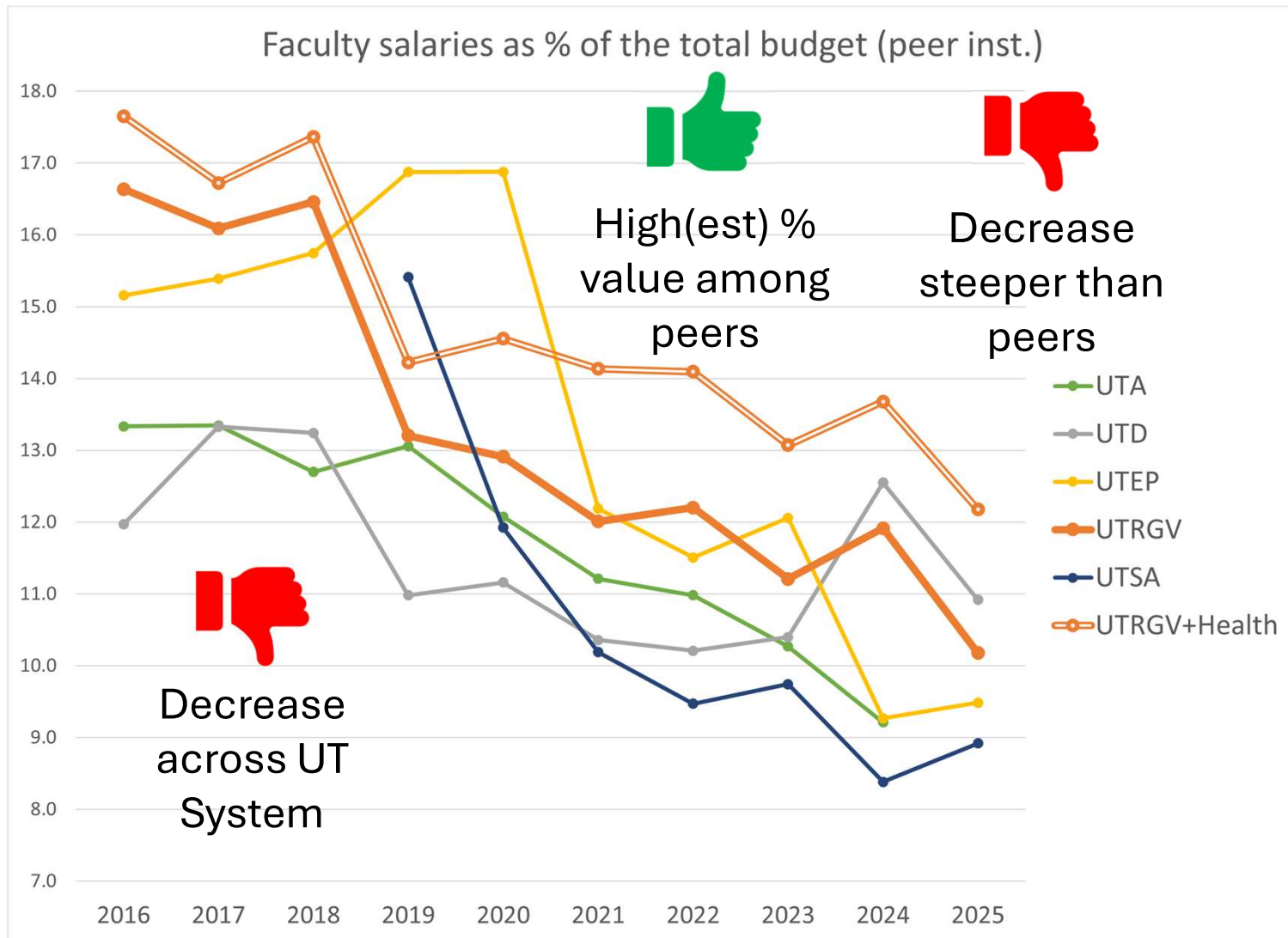


Faculty salaries as % of the total budget

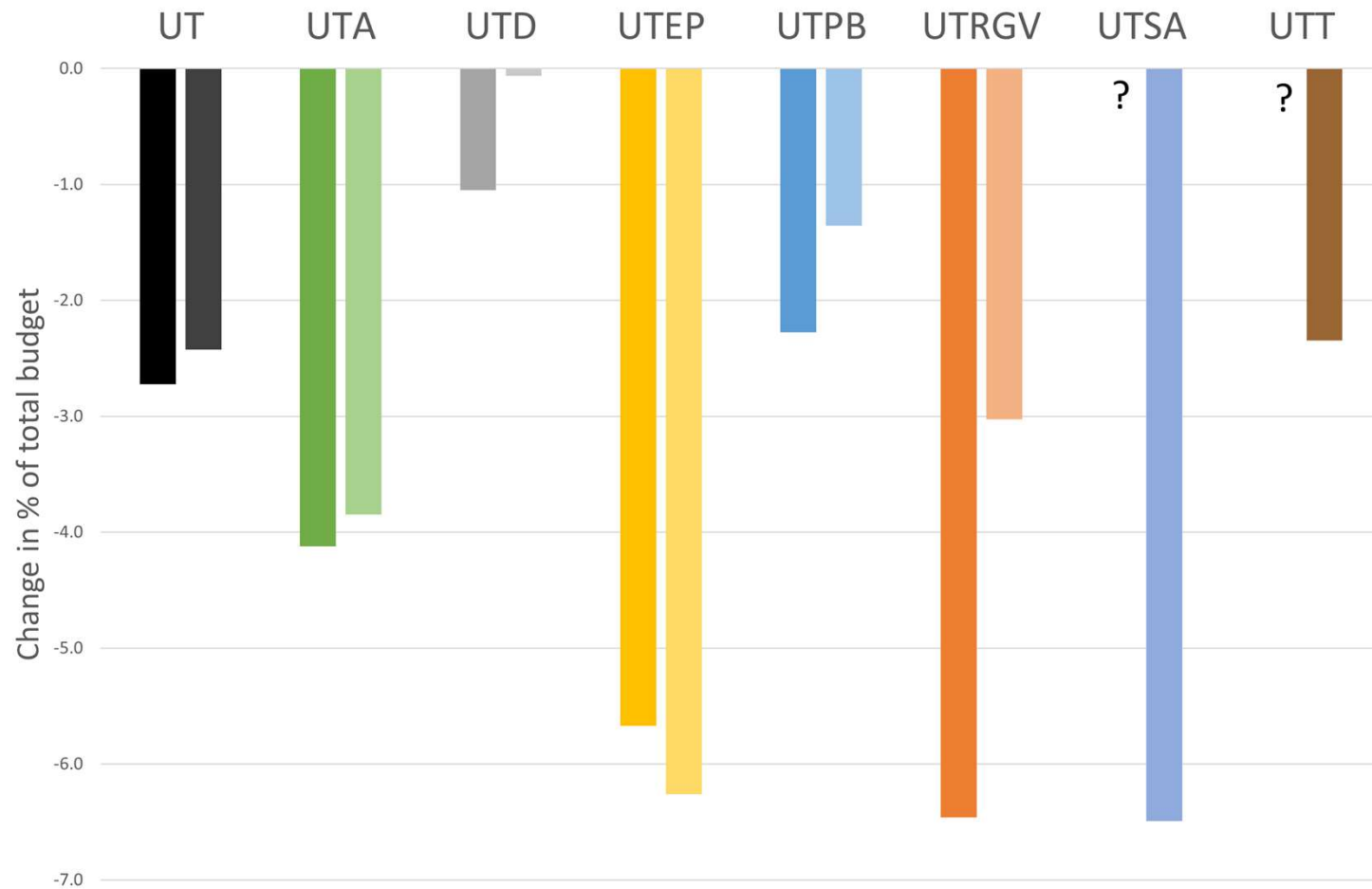


Faculty salaries as % of the total budget (peer inst.)

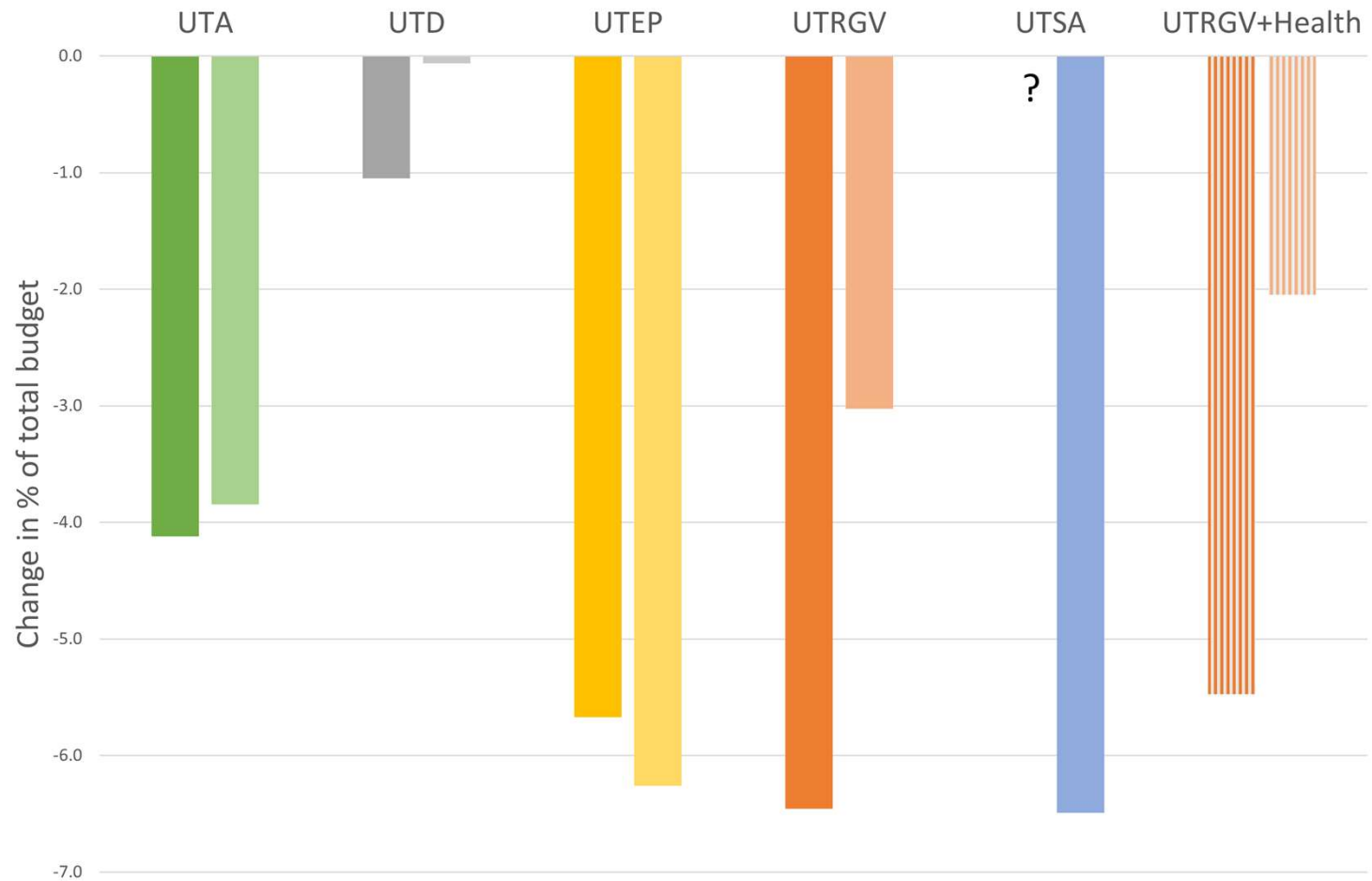




Faculty salaries as % of the total budget  
Change since 2016 (left, darker) or 2019 (right, lighter)

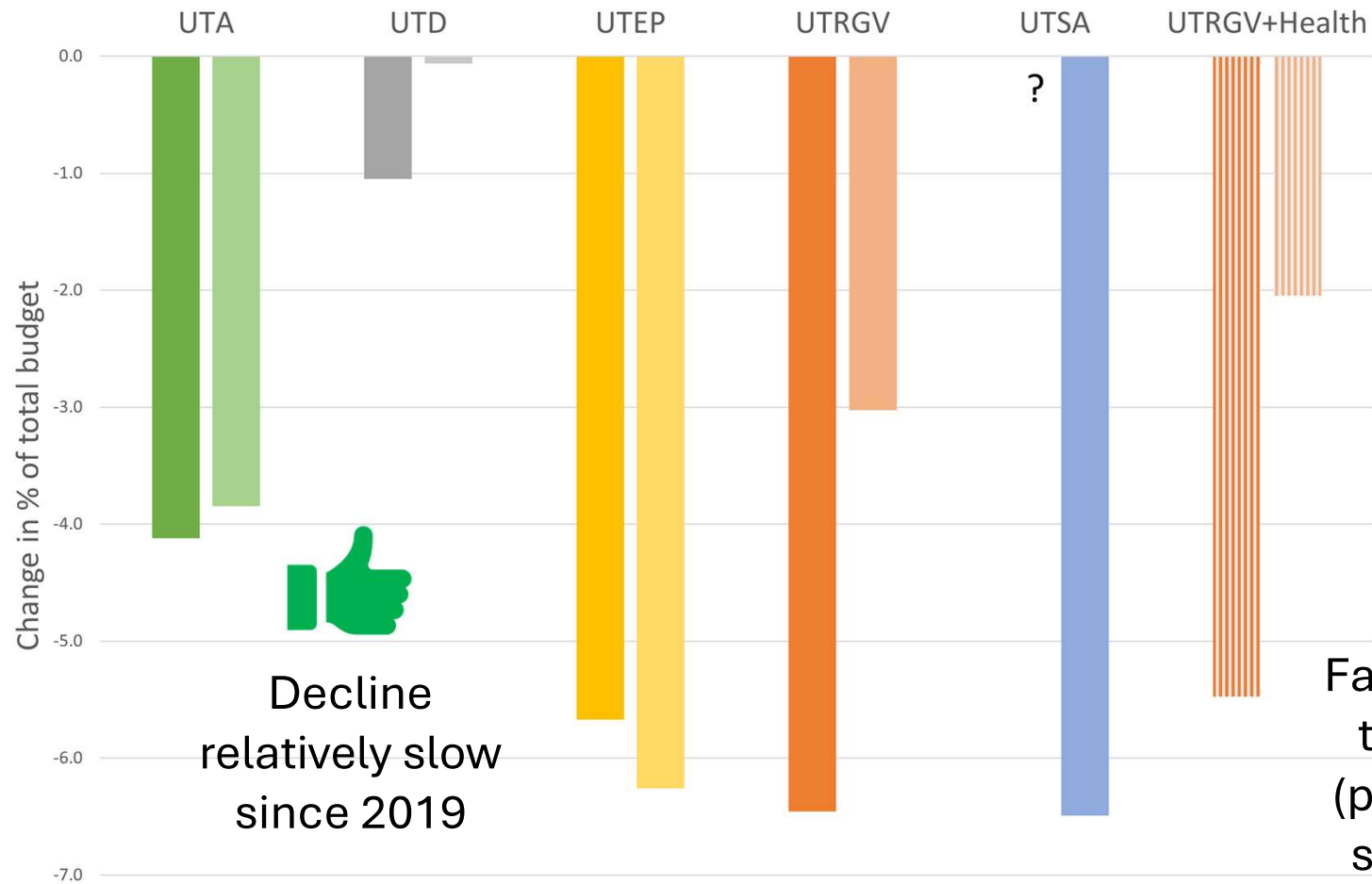


Faculty salaries as % of the total budget (peer inst.)  
Change since 2016 (left, darker) or 2019 (right, lighter)





Faculty salaries as % of the total budget (peer inst.)  
Change since 2016 (left, darker) or 2019 (right, lighter)



# Key limitations

- Does not consider or compare individual salaries
  - Big picture vs. lived experience (Can I pay my bills?)
  - Core issue
- Lack of transparency regarding salary data
- SOM faculty do not have easy access to AAMC salary data
- Faculty are unable to access CUPA *DataOnDemand*
  - College and University Professional Association for Human Resources
  - Industry standard for salary comparisons; data include discipline, rank, time in rank, gender, institutional classification (R1, R2), etc.
  - Faculty at many peer institutions have access

# Bridge: Case study

- Associate Professor in SEEMS, joined UTRGV in FY 2016

Scenario	9-mo Salary	12-mo Salary	Med. Insur.	Dent. Insur.	12-mo take home	Change in take home
Starting (2016)	60,000	80,000	5,769	2,001	72,231	N/A
2016 Inflation adj.*	79,851	106,468	7,678	2,663	96,129	0%
Current (2024)	84,713	112,948	7,939	2,200	102,810	+6.9%

+0.86%  
per year

- Inside this 6.9% increase
  - 1 market adjustment
  - 3 merit adjustments, all *exceptional* (in COS, meets < exceeds < exceptional)
  - 1 promotion to Associate (\$6,000)
  - ~\$5,000 from Faculty Grant Incentive Program (3 large, 4 small grants)

\* [https://www.bls.gov/data/inflation\\_calculator.htm](https://www.bls.gov/data/inflation_calculator.htm) (spoiler: it's **33.1%** from 1/2016 to 9/2024)

# Alternative scenarios

Scenario	9-mo Salary	12-mo Salary	Med. Insur.	Dent. Insur.	12-mo take home	Change in take home
<b>Starting (2016)</b>	60,000	80,000	5,769	2,001	72,231	N/A
<b>2016 Inflation adj.*</b>	79,851	106,468	7,678	2,663	96,129	0%
<b>Current (2024)</b>	84,713	112,948	7,939	2,200	102,810	+6.9%
<b>Less FGIP</b>	79,713	106,281	7,939	2,200	96,143	<b>+0.01%</b>
<b>Less Promotion</b>	78,713	104,948	7,939	2,200	94,810	<b>-1.4%</b>
<b>Less FGIP or Prom.</b>	73,713	98,282	7,939	2,200	88,143	<b>-8.3%</b>

**Strictly merit**  
(exceptional x3)



# Merit adjustments alone are inadequate

- Inflation has outpaced salaries, even with maximum merit
- Purchasing power is lower now than at hire for many faculty
  - Compounded by rising insurance costs, especially for families

**R2 salaries + R2 staff support + R2 facilities  
+ *R1 expectations* ≠ R1 research**

- Shared goals for our students impact our budget
  - low cost/high value, national identity, traditional college experience
- Accumulating faculty debts are increasingly harmful

# Conclusions

- University budgets have grown faster than inflation.
- Faculty salary budgets have grown slower than inflation.
- The portions (%) of budgets spent on faculty salary have decreased.
  - UTRGV spends more of its budget on faculty salaries than most/all peers.
  - UTRGV's portion (%) of budget spent on faculty salaries has decreased more than most/all peers.
- Maximum merit adjustments since 2016 yield a ca. 8% *decrease* in purchasing power.
- Increases in purchasing power since 2016 were possible only with promotion and/or large grant incentive adjustments.
- Recruitment and retention of outstanding faculty require competitive salaries.
- Transition to R1 status will require competitive salaries.

Extra info

# Inflation values from BLS

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2016	1.2	0.7	0.7	0.9	0.9	0.8	0.7	1.0	1.4	1.5	1.6	2.0	1.1
2017	2.6	2.8	2.2	2.0	1.7	1.5	1.6	1.9	2.4	2.0	2.1	1.8	2.0
2018	1.8	2.1	2.3	2.4	2.7	2.7	2.9	2.4	1.7	2.1	1.9	1.5	2.2
2019	1.2	1.1	1.6	1.8	1.4	1.1	1.4	1.4	1.3	1.3	1.6	2.1	1.5
2020	2.3	1.9	1.1	-0.2	-0.4	0.3	0.6	1.1	1.3	1.3	1.2	1.4	1.0
2021	1.6	2.0	2.9	4.4	5.6	5.8	5.8	5.6	5.8	6.6	7.2	7.4	5.1
2022	7.8	8.4	9.1	8.8	9.2	9.8	9.4	8.9	8.7	8.1	7.7	7.0	8.6
2023	6.9	6.4	5.3	5.5	4.4	3.3	3.4	4.1	4.2	3.7	3.4	3.7	4.5
2024	3.4	3.7	3.8	3.3	3.2	2.9	2.9	2.3	2.1				3.1