

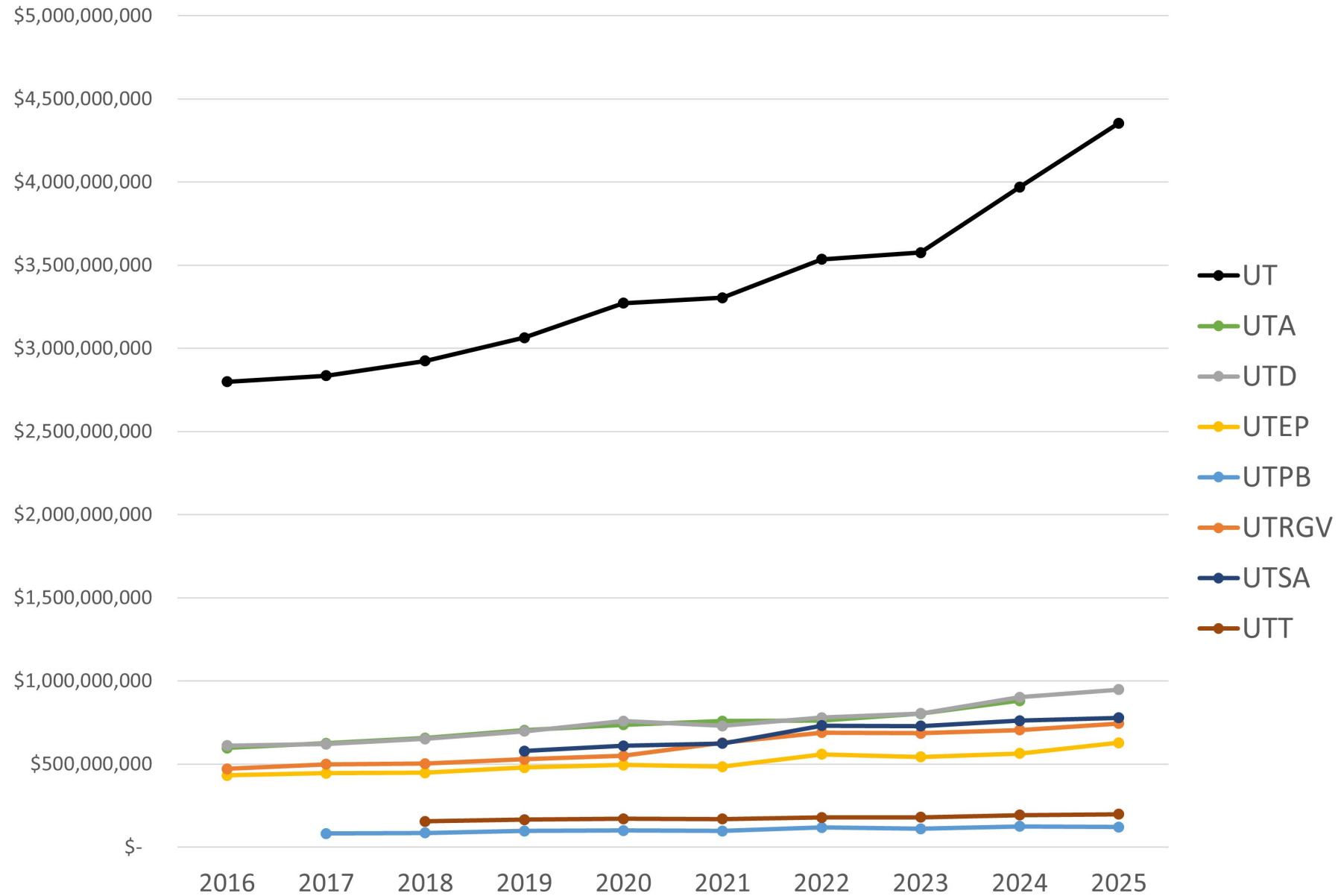
# UT System budget and faculty salary trends

Chris Gabler

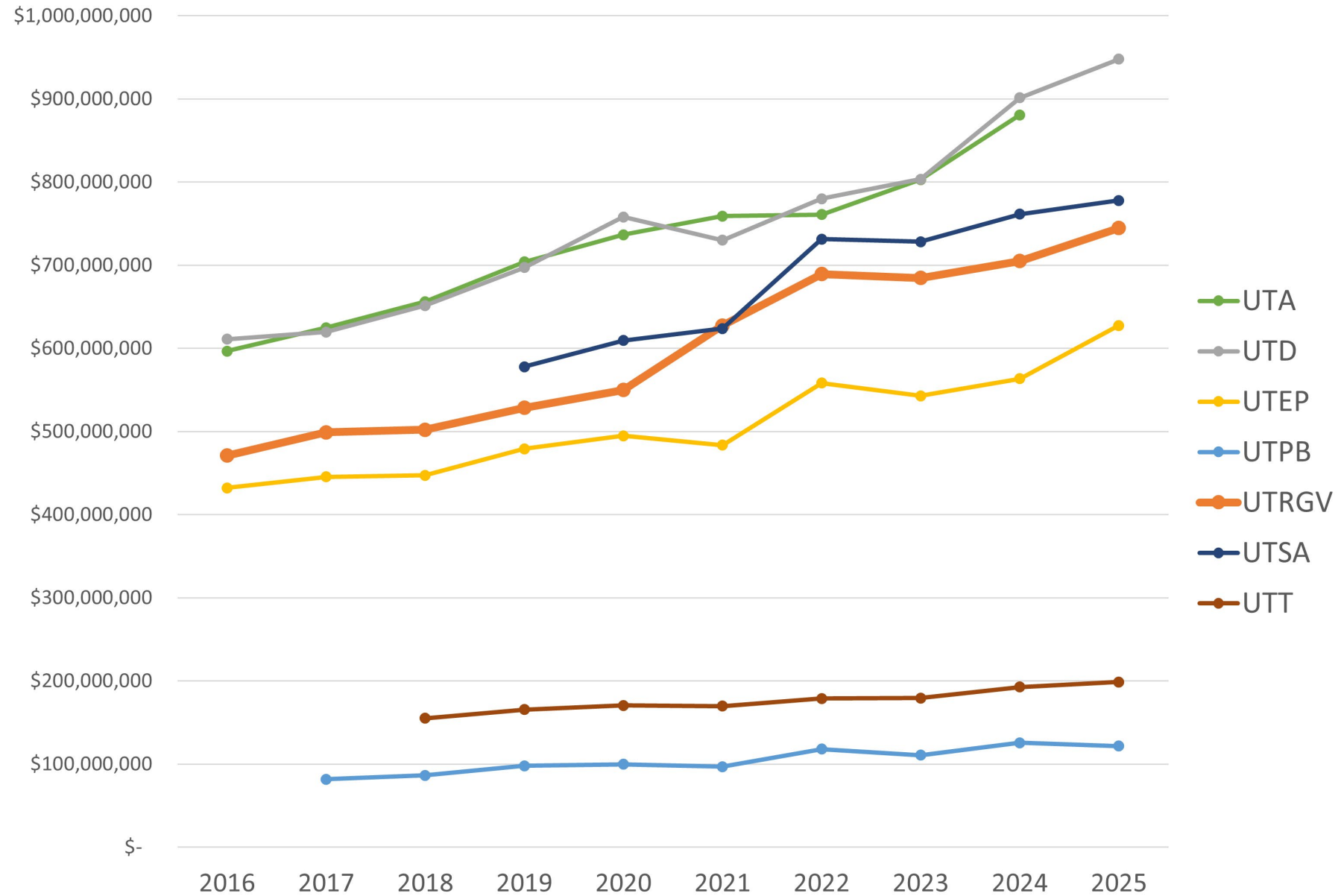
Faculty Senate President  
Associate Professor, SEEMS

Faculty Senate Meeting – 13 October 2024

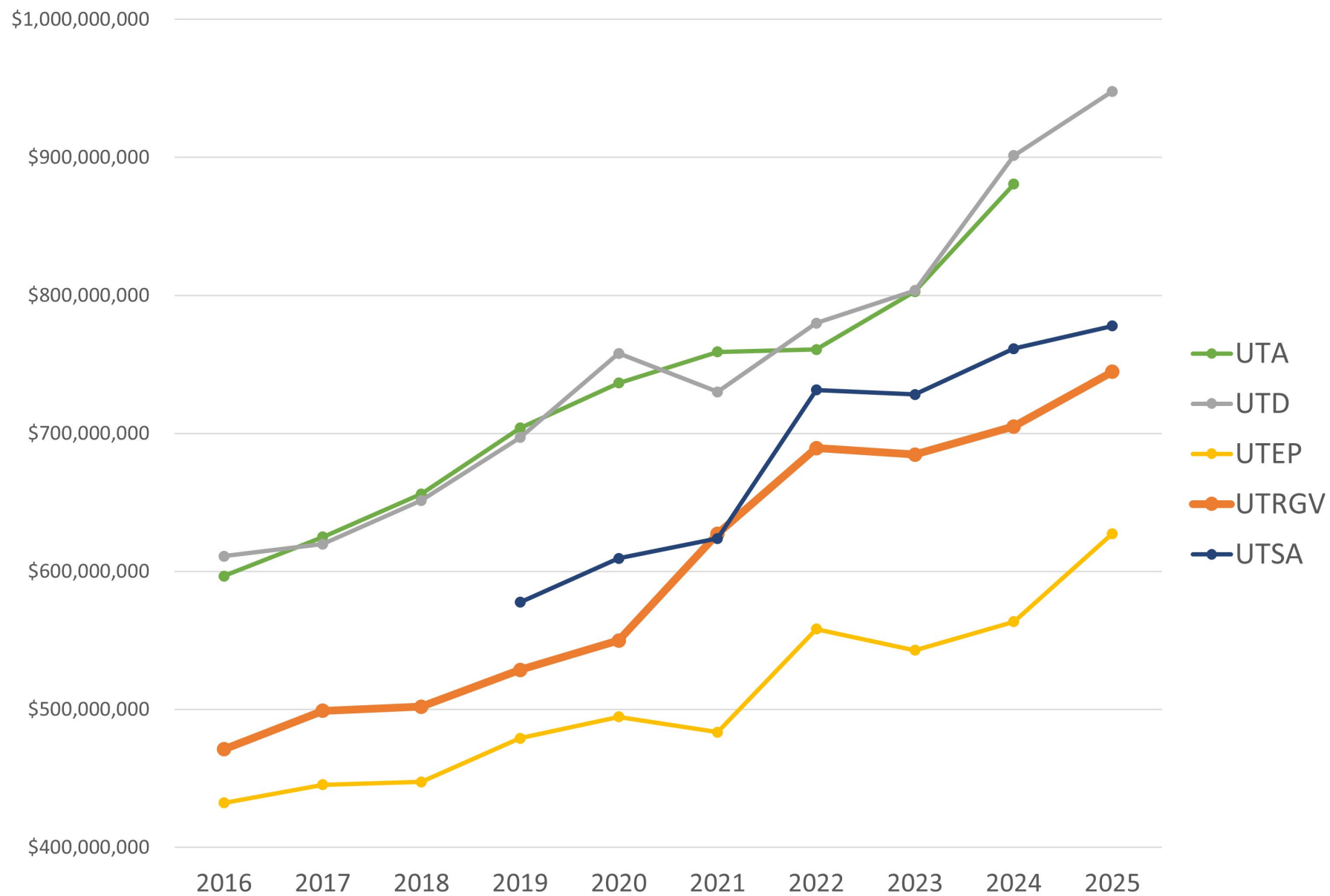
Total university budget



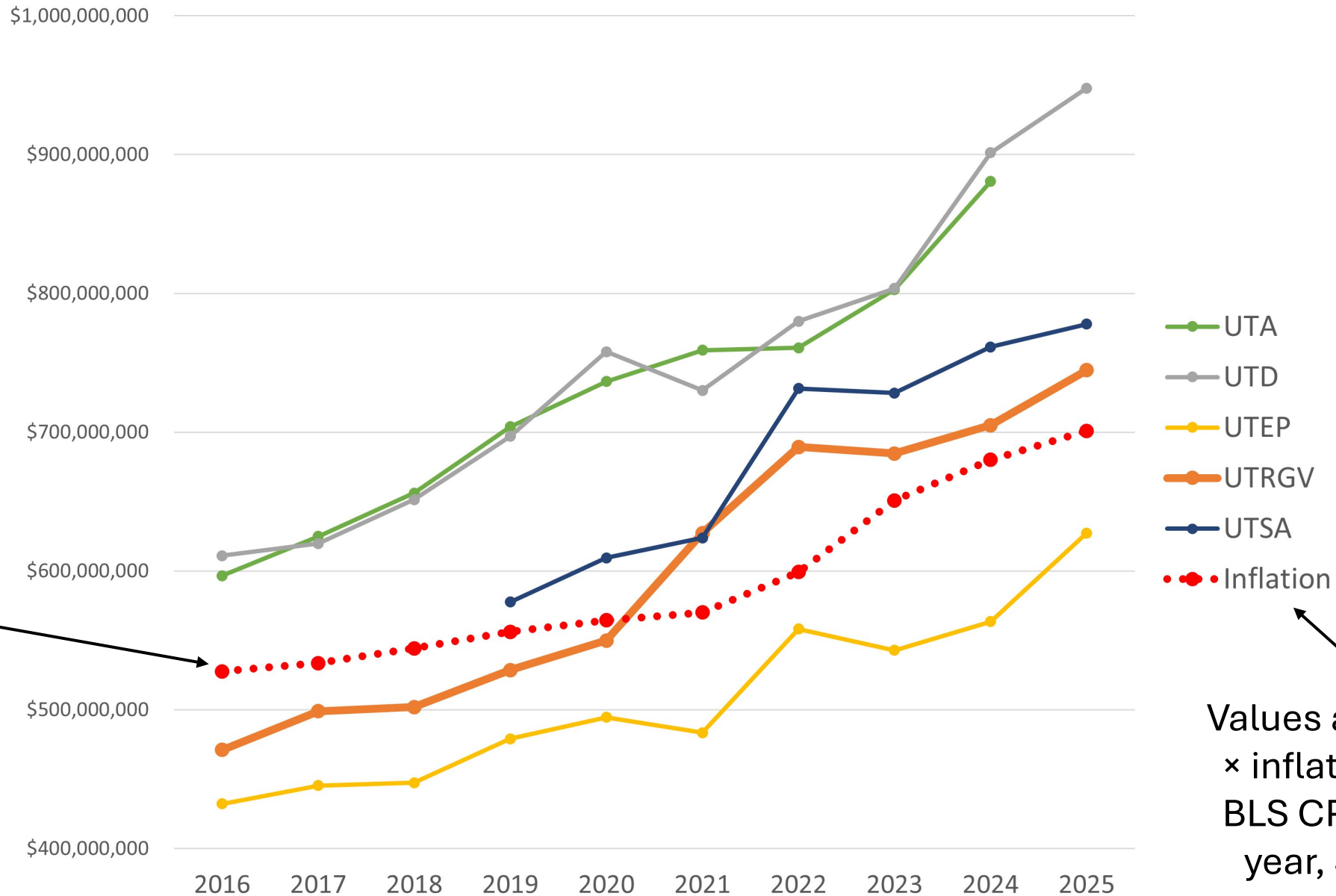
Total university budget (no UT Austin)



Total university budget (peer inst.)



## Total university budget (peer inst.)

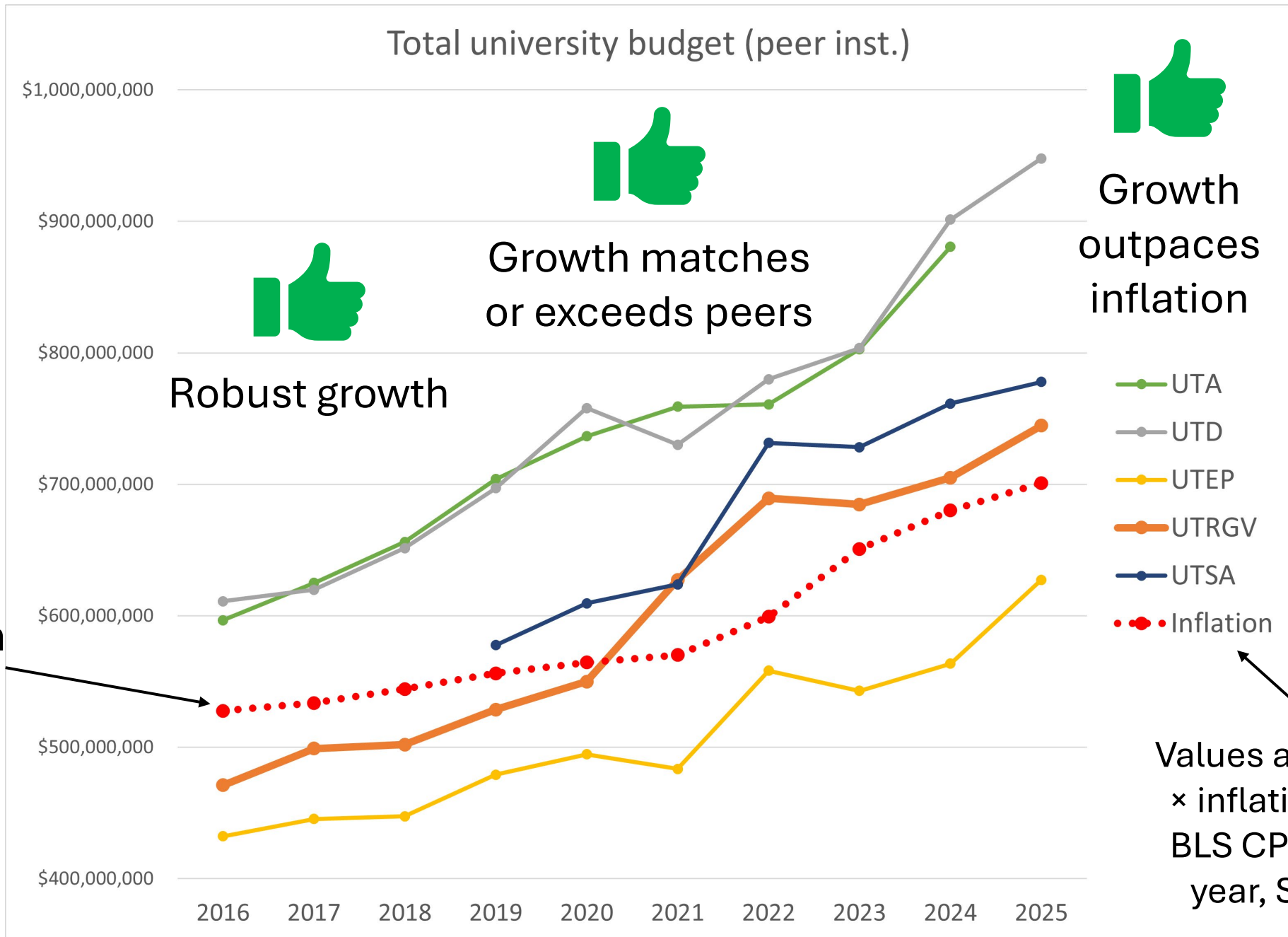


2016 mean  
peer value

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

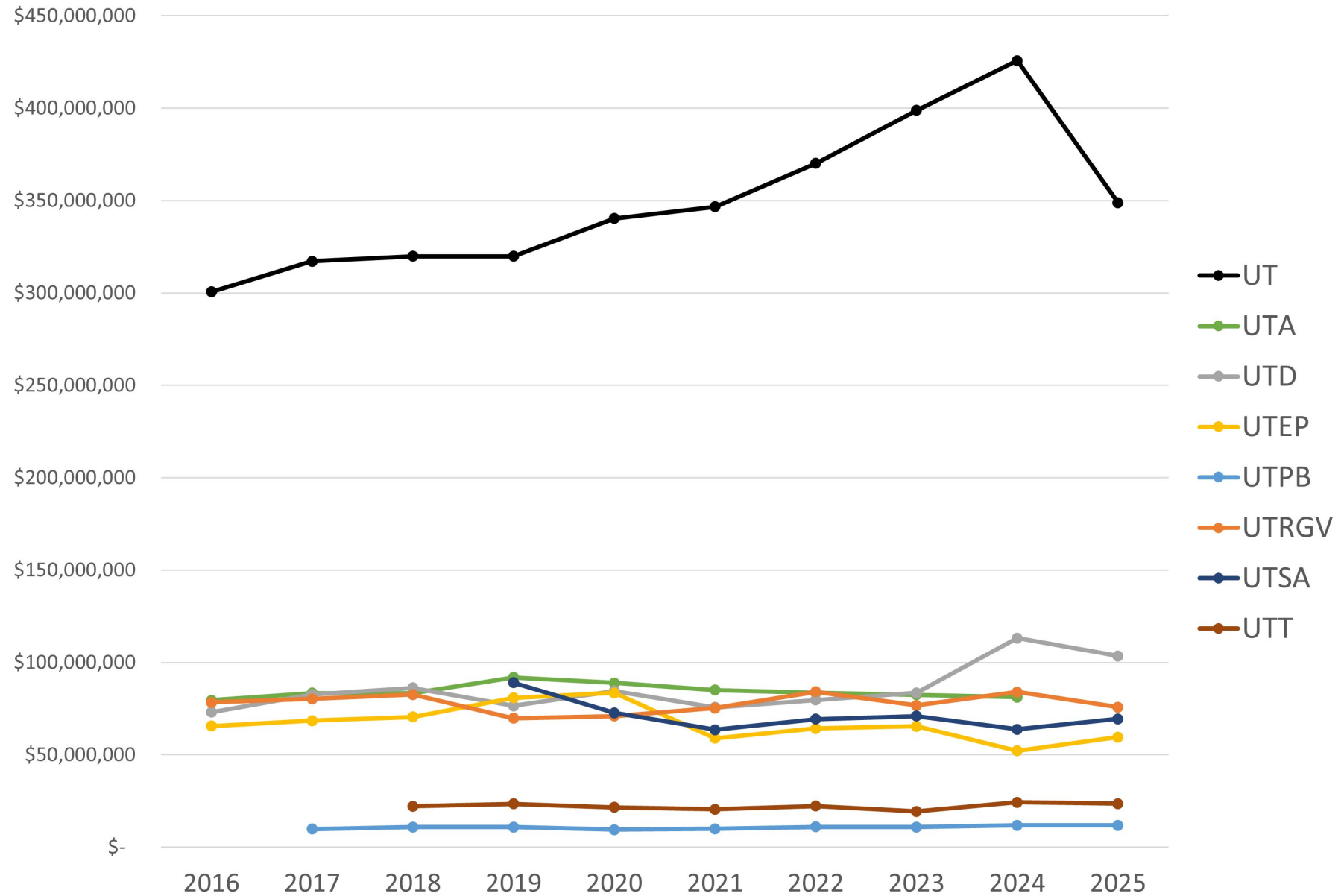
# Total university budget (peer inst.)

2016 mean  
peer value

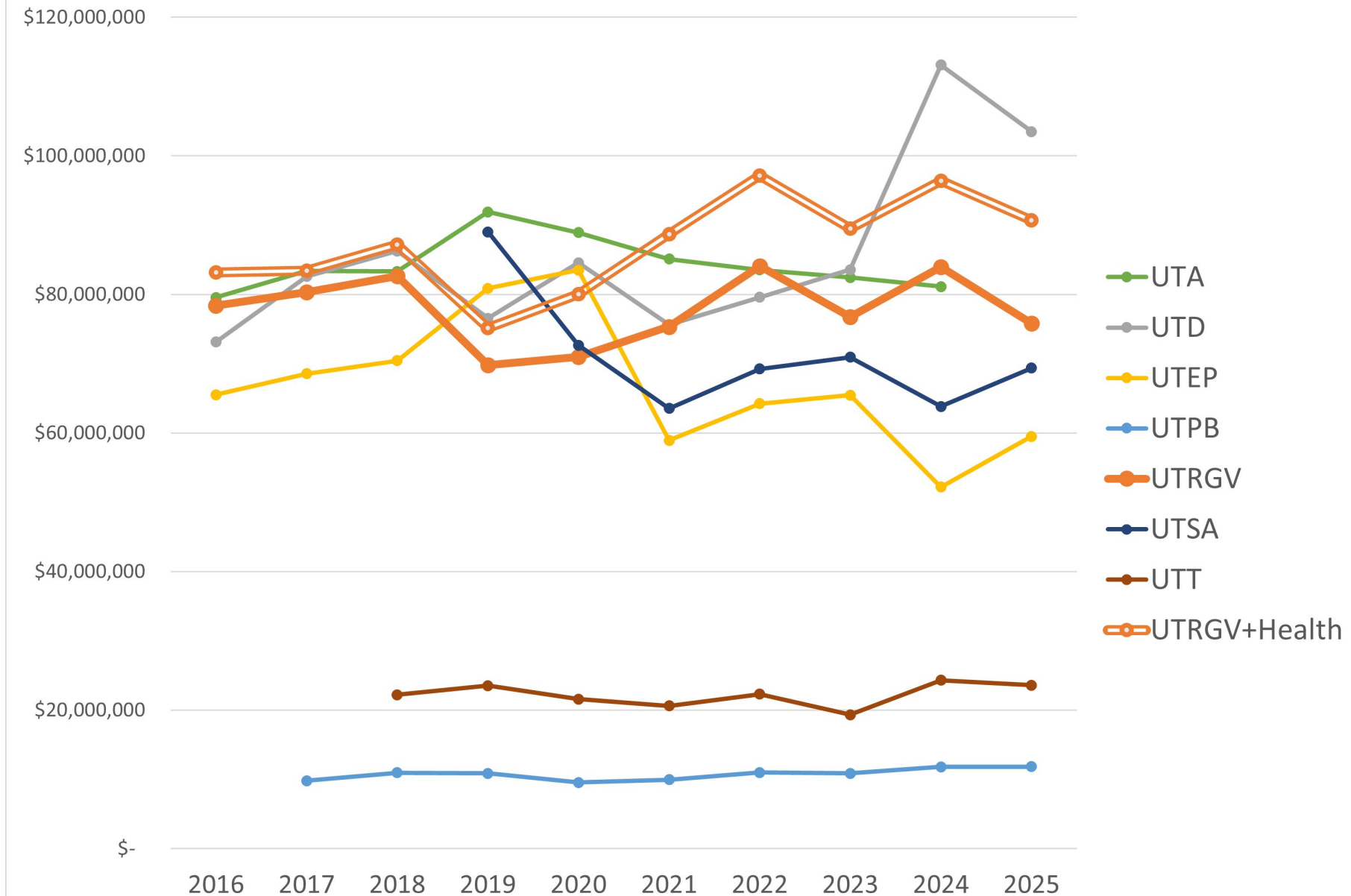


Values are prior year  
× inflation (source:  
BLS CPI change by  
year, SW region)

## Total academic faculty salaries

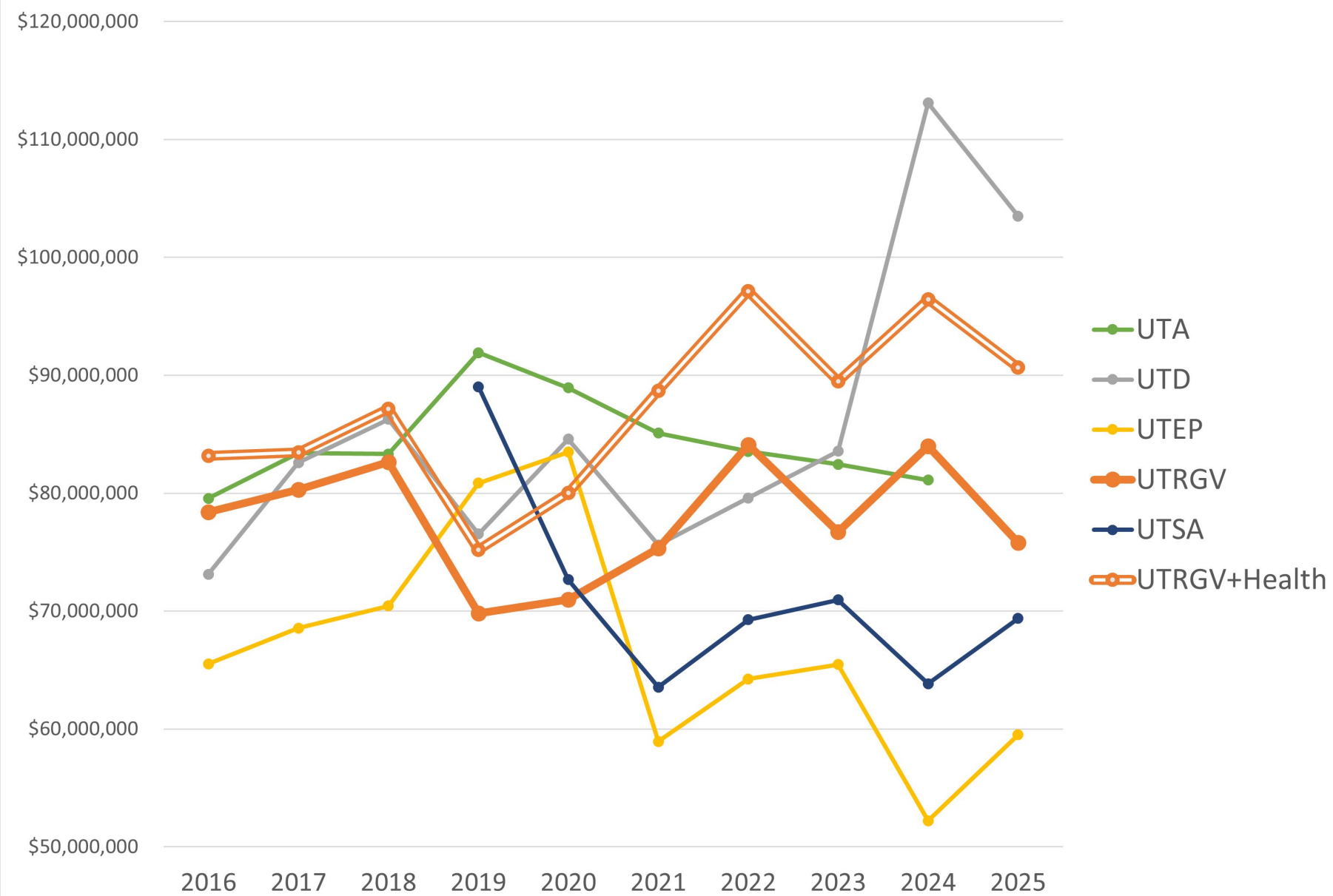


Total academic faculty salaries (no UT Austin)

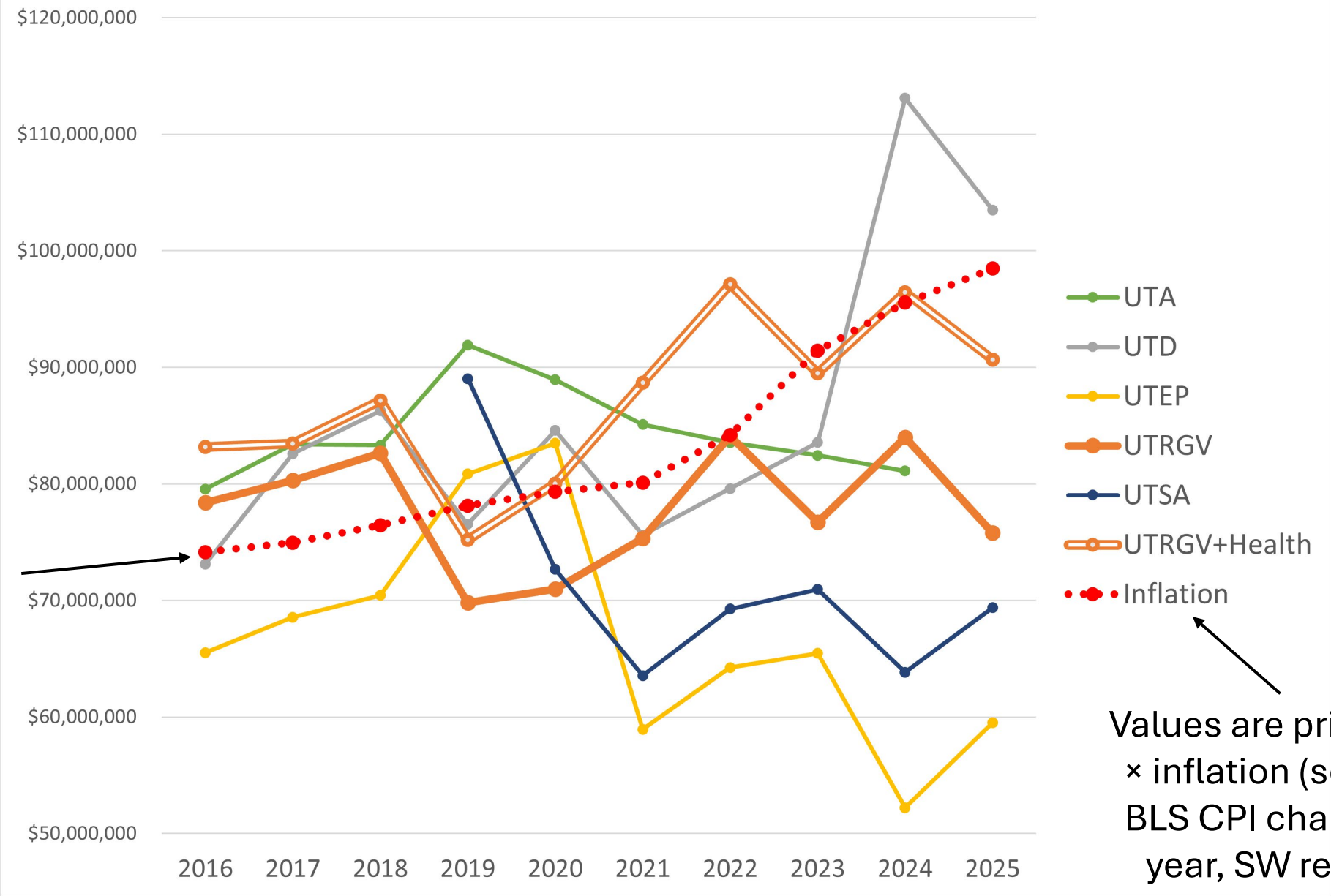




Total academic faculty salaries (peer inst.)



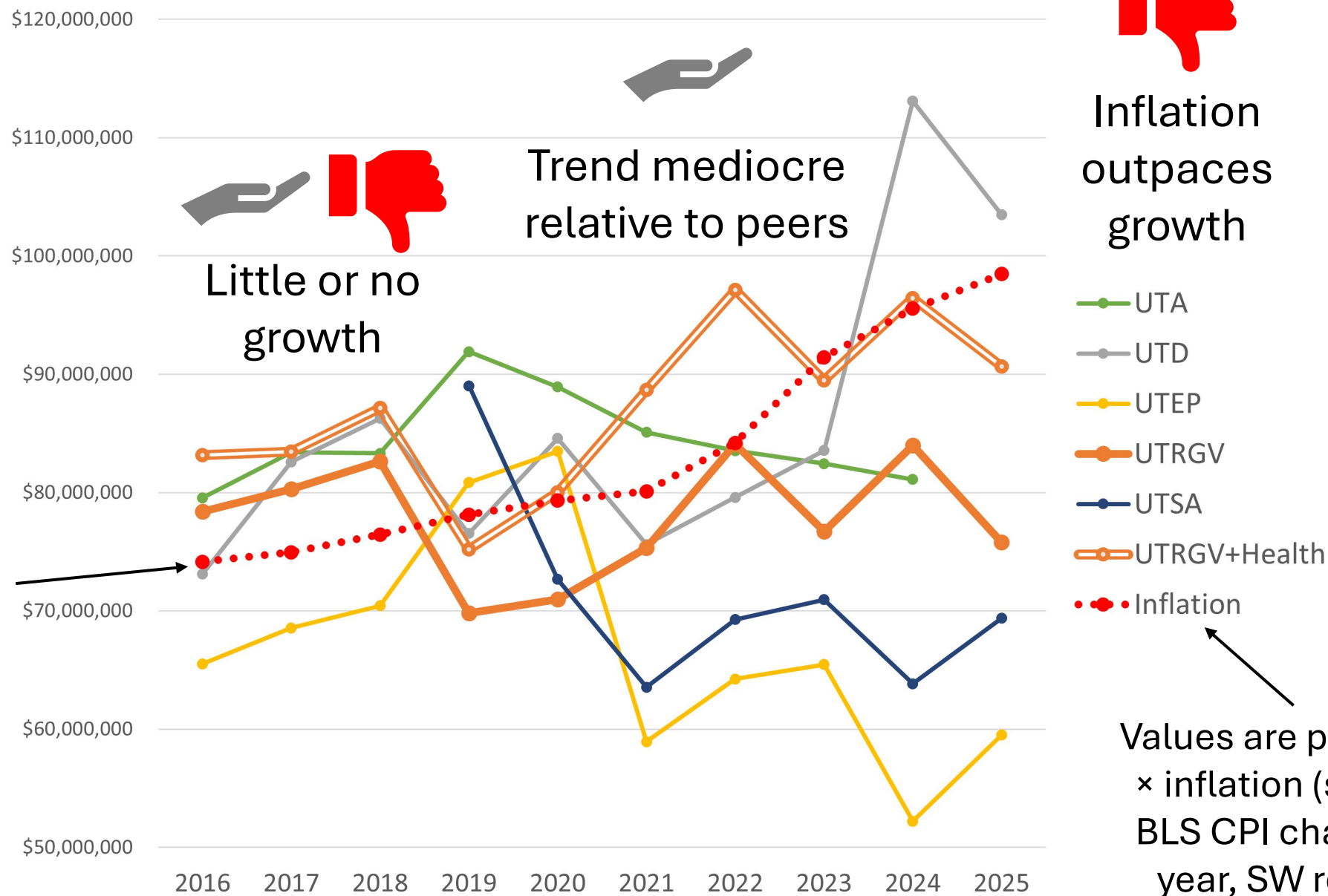
Total academic faculty salaries (peer inst.)



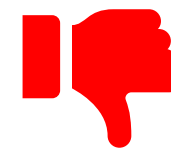
2016 mean  
peer value

Values are prior year  
× inflation (source:  
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year, SW region)

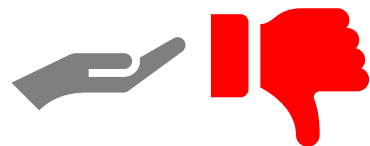
# Total academic faculty salaries (peer inst.)



2016 mean  
peer value



Inflation  
outpaces  
growth



Little or no  
growth

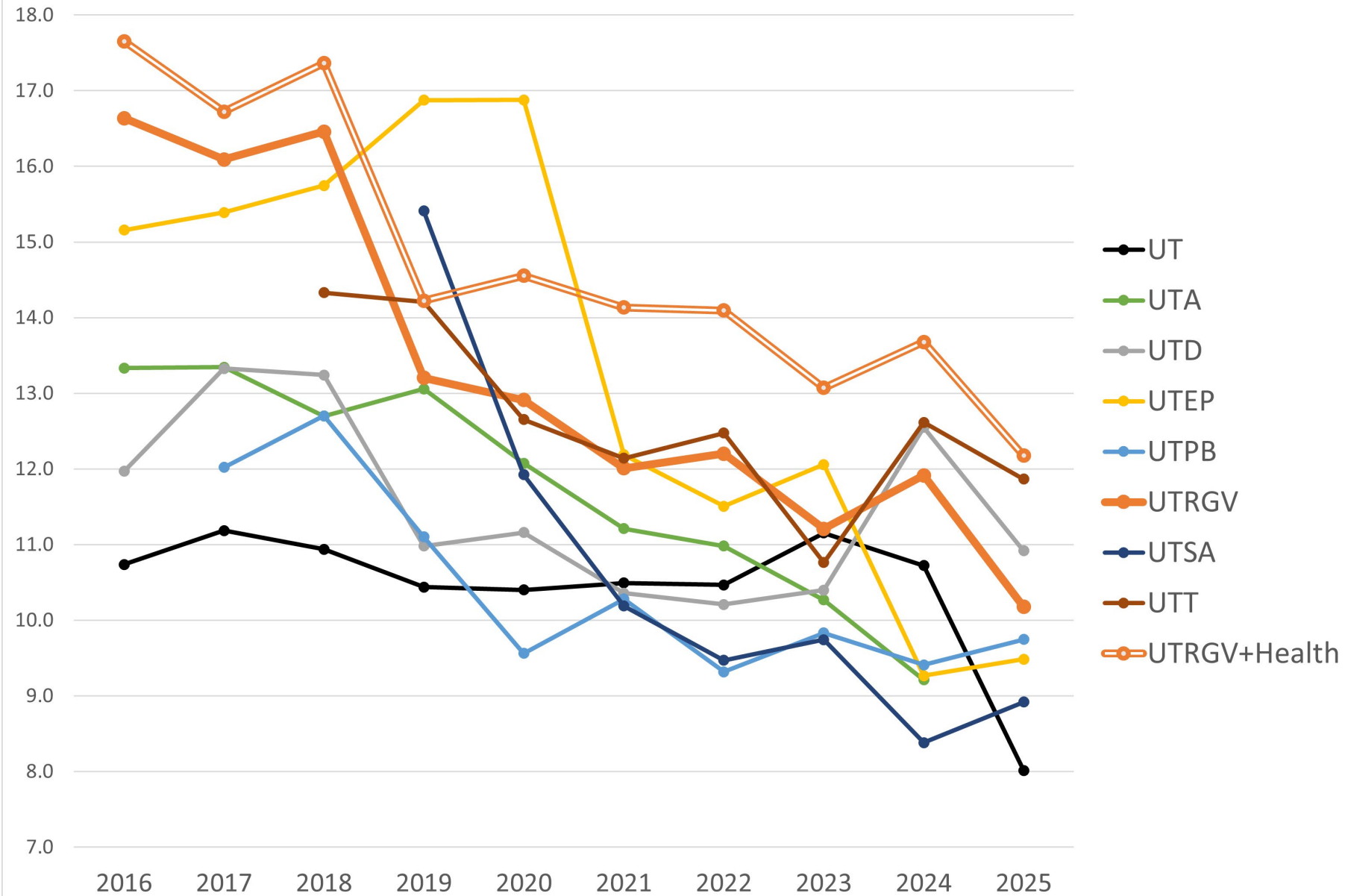
Trend mediocre  
relative to peers



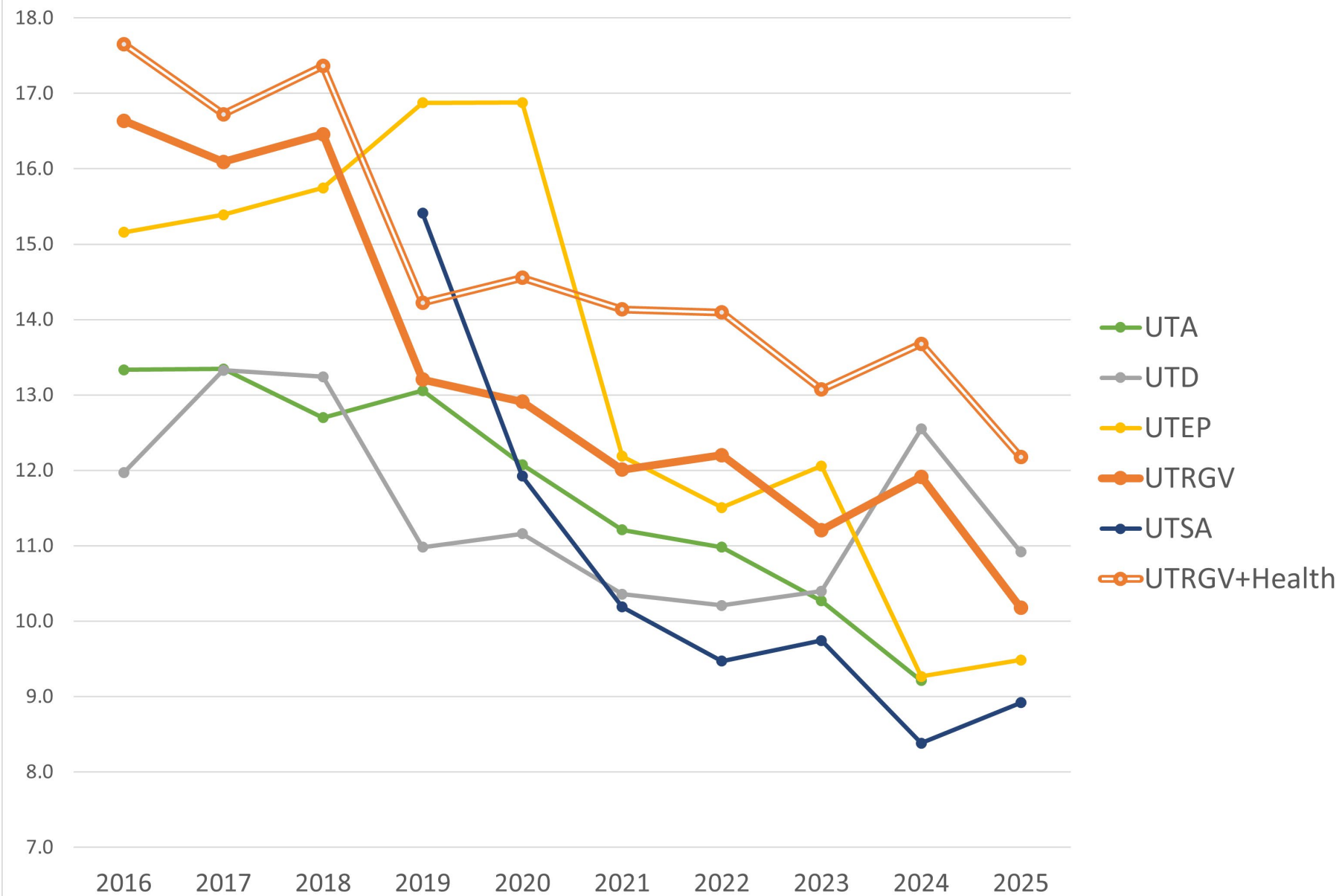
- UTA
- UTD
- UTEP
- UTRGV
- UTSA
- UTRGV+Health
- Inflation

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

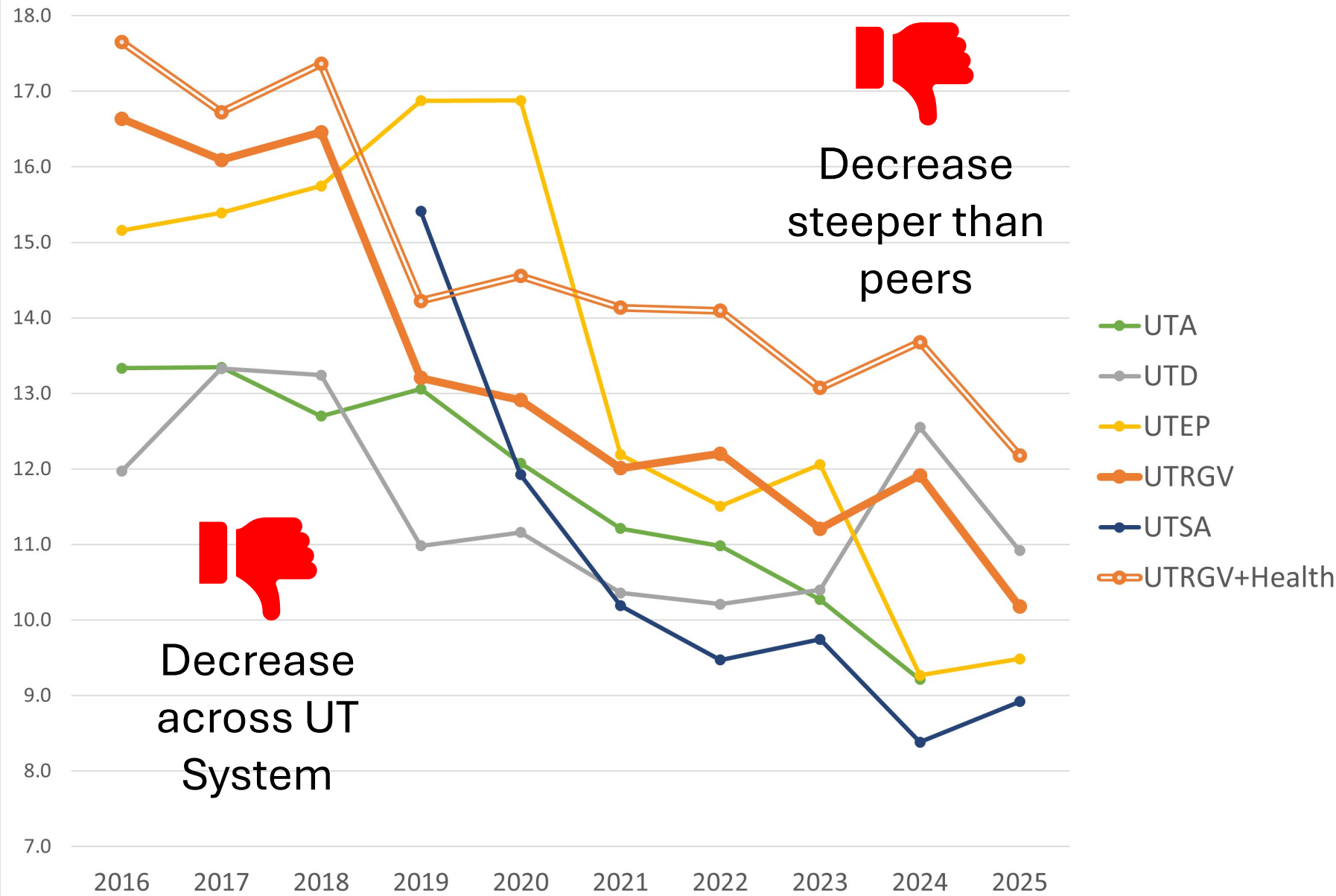
Faculty salaries as % of the total budget



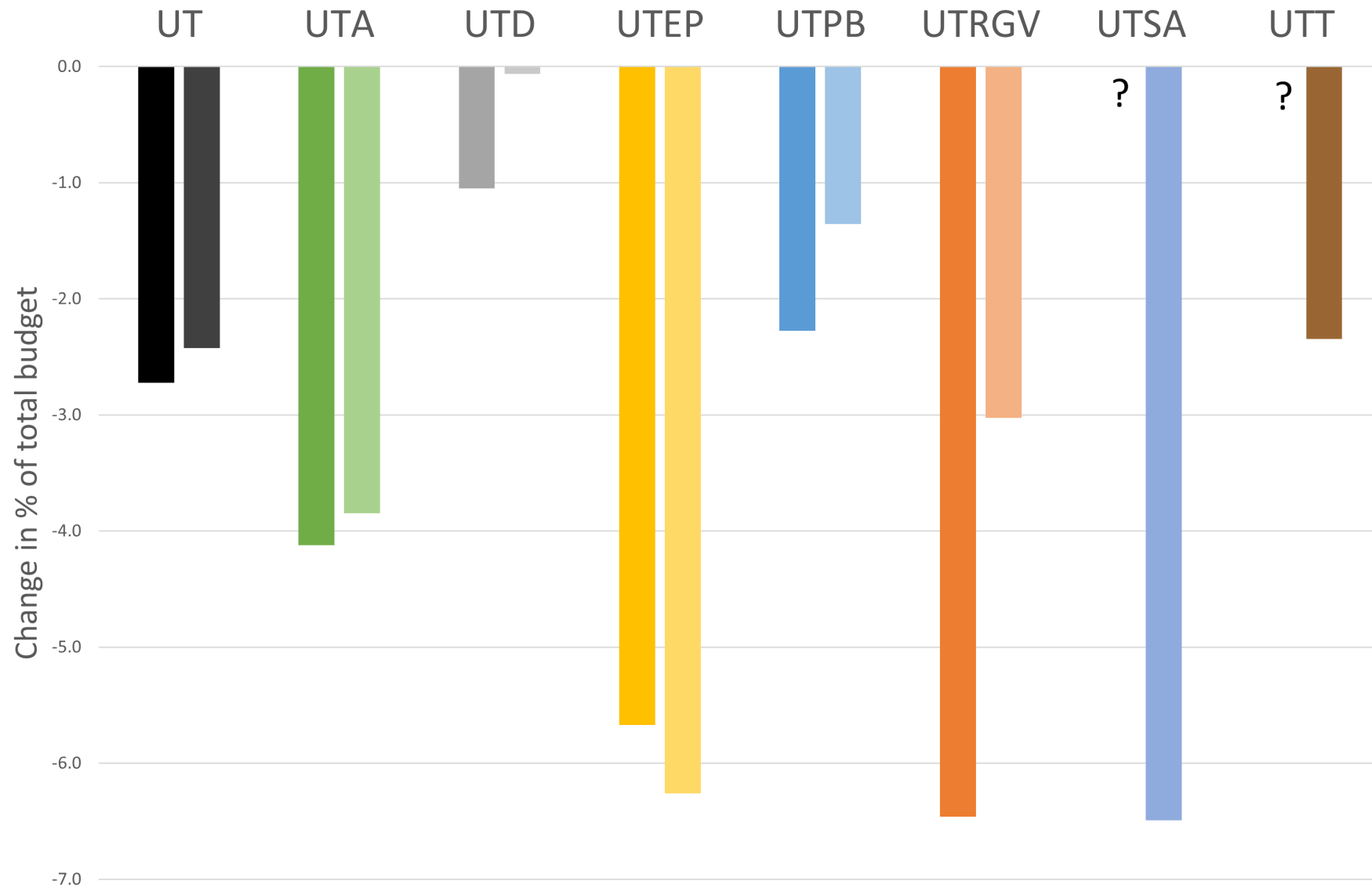
Faculty salaries as % of the total budget (peer inst.)



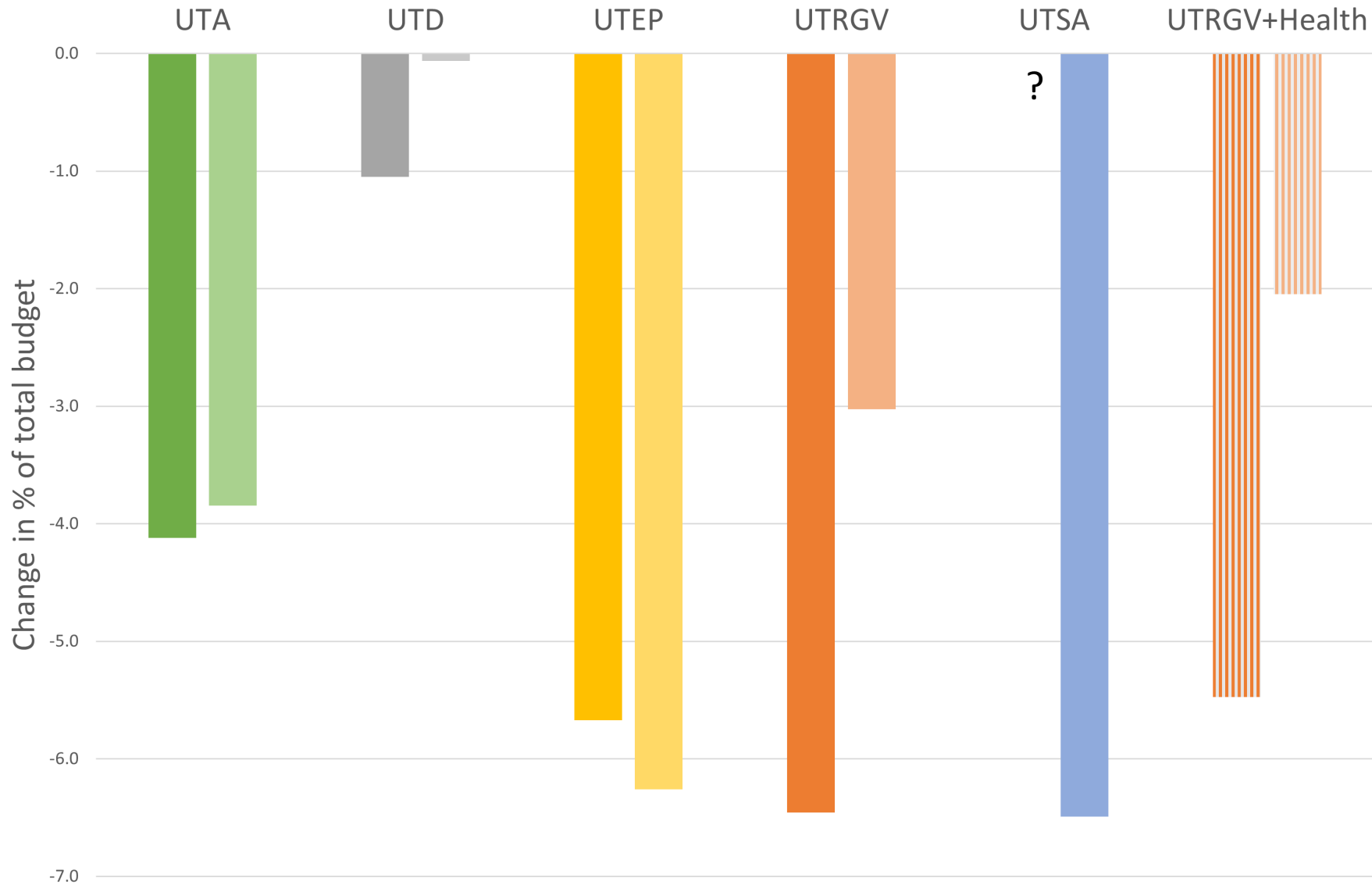
Faculty salaries as % of the total budget (peer inst.)



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

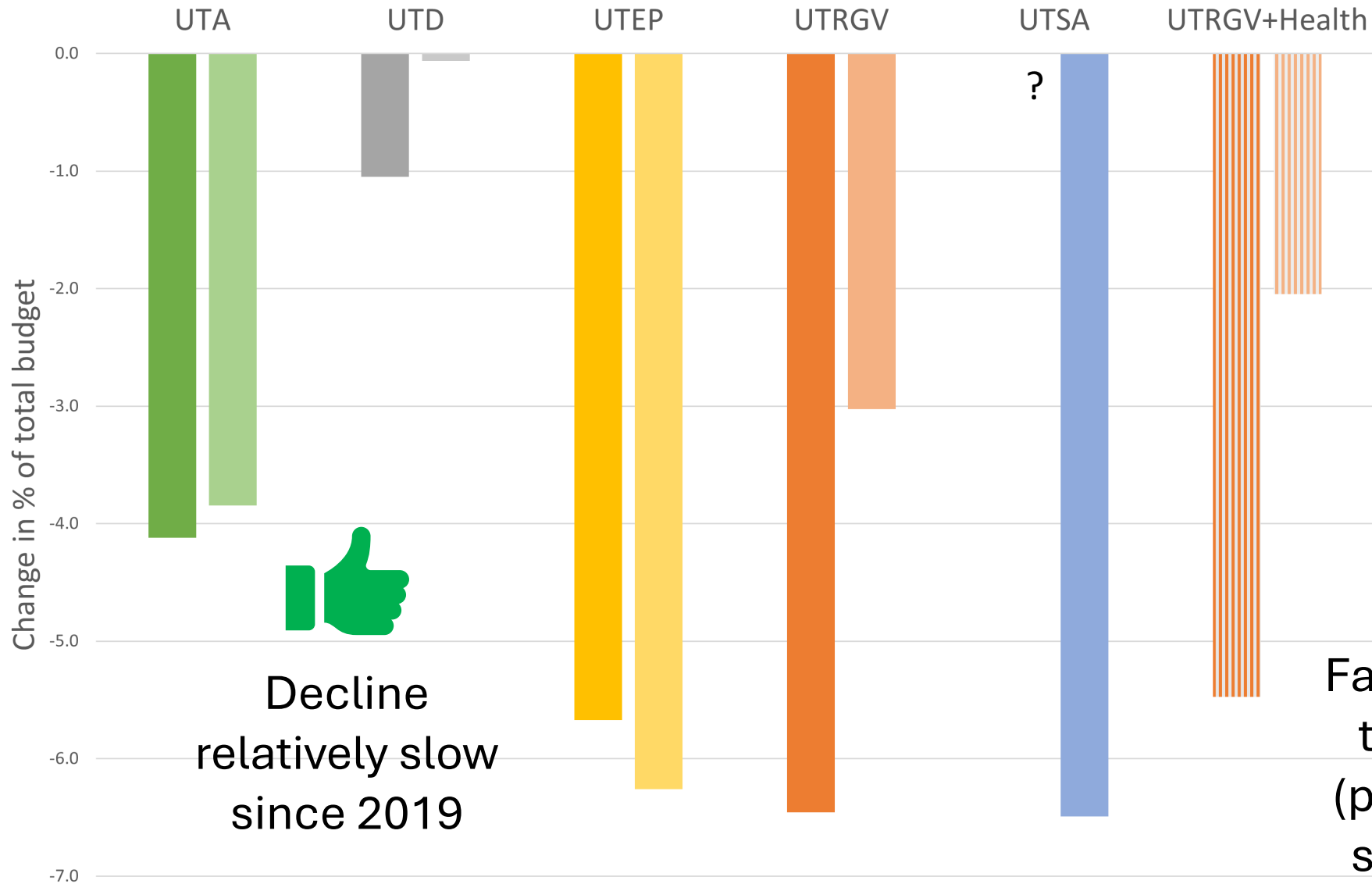


Faculty salaries as % of the total budget (peer inst.)  
Change since 2016 (left, darker) or 2019 (right, lighter)





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



Decline  
relatively slow  
since 2019



Fallen farther  
than most  
(perhaps all)  
since 2016

# Key limitations

- Does not consider or compare individual salaries
  - Big picture vs. Lived experience (Can I pay my bills?)
  - Core issue
- Don't know, can't know - data is nowhere nearly as transparent
- UTRGV has barred faculty access to 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.
  - Denied access, denied reasoning; peer faculty 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**

- Sympathy for Bailey's goals (low cost, national identity, traditional college experience)
- Accumulating faculty debts are increasingly harmful

Extra info

## CURRENT & PENDING SUPPORT

### Since 2016:

- 16 papers, including *Nature Climate Change*
- \$3.16 M in external grants (18 awards >\$25K)

### Currently:

- 7 active grants, totaling \$2.52 M
- 4 as lead PI (\$0.93 M total)

### Merit adjustment:

**-8.3%** purchasing power

**Name: Dr. Christopher A. Gabler**

NAME (List/PD #1 first)	SUPPORTING AGENCY AND AGENCY ACTIVE AWARD/PENDING PROPOSAL NUMBER	TOTAL \$ AMOUNT	EFFECTIVE AND EXPIRATION DATES	% OF TIME COMMITTED	TITLE OF PROJECT
Gabler, C. A.	Active: Cherokee Nations Systems Solutions on behalf of USGS	\$324,601	3/15/2023 – 9/30/2025	7%	Ecological Research Support for Border Wall Flood and Entrapment Project
Gabler, C. A., Choudhury, R., Atesin, T.	USDA APHIS	\$63,074	1/1/2024 – 12/31/2024	6%	FY 24 Ag-Discovery Summer Enrichment Program
Gabler, C. A.	USDA APHIS	\$50,361	1/15/2024 – 12/31/2024	2%	Rare and endangered plant surveys and relocation required for cattle fever tick containment efforts
Gabler, C. A.	USGS Cooperative Ecosystem Study Unit	\$455,000	1/19/2023 – 1/18/2027	18%	Examination and repopulation of endangered plants impacted by border wall construction in the Lower Rio Grande Valley
Racelis, A., Cain, C., Gabler, C. A., Pereira, E. I.	USDA NRCS Conservation Outreach	\$592,800	8/3/2022 – 8/2/2026	2%	Conservation, Community, and Equity in Food and Agriculture in the Rio Grande Valley (CEFAIR)
Racelis, A., Gabler, C. A., Rugg, S., Baldillo, I., et al.	USDA NIFA Hispanic- Serving Institutions (HSI) Education Grants	\$975,314	9/1/2021 – 8/31/2025	4%	South Texas Agricultural Roadmap for Teaching, Research, Experiential Learning, and Careers (STARTREC) in Food, Agriculture, and Natural Resources
Hicks, D., Gabler, C. A.	SpaceX	\$60,008	9/30/2023 – 8/30/2024	8%	Commercial Launch Site Construction Species Monitoring Survey-2023

# 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