

TEXAS A&M UNIVERSITY

FACULTY PROFILE REPORT
FALL 2019



Prepared by
Office of Data and Research Services

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Definitions

The **Faculty Profile Report for Fall 2019** has been produced with the Tableau tool, applying standard SQL against certified workload data.

Average Age: Computed using only records with valid age.

Average Salary: Based on 9-month full-time equivalent salary as reported to the Texas Higher Education Coordinating Board. Note that a ‘—’ (minus sign) in the average salary field means that the number of faculty (N) in the cell is three or less and salaries are not shown in that cell; however they are not eliminated from sub-total calculations at higher grouping levels. **Note:** average salaries are computed using decimal precision and rounded.

CB Rank: Faculty member rank as defined by and reported to the Texas Higher Education Coordinating Board.

- Ranks of **Professor**, **Associate Professor** and **Assistant Professor** include only faculty having tenure or tenure track status.
- **Other Faculty** includes faculty generally without TAMU tenure and not on TAMU tenure track and including, but not limited to, adjunct, special, visiting, lecturer and instructor.

College: The academic college to which a faculty member is assigned.

Ethnicity: indicates the ethnic origin of the faculty member. Faculty are classified as “International” if they are not citizens of the United States but are in the United States on a temporary basis and do not have the right to remain indefinitely. Non-citizen faculty members, who are lawfully admitted for permanent residence, or Resident Aliens, are reported in the appropriate racial/ethnic category along with United States Citizens.

White, Non-Hispanic	Black, Non-Hispanic
Hispanic	Asian or Pacific Islander
American Indian or Alaskan Native	International
Unknown or Not Reported	

Galveston: Represents the Interdisciplinary Galveston department (INTG). These are TAMU-Galveston faculty paid to teach main campus students temporarily at the Galveston campus.

Gender: identifies a faculty member as either “male” or “female” as reported to the Texas Higher Education Coordinating Board.

Head Count: A count of faculty where each individual is counted once. This is in contrast to the *Teaching FTE* (see below) which may be less than one.

Instructional Faculty Reported to the Texas Higher Education Coordinating Board: This report includes all faculty members who were reported to the Texas Higher Education Coordinating Board. This includes each person who has a faculty appointment for the fall semester. Faculty who may be on leave, research faculty, librarians, and administrators are included if they have faculty appointment or if they are paid from faculty salary funds. All faculty including teaching assistants who are teaching a course reported to the Texas Higher Education Coordinating Board are also included. This report reflects conditions as of the official census date of the fall semester. **The Galveston Campus and Health Science Center both report separately to THECB; for the time being, they are excluded from this profile.**

Teaching FTE: Faculty member's percent of time paid to perform the teaching function. Note that Teaching FTE may often be smaller than the Budgeted FTE which is used to compute faculty *Full-Time/Part-Time Status* (see above). A faculty member may be Full-Time (Budgeted FTE = 1.0), but only 80% of their salary may be from teaching salaries which would make them 0.80 FTE Teaching.

Tenure: Faculty who have received tenure.

Tenure Track: Faculty holding an appointment eligible for tenure.

Instructional Faculty Reported to THECB Fall 2019

Headcount by College by CB Rank

	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	Subtotals
Agriculture and Life Sciences	203	97	64	82	237	683
Architecture	34	47	45	50	141	317
Bush School of Government & Public Service	20	15	16	22	5	78
Education and Human Development	80	71	83	72	151	457
Engineering	297	171	157	105	334	1,064
Geosciences	57	21	33	8	60	179
Liberal Arts	161	134	93	78	368	834
Mays Business School	87	27	45	46	96	301
Other	6	2	2	102	3	115
School of Law	74	14	2	13		103
Science	160	50	101	66	64	441
Veterinary Medicine and Biomedical Sciences	80	55	72	86	57	350
Overall Totals	1,259	704	713	730	1,516	4,922

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty not included in report.

Instructional Faculty Reported to THECB Fall 2019

Semester FTE by College by CB Rank

	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	Subtotals
Agriculture and Life Sciences	137.3	68.1	38.0	29.9	93.6	366.9
Architecture	27.1	40.0	39.9	33.4	71.4	211.8
Bush School of Government & Public Service	13.8	13.7	10.3	10.0	2.5	50.3
Education and Human Development	64.6	58.1	55.4	25.7	62.2	266.1
Engineering	225.7	136.0	132.0	36.2	132.3	662.1
Liberal Arts	139.9	125.4	88.6	57.7	179.0	590.6
Mays Business School	66.7	24.5	40.9	25.7	45.4	203.3
Other	0.6	0.5	0.0	0.0	1.0	2.1
School of Law	47.7	13.8	2.0	2.3		65.8
Science	146.0	46.0	90.2	46.0	16.0	344.2
Veterinary Medicine and Biomedical Sciences	57.2	46.8	56.5	78.5	25.0	264.1
Overall Totals	926.7	572.8	553.9	345.4	628.4	3,027.1

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.

c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.

d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

Instructional Faculty Reported to THECB Fall 2019

Average Salary by College by CB Rank

	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	Subtotals
Agriculture and Life Sciences	\$131,685	\$93,033	\$76,845	\$57,941	\$31,176	\$77,327
Architecture	\$125,480	\$94,234	\$70,597	\$64,286	\$21,120	\$56,986
Bush School of Government & Public Service		\$118,783	\$91,334	\$45,014	\$23,044	\$74,976
Education and Human Development	\$119,975	\$78,382	\$61,570	\$46,626	\$30,251	\$61,703
Engineering	\$165,218	\$106,582	\$92,922	\$66,452	\$34,668	\$94,399
Geosciences	\$138,128	\$91,392	\$73,463	\$59,452	\$33,271	\$82,060
Liberal Arts	\$132,690	\$92,574	\$71,832	\$52,148	\$34,306	\$68,514
Mays Business School			\$166,965	\$64,630	\$26,375	\$69,617
Other	\$108,686	\$94,271	\$46,773	\$39,683	\$25,764	\$43,993
School of Law	\$136,166	\$123,539	\$62,244	\$51,662		\$122,349
Science	\$157,763	\$98,488	\$81,404	\$44,621	\$41,411	\$99,736
Veterinary Medicine and Biomedical Sciences	\$146,384	\$112,119	\$94,410	\$29,393	\$36,083	\$83,598
Overall Totals	\$144,604	\$98,019	\$85,709	\$50,683	\$32,036	\$79,285

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.

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Instructional Faculty Reported to THECB Fall 2019

Average Age by College by CB Rank

	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	Subtotals
Agriculture and Life Sciences	60.5	48.4	40.2	47.4	28.5	44.2
Architecture	64.0	54.4	43.5	45.8	28.9	41.2
Bush School of Government & Public Service	65.5	49.7	38.8	54.1	28.2	51.4
Education and Human Development	59.1	51.2	42.8	47.1	31.1	43.8
Engineering	59.6	49.3	36.8	46.0	27.1	43.0
Geosciences	58.8	46.9	37.0	47.0	28.0	42.5
Liberal Arts	60.2	50.2	39.3	45.0	29.4	41.2
Mays Business School	60.4	49.7	38.9	47.2	26.6	43.4
Other	54.3	56.0	39.0	39.8	26.0	40.6
School of Law	54.4	46.5	34.5	54.8		52.9
Science	61.2	51.5	37.4	43.5	26.8	47.1
Veterinary Medicine and Biomedical Sciences	61.1	48.8	40.4	32.6	28.4	42.7
Overall Totals	60.0	49.9	39.2	44.1	28.5	43.5

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Instructional Faculty Reported to THECB Fall 2019

Headcount by College by Tenure, CB Rank

	Tenured			Tenure track			Non-tenured					Subtotals
	Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Agriculture and Life Sciences	172	74	2		6	39	31	17	25	80	237	683
Architecture	26	28			4	22	8	15	23	50	141	317
Bush School of Government & Public Service	11	9			1	11	9	5	5	22	5	78
Education and Human Development	54	31			4	28	26	36	55	72	151	457
Engineering	223	104	5	4	9	102	70	58	55	100	334	1,064
Geosciences	48	12			2	22	9	7	11	8	60	179
Liberal Arts	150	112	1		5	60	11	17	33	77	368	834
Mays Business School	45	19	1		1	27	42	7	18	45	96	301
Other	4	2					2		2	102	3	115
School of Law	37	1		2	6		35	7	2	13		103
Science	152	38				47	8	12	54	66	64	441
Veterinary Medicine and Biomedical Sciences	63	26			2	22	17	27	50	86	57	350
Overall Totals	985	456	9	6	40	380	268	208	333	721	1,516	4,922

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Instructional Faculty Reported to THECB Fall 2019

Semester FTE by College by Tenure, CB Rank

	Tenured			Tenure track			Non-tenured					Subtotals
	Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Other	0.6	0.5					0.0		0.0	0.0	1.0	2.1
Bush School of Government & Public Service	8.4	8.7			1.0	8.5	5.4	4.0	1.8	10.0	2.5	50.3
School of Law	34.0	1.0		2.0	5.8		11.7	7.0	2.0	2.3		65.8
Geosciences	41.7	11.5			2.0	20.9	4.7	2.0	7.9	0.3	16.7	107.7
Mays Business School	41.5	17.5	0.0		1.0	24.9	25.2	6.0	16.1	25.7	45.4	203.3
Architecture	22.7	25.4			4.0	20.2	4.4	10.5	19.7	33.4	71.4	211.8
Veterinary Medicine and Biomedical Sciences	46.8	20.1			2.0	18.5	10.4	24.7	38.0	78.5	25.0	264.1
Education and Human Development	43.8	27.5			4.0	26.0	20.8	26.6	29.4	25.7	62.2	266.1
Science	142.3	37.5				45.3	3.7	8.5	44.9	46.0	16.0	344.2
Agriculture and Life Sciences	129.1	58.9	0.0		3.8	29.6	8.2	5.4	8.4	29.9	93.6	366.9
Liberal Arts	131.9	105.5	0.0		3.9	56.2	8.0	16.1	32.3	57.7	179.0	590.6
Engineering	185.6	90.9	1.0	4.0	7.5	94.6	36.1	37.6	37.4	35.2	132.3	662.1
Overall Totals	828.4	405.0	1.0	6.0	34.9	344.7	138.7	148.3	237.9	344.8	645.0	3,134.8

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Instructional Faculty Reported to THECB Fall 2019

Average Salary by College by Tenure, CB Rank

	Tenured			Tenure track			Non-tenured				Subtotals	
	Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Agriculture and Life Sciences	\$132,722	\$94,874	\$158,900		\$96,218	\$84,410	\$125,932	\$83,895	\$65,043	\$55,417	\$31,176	\$77,327
Architecture	\$134,409	\$102,097			\$93,148	\$76,897	\$96,462	\$79,847	\$64,571	\$64,286	\$21,120	\$56,986
Bush School of Government & Public Service	\$212,056	\$135,399			\$112,122	\$100,078	\$130,691	\$90,205	\$72,095	\$45,014	\$23,044	\$100,736
Education and Human Development	\$138,852	\$91,943			\$86,002	\$78,308	\$80,767	\$65,857	\$53,049	\$46,626	\$30,251	\$61,703
Engineering	\$180,049	\$121,930	\$203,566	\$189,943	\$110,192	\$103,540	\$116,559	\$78,502	\$73,230	\$59,596	\$34,668	\$94,399
Geosciences	\$138,907	\$102,575			\$106,947	\$85,638	\$133,975	\$67,779	\$49,113	\$59,452	\$33,271	\$82,060
Liberal Arts	\$136,976	\$94,855	\$278,514		\$100,897	\$80,598	\$74,248	\$75,102	\$55,894	\$49,208	\$34,306	\$68,514
Mays Business School	\$253,192	\$200,839	\$347,598		\$202,248	\$207,048	\$118,733	\$114,918	\$106,839	\$58,341	\$26,375	\$113,692
Other	\$133,011	\$94,271					\$60,035		\$46,773	\$39,683	\$25,764	\$43,993
School of Law	\$198,121	\$84,060		\$155,349	\$140,912		\$69,574	\$114,288	\$62,244	\$51,662		\$122,349
Science	\$161,802	\$104,112				\$97,418	\$81,016	\$80,679	\$67,467	\$44,621	\$41,411	\$99,736
Veterinary Medicine and Biomedical Sciences	\$154,813	\$115,356			\$111,366	\$102,360	\$115,149	\$109,058	\$90,912	\$29,393	\$36,083	\$83,598
Overall Totals	\$159,514	\$108,613	\$217,971	\$178,412	\$109,665	\$99,945	\$105,526	\$83,015	\$69,464	\$48,595	\$32,036	\$82,147

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.

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d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

Instructional Faculty Reported to THECB Fall 2019

Average Age by College by Tenure, CB Rank

	Tenured			Tenure track			Non-tenured					Subtotals
	Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Agriculture and Life Sciences	59.8	48.2	65.0		44.8	38.3	64.4	50.4	43.2	46.9	28.5	44.2
Architecture	62.1	54.5			48.0	42.5	70.0	55.9	44.5	45.8	28.9	41.2
Bush School of Government & Public Service	63.8	43.6			41.0	36.0	67.4	62.6	44.8	54.1	28.2	51.4
Education and Human Development	59.4	51.7			47.0	38.6	58.5	51.2	45.0	47.1	31.1	43.8
Engineering	58.7	47.0	49.8	65.5	42.1	36.2	62.2	54.6	37.8	45.8	27.1	43.0
Geosciences	57.5	48.6			41.5	37.3	65.9	45.4	36.3	47.0	28.0	42.5
Liberal Arts	59.9	50.4	50.0		37.6	37.5	65.0	52.2	42.4	44.9	29.4	41.2
Mays Business School	61.2	48.3	59.0		42.0	36.1	59.6	54.4	43.2	47.0	26.6	43.4
Other	54.0	56.0					55.0		39.0	39.8	26.0	40.6
School of Law	53.0	50.0		45.5	41.5		56.8	50.3	34.5	54.8		52.9
Science	60.8	50.2				35.2	67.9	55.8	39.5	43.5	26.8	47.1
Veterinary Medicine and Biomedical Sciences	59.9	47.8			49.0	39.4	65.5	49.7	40.8	32.6	28.4	42.7
Overall Totals	59.5	49.2	54.2	58.8	43.2	37.3	62.1	52.7	41.4	44.0	28.5	43.5

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

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Instructional Faculty Reported to THECB Fall 2019

Headcount by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Agriculture and Life Sciences	American Indian, Alaskan		1									2	3
	Asian or Pacific Islander	21	17			1	3	1	2	2	4	7	58
	Black Non-hispanic	3	2				1				1	2	9
	Hispanic	10	3					2	2	2	3	16	38
	International	4	3			1	9	2		5	3	81	108
	Unknown, Not reported	4	1			1	1	1				5	8
	White Non-hispanic	130	47	2		3	25	25	13	16	64	121	446
Architectu..	American Indian, Alaskan		1										1
	Asian or Pacific Islander	4	8			1	3		1	2	1	9	29
	Black Non-hispanic	2					1			1	1	7	12
	Hispanic		3						3		2	10	18
	International	2	2			1	7	2		5	8	77	104
	Unknown, Not reported	1					3		3	1	5	2	15
	White Non-hispanic	17	14			2	8	8	6	14	33	36	138
Bush Schoo l of Govern ment & ..	Asian or Pacific Islander		1			1				1	1		4
	Black Non-hispanic		1					1		1			3
	Hispanic		2										2
	International						1				1	3	5
	Unknown, Not reported						4				1		5
		White Non-hispanic	11	5				6	8	5	3	19	2
Education and Human Developm..	American Indian, Alaskan											1	1
	Asian or Pacific Islander	10	4				3			3	2	9	31
	Black Non-hispanic	3	7				7	2	1	2	4	12	38
	Hispanic	6	5			1			4	4	3	17	40
	International	1					6	1		3	9	56	76
	Unknown, Not reported	2	1					1	1	1	3	4	13
	White Non-hispanic	32	14			3	12	22	30	42	51	52	258
Engineeri..	American Indian, Alaskan		1										1
	Asian or Pacific Islander	48	33	1		1	21	9	4	7	8	18	150
	Black Non-hispanic	5					3	1	1		5	4	19
	Hispanic	11	9	1		1	1	9	4	3	12	20	71
	International	35	15			3	49	7	6	28	15	214	372
	Unknown, Not reported	8	2			1	2	5	2		6	6	32
	White Non-hispanic	116	44	3	4	3	26	39	41	17	54	72	419
Geoscienc..	Asian or Pacific Islander	7						1	1	1		2	12
	Black Non-hispanic						1						1
	Hispanic	1					3	1	1			1	7
	International	3				1	6			3	2	21	36

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Instructional Faculty Reported to THECB Fall 2019

Headcount by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured				Subtotals	
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Geoscienc..	Unknown, Not reported	1	1				1	1			1		5
	White Non-hispanic	36	11			1	11	6	5	7	5	36	118
Liberal Arts	American Indian, Alaskan	1									1		2
	Asian or Pacific Islander	9	11				3	1	2	1	3	10	40
	Black Non-hispanic	7	7				2	1	1	2	1	16	37
	Hispanic	12	16				4	1	1	6	4	45	88
	International	4	3	1			13	1	1	5	5	125	158
	Unknown, Not reported	5	7				3			4	8	8	35
	White Non-hispanic	112	68			5	35	8	12	15	55	164	474
Mays	Asian or Pacific Islander	9	5				1	1		3	2	4	25
	Black Non-hispanic	2						2		1		1	6
Business School	Hispanic	1	1				1	2			2	3	10
	International	2					11	4	1	5	3	48	74
	Unknown, Not reported	2	1				2	2			2	2	11
	White Non-hispanic	29	12	1		1	12	31	6	9	36	38	175
Other	American Indian, Alaskan										1		1
	Asian or Pacific Islander										1		1
	Black Non-hispanic										7		7
	Hispanic										11		11
	International		1					1			3		5
	Unknown, Not reported										26		26
White Non-hispanic	4	1					1		2	53	3	64	
School of Law	Asian or Pacific Islander	3											3
	Black Non-hispanic	4				1		1		1	1		8
	Hispanic	1						2					3
	International	1					2	7			3		13
	Unknown, Not reported	5				1		4					10
	White Non-hispanic	23	1			1	3	21	7	1	9		66
Science	American Indian, Alaskan							1					1
	Asian or Pacific Islander	17	5				4			3	5	7	41
	Black Non-hispanic	2									4		6
	Hispanic	5	2							2	5	1	15
	International	14	5				22			20	10	42	113
	Unknown, Not reported		1				2			1	4		8
	White Non-hispanic	114	25				19	7	12	28	38	14	257
Veterinary Medicine and	Asian or Pacific Islander	8	6				1			2	2	3	22
	Black Non-hispanic	1							1		2		4
	Hispanic		1				2	1	1	1	6	5	16

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Instructional Faculty Reported to THECB Fall 2019

Headcount by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured				Subtotals	
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
and	International	3	1				4		3	9	15	18	53
Biomedical	Unknown, Not reported						2			2	5	3	12
Sciences	White Non-hispanic	51	18			2	13	17	22	36	56	28	243
Overall Totals		985	456	9	6	40	380	268	208	333	721	1,516	4,922

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

Instructional Faculty Reported to THECB Fall 2019

Semester FTE by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured				Graduate Asst	Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		
Agriculture and Life Sciences	American Indian, Alaskan		1.0									0.5	1.5
	Asian or Pacific Islander	17.4	12.1			1.0	2.0	0.6	0.3	1.6	0.3	2.6	37.8
	Black Non-hispanic	3.0	1.8				1.0				1.0	0.7	7.5
	Hispanic	8.3	2.6					0.0	1.9	1.0	1.0	5.5	20.3
	International	1.2	2.8			0.7	7.4	0.5		1.3	1.0	33.1	47.8
	Unknown, Not reported	3.5	0.0			1.0	0.0	0.6				1.0	2.7
	White Non-hispanic	95.7	38.6	0.0		1.2	19.2	6.6	3.3	4.6	25.6	48.5	243.2
Architecture	American Indian, Alaskan		1.0										1.0
	Asian or Pacific Islander	3.7	6.2			1.0	3.0		0.0	2.0	1.0	4.6	21.4
	Black Non-hispanic	1.0					1.0			1.0	1.0	3.5	7.5
	Hispanic		2.5						3.0		1.0	5.0	11.5
	International	1.9	2.0			1.0	7.0		2.0	4.0	7.2	39.0	64.1
	Unknown, Not reported	1.0					3.0		2.0	0.5	1.8	1.0	9.4
	White Non-hispanic	15.1	13.8			2.0	6.2	4.4	3.5	12.2	21.4	18.2	96.8
Bush School of Government & Public Service	Asian or Pacific Islander		1.0			1.0				1.0	0.7		3.7
	Black Non-hispanic		1.0					0.5		0.0			1.5
	Hispanic		2.0										2.0
	International						0.5				0.7	1.5	2.7
	Unknown, Not reported						3.0				0.3		3.3
	White Non-hispanic	8.4	4.7				5.0	4.9	4.0	0.8	8.3	1.0	37.1
Education and Human Development	American Indian, Alaskan											0.3	0.3
	Asian or Pacific Islander	8.0	4.0				3.0			1.0	0.3	3.8	20.0
	Black Non-hispanic	2.0	4.8				6.0	2.0	1.0	1.2	1.0	5.6	23.6
	Hispanic	6.0	5.0			1.0			3.1	1.7	0.6	5.1	22.5
	International	1.0					6.0	1.0		2.5	5.6	22.4	38.5
	Unknown, Not reported	1.6	1.0					0.5	0.7	0.0	0.5	1.8	6.1
	White Non-hispanic	25.3	12.8			3.0	11.0	17.3	21.8	23.0	17.7	23.3	155.1
Engineering	American Indian, Alaskan		1.0										1.0
	Asian or Pacific Islander	42.2	29.7	1.0		1.0	18.8	3.3	2.4	5.2	2.6	7.6	113.7
	Black Non-hispanic	4.0					2.7	1.0	1.0		0.0	2.0	10.7
	Hispanic	10.7	7.6	0.0		1.0	0.0	7.4	3.0	1.0	3.0	9.9	43.5
	International	26.5	13.1			2.0	46.6	2.5	3.0	18.7	4.5	79.2	196.1
	Unknown, Not reported	4.7	2.0			1.0	1.5	3.3	1.0		0.0	2.0	15.5
	White Non-hispanic	97.5	37.6	0.0	4.0	2.5	25.1	18.6	27.2	12.6	25.1	31.6	281.7
Geosciences	Asian or Pacific Islander	6.3						0.0	0.0	0.0		0.5	6.8
	Black Non-hispanic						1.0						1.0
	Hispanic	1.0					3.0	0.0	0.0			0.5	4.5
	International	2.3				1.0	5.8			2.0	0.0	5.3	16.4

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Instructional Faculty Reported to THECB Fall 2019

Semester FTE by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured				Graduate Asst	Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		
Geosciences	Unknown, Not reported	1.0	1.0				1.0				0.0		4.0
	White Non-hispanic	31.2	10.5			1.0	10.1	3.7	2.0	5.9	0.3	10.4	75.0
Liberal Arts	American Indian, Alaskan	0.5									0.0		0.5
	Asian or Pacific Islander	6.5	10.6				2.0	0.0	2.0	1.0	3.0	4.8	29.8
	Black Non-hispanic	5.0	7.0				2.0	1.0	0.8	2.0	1.0	6.8	25.6
	Hispanic	10.9	14.4				4.0		1.0	6.0	2.8	19.8	58.7
	International	2.0	3.0	0.0			12.0	0.5	1.0	5.0	4.1	63.4	91.0
	Unknown, Not reported	5.0	7.0				3.0			4.0	6.2	2.8	28.0
	White Non-hispanic	102.1	63.6			3.9	33.2	6.5	11.3	14.3	40.6	81.4	357.0
Mays Business School	Asian or Pacific Islander	7.9	5.0				1.0	0.2		3.0	2.0	1.7	20.8
	Black Non-hispanic	1.3						1.4		0.3		0.5	3.5
	Hispanic	1.0	1.0				1.0	0.0			0.3	1.5	4.8
	International	2.0					10.0	1.0	1.0	5.0	0.8	22.7	42.5
	Unknown, Not reported	2.0	1.0				2.0	0.7			1.0	1.0	7.7
	White Non-hispanic	27.3	10.5	0.0		1.0	10.9	22.0	5.0	7.8	21.6	18.0	124.1
Other	American Indian, Alaskan										0.0		0.0
	Asian or Pacific Islander										0.0		0.0
	Black Non-hispanic										0.0		0.0
	Hispanic										0.0		0.0
	International		0.2					0.0			0.0		0.2
	Unknown, Not reported										0.0		0.0
	White Non-hispanic	0.6	0.3					0.0		0.0	0.0	1.0	1.9
School of Law	Asian or Pacific Islander	3.0											3.0
	Black Non-hispanic	4.0				1.0		1.0		1.0	0.2		7.2
	Hispanic	1.0						1.2					2.2
	International	1.0				1.8		1.5			1.1		5.4
	Unknown, Not reported	4.0			1.0			0.9					5.9
	White Non-hispanic	21.0	1.0		1.0	3.0		7.1	7.0	1.0	1.0		42.1
Science	American Indian, Alaskan							1.0					1.0
	Asian or Pacific Islander	16.4	4.5				4.0			3.0	5.0	1.3	34.1
	Black Non-hispanic	1.5									3.0		4.5
	Hispanic	4.1	2.0							1.0	3.0	0.0	10.1
	International	13.9	5.0				20.3			13.8	6.4	13.7	73.2
	Unknown, Not reported		1.0				2.0			0.5	1.3		4.8
	White Non-hispanic	106.4	25.0				19.0	2.7	8.5	26.5	27.3	1.1	216.4
Veterinary	Asian or Pacific Islander	5.3	4.7				0.9			1.4	2.0	0.7	15.1
	Black Non-hispanic	0.4							1.0		1.0		2.4
Biomedical	Hispanic		1.0				1.1		0.9	1.0	5.0	2.0	10.9

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Instructional Faculty Reported to THECB Fall 2019

Semester FTE by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured				Subtotals	
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Medicine and Biomedical Sciences	International	1.1	0.3				3.6		3.0	5.9	13.2	8.4	35.5
	Unknown, Not reported						2.0			1.2	3.9	1.0	8.1
	White Non-hispanic	40.0	14.2			2.0	10.9	10.4	19.8	28.5	53.4	13.0	192.1
Overall Totals		828.4	405.0	1.0	6.0	34.9	344.7	138.7	148.3	237.9	344.8	645.0	3,134.8

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.

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Instructional Faculty Reported to THECB Fall 2019

Average Salary by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Agriculture and Life Sciences	American Indian, Alaskan		\$98,262									\$25,650	\$49,854
	Asian or Pacific Islander	\$139,205	\$99,655			\$97,110	\$81,912	\$91,080	\$71,424	\$78,413	\$57,863	\$29,816	\$99,848
	Black Non-hispanic	\$115,713	\$91,265				\$96,084				\$65,682	\$35,717	\$84,763
	Hispanic	\$115,158	\$79,992					\$85,671	\$94,046	\$55,103	\$77,391	\$29,960	\$67,703
	International	\$162,693	\$97,653			\$120,042	\$86,963	\$178,056		\$57,616	\$36,369	\$32,973	\$48,801
	Unknown, Not reported	\$133,711	\$122,634			\$88,092	\$109,629	\$296,442			\$30,852	\$33,153	\$74,815
	White Non-hispanic	\$132,466	\$93,407	\$158,900		\$90,687	\$82,314	\$119,557	\$84,252	\$66,935	\$56,886	\$30,097	\$82,278
Architecture	American Indian, Alaskan		\$98,127										\$98,127
	Asian or Pacific Islander	\$120,686	\$95,995			\$97,983	\$77,307		\$0	\$75,641	\$47,421	\$21,966	\$68,173
	Black Non-hispanic	\$115,290					\$82,746			\$72,117	\$57,942	\$21,864	\$49,703
	Hispanic		\$96,231						\$92,226		\$56,480	\$19,744	\$48,654
	International	\$162,468	\$87,669			\$99,711	\$82,405		\$68,211	\$56,034	\$57,223	\$21,740	\$35,819
	Unknown, Not reported	\$151,452					\$79,311		\$83,538	\$57,897	\$42,973	\$18,288	\$63,289
	White Non-hispanic	\$135,584	\$109,185			\$87,449	\$70,288	\$96,462	\$88,998	\$65,976	\$70,403	\$19,977	\$71,323
Bush School of Government & Public Service	Asian or Pacific Islander		\$143,424			\$112,122				\$69,300	\$26,865		\$87,928
	Black Non-hispanic		\$133,110					\$217,809		\$80,388			\$143,769
	Hispanic		\$146,232										\$146,232
	International						\$96,399				\$36,936	\$21,531	\$39,586
	Unknown, Not reported						\$103,165				\$27,270		\$87,986
	White Non-hispanic	\$212,056	\$129,919				\$98,634	\$119,801	\$90,205	\$70,263	\$47,329	\$25,313	\$104,137
Education and Human Development	American Indian, Alaskan											\$30,960	\$30,960
	Asian or Pacific Islander	\$129,117	\$90,117				\$78,090			\$50,268	\$39,915	\$31,302	\$77,363
	Black Non-hispanic	\$157,590	\$101,930				\$77,477	\$99,644	\$71,100	\$54,450	\$30,764	\$27,860	\$67,508
	Hispanic	\$151,005	\$82,867			\$81,990			\$70,558	\$58,430	\$43,974	\$30,856	\$64,370
	International	\$171,459					\$76,470	\$89,712		\$56,469	\$47,333	\$31,157	\$40,266
	Unknown, Not reported	\$168,152	\$92,097					\$40,887	\$63,099	\$46,152	\$51,609	\$31,266	\$66,033
	White Non-hispanic	\$135,009	\$90,703			\$87,339	\$79,767	\$80,458	\$65,147	\$52,588	\$47,871	\$29,355	\$64,769
Engineering	American Indian, Alaskan		\$116,352										\$116,352
	Asian or Pacific Islander	\$163,267	\$123,037	\$230,400		\$106,947	\$102,660	\$101,694	\$78,318	\$68,016	\$77,259	\$35,415	\$115,669
	Black Non-hispanic	\$220,905					\$103,410	\$139,788	\$97,875		\$46,852	\$35,993	\$106,876
	Hispanic	\$165,790	\$105,636	\$184,176		\$117,117	\$143,856	\$145,626	\$59,873	\$103,494	\$56,087	\$31,670	\$89,952
	International	\$176,425	\$115,631			\$106,170	\$103,831	\$87,467	\$53,703	\$67,025	\$50,221	\$35,325	\$65,698
	Unknown, Not reported	\$140,803	\$142,785			\$133,506	\$107,577	\$140,602	\$51,687		\$69,623	\$34,107	\$99,669
	White Non-hispanic	\$190,385	\$125,759	\$201,084	\$189,943	\$105,216	\$101,854	\$114,826	\$84,802	\$80,256	\$60,430	\$33,333	\$111,999
Geosciences	Asian or Pacific Islander	\$158,719						\$98,703	\$71,523	\$0		\$33,368	\$112,333
	Black Non-hispanic						\$84,069						\$84,069
	Hispanic	\$113,049					\$87,888	\$161,091	\$63,783			\$36,072	\$91,094
	International	\$144,957				\$102,735	\$83,909			\$52,269	\$37,017	\$33,252	\$54,727

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Instructional Faculty Reported to THECB Fall 2019

Average Salary by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Geosciences	Unknown, Not reported	\$143,280	\$103,185				\$90,846	\$211,644			\$30,663		\$115,924
	White Non-hispanic	\$135,148	\$102,519			\$111,159	\$85,637	\$122,390	\$67,829	\$54,777	\$74,183	\$33,199	\$85,332
Liberal Arts	American Indian, Alaskan	\$140,463									\$85,572		\$113,018
	Asian or Pacific Islander	\$139,914	\$122,587				\$72,816	\$121,608	\$66,992	\$71,046	\$51,960	\$32,699	\$90,891
	Black Non-hispanic	\$147,307	\$92,487				\$67,851	\$166,086	\$130,005	\$70,961	\$43,434	\$32,896	\$76,271
	Hispanic	\$141,155	\$95,656				\$75,033		\$66,447	\$52,562	\$43,304	\$32,185	\$62,816
	International	\$57,137	\$123,975	\$278,514			\$84,265	\$39,996	\$193,167	\$55,667	\$48,856	\$35,815	\$45,614
	Unknown, Not reported	\$161,779	\$105,843				\$81,579			\$54,518	\$46,859	\$32,669	\$75,680
	White Non-hispanic	\$137,359	\$88,008			\$100,897	\$81,183	\$61,130	\$62,761	\$54,650	\$49,304	\$34,054	\$73,994
Mays Business School	Asian or Pacific Islander	\$262,774	\$197,827				\$231,921	\$134,865		\$90,390	\$53,712	\$34,103	\$169,436
	Black Non-hispanic	\$253,062						\$142,988		\$79,614		\$14,841	\$147,759
	Hispanic	\$215,694	\$137,790				\$230,157	\$204,341			\$46,067	\$13,059	\$112,363
	International	\$304,925					\$197,074	\$147,096	\$111,042	\$129,757	\$58,413	\$31,961	\$78,854
	Unknown, Not reported	\$268,605	\$235,305				\$221,531	\$77,994			\$32,810	\$12,983	\$133,013
	White Non-hispanic	\$246,890	\$204,476	\$347,598		\$202,248	\$209,780	\$110,093	\$115,565	\$102,615	\$60,693	\$20,567	\$118,154
Other	American Indian, Alaskan										\$190,728		\$190,728
	Asian or Pacific Islander										\$33,561		\$33,561
	Black Non-hispanic										\$39,006		\$39,006
	Hispanic										\$42,487		\$42,487
	International		\$113,769					\$0			\$88,374		\$75,778
	Unknown, Not reported										\$2,285		\$2,285
	White Non-hispanic	\$133,011	\$74,772					\$120,069		\$46,773	\$52,047	\$25,764	\$57,128
School of Law	Asian or Pacific Islander	\$214,857											\$214,857
	Black Non-hispanic	\$218,693				\$134,361		\$125,451		\$60,939	\$54,540		\$156,258
	Hispanic	\$193,275						\$64,130					\$107,178
	International	\$155,457				\$141,012		\$42,333			\$48,411		\$67,619
	Unknown, Not reported	\$219,769				\$162,477		\$54,540					\$147,948
	White Non-hispanic	\$189,720	\$84,060		\$148,221	\$143,028		\$79,375	\$114,288	\$63,549	\$52,426		\$121,624
Science	American Indian, Alaskan							\$98,676					\$98,676
	Asian or Pacific Islander	\$145,771	\$94,027				\$106,997			\$64,050	\$56,729	\$43,273	\$101,340
	Black Non-hispanic	\$157,653									\$34,121		\$75,299
	Hispanic	\$138,206	\$106,016							\$62,001	\$48,863	\$37,800	\$87,278
	International	\$165,585	\$119,740				\$97,230			\$74,762	\$36,896	\$40,520	\$76,301
	Unknown, Not reported		\$118,728				\$92,183			\$56,232	\$27,857		\$58,844
	White Non-hispanic	\$164,836	\$102,267				\$96,171	\$78,493	\$80,679	\$63,413	\$47,372	\$43,410	\$112,359
	Veterinary	\$163,586	\$103,247				\$85,077			\$74,574	\$21,312	\$32,202	\$104,619
Medicine and Biomedical	Black Non-hispanic	\$142,137							\$121,266		\$28,814		\$80,258
	Hispanic		\$107,658				\$92,012		\$106,200	\$102,708	\$27,477	\$30,218	\$51,034

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Instructional Faculty Reported to THECB Fall 2019

Average Salary by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Medicine and Biomedical Sciences	International Unknown, Not reported	\$219,867	\$94,032				\$106,108		\$110,463	\$79,585	\$29,815	\$39,879	\$63,977
	White Non-hispanic	\$149,859	\$121,006				\$109,697			\$81,068	\$24,095	\$39,225	\$51,640
						\$111,366	\$102,999	\$115,149	\$108,441	\$94,871	\$30,268	\$34,769	\$89,752
Overall Totals		\$159,514	\$108,613	\$217,971	\$178,412	\$109,665	\$99,945	\$105,526	\$83,015	\$69,464	\$48,595	\$32,036	\$82,147

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
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Instructional Faculty Reported to THECB Fall 2019

Average Age by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Agriculture and Life Sciences	American Indian, Alaskan		40.0									28.0	32.0
	Asian or Pacific Islander	55.6	45.8			38.0	41.7	61.0	45.5	50.0	41.5	30.9	47.3
	Black Non-hispanic	56.7	49.5				35.0				46.0	30.5	45.7
	Hispanic	58.5	52.7					51.5	64.5	43.5	42.0	25.6	42.0
	International	56.5	43.7			46.0	39.0	64.0		38.2	34.3	29.8	33.3
	Unknown, Not reported	58.5	49.0			50.0	44.0	62.0			40.8	28.8	41.6
	White Non-hispanic	60.8	49.1	65.0		45.0	37.5	65.6	49.0	43.9	48.5	27.9	46.8
Architecture	American Indian, Alaskan		68.0										68.0
	Asian or Pacific Islander	54.0	47.3			51.0	43.0		65.0	40.5	41.0	29.6	42.3
	Black Non-hispanic	65.0					46.0			40.0	42.0	26.9	37.2
	Hispanic		62.0						59.3		37.5	27.8	39.8
	International	56.0	60.5			57.0	39.4		55.0	40.2	38.4	29.2	33.0
	Unknown, Not reported	65.0					52.7		47.3	38.0	49.3	29.0	46.8
	White Non-hispanic	64.2	55.3			42.0	40.8	70.0	57.3	47.4	48.1	28.6	46.8
Bush School of Government & Public Service	Asian or Pacific Islander		46.0			41.0				55.0	47.0		47.3
	Black Non-hispanic		44.0					66.0		49.0			53.0
	Hispanic		47.0										47.0
	International						35.0				47.0	29.7	34.2
	Unknown, Not reported						35.5				50.0		38.4
	White Non-hispanic	63.8	41.6				36.5	67.6	62.6	40.0	55.1	26.0	54.3
Education and Human Development	American Indian, Alaskan											32.0	32.0
	Asian or Pacific Islander	54.2	42.8				40.0			42.7	34.5	34.0	43.1
	Black Non-hispanic	65.3	50.3				42.0	52.5	37.0	45.0	50.8	26.8	42.1
	Hispanic	58.5	52.6			38.0			41.3	37.0	43.7	30.2	40.3
	International	57.0					38.5	55.0		40.0	42.8	32.2	34.7
	Unknown, Not reported	66.5	49.0					68.0	55.0	51.0	52.5	30.0	48.4
	White Non-hispanic	60.2	54.9			50.0	36.4	58.8	52.9	46.1	48.0	30.8	47.1
Engineering	American Indian, Alaskan		59.0										59.0
	Asian or Pacific Islander	55.7	47.2	50.0		40.0	38.1	55.4	49.8	38.1	57.1	25.4	46.7
	Black Non-hispanic	57.2					36.7	55.0	56.0	38.1	36.8	25.5	41.7
	Hispanic	58.7	50.6	50.0		40.0	57.0	62.2	47.0	43.7	42.3	25.7	44.3
	International	60.7	47.5			40.7	34.3	58.4	47.2	37.5	36.0	27.6	34.5
	Unknown, Not reported	60.0	39.5			43.0	41.5	59.6	49.0		41.8	26.8	46.8
	White Non-hispanic	59.4	46.0	49.7	65.5	44.7	37.2	64.9	57.1	37.1	48.7	26.3	48.8
Geosciences	Asian or Pacific Islander	54.4						57.0	51.0	40.0		27.0	48.6
	Black Non-hispanic						48.0						48.0
	Hispanic	57.0					37.0	62.0	51.0			27.0	44.0
	International	58.3				42.0	36.7			32.0	36.5	28.0	33.2

Averaa. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.

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Instructional Faculty Reported to THECB Fall 2019

Average Age by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured				Subtotals	
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Geosciences	Unknown, Not reported	57.0	42.0				33.0	67.0			53.0		50.4
	White Non-hispanic	58.0	49.2			41.0	37.2	67.8	43.2	37.6	50.0	28.1	44.3
Liberal Arts	American Indian, Alaskan	59.0									56.0		57.5
	Asian or Pacific Islander	57.0	45.3				43.0	56.0	50.0	57.0	50.0	27.4	44.4
	Black Non-hispanic	61.6	49.6				40.5	69.0	37.0	35.0	43.0	31.6	42.8
	Hispanic	58.9	50.8				37.3		39.0	45.0	41.0	30.7	40.1
	International	59.0	49.3	50.0			38.8	55.0	41.0	37.6	39.4	30.0	32.7
	Unknown, Not reported	51.4	47.6				34.3			44.0	48.4	29.9	42.7
	White Non-hispanic	60.5	51.6				37.6	36.7	66.9	55.8	42.5	44.8	28.5
Mays Business School	Asian or Pacific Islander	59.9	46.4				34.0	71.0		43.7	53.5	30.3	49.4
	Black Non-hispanic	61.0						62.0		50.0		23.0	53.2
	Hispanic	56.0	62.0				34.0	52.0			32.5	23.0	39.0
	International	67.5					34.4	52.0	47.0	39.6	48.3	28.2	33.0
	Unknown, Not reported	58.5	50.0				37.0	66.5			49.0	23.5	47.0
	White Non-hispanic	61.6	47.8	59.0		42.0	37.8	59.8	55.7	44.3	47.2	24.8	46.5
Other	American Indian, Alaskan										44.0		44.0
	Asian or Pacific Islander										35.0		35.0
	Black Non-hispanic										33.6		33.6
	Hispanic										35.8		35.8
	International		48.0					63.0			30.7		40.6
	Unknown, Not reported										50.0		50.0
	White Non-hispanic	54.0	64.0					47.0		39.0	41.8	26.0	42.1
School of Law	Asian or Pacific Islander	55.3											55.3
	Black Non-hispanic	51.8				40.0		44.0		38.0	51.0		47.5
	Hispanic	46.0						55.0					52.0
	International	40.0					36.0	49.0			52.0		44.2
	Unknown, Not reported	45.4				37.0		43.5					43.8
	White Non-hispanic	55.4	50.0		54.0	45.7		60.4	50.3	31.0	55.8		55.6
Science	American Indian, Alaskan							67.0					67.0
	Asian or Pacific Islander	52.6	50.0				36.0			51.3	51.6	26.3	46.0
	Black Non-hispanic	63.0									36.3		45.2
	Hispanic	50.8	48.5							39.5	45.0	22.0	45.1
	International	60.3	40.2				33.8			32.6	39.4	26.7	35.0
	Unknown, Not reported		48.0				34.0			31.0	34.3		35.7
	White Non-hispanic	62.5	52.4				36.7	68.0	55.8	42.9	44.8	27.6	52.8
Veterinary Medicine and Biomedical	Asian or Pacific Islander	54.0	49.8				38.0			60.5	26.5	24.0	46.1
	Black Non-hispanic	56.0							49.0		30.0		41.3
	Hispanic		38.0				42.5		42.0	49.0	31.8	26.0	33.4

Averaa. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.

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Instructional Faculty Reported to THECB Fall 2019

Average Age by College, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Medicine and Biomedical Sciences	International Unknown, Not reported	58.0	55.0				39.5		52.0	37.6	31.6	31.1	36.3
	White Non-hispanic	61.1	47.3			49.0	38.7	65.5	49.7	40.5	33.3	27.6	44.7
Overall Totals		59.5	49.2	54.2	58.8	43.2	37.3	62.1	52.7	41.4	44.0	28.5	43.5

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

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Instructional Faculty Reported to THECB Fall 2019

Headcount by Gender, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Female	White Non-hispanic	152	92			12	68	50	64	104	244	298	1,084
	International	5	10	1		1	45	7	7	31	39	285	431
	Hispanic	12	11			1	6	4	3	11	28	65	141
	Asian or Pacific Islander	27	32			3	9		3	15	14	35	138
	Black Non-hispanic	5	12			1	6	4	3	5	15	32	83
	Unknown, Not reported	7	3			1	10	1	3	5	22	19	71
	American Indian, Alaskan	1	1					1				2	5
Male	White Non-hispanic	523	168	6	5	11	99	143	95	86	229	268	1,633
	International	64	20			7	83	16	6	52	38	400	686
	Asian or Pacific Islander	109	58	1		1	30	13	7	10	15	34	278
	Hispanic	35	31	1		1	5	12	13	7	20	53	178
	Unknown, Not reported	21	11		1	1	10	13	3	4	44	14	122
	Black Non-hispanic	24	5				9	4	1	3	11	10	67
	American Indian, Alaskan		2								2	1	5
Overall Totals		985	456	9	6	40	380	268	208	333	721	1,516	4,922

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Instructional Faculty Reported to THECB Fall 2019

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals		
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst			
Female	American Indian, Alaskan	0.5	1.0					1.0				0.5	3.0		
	Asian or Pacific Islander	22.3	26.3			3.0	8.0		1.0	11.3	9.2	14.6	95.6		
	Black Non-hispanic	2.3	9.6			1.0	5.0		4.0	2.8	4.2	5.8	49.2		
	Hispanic	10.5	10.3			1.0	5.1		2.0	2.1	6.5	9.6	72.0		
	International	3.8	8.7	0.0		0.8	41.6		1.7	7.0	23.2	27.9	126.1	240.7	
	Unknown, Not reported	7.0	2.0			1.0	9.5		0.2	1.7	3.2	7.8	6.8	39.2	
	White Non-hispanic	126.7	82.4			10.1	60.5		32.9	50.5	77.1	134.3	131.6	706.1	
Male	American Indian, Alaskan		2.0								0.0	0.3	2.3		
	Asian or Pacific Islander	94.4	51.5	1.0		1.0	26.7		4.1	3.7	7.9	7.6	12.8	210.7	
	Black Non-hispanic	19.9	5.0				8.6		2.9	1.0	1.3	2.5	4.6	45.8	
	Hispanic	32.4	27.7	0.0		1.0	4.0		6.6	10.9	5.2	7.0	24.3	119.1	
	International	49.1	17.6				5.7	77.7		5.4	3.0	35.0	16.7	162.5	372.5
	Unknown, Not reported	15.8	11.0			1.0	1.0	8.0		6.7	2.0	3.0	8.3	5.5	62.3
	White Non-hispanic	443.8	150.1	0.0		5.0	9.4	90.1		71.3	62.8	60.2	108.1	115.8	1,116.4
Overall Totals		828.4	405.0	1.0	6.0	34.9	344.7		138.7	148.3	237.9	344.8	645.0	3,134.8	

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Instructional Faculty Reported to THECB Fall 2019

Average Salary by Gender, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured				Subtotals	
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Female	American Indian, Alaskan	\$140,463	\$98,262					\$98,676				\$25,650	\$77,740
	Asian or Pacific Islander	\$127,907	\$109,588		\$105,393	\$105,414		\$40,656	\$63,046	\$52,736	\$30,979	\$80,547	
	Black Non-hispanic	\$179,708	\$96,117		\$134,361	\$83,337	\$116,132	\$107,457	\$64,508	\$39,062	\$28,853	\$63,916	
	Hispanic	\$134,306	\$99,382		\$81,990	\$79,731	\$165,305	\$81,237	\$65,427	\$42,922	\$29,272	\$56,698	
	International	\$161,899	\$113,827	\$278,514	\$142,497	\$96,831	\$97,914	\$110,289	\$77,607	\$35,716	\$31,578	\$48,683	
	Unknown, Not reported	\$209,748	\$148,227		\$88,092	\$114,764	\$45,450	\$55,491	\$62,300	\$36,875	\$30,913	\$71,418	
	White Non-hispanic	\$154,794	\$100,989		\$94,703	\$86,277	\$96,236	\$84,211	\$70,080	\$46,365	\$30,184	\$71,606	
Male	American Indian, Alaskan		\$107,240							\$138,150	\$30,960	\$104,348	
	Asian or Pacific Islander	\$167,405	\$119,769	\$230,400	\$97,983	\$96,083	\$104,731	\$77,094	\$74,215	\$59,231	\$34,441	\$119,091	
	Black Non-hispanic	\$171,915	\$104,630			\$83,461	\$167,468	\$97,875	\$73,779	\$41,830	\$32,063	\$107,017	
	Hispanic	\$147,901	\$99,386	\$184,176	\$117,117	\$128,689	\$126,566	\$75,324	\$68,113	\$54,508	\$31,029	\$83,774	
	International	\$170,610	\$112,146		\$111,504	\$108,135	\$81,088	\$53,703	\$67,384	\$55,534	\$34,607	\$64,132	
	Unknown, Not reported	\$155,667	\$113,976		\$162,477	\$133,506	\$101,013	\$121,591	\$83,538	\$57,247	\$20,913	\$32,082	\$75,889
	White Non-hispanic	\$159,605	\$110,358	\$211,442	\$181,598	\$123,446	\$105,227	\$105,494	\$84,859	\$69,359	\$57,851	\$31,952	\$102,198

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.

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Instructional Faculty Reported to THECB Fall 2019

Average Salary by Gender, Ethnicity by Tenure, CB Rank

	Tenured			Tenure track			Non-tenured				Subtotals	
	Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Overall Totals	\$159,514	\$108,613	\$217,971	\$178,412	\$109,665	\$99,945	\$105,526	\$83,015	\$69,464	\$48,595	\$32,036	\$82,147

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
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Instructional Faculty Reported to THECB Fall 2019

Average Age by Gender, Ethnicity by Tenure, CB Rank

		Tenured			Tenure track			Non-tenured					Subtotals	
		Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Female	American Indian, Alaskan	59.0	40.0					67.0					28.0	44.4
	Asian or Pacific Islander	53.5	45.1			39.7	38.3		44.3	43.9	45.6		28.6	41.9
	Black Non-hispanic	58.8	49.4			40.0	42.0	51.0	41.0	40.6	39.9		27.4	38.4
	Hispanic	57.6	50.9			38.0	38.0	56.3	41.7	41.7	37.8		27.9	36.9
	International	56.8	44.3	50.0		35.0	36.0	52.3	50.6	37.9	35.1		29.2	32.3
	Unknown, Not reported	54.4	47.0			50.0	41.2	58.0	51.0	42.0	42.5		29.1	40.6
	White Non-hispanic	57.1	48.9			41.2	37.3	58.9	50.5	42.4	42.0		27.3	41.7
Male	American Indian, Alaskan		63.5								50.0		32.0	51.8
	Asian or Pacific Islander	55.8	47.7	50.0		51.0	39.2	57.2	53.3	47.5	49.7		27.9	48.2
	Black Non-hispanic	59.6	49.8				40.2	64.8	56.0	44.7	37.3		32.5	48.1
	Hispanic	57.5	51.8	50.0		40.0	41.6	59.5	51.3	43.6	41.1		28.8	44.7
	International	60.0	48.7			43.4	35.6	58.3	47.2	35.8	40.3		28.8	35.2
	Unknown, Not reported	56.6	46.3		37.0	43.0	37.5	57.2	47.3	40.5	44.9		27.6	45.8
	White Non-hispanic	61.6	50.5	56.3	63.2	46.8	37.4	65.2	56.1	43.2	49.2		28.6	50.7
Overall Totals		59.5	49.2	54.2	58.8	43.2	37.3	62.1	52.7	41.4	44.0		28.5	43.5

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**Instructional Faculty Reported to THECB
Fall 2019
Veterinary Medicine**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst	
Veterinary Medicine and Biomedical Sciences	Female	Asian or Pacific Islander	2	2					1		1	2	8
		Black Non-hispanic							1		2		3
		Hispanic		1		2			1		4	3	11
		International	1					3		6	12	10	32
		Unknown, Not reported				1				2	5	3	11
		White Non-hispanic	18	9	1	9	5	11	27	40	19	139	
	Male	Asian or Pacific Islander	6	4		1				1	1	1	14
		Black Non-hispanic	1										1
		Hispanic								1	2	2	5
		International	2	1		4				3	3	8	21
		Unknown, Not reported				1							1
		White Non-hispanic	33	9	1	4	12	11	9	16	9	104	
Overall Totals			63	26	2	22	17	27	50	86	57	350	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Veterinary Medicine**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst	
Veterinary Medicine and Biomedical Sciences	Female	Asian or Pacific Islander	1.5	1.6					0.9	1.0	0.4	5.4	
		Black Non-hispanic						1.0			1.0		2.0
		Hispanic		1.0		1.1			0.9		4.0	1.3	8.2
		International	0.0					3.0	4.2	11.8	5.1		24.0
		Unknown, Not reported				1.0				1.2	3.9	1.0	7.1
		White Non-hispanic	15.5	8.0	1.0	8.1	2.5	10.5	22.3	38.6	8.8		115.3
	Male	Asian or Pacific Islander	3.9	3.1		0.9				0.6	1.0	0.3	9.8
		Black Non-hispanic	0.4										0.4
		Hispanic								1.0	1.0	0.7	2.7
		International	1.1	0.3		3.6				1.7	1.4	3.3	11.5
		Unknown, Not reported				1.0							1.0
		White Non-hispanic	24.5	6.2	1.0	2.8	7.9	9.3	6.2	14.8	4.1		76.7
Overall Totals			46.8	20.1	2.0	18.5	10.4	24.7	38.0	78.5	25.0	264.1	

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

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**Instructional Faculty Reported to THECB
Fall 2019
Veterinary Medicine**

Average Salary by Gender, Ethnicity by Tenure by CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals	
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Veterinary Medicine and Biomedical Sciences	Female	Asian or Pacific Islander	\$128,138	\$103,712					\$79,281	\$22,626	\$35,406	\$79,552
		Black Non-hispanic					\$121,266			\$28,814		\$59,631
		Hispanic		\$107,658		\$92,012	\$106,200			\$23,688	\$27,192	\$52,201
		International	\$231,507				\$110,463	\$78,243	\$25,566	\$37,834	\$53,672	
		Unknown, Not reported				\$102,465		\$81,068	\$24,095	\$39,225	\$45,704	
		White Non-hispanic	\$144,089	\$122,076	\$126,090	\$102,232	\$93,769	\$108,025	\$98,390	\$28,803	\$35,599	\$78,278
	Male	Asian or Pacific Islander	\$175,403	\$103,014		\$85,077			\$69,867	\$19,998	\$25,794	\$118,943
		Black Non-hispanic	\$142,137									\$142,137
		Hispanic							\$102,708	\$35,055	\$34,758	\$48,467
		International	\$214,047	\$94,032		\$106,108			\$82,269	\$46,809	\$42,435	\$79,680
		Unknown, Not reported				\$116,928						\$116,928
		White Non-hispanic	\$153,006	\$119,935	\$96,642	\$104,726	\$124,057	\$108,857	\$84,313	\$33,931	\$33,015	\$105,088
Overall Totals			\$154,813	\$115,356	\$111,366	\$102,360	\$115,149	\$109,058	\$90,912	\$29,393	\$36,083	\$83,598

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Veterinary Medicine**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst	
Veterinary Medicine and Biomedical Sciences	Female	Asian or Pacific Islander	50.5	51.5					57.0	27.0	23.5	41.9	
		Black Non-hispanic						49.0		30.0		36.3	
		Hispanic		38.0		42.5		42.0		29.0	27.0	32.9	
		International	54.0					52.0	38.3	29.3	30.0	34.4	
		Unknown, Not reported				42.0			38.0	31.5	28.0	32.8	
		White Non-hispanic	60.3	46.1	40.0	38.8	59.4	48.9	40.5	31.4	27.8	40.3	
	Male	Asian or Pacific Islander	55.2	49.0		38.0				64.0	26.0	25.0	48.6
		Black Non-hispanic	56.0										56.0
		Hispanic							49.0	37.5	24.5		34.6
		International	60.0	55.0		39.5				36.0	39.3	32.5	39.0
		Unknown, Not reported				40.0							40.0
		White Non-hispanic	61.5	48.4	58.0	38.5	68.1	50.5	40.4	38.1	27.3		50.7
Overall Totals			59.9	47.8	49.0	39.4	65.5	49.7	40.8	32.6	28.4	42.7	

a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.

b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.

c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.

d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Science**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track	Non-tenured				Subtotals	
	Gender	Ethnicity	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Science	Female	American Indian, Alaskan				1					1
		Asian or Pacific Islander	5	3	1			3	2	2	16
		Black Non-hispanic							3		3
		Hispanic	1	1				1		1	4
		International		1	6			6	4	6	23
		Unknown, Not reported			1				2		3
		White Non-hispanic	14	1	6	1	6	15	22	6	71
	Male	Asian or Pacific Islander	12	2	3				3	5	25
		Black Non-hispanic	2						1		3
		Hispanic	4	1				1	5		11
		International	14	4	16			14	6	36	90
		Unknown, Not reported		1	1			1	2		5
		White Non-hispanic	100	24	13	6	6	13	16	8	186
Overall Totals			152	38	47	8	12	54	66	64	441

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
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**Instructional Faculty Reported to THECB
Fall 2019
Science**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track	Non-tenured					Subtotals	
			Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Science	Female	American Indian, Alaskan				1.0					1.0	
		Asian or Pacific Islander	5.0	3.0	1.0			3.0	2.0	0.3	14.3	
		Black Non-hispanic								2.0	2.0	
		Hispanic	1.0	1.0					0.0		0.0	2.0
		International		1.0	4.8				3.5	2.0	2.0	13.4
		Unknown, Not reported			1.0					0.0		1.0
		White Non-hispanic	12.7	1.0	6.0	0.0	5.5	14.5	14.1	0.5	54.3	
	Male	Asian or Pacific Islander	11.4	1.5	3.0					3.0	1.0	19.9
		Black Non-hispanic	1.5							1.0		2.5
		Hispanic	3.1	1.0					1.0	3.0		8.1
		International	13.9	4.0	15.5				10.3	4.4	11.7	59.9
		Unknown, Not reported		1.0	1.0				0.5	1.3		3.8
		White Non-hispanic	93.7	24.0	13.0	2.7	3.0	12.0	13.2	0.6	162.1	
		Overall Totals		142.3	37.5	45.3	3.7	8.5	44.9	46.0	16.0	344.2

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
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**Instructional Faculty Reported to THECB
Fall 2019
Science**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track	Non-tenured					Subtotals	
			Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Science	Female	American Indian, Alaskan				\$98,676					\$98,676	
		Asian or Pacific Islander	\$137,099	\$115,371	\$118,152			\$64,050	\$49,068	\$41,013	\$95,129	
		Black Non-hispanic								\$36,297	\$36,297	
		Hispanic	\$125,991	\$114,912					\$69,255		\$37,800	\$86,990
		International		\$84,942	\$95,973				\$72,080	\$32,567	\$35,718	\$62,514
		Unknown, Not reported			\$88,830					\$18,333		\$41,832
	Male	White Non-hispanic	\$183,093	\$87,219	\$94,539	\$83,682	\$83,685	\$63,209	\$51,543	\$45,282	\$86,723	
		Asian or Pacific Islander	\$149,385	\$62,010	\$103,278				\$61,836	\$44,177	\$105,315	
		Black Non-hispanic	\$157,653						\$27,594		\$114,300	
		Hispanic	\$141,260	\$97,119				\$54,747	\$48,863		\$87,383	
		International	\$165,585	\$128,439	\$97,701			\$75,911	\$39,783	\$41,320	\$79,824	
		Unknown, Not reported		\$118,728	\$95,535			\$56,232	\$37,382		\$69,052	
		White Non-hispanic	\$162,280	\$102,894	\$96,924	\$77,628	\$77,673	\$63,649	\$41,636	\$42,005	\$122,145	
		Overall Totals		\$161,802	\$104,112	\$97,418	\$81,016	\$80,679	\$67,467	\$44,621	\$41,411	\$99,736

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Science**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track	Non-tenured					Subtotals	
			Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Science	Female	American Indian, Alaskan				67.0					67.0	
		Asian or Pacific Islander	47.6	45.3	35.0			51.3	42.5	27.0	43.9	
		Black Non-hispanic							40.0		40.0	
		Hispanic	46.0	36.0					42.0		22.0	36.5
		International		48.0	32.7				31.7	35.3	24.5	31.4
		Unknown, Not reported			36.0					48.0		42.0
		White Non-hispanic	58.1	66.0	35.5	50.0	54.7	43.9	42.7	25.8	45.4	
	Male	Asian or Pacific Islander	54.8	57.0	36.3				57.7	26.0	47.3	
		Black Non-hispanic	63.0						25.0		50.3	
		Hispanic	52.0	61.0					37.0	45.0	48.3	
		International	60.3	38.3	34.3				33.0	42.2	27.1	36.0
		Unknown, Not reported		48.0	32.0				31.0	27.5		33.2
		White Non-hispanic	63.1	51.8	37.3	71.0	57.0	41.8	47.8	28.9	55.6	
		Overall Totals		60.8	50.2	35.2	67.9	55.8	39.5	43.5	26.8	47.1

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
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**Instructional Faculty Reported to THECB
Fall 2019
University Other**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Non-tenured			Graduate Asst	Subtotals	
			Professor	Associate Professor	Professor	Assistant Professor	Other, Non- Tenured			
Other	Female	Black Non-hispanic					3		3	
		Hispanic					8		8	
		International					2		2	
		Unknown, Not reported					4		4	
		White Non-hispanic	2				25	3	30	
	Male	American Indian, Alaskan					1		1	
		Asian or Pacific Islander					1		1	
		Black Non-hispanic					4		4	
		Hispanic					3		3	
		International		1	1		1		3	
		Unknown, Not reported					22		22	
		White Non-hispanic	2	1	1	2	28		34	
		Overall Totals		4	2	2	2	102	3	115

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
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**Instructional Faculty Reported to THECB
Fall 2019
University Other**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Non-tenured			Subtotals		
			Professor	Associate Professor	Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst	
Other	Female	Black Non-hispanic					0.0		0.0	
		Hispanic					0.0		0.0	
		International					0.0		0.0	
		Unknown, Not reported					0.0		0.0	
		White Non-hispanic	0.2				0.0	1.0	1.2	
	Male	American Indian, Alaskan						0.0		0.0
		Asian or Pacific Islander						0.0		0.0
		Black Non-hispanic						0.0		0.0
		Hispanic						0.0		0.0
		International		0.2	0.0			0.0		0.2
		Unknown, Not reported						0.0		0.0
		White Non-hispanic	0.4	0.3	0.0	0.0	0.0			0.7
		Overall Totals		0.6	0.5	0.0	0.0	0.0	1.0	2.1

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
University Other**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Non-tenured			Subtotals		
			Professor	Associate Professor	Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst	
Other	Female	Black Non-hispanic					\$43,920		\$43,920	
		Hispanic					\$41,646		\$41,646	
		International					\$34,686		\$34,686	
		Unknown, Not reported					\$14,850		\$14,850	
		White Non-hispanic	\$128,169				\$40,105	\$25,764	\$44,542	
	Male	American Indian, Alaskan					\$190,728		\$190,728	
		Asian or Pacific Islander					\$33,561		\$33,561	
		Black Non-hispanic					\$35,321		\$35,321	
		Hispanic					\$44,730		\$44,730	
		International		\$113,769	\$0		\$195,750		\$103,173	
		Unknown, Not reported					\$0		\$0	
		White Non-hispanic	\$137,853	\$74,772	\$120,069	\$46,773	\$62,710		\$68,235	
		Overall Totals		\$133,011	\$94,271	\$60,035	\$46,773	\$39,683	\$25,764	\$43,993

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**Instructional Faculty Reported to THECB
Fall 2019
University Other**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Non-tenured			Subtotals			
			Professor	Associate Professor	Professor	Assistant Professor	Other, Non-Tenured Graduate Asst				
Other	Female	Black Non-hispanic					34.3	34.3			
		Hispanic					35.6	35.6			
		International					28.0	28.0			
		Unknown, Not reported					50.0	50.0			
		White Non-hispanic	56.5				37.8	26.0	37.9		
	Male	American Indian, Alaskan					44.0		44.0		
		Asian or Pacific Islander					35.0		35.0		
		Black Non-hispanic					33.0		33.0		
		Hispanic					36.3		36.3		
		International		48.0	63.0		36.0		49.0		
		Unknown, Not reported									
		White Non-hispanic	51.5	64.0	47.0	39.0	45.3		45.9		
		Overall Totals			54.0	56.0	55.0	39.0	39.8	26.0	40.6

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Liberal Arts**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals			
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor		Other, Non-Tenured	Graduate Asst	
Liberal Arts	Female	American Indian, Alask..	1									1		
		Asian or Pacific Islander	4	6			1		1	1	2	5	20	
		Black Non-hispanic		4					1	1		11	17	
		Hispanic	4	3			3			3	3	27	43	
		International	1	2	1		8			1	4	4	69	90
		Unknown, Not reported	1	1			2			2	2	3	11	
		Male	White Non-hispanic	34	42		4	14	4	2	9	27	83	219
			American Indian, Alask..									1	1	
			Asian or Pacific Islander	5	5			2	1	1		1	5	20
			Black Non-hispanic	7	3			2	1		1	1	5	20
			Hispanic	8	13			1		1	3	1	18	45
			International	3	1			5	1		1	1	56	68
			Unknown, Not reported	4	6			1			2	6	5	24
		White Non-hispanic	78	26		1	21	4	10	6	28	81	255	
Overall Totals			150	112	1	5	60	11	17	33	77	368	834	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
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**Instructional Faculty Reported to THECB
Fall 2019
Liberal Arts**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals			
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor		Other, Non-Tenured	Graduate Asst	
Liberal Arts	Female	American Indian, Alaskan	0.5										0.5	
		Asian or Pacific Islander	2.5	5.6			1.0		1.0	1.0	2.0	2.3	15.3	
		Black Non-hispanic		4.0					0.8	1.0		4.8	10.6	
		Hispanic	3.0	2.9			3.0			3.0	2.8	11.2	25.9	
		International	1.0	2.0	0.0		7.0			1.0	4.0	3.8	34.9	53.7
		Unknown, Not reported	1.0	1.0			2.0				2.0	2.0	0.8	8.8
		White Non-hispanic	31.5	39.3		3.0	12.7		4.0	2.0	9.0	20.6	41.0	163.1
	Male	American Indian, Alaskan										0.0		0.0
		Asian or Pacific Islander	4.0	5.0			1.0		0.0	1.0		1.0	2.5	14.5
		Black Non-hispanic	5.0	3.0			2.0		1.0		1.0	1.0	2.0	15.0
		Hispanic	7.9	11.5			1.0			1.0	3.0	0.0	8.6	32.9
		International	1.0	1.0			5.0		0.5		1.0	0.3	28.4	37.3
		Unknown, Not reported	4.0	6.0			1.0				2.0	4.2	2.0	19.3
		White Non-hispanic	70.6	24.3		0.9	20.5		2.5	9.3	5.3	20.0	40.4	193.8
Overall Totals			131.9	105.5	0.0	3.9	56.2	8.0	16.1	32.3	57.7	179.0	590.6	

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**Instructional Faculty Reported to THECB
Fall 2019
Liberal Arts**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured				Subtotals		
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst	
Liberal Arts	Female	American Indian, Alaskan	\$140,463										\$140,463	
		Asian or Pacific Islander	\$84,953	\$118,806			\$67,311		\$51,318	\$71,046	\$54,360	\$33,030	\$75,810	
		Black Non-hispanic		\$98,989					\$130,005	\$80,586		\$33,061	\$57,072	
		Hispanic	\$111,922	\$84,114			\$70,335			\$52,479	\$44,109	\$31,164	\$47,493	
		International	\$99,882	\$143,474	\$278,514		\$83,400		\$193,167	\$54,250	\$44,620	\$34,899	\$48,103	
		Unknown, Not reported	\$210,294	\$86,742			\$81,612			\$51,606	\$43,952	\$32,682	\$68,129	
		White Non-hispanic	\$134,323	\$90,857		\$82,591	\$74,036	\$72,050	\$58,023	\$53,969	\$47,951	\$33,625	\$67,239	
	Male	American Indian, Alaskan										\$85,572		\$85,572
		Asian or Pacific Islander	\$183,883	\$127,125			\$75,569	\$121,608	\$82,665		\$47,160	\$32,368	\$105,972	
		Black Non-hispanic	\$147,307	\$83,817			\$67,851	\$166,086		\$61,335	\$43,434	\$32,531	\$92,591	
		Hispanic	\$155,772	\$98,319			\$89,127		\$66,447	\$52,644	\$40,887	\$33,717	\$77,458	
		International	\$42,888	\$84,978			\$85,649	\$39,996		\$61,335	\$65,799	\$36,943	\$42,321	
		Unknown, Not reported	\$149,650	\$109,026			\$81,513			\$57,429	\$47,828	\$32,661	\$79,142	
		White Non-hispanic	\$138,682	\$83,406		\$174,123	\$85,947	\$50,211	\$63,708	\$55,671	\$50,610	\$34,494	\$79,795	
Overall Totals			\$136,976	\$94,855	\$278,514	\$100,897	\$80,598	\$74,248	\$75,102	\$55,894	\$49,208	\$34,306	\$68,514	

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**Instructional Faculty Reported to THECB
Fall 2019
Liberal Arts**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured				Subtotals	
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst
Liberal Arts	Female	American Indian, Alaskan	59.0										59.0
		Asian or Pacific Islander	55.3	44.5			44.0		47.0	57.0	52.0	26.6	43.7
		Black Non-hispanic		47.0					37.0	35.0		29.5	34.4
		Hispanic	57.8	50.7			35.7			42.7	45.3	29.4	36.0
		International	54.0	51.0	50.0		39.1		41.0	37.8	41.5	29.4	32.3
		Unknown, Not reported	55.0	42.0			36.5			41.5	49.5	34.7	41.5
		White Non-hispanic	55.9	49.9		38.3	37.7	66.0	51.0	44.1	43.6	27.5	40.6
	Male	American Indian, Alaskan									56.0		56.0
		Asian or Pacific Islander	58.4	46.2			42.5	56.0	53.0		46.0	28.2	45.2
		Black Non-hispanic	61.6	53.0			40.5	69.0		35.0	43.0	36.2	50.0
		Hispanic	59.5	50.8			42.0		39.0	47.3	28.0	32.7	43.9
		International	60.7	46.0			38.2	55.0		37.0	31.0	30.7	33.3
		Unknown, Not reported	50.5	48.5			30.0			46.5	48.0	27.0	43.3
		White Non-hispanic	62.6	54.3		35.0	36.1	67.8	56.8	40.2	46.0	29.5	46.4
Overall Totals			59.9	50.4	50.0	37.6	37.5	65.0	52.2	42.4	44.9	29.4	41.2

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Geosciences**

Headcount by Gender, Ethnicity by Tenure, CB Rank

		Tenured		Tenure track		Non-tenured			Graduate Asst	Subtotals		
		Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor			Other, Non- Tenured	
Geosciences	Female	Asian or Pacific Islander						1		1	2	
		Hispanic				1				1	2	
		International				3			1	1	6	11
		Unknown, Not reported	1									1
		White Non-hispanic	9	1	1	4	2	3	5	3	13	41
	Male	Asian or Pacific Islander	7				1	1			1	10
		Black Non-hispanic				1						1
		Hispanic	1			2	1	1				5
		International	3		1	3			2	1	15	25
		Unknown, Not reported		1		1	1			1		4
	White Non-hispanic	27	10		7	4	2	2	2	23	77	
Overall Totals		48	12	2	22	9	7	11	8	60	179	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
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**Instructional Faculty Reported to THECB
Fall 2019
Geosciences**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured			Subtotals			
			Professor	Associate Professor	Associate Professor	Assistant Professor	Associate Professor	Assistant Professor	Other, Non-Ten..		Graduate Asst		
Geosciences	Female	Asian or Pacific Islander							0.0		0.5	0.5	
		Hispanic									0.5	1.5	
		International								1.0	0.0	1.5	5.5
		Unknown, Not reported	1.0										1.0
	White Non-hispanic	7.7	0.9	1.0	3.5	1.0	1.0	3.9	0.0	5.1	24.1		
	Male	Asian or Pacific Islander	6.3				0.0	0.0			0.0	6.3	
		Black Non-hispanic				1.0						1.0	
		Hispanic	1.0			2.0	0.0	0.0				3.0	
		International	2.3		1.0	2.8			1.0	0.0	3.8	10.9	
		Unknown, Not reported		1.0		1.0	1.0			0.0		3.0	
White Non-hispanic		23.5	9.6		6.5	2.7	1.0	2.0	0.3	5.3	51.0		
Overall Totals			41.7	11.5	2.0	20.9	4.7	2.0	7.9	0.3	16.7	107.7	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instuctional Faculty Reported to THECB
Fall 2019
Geosciences**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Ten..		Graduate Asst	
Geosciences	Female	Asian or Pacific Islander									\$0	\$36,072	\$18,036
		Hispanic				\$83,358						\$36,072	\$59,715
		International				\$86,127				\$54,000	\$36,792	\$32,744	\$49,603
		Unknown, Not reported	\$143,280										\$143,280
		White Non-hispanic	\$148,468	\$93,888	\$111,159	\$86,758	\$110,345	\$64,308	\$50,715	\$88,992	\$33,208		\$79,370
	Male	Asian or Pacific Islander	\$158,719				\$98,703	\$71,523				\$30,663	\$131,192
		Black Non-hispanic				\$84,069							\$84,069
		Hispanic	\$113,049			\$90,153	\$161,091	\$63,783					\$103,646
		International	\$144,957		\$102,735	\$81,690			\$51,404	\$37,242	\$33,455		\$56,982
		Unknown, Not reported		\$103,185		\$90,846	\$211,644				\$30,663		\$109,085
	White Non-hispanic	\$130,707	\$103,382		\$84,997	\$128,412	\$73,112	\$64,931	\$51,971	\$33,194		\$88,507	
Overall Totals			\$138,907	\$102,575	\$106,947	\$85,638	\$133,975	\$67,779	\$49,113	\$59,452	\$33,271	\$82,060	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Geosciences**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured			Subtotals			
			Professor	Associate Professor	Associate Professor	Assistant Professor	Associate Professor	Assistant Professor	Other, Non-Ten..		Graduate Asst		
Geosciences	Female	Asian or Pacific Islander							40.0		23.0	31.5	
		Hispanic				36.0					27.0	31.5	
		International				38.3			32.0	31.0	27.5	31.2	
		Unknown, Not reported	57.0									57.0	
		White Non-hispanic	53.7	46.0	41.0	35.5	66.0	39.3	35.0	55.0	26.1	40.0	
	Male	Asian or Pacific Islander	54.4				57.0	51.0				31.0	52.0
		Black Non-hispanic				48.0							48.0
		Hispanic	57.0			37.5	62.0	51.0					49.0
		International	58.3		42.0	35.0			32.0	42.0	28.2		34.0
		Unknown, Not reported		42.0		33.0	67.0				53.0		48.8
	White Non-hispanic	59.4	49.5		38.1	68.8	49.0	44.0	42.5	29.2		46.6	
Overall Totals			57.5	48.6	41.5	37.3	65.9	45.4	36.3	47.0	28.0	42.5	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Bush School of Government & Public Service**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured			Subtotals			
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor		Other, Non-Tenured	Graduate Asst	
Bush School of Government & Public Service	Female	Asian or Pacific Islander		1	1							2	
		Hispanic		1									1
		International				1					1	1	3
		Unknown, Not reported				1							1
		White Non-hispanic	3	2		3	1	2	3	6	1	21	
	Male	Asian or Pacific Islander							1	1			2
		Black Non-hispanic		1			1		1				3
		Hispanic		1									1
		International										2	2
		Unknown, Not reported				3				1			4
	White Non-hispanic	8	3		3	7	3		13	1	38		
Overall Totals			11	9	1	11	9	5	5	22	5	78	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Bush School of Government & Public Service**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst	
Bush School of Government & Public Service	Female	Asian or Pacific Islander		1.0	1.0							2.0	
		Hispanic		1.0									1.0
		International					0.5				0.7	0.5	1.7
		Unknown, Not reported					1.0						1.0
		White Non-hispanic	2.5	1.7			3.0	1.0	1.0	0.8	3.1	0.5	13.5
	Male	Asian or Pacific Islander								1.0	0.7		1.7
		Black Non-hispanic			1.0			0.5		0.0			1.5
		Hispanic			1.0								1.0
		International										1.0	1.0
		Unknown, Not reported					2.0				0.3		2.3
	White Non-hispanic	5.9	3.0			2.0	3.9	3.0		5.2	0.5	23.6	
Overall Totals			8.4	8.7	1.0	8.5	5.4	4.0	1.8	10.0	2.5	50.3	

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- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Bush School of Government & Public Service**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured			Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor		Other, Non-Tenured	Graduate Asst
Bush School of Government & Public Service	Female	Asian or Pacific Islander		\$143,424	\$112,122							\$127,773
		Hispanic		\$160,290								\$160,290
		International				\$96,399				\$36,936	\$25,839	\$53,058
		Unknown, Not reported				\$97,659						\$97,659
		White Non-hispanic	\$228,369	\$152,384		\$96,813	\$115,569	\$92,124	\$70,263	\$36,024	\$21,924	\$96,618
	Male	Asian or Pacific Islander							\$69,300	\$26,865		\$48,083
		Black Non-hispanic		\$133,110			\$217,809		\$80,388			\$143,769
		Hispanic		\$132,174								\$132,174
		International									\$19,377	\$19,377
		Unknown, Not reported				\$105,000				\$27,270		\$85,568
	White Non-hispanic	\$205,938	\$114,942		\$100,455	\$120,406	\$88,926		\$52,546	\$28,701	\$108,293	
Overall Totals			\$212,056	\$135,399	\$112,122	\$100,078	\$130,691	\$90,205	\$72,095	\$45,014	\$23,044	\$100,736

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Bush School of Government & Public Service**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured				Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Graduate Asst		Other, Non-Tenured	
Bush School of Government & Public Service	Female	Asian or Pacific Islander		46.0	41.0							43.5	
		Hispanic		48.0								48.0	
		International				35.0					28.0	47.0	
		Unknown, Not reported					39.0					39.0	
		White Non-hispanic	63.3	37.5			37.3	69.0	62.5	40.0	23.0	52.5	49.0
	Male	Asian or Pacific Islander									55.0	47.0	51.0
		Black Non-hispanic			44.0			66.0		49.0			53.0
		Hispanic			46.0								46.0
		International									30.5		30.5
		Unknown, Not reported					34.3					50.0	38.3
		White Non-hispanic	64.0	44.3			35.7	67.4	62.7		29.0	56.3	57.2
Overall Totals			63.8	43.6		41.0	36.0	67.4	62.6	44.8	28.2	54.1	51.4

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
College of Engineering**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track			Non-tenured					Subtotals	
			Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Engineering	Female	Asian or Pacific Islander	5	3			1	3		1	4	3	4	24	
		Black Non-hispanic	1						1			2	2	6	
		Hispanic	1	1					1		2	5	2	12	
		International	1	4				13			7	2	48	75	
		Unknown, Not reported	1					1			2		2	2	8
		White Non-hispanic	17	10				7		6	9	3	19	13	84
	Male	American Indian, Alaskan		1											1
		Asian or Pacific Islander	43	30	1			18		9	3	3	5	14	126
		Black Non-hispanic	4					3			1		3	2	13
		Hispanic	10	8	1		1	1		8	4	1	7	18	59
		International	34	11			3	36		7	6	21	13	166	297
		Unknown, Not reported	7	2			1	1		5			4	4	24
	White Non-hispanic	99	34	3	4	3	19		33	32	14	35	59	335	
Overall Totals			223	104	5	4	9	102	70	58	55	100	334	1,064	

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- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
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**Instructional Faculty Reported to THECB
Fall 2019
College of Engineering**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

Long College	Gender ¹	Long Race	Long Tenure / Long Rank										Subtotals				
			Tenured			Tenure track			Non-tenured								
			Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst				
Engineer..	Female	Asian or Pacific Islander	4.3	3.0				1.0	2.0			0.0	2.7	0.9	2.0	16.0	
		Black Non-hispanic	0.0							1.0					0.0	1.0	2.0
		Hispanic	1.0	1.0						0.8				1.0	0.0	1.0	4.8
		International	0.8	2.9					12.8					5.8	1.0	17.8	41.0
		Unknown, Not reported	1.0						0.5						0.0	1.0	3.5
		White Non-hispanic	13.7	8.8					7.0	0.8	7.0	2.5	7.9		5.5		53.1
	Male	American Indian, Alaskan			1.0												1.0
		Asian or Pacific Islander	37.9	26.7	1.0				16.8	3.3	2.4	2.5	1.7	5.5		97.8	
		Black Non-hispanic	4.0						2.7		1.0		0.0	1.0		8.7	
		Hispanic	9.7	6.6	0.0			1.0	0.0	6.6	3.0	0.0	3.0	8.8		38.7	
		International	25.7	10.2				2.0	33.8	2.5	3.0	12.9	3.5	61.4		155.0	
		Unknown, Not reported	3.7	2.0					1.0	3.3				0.0	1.0	12.0	
		White Non-hispanic	83.9	28.8	0.0	4.0	2.5	18.1	17.9	20.2	10.1	17.2	26.1			228.7	
		Overall Totals			185.6	90.9	1.0	4.0	7.5	94.6	36.1	37.6	37.4	35.2	132.3		662.1

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- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
College of Engineering**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track			Non-tenured					Subtotals
			Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Engineering	Female	Asian or Pacific Islander	\$143,573	\$121,341			\$106,947	\$98,637		\$0	\$64,433	\$74,556	\$32,756	\$87,382
		Black Non-hispanic	\$248,850						\$139,788			\$40,734	\$35,915	\$90,323
		Hispanic	\$202,050	\$101,475					\$238,230		\$105,908	\$57,659	\$36,072	\$92,834
		International	\$191,547	\$118,355				\$101,382			\$104,646	\$72,194	\$34,181	\$60,007
		Unknown, Not reported	\$335,169					\$96,390			\$51,687	\$81,657	\$28,458	\$94,395
		White Non-hispanic	\$209,508	\$120,498				\$97,577		\$130,727	\$92,607	\$84,387	\$54,647	\$32,394
	Male	American Indian, Alaskan		\$116,352										\$116,352
		Asian or Pacific Islander	\$165,557	\$123,206	\$230,400			\$103,331	\$101,694	\$104,424	\$72,792	\$78,881	\$36,175	\$121,057
		Black Non-hispanic	\$213,919					\$103,410			\$97,875	\$50,931	\$36,072	\$114,517
		Hispanic	\$162,164	\$106,156	\$184,176		\$117,117	\$143,856	\$134,051	\$59,873	\$98,667	\$54,963	\$31,181	\$89,366
		International	\$175,980	\$114,640			\$106,170	\$104,716	\$87,467	\$53,703	\$54,485	\$46,840	\$35,656	\$67,135
		Unknown, Not reported	\$113,036	\$142,785			\$133,506	\$118,764	\$140,602			\$63,605	\$36,932	\$101,427
		White Non-hispanic	\$187,101	\$127,306	\$201,084	\$189,943	\$105,216	\$103,430	\$111,935	\$82,607	\$79,371	\$63,570	\$33,540	\$113,873
Overall Totals			\$180,049	\$121,930	\$203,566	\$189,943	\$110,192	\$103,540	\$116,559	\$78,502	\$73,230	\$59,596	\$34,668	\$94,399

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and VetMed professional faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
College of Engineering**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track			Non-tenured					Subtotals		
			Professor	Associate Professor	Other, Non-Tenured	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst			
Engineering	Female	Asian or Pacific Islander	58.2	45.3			40.0	36.3			44.0	34.5	55.0	24.5	42.5	
		Black Non-hispanic	56.0							55.0				36.5	25.5	39.2
		Hispanic	68.0	50.0						58.0		47.5		41.2	25.0	43.9
		International	64.0	40.5					33.4			42.3		43.5	27.5	31.5
		Unknown, Not reported	73.0						34.0		49.0			36.5	27.0	41.5
		White Non-hispanic	55.1	42.7					36.3	59.7	48.7	39.0		39.4	26.4	43.1
	Male	American Indian, Alaskan			59.0											59.0
		Asian or Pacific Islander	55.4	47.4	50.0			38.4		55.4	51.7	43.0		58.4	25.6	47.5
		Black Non-hispanic	57.5					36.7			56.0			37.0	25.5	42.9
		Hispanic	57.8	50.6	50.0				40.0	62.8	47.0	36.0		43.1	25.7	44.4
International		60.6	50.1				40.7	34.6	58.4	47.2	35.9		34.8	27.6	35.2	
	Unknown, Not reported	58.1	39.5				43.0	49.0	59.6				45.3	26.8	48.7	
	White Non-hispanic	60.1	47.0	49.7		65.5	44.7	37.5	65.9	59.5	36.7		53.7	26.2	50.2	
Overall Totals			58.7	47.0	49.8	65.5	42.1	36.2	62.2	54.6	37.8		45.8	27.1	43.0	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Education**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured			Subtotals			
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor		Other, Non-Tenured	Graduate Asst	
Education and Human Development	Female	Asian or Pacific Islander	5	4		1			2			7	19
		Black Non-hispanic	1	6		4	2	1	2	3		10	29
		Hispanic	2	2	1			2	3	3		13	26
		International	1			4	1		2	6		37	51
		Unknown, Not reported						1	1	2		2	6
		White Non-hispanic	15	5	2	6	14	17	27	35		38	159
	Male	American Indian, Alaskan										1	1
		Asian or Pacific Islander	5			2			1	2		2	12
		Black Non-hispanic	2	1		3				1		2	9
		Hispanic	4	3				2	1			4	14
		International				2			1	3		19	25
		Unknown, Not reported	2	1			1			1		2	7
		White Non-hispanic	17	9	1	6	8	13	15	16		14	99
		Overall Totals			54	31	4	28	26	36	55	72	151

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Education**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured			Graduate Asst	Subtotals	
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor			Other, Non- Tenured
Education and Human Development	Female	Asian or Pacific Islander	4.0	4.0		1.0			1.0		2.8	12.8
		Black Non-hispanic	1.0	3.8		3.0	2.0	1.0	1.2	0.8	4.6	17.3
		Hispanic	2.0	2.0	1.0			1.1	1.5	0.6	3.5	11.7
		International	1.0			4.0	1.0		1.5	4.4	15.6	27.5
		Unknown, Not reported						0.7	0.0	0.0	0.8	1.5
		White Non-hispanic	12.9	4.8	2.0	5.8	11.8	13.0	14.9	14.6	17.0	96.8
	Male	American Indian, Alask..									0.3	0.3
		Asian or Pacific Islander	4.0			2.0			0.0	0.3	1.0	7.3
		Black Non-hispanic	1.0	1.0		3.0				0.3	1.0	6.3
		Hispanic	4.0	3.0				2.0	0.2		1.5	10.8
		International				2.0			1.0	1.3	6.8	11.0
		Unknown, Not reported	1.6	1.0			0.5			0.5	1.0	4.6
		White Non-hispanic	12.4	8.0	1.0	5.2	5.5	8.8	8.1	3.1	6.3	58.3
		Overall Totals			43.8	27.5	4.0	26.0	20.8	26.6	29.4	25.7

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Education**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured			Other, Non- Tenured	Graduate Asst	Subtotals
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor			
Education and Human Development	Female	Asian or Pacific Islander	\$122,260	\$90,117		\$76,383				\$52,781	\$31,301	\$72,253
		Black Non-hispanic	\$148,914	\$95,820		\$80,298	\$99,644	\$71,100	\$54,450	\$27,522	\$27,240	\$61,355
		Hispanic	\$136,224	\$79,043	\$81,990			\$68,756	\$56,994	\$43,974	\$31,239	\$52,271
		International	\$171,459			\$76,437	\$89,712		\$53,339	\$38,255	\$31,264	\$40,390
		Unknown, Not reported						\$63,099	\$46,152	\$57,371	\$31,271	\$47,756
	Male	White Non-hispanic	\$131,674	\$98,980	\$87,053	\$79,023	\$83,163	\$64,634	\$53,158	\$42,144	\$29,630	\$59,230
		American Indian, Alask..									\$30,960	\$30,960
		Asian or Pacific Islander	\$135,974			\$78,944				\$45,243	\$39,915	\$85,454
		Black Non-hispanic	\$161,928	\$138,591		\$73,716				\$40,491	\$30,960	\$87,334
		Hispanic	\$158,396	\$85,416				\$72,360	\$62,739		\$29,612	\$86,838
International				\$76,536				\$62,730	\$65,490	\$30,948	\$40,011	
Unknown, Not reported	\$168,152	\$92,097			\$40,887			\$40,086	\$31,262	\$81,699		
White Non-hispanic	\$137,951	\$86,104	\$87,912	\$80,511	\$75,723	\$65,817	\$51,562	\$60,398	\$28,608	\$73,665		
Overall Totals			\$138,852	\$91,943	\$86,002	\$78,308	\$80,767	\$65,857	\$53,049	\$46,626	\$30,251	\$61,703

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Education**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured			Graduate Asst	Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor			Other, Non- Tenured	
Education and Human Development	Female	Asian or Pacific Islander	53.0	42.8		40.0			44.5		32.9	41.8	
		Black Non-hispanic	68.0	51.0		42.8	52.5	37.0	45.0	51.7	26.4	41.2	
		Hispanic	56.5	55.0	38.0			41.5	35.7	43.7	28.7	36.7	
		International	57.0			40.5	55.0		39.5	43.0	32.2	35.2	
		Unknown, Not reported						55.0	51.0	62.0	31.0	46.0	
		White Non-hispanic	59.3	55.4	44.0	35.5	56.4	51.1	44.3	47.8	31.0	45.1	
	Male	American Indian, Alask..										32.0	32.0
		Asian or Pacific Islander	55.4			40.0			39.0	34.5	38.0	45.1	
		Black Non-hispanic	64.0	46.0		41.0				48.0	29.0	44.8	
		Hispanic	59.5	51.0				41.0	41.0		35.3	46.8	
		International				34.5			41.0	42.3	32.2	33.9	
		Unknown, Not reported	66.5	49.0			68.0			43.0	29.0	50.1	
		White Non-hispanic	61.0	54.6	62.0	37.3	63.0	55.2	49.4	48.3	30.2	50.2	
		Overall Totals			59.4	51.7	47.0	38.6	58.5	51.2	45.0	47.1	31.1

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Mays Business School**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured					Subtotals		
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst			
Mays Business School	Female	Asian or Pacific Islander			1			1			2	2	2	8	
		Black Non-hispanic	1										1	2	
		Hispanic						3	1			2	2	5	
		International						3	1	1	1		21	30	
		Unknown, Not reported	1	1				2					1	5	
		White Non-hispanic	5	1				1	12	4	3	21	18	65	
	Male	Asian or Pacific Islander	9	4					1		1		2	17	
		Black Non-hispanic	1						2		1			4	
		Hispanic	1	1				1	1				1	5	
		International	2					8	1		4	2	27	44	
		Unknown, Not reported	1						2			2	1	6	
		White Non-hispanic	24	11	1	1	11		19	2	6	15	20	110	
		Overall Totals													
					45	19	1	1	27	42	7	18	45	96	301

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
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**Instructional Faculty Reported to THECB
Fall 2019
Mays Business School**

Semester FTE by Gender, Ethnicity by Tenure, Rank

			Tenured			Tenure track		Non-tenured				Subtotals			
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured		Graduate Asst		
Mays Business School	Female	Asian or Pacific Islander		1.0			1.0			2.0	2.0	0.7	6.7		
		Black Non-hispanic	0.3									0.5	0.8		
		Hispanic						0.0				0.3	1.0	1.3	
		International					3.0	0.0	1.0	1.0	0.0		9.9	14.9	
		Unknown, Not reported	1.0	1.0			2.0						0.5	4.5	
		White Non-hispanic	4.5	1.0		1.0	10.0	4.0	2.1	14.2			8.5	45.3	
	Male	Asian or Pacific Islander	7.9	4.0					0.2		1.0		1.0	14.1	
		Black Non-hispanic	1.0						1.4		0.3			2.7	
		Hispanic	1.0	1.0			1.0	0.0					0.5	3.5	
		International	2.0				7.0	1.0		4.0	0.8		12.7	27.6	
		Unknown, Not reported	1.0					0.7			1.0		0.5	3.2	
		White Non-hispanic	22.8	9.5	0.0	1.0	9.9	12.0	1.0	5.7	7.5		9.5	78.7	
		Overall Totals													
					41.5	17.5	0.0	1.0	24.9	25.2	6.0	16.1	25.7	45.4	203.3

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
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**Instructional Faculty Reported to THECB
Fall 2019
Mays Business School**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured					Subtotals	
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Mays Business School	Female	Asian or Pacific Islander		\$176,940			\$231,921			\$84,069	\$53,712	\$27,621	\$92,458	
		Black Non-hispanic	\$211,770									\$14,841	\$113,306	
		Hispanic						\$294,732				\$46,067	\$13,050	\$82,593
		International					\$187,095	\$153,111	\$111,042	\$178,884	\$34,119	\$30,618	\$66,255	
		Unknown, Not reported	\$270,054	\$235,305			\$221,531					\$13,050	\$192,294	
		White Non-hispanic	\$244,150	\$250,335			\$229,995	\$103,904	\$99,230	\$99,090	\$55,195	\$18,868	\$79,090	
	Male	Asian or Pacific Islander	\$262,774	\$203,049				\$134,865		\$103,032			\$40,586	\$205,661
		Black Non-hispanic	\$294,354					\$142,988		\$79,614				\$164,986
		Hispanic	\$215,694	\$137,790			\$230,157	\$113,949					\$13,077	\$142,133
		International	\$304,925				\$200,816	\$129,051		\$117,475	\$70,560	\$33,005	\$87,445	
		Unknown, Not reported	\$267,156					\$77,994			\$32,810	\$12,915	\$83,613	
		White Non-hispanic	\$247,460	\$200,306	\$347,598	\$202,248	\$207,942	\$114,002	\$148,235	\$104,378	\$68,390	\$22,096	\$141,238	
Overall Totals			\$253,192	\$200,839	\$347,598	\$202,248	\$207,048	\$118,733	\$114,918	\$106,839	\$58,341	\$26,375	\$113,692	

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**Instructional Faculty Reported to THECB
Fall 2019
Mays Business School**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured					Subtotals	
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Mays Business School	Female	Asian or Pacific Islander		42.0			34.0			35.0	53.5	32.5	39.8	
		Black Non-hispanic	57.0									23.0	40.0	
		Hispanic						57.0				32.5	24.0	34.0
		International					36.0	51.0	47.0	31.0	29.0	27.8	31.1	
		Unknown, Not reported	58.0	50.0			37.0					23.0	41.0	
	White Non-hispanic	55.6	51.0			32.0	58.0	51.5	41.0	48.0	24.2	43.5		
	Male	Asian or Pacific Islander	59.9	47.5				71.0		61.0			28.0	53.9
		Black Non-hispanic	65.0					62.0		50.0				59.8
		Hispanic	56.0	62.0			34.0	47.0					21.0	44.0
		International	67.5				33.8	54.0		41.8	58.0	28.5	34.3	
Unknown, Not reported		59.0					66.5			49.0	24.0	53.0		
White Non-hispanic	62.8	47.5	59.0	42.0	38.4	61.0	64.0	46.0	46.2	25.4	48.3			
Overall Totals			61.2	48.3	59.0	42.0	36.1	59.6	54.4	43.2	47.0	26.6	43.4	

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**Instructional Faculty Reported to THECB
Fall 2019
Architecture**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured					Subtotals	
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Architecture	Female	Asian or Pacific Islander	1	3		2					1	7	14
		Black Non-hispanic	1			1			1		1	6	10
		Hispanic		2							1	6	9
		International				3		2	2		3	48	58
		Unknown, Not reported				2					2	2	6
		White Non-hispanic	4	3	2	4	1	2	6	7	25	54	
	Male	American Indian, Alaskan			1								1
		Asian or Pacific Islander	3	5	1	1		1	2			2	15
		Black Non-hispanic	1									1	2
		Hispanic		1				3		1		4	9
		International	2	2	1	4			3	5		29	46
		Unknown, Not reported	1			1		3	1	3			9
		White Non-hispanic	13	11		4	7	4	8	26	11	84	
		Overall Totals			26	28	4	22	8	15	23	50	141

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
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**Instructional Faculty Reported to THECB
Fall 2019
Architecture**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured					Subtotals	
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Architecture	Female	Asian or Pacific Islander	0.7	2.5		2.0				1.0	3.5	9.7	
		Black Non-hispanic	0.0			1.0			1.0	1.0	3.0	6.0	
		Hispanic		1.5						1.0	3.0	5.5	
		International				3.0		2.0	2.0		2.7	24.3	34.0
		Unknown, Not reported				2.0				0.8	1.0	3.9	
		White Non-hispanic	3.0	3.0	2.0	2.2	0.8	1.0	5.4	5.3	12.7	35.4	
		Overall Totals			22.7	25.4	4.0	20.2	4.4	10.5	19.7	33.4	71.4
Architecture	Male	American Indian, Alaskan		1.0								1.0	
		Asian or Pacific Islander	3.0	3.7	1.0	1.0		0.0	2.0		1.0	11.7	
		Black Non-hispanic	1.0								0.5	1.5	
		Hispanic		1.0				3.0		0.0	2.0	6.0	
		International	1.9	2.0	1.0	4.0			2.0	4.5	14.7	30.1	
		Unknown, Not reported	1.0			1.0		2.0	0.5	1.0		5.5	
		White Non-hispanic	12.1	10.8		4.0	3.6	2.5	6.8	16.1	5.6	61.5	

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**Instructional Faculty Reported to THECB
Fall 2019
Architecture**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured					Subtotals
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst	
Architecture	Female	Asian or Pacific Islander	\$112,203	\$88,164		\$79,524				\$47,421	\$22,445	\$52,877
		Black Non-hispanic	\$76,392			\$82,746			\$72,117	\$57,942	\$21,522	\$41,833
		Hispanic		\$99,221						\$60,102	\$19,838	\$41,952
		International				\$80,115		\$68,211	\$55,278	\$42,585	\$22,211	\$28,987
		Unknown, Not reported				\$78,008				\$55,301	\$18,288	\$50,532
		White Non-hispanic	\$141,325	\$104,271	\$87,449	\$59,315	\$100,089	\$88,137	\$65,826	\$72,989	\$19,709	\$54,912
Architecture	Male	American Indian, Alaskan		\$98,127								\$98,127
		Asian or Pacific Islander	\$123,513	\$100,694	\$97,983	\$72,873		\$0	\$75,641		\$20,291	\$82,448
		Black Non-hispanic	\$154,188								\$23,913	\$89,051
		Hispanic		\$90,252				\$92,226		\$52,857	\$19,604	\$55,356
		International	\$162,468	\$87,669	\$99,711	\$84,123			\$56,538	\$66,006	\$20,961	\$44,434
		Unknown, Not reported	\$151,452			\$81,918		\$83,538	\$57,897	\$34,755		\$71,794
		White Non-hispanic	\$133,818	\$110,526		\$81,261	\$95,944	\$89,429	\$66,088	\$69,707	\$20,587	\$81,873
Overall Totals			\$134,409	\$102,097	\$93,148	\$76,897	\$96,462	\$79,847	\$64,571	\$64,286	\$21,120	\$56,986

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile.

**Instructional Faculty Reported to THECB
Fall 2019
Architecture**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured		Tenure track		Non-tenured					Subtotals		
			Professor	Associate Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst			
Architecture	Female	Asian or Pacific Islander	46.0	45.7		41.5					41.0	31.3	37.6	
		Black Non-hispanic	66.0			46.0				40.0	42.0	25.5	34.7	
		Hispanic		63.0							43.0	27.5	37.1	
		International				35.3		55.0	44.5		33.3	29.6	31.5	
		Unknown, Not reported				57.0					42.5	29.0	42.8	
		White Non-hispanic	57.0	53.3	42.0	41.5	66.0	54.0	42.8	46.7	26.2	38.0	38.0	
	Male	American Indian, Alaskan										68.0		68.0
		Asian or Pacific Islander	56.7	48.2	51.0	46.0		65.0	40.5			23.5	46.7	
		Black Non-hispanic	64.0									35.0	49.5	
		Hispanic		60.0				59.3			32.0	28.3	42.6	
International		56.0	60.5	57.0	42.5				37.3	41.4	28.7	35.0		
	Unknown, Not reported	65.0			44.0		47.3	38.0	63.0			50.3		
	White Non-hispanic	66.5	55.8		40.0	70.6	59.0	50.8	48.5		34.2	52.5		
Overall Totals			62.1	54.5	48.0	42.5	70.0	55.9	44.5	45.8	28.9	41.2		

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
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**Instructional Faculty Reported to THECB
Fall 2019
Agriculture & Life Sciences**

Headcount by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured					Subtotals	
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Agriculture and Life Sciences	Female	American Indian, Alaskan		1								2	3	
		Asian or Pacific Islander	3	9		1			1	1	3	5	23	
		Black Non-hispanic		2			1				1	2	6	
		Hispanic	3								2	2	10	
		International	1	3			4				2	2	39	
		Unknown, Not reported		1		1						3	6	
	White Non-hispanic	21	17		1	14		1	3	6	35	79	177	
	Male	Asian or Pacific Islander	18	8			3		1	1	1	1	2	35
		Black Non-hispanic	3											3
		Hispanic	7	3					2	2		1	6	21
		International	3			1	5		2		3	1	42	57
		Unknown, Not reported	4				1		1			2	2	10
White Non-hispanic		109	30	2	2	11		24	10	10	29	42	269	
Overall Totals			172	74	2	6	39	31	17	25	80	237	683	

- a. Professor, Associate and Assistant Professors are tenured or tenure track. Other faculty includes visiting, adjunct faculty and lecturers.
- b. Semester Teaching FTE - a faculty member's percent of time paid to perform the teaching function.
- c. Salaries of faculty not assigned to a college have been excluded from the average salary computations.
- d. Galveston and Health Sciences faculty are not included in the Faculty Profile report.

**Instructional Faculty Reported to THECB
Fall 2019
Agriculture & Life Sciences**

Semester FTE by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured					Subtotals	
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Agriculture and Life Sciences	Female	American Indian, Alaskan		1.0								0.5	1.5	
		Asian or Pacific Islander	2.3	4.6		1.0			0.0	0.8	0.3	2.2	11.0	
		Black Non-hispanic		1.8			1.0					1.0	0.7	4.5
		Hispanic	2.5								1.0	1.0	3.4	7.9
		International	1.0	2.8			3.5				0.3	1.0	14.5	23.0
		Unknown, Not reported		0.0		1.0						1.0	1.7	3.7
		White Non-hispanic	12.6	12.9		0.1	11.2		0.3	0.5	1.7	15.5	31.1	85.9
	Male	Asian or Pacific Islander	15.1	7.5			2.0		0.6	0.3	0.8	0.0	0.5	26.8
		Black Non-hispanic	3.0											3.0
		Hispanic	5.8	2.6					0.0	1.9		0.0	2.2	12.5
		International	0.2			0.7	3.9		0.5		1.0	0.0	18.6	24.7
		Unknown, Not reported	3.5				0.0		0.6			0.0	1.0	5.1
		White Non-hispanic	83.1	25.6	0.0	1.1	8.0		6.3	2.8	2.9	10.2	17.4	157.3
		Overall Totals			129.1	58.9	0.0	3.8	29.6	8.2	5.4	8.4	29.9	93.6

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**Instructional Faculty Reported to THECB
Fall 2019
Agriculture & Life Sciences**

Average Salary by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured					Subtotals	
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Agriculture and Life Sciences	Female	American Indian, Alaskan		\$98,262								\$25,650	\$49,854	
		Asian or Pacific Islander	\$111,837	\$103,454		\$97,110		\$70,650	\$71,775	\$43,437		\$33,545	\$78,442	
		Black Non-hispanic		\$91,265			\$96,084				\$65,682	\$35,717	\$69,288	
		Hispanic	\$123,408								\$55,103	\$34,556	\$28,241	\$48,938
		International	\$115,101	\$97,653			\$83,561				\$52,124	\$42,543	\$32,571	\$43,174
		Unknown, Not reported		\$122,634		\$88,092						\$39,387	\$33,758	\$48,312
	Male	White Non-hispanic	\$112,727	\$90,788		\$83,574	\$77,225	\$98,352	\$70,200	\$58,824	\$51,787	\$29,691	\$55,906	
		Asian or Pacific Islander	\$143,766	\$95,382			\$81,912	\$91,080	\$72,198	\$85,050	\$101,142	\$20,493	\$113,915	
		Black Non-hispanic	\$115,713										\$115,713	
		Hispanic	\$111,622	\$79,992				\$85,671	\$94,046		\$163,062	\$32,825	\$82,894	
		International	\$178,557			\$120,042	\$89,685	\$178,056		\$61,278	\$24,021	\$33,347	\$53,836	
		Unknown, Not reported	\$133,711				\$109,629	\$296,442			\$18,050	\$31,338	\$103,969	
	White Non-hispanic	\$136,269	\$94,891	\$158,900	\$94,244	\$88,792	\$120,441	\$88,467	\$71,802	\$63,039	\$30,862	\$99,631		
Overall Totals			\$132,722	\$94,874	\$158,900	\$96,218	\$84,410	\$125,932	\$83,895	\$65,043	\$55,417	\$31,176	\$77,327	

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**Instructional Faculty Reported to THECB
Fall 2019
Agriculture & Life Sciences**

Average Age by Gender, Ethnicity by Tenure, CB Rank

			Tenured			Tenure track		Non-tenured					Subtotals	
			Professor	Associate Professor	Other, Non-Tenured	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	Other, Non-Tenured	Graduate Asst		
Agriculture and Life Sciences	Female	American Indian, Alaskan		40.0								28.0	32.0	
		Black Non-hispanic		49.5			35.0				46.0	30.5	40.2	
		Hispanic	62.3								43.5	38.0	25.6	35.6
		Unknown, Not reported		49.0			50.0					45.7	28.0	36.7
		International	55.0	43.7				37.8			39.0	32.0	29.2	31.7
		Asian or Pacific Islander	55.0	44.9			38.0			42.0	54.0	36.3	26.2	41.0
		White Non-hispanic	57.1	49.5			41.0	37.4	49.0	50.3	45.7	42.3	27.0	37.8
	Male	Black Non-hispanic		56.7										56.7
		Unknown, Not reported		58.5				44.0	62.0			26.0	31.0	47.6
		Hispanic		56.9	52.7				51.5	64.5		50.0	25.5	47.2
		International		57.0			46.0	40.0	64.0		37.7	39.0	30.4	34.6
		Asian or Pacific Islander		55.7	46.8			41.7	61.0	49.0	46.0	57.0	42.5	51.4
		White Non-hispanic		61.5	49.0	65.0	47.0	37.5	66.3	48.6	42.9	55.9	29.5	52.7
		Overall Totals		59.8	48.2	65.0	44.8	38.3	64.4	50.4	43.2	46.9	28.5	44.2

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