

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

Institutional Basics

- Institutional Basics is a section common to all CUPA-HR surveys and needs to be completed only once per year by your institution. Answers entered here are visible to others at your institution with access to this or other CUPA-HR surveys. If someone else has already entered data, please review and answer any unanswered questions.
- If you disagree with any existing entries, please do not edit them until you first consult the party at your institution who supplied the original data entries. For assistance in identifying that party, contact the CUPA-HR key rep for your institution. She or he is identified on your home page here in Surveys Online.
- For any of the questions below, if you are reporting data for a System Office or System Summary, please supply system-wide figures. Otherwise, supply individual institution figures.
- Hover over or click underlined terms for definitions.

1. Total Expenses Reported to IPEDS in the 2015-16 Spring Finance Survey

	\$ Reported to IPEDS
Total Expenses reported to IPEDS in 2015-16 Spring Finance Survey	212,815,232
Reported Last Year	191,074,798

2. Fall 2016 Student Enrollment

Report fall student enrollment as of your institution's official fall reporting date or October 15. If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Your Institutional Research Office is likely to be the best source for this data.

- Please complete rows a, b and c if you can. FTE enrollment should always be less than FT + PT students.
- If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button below. FTE figures will be derived as: Number of Full-Time Students + 1/3 the Number of Part-Time Students.
- If you can only provide numbers for row c, please do so. Don't hit the "Calculate" button.

	Undergraduate	Graduate	Total All
a. Number of full-time students	6,817	617	7,434
b. Number of part-time students	600	728	1,328
c. Full-Time-Equivalent (FTE) enrollment	7,017.0	859.7	7,876.7
	Undergraduate	Graduate	Total All
Full-Time-Equivalent (FTE) enrollment reported last year	6,533.3	882.3	7,415.6

3. Fall 2016 Faculty Size

Report the number of faculty on your institution's payroll as of November 1, 2016.

- Rows a through c are required as the detail is important for creating valid comparison groups based on faculty characteristics.
- Report the headcount number for each faculty type in rows a through c. If your institution does not have a particular type of faculty, enter 0 in that row.
- Report the Full-Time Equivalent (FTE) of all faculty in row d, or estimate it using the "Calculate" button (derived as $a + b + 1/3c$).
- New this year: For each faculty category, please provide the number of separations you have had for the previous year, whether these were involuntary (e.g., discharge, layoff, unit closure, disability, or death) or voluntary (e.g., resignation, job abandonment, or retirement). Enter a "0" if you had no separations in the past year. This will allow us to report turnover rates, which is one of the most frequent questions we get from our participants.

	Faculty Headcount as of Nov 1, 2016	Reported Last Year	Number of Separations Nov 1, 2015 to Nov 1, 2016
a. Full-time tenured and tenure-track faculty	200	200	
b. Full-time non-tenure-track faculty	162	168	
c. Adjunct and part-time faculty (Number of Separations not requested)	119	97	
	FTE	Reported Last Year	
d. Total faculty FTE (FTE of $a + b + 1/3c$)	402.0	400.0	

4. Fall 2016 Staff Size (all employees not reported in IPEDS as faculty)

Report the number of staff on your institution's payroll as of November 1, 2016.

Include all full-time and part-time employees not reported in IPEDS as faculty in your count; also include medical school staff if applicable. Your Institutional Research Office is likely to be the best source for this data.

Directions

- Please complete rows a - f if you can, and then hit the "Calculate" button. The FTE number of staff should always be less than the FT + PT number.
- If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button. FTE figures will be derived as: Number of Full-Time Employees + 1/3 the Number of Part-Time Employees. Follow the same process if you can answer d and e, but not f.
- If you are unable to use any of the above methods but have the total staff FTE number, enter it in row g. Don't hit the "Calculate" button.
- New this year: For each staff category, please provide the number of separations you have had for the previous year, whether these were involuntary (e.g., discharge, layoff, unit closure, disability, or death) or voluntary (e.g., resignation, job abandonment, or retirement). Enter a "0" if you had no separations in the past year. This will allow us to report turnover rates, which is one of the most frequent questions we get from our participants.

	Staff Headcount as of Nov 1, 2016	Reported Last Year	Number of Separations Nov 1, 2015 to Nov 1, 2016
Exempt Staff			
a. Number of full-time exempt staff	459	418	
b. Number of part-time exempt staff	6	7	
c. Full-Time-Equivalent (FTE) exempt staff	462.0	420.3	
Non-Exempt Staff			
d. Number of full-time non-exempt staff	206	189	
e. Number of part-time non-exempt staff (excluding casual employees)	9	8	
f. Full-Time-Equivalent (FTE) non-exempt staff	211.0	191.6	
g. Total FTE staff	673.0	611.9	

5. Human Resources

a. HR Staff Size

New this year: Please provide the total Full-Time Equivalent (FTE) HR staff. This will allow us to report HR:Faculty and HR:Staff ratios, one of the most frequent questions we get from our participants. Report all staff who are considered HR at your institution, even if they work in a unit separate from the general HR office.

Please also provide the number of separations you have had for the previous year, whether these were involuntary (e.g., discharge, layoff, unit closure, disability, or death) or voluntary (e.g., resignation, job abandonment, or retirement). Enter a "0" if you had no separations in the past year. This will allow us to report turnover rates, which is one of the most frequent questions we get from our participants.

	Full-Time Equivalents	Number of Separations Nov 1, 2015 to Nov 1, 2016
Total HR FTE staff	9.0	3

b. CHRO Reporting Relationship

To what position does your Chief Human Resources Officer [127000] report? If none of the listed positions is a good fit, select Other and enter a position name in the text box that opens up.

	Choose	If "Other" is selected, please describe
CHRO reports to:	<ul style="list-style-type: none"> <input type="radio"/> CEO/President/Chancellor [100000/101000] <input type="radio"/> Executive Vice President/Vice Chancellor [102000] <input type="radio"/> Chief Academic Officer / Provost [105000] <input type="radio"/> Chief Business Officer [107000] <input checked="" type="radio"/> Chief Financial Officer [123000] <input type="radio"/> Chief Legal Affairs Officer [137000] <input type="radio"/> Chief Administrative Officer [162000] <input type="radio"/> Chief of Staff to CEO [187020] <input type="radio"/> Other 	
Reported last year	x	

6. Collective Bargaining

Are some or all of your faculty, staff, or graduate students represented by a union(s) for purposes of collective bargaining?

	Yes	No
a. FT Faculty		X
b. Adjunct or PT Faculty		X
c. FT Staff		X
c. Graduate Students		X

7. Targets for 2017-18 Pay Increases

Have you established targets for your 2017-18 pay increases? If Yes: What are the pay increase targets to the nearest tenth of a percent?

	Yes	No	If Yes: Pay Increase Target %
a. Exempt Administrators and Professionals		X	
b. Non-exempt Staff		X	
c. Faculty		X	

8. 2016-17 Academic Administrative Exemption Threshold

What is your institution's salary threshold for the "academic administrative exemption"?

Choose "Not applicable" if you have not applied this exemption to any of your employees.	Choose	If Applicable: Salary Threshold Amount \$
	<input type="radio"/> Applicable <input checked="" type="radio"/> Not applicable	

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES

☰ Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

☰ This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	01.12	Professor	59,646	2012	1962	Male	Black/African Amer	No						
	01.01	Professor	117,944	1996	1945	Male	Black/African Amer	No						
	01.12	Professor	94,066	2015	1960	Male	Native HI/Oth Pac Isl	No						
	01.01	Professor	101,402	2015	1956	Male	Black/African Amer	No						

4 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[04.] ARCHITECTURE AND RELATED SERVICES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	04.02	Associate Prof	71,764	2015	1958	Male	Black/African Amer	No						
	04.02	Assistant Prof	58,000	2016	1969	Male	Black/African Amer	No						
	04.02	Associate Prof	90,000	2013	1978	Male	Asian	No						
	04.02	Assistant Prof	58,000	2016	1977	Female	Hispanic/Latino	No						
	04.02	Assistant Prof	72,444	2015	1965	Male	White	No						

5 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	09.01	Associate Prof	82,102	2001	1954	Male	Asian	No						
	09.01	Associate Prof	53,026	2009	1976	Female	Black/African Amer	No						
	09.01	Associate Prof	52,650	2010	1968	Female	White	No						
	09.01	Assistant Prof	52,262	2011	1978	Female	White	No						
	09.01	Assistant Prof	51,304	2014	1984	Male	Black/African Amer	No						

5 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	11.01	Professor	108,082	2008	1965	Male	Asian	Yes						
	11.01	Associate Prof	88,516	2009	1973	Female	Black/African Amer	No						
	11.01	Professor	97,032	2005	1962	Male	Asian	No						
	11.01	Associate Prof	81,480	2012	1974	Male	Asian	No						
	11.01	Associate Prof	75,388	2015	1982	Female	Asian	No						
	11.01	Assistant Prof	71,034	2015	1973	Male	Asian	No						
	11.01	Assistant Prof	100,916	2012	1976	Male	Nonresident Alien	No						
	11.01	Assistant Prof	101,132	2012	1958	Male	Black/African Amer	No						
	11.01	Assistant Prof	72,280	2015	1983	Female	Asian	No						

9 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[13.] EDUCATION



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	13.04	Assistant Prof	63,984	2012	1947	Male	Black/African Amer	No						
	13.10	Associate Prof	72,742	2012	1954	Male	Black/African Amer	Yes						
	13.13	Associate Prof	67,402	2008	1962	Male	Black/African Amer	No						
	13.04	Professor	96,060	2012	1957	Male	Black/African Amer	No						
	13.04	Professor	101,458	2012	1941	Male	Black/African Amer	No						
	13.04	Professor	74,684	2004	1966	Female	Black/African Amer	No						
	13.04	Professor	94,210	2012	1950	Female	Black/African Amer	No						
	13.03	Associate Prof	61,958	1991	1944	Male	Black/African Amer	No						
	13.11	Assistant Prof	61,579	2012	1955	Male	Black/African Amer	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	13.06	Instructor	62,172	1981	1943	Male	Black/African Amer	No						
	13.04	Professor	117,306	2014	1947	Male	Black/African Amer	No						
	13.04	Associate Prof	82,818	2012	1970	Female	Black/African Amer	No						
	13.13	Professor	95,698	2012	1945	Female	Black/African Amer	No						
	13.11	Associate Prof	57,142	2012	1955	Male	Black/African Amer	No						
	13.04	Professor	85,018	2012	1971	Male	Black/African Amer	No						
	13.04	Associate Prof	63,818	2012	1968	Female	Black/African Amer	No						
	13.04	Associate Prof	78,534	2009	1971	Female	Black/African Amer	No						
	13.04	Associate Prof	79,308	2011	1947	Female	Black/African Amer	No						
	13.12	Assistant Prof	56,020	2012	1955	Female	Black/African Amer	No						
	13.11	Associate Prof	79,982	2013	1953	Female	Black/African Amer	No						
	13.01	Assistant Prof	60,018	2012	1962	Female	Black/African Amer	No						
	13.04	Professor	89,296	2013	1970	Male	Black/African Amer	Yes						
	13.04	Assistant Prof	66,912	2014	1978	Female	Black/African Amer	No						
	13.04	Professor	156,314	2015	1969	Male	Black/African Amer	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	13.13	Assistant Prof	58,000	2016	1976	Female	Black/African Amer	No						

25 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[14.] ENGINEERING



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	14.10	Professor	92,938	2013	1970	Male	Asian	No						
	14.10	Professor	90,554	2013	1960	Male	White	No						
	14.10	Professor	89,610	2012	1969	Male	Asian	No						
	14.19	Professor	95,314	2012	1956	Male	Asian	No						
	14.10	Professor	99,792	2012	1937	Male	Asian	No						
	14.10	Professor	107,852	2012	1955	Male	Black/African Amer	No						
	14.19	Professor	125,358	1988	1945	Male	Black/African Amer	No						
	14.09	Associate Prof	82,016	2012	1973	Female	Asian	No						
	14.01	Professor	95,492	2011	1967	Male	Asian	No						
	14.10	Professor	91,300	2012	1935	Male	Black/African Amer	No						
	14.08	Professor	98,882	2014	1962	Female	Black/African Amer	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	14.19	Professor	107,468	2003	1950	Male	Black/African Amer	No						
	14.10	Professor	110,910	2012	1947	Male	Black/African Amer	No						
	14.07	Professor	97,590	2009	1958	Male	White	Yes						
	14.10	Associate Prof	82,262	2012	1955	Male	Black/African Amer	No						
	14.19	Professor	123,004	1996	1953	Male	Asian	No						
	14.01	Professor	100,720	2012	1950	Male	Asian	No						
	14.19	Professor	109,616	2004	1953	Male	Asian	Yes						
	14.10	Professor	111,648	2013	1950	Male	Black/African Amer	No						
	14.19	Associate Prof	81,412	2011	1976	Male	Asian	No						
	14.08	Professor	95,818	2012	1941	Male	Asian	No						
	14.07	Associate Prof	87,830	2007	1952	Male	Black/African Amer	No						
	14.07	Professor	91,470	2008	1953	Male	Hispanic/Latino	No						
	14.01	Associate Prof	79,628	2013	1973	Male	Asian	No						
	14.11	Assistant Prof	74,828	2013	1975	Female	Asian	No						
	14.10	Professor	97,718	2013	1957	Male	Black/African Amer	No						
	14.10	Professor	93,750	2014	1964	Female	Black/African Amer	Yes						
	14.10	Assistant Prof	75,494	2013	1973	Female	Asian	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	14.08	Associate Prof	81,260	2015	1973	Male	Asian	No						
	14.07	Assistant Prof	73,022	2012	1984	Female	Black/African Amer	No						
	14.08	Professor	99,004	2013	1957	Male	Black/African Amer	Yes						
	14.19	Assistant Prof	74,048	2013	1975	Male	White	No						
	14.19	Assistant Prof	72,702	2014	1981	Male	Asian	No						
	14.19	Assistant Prof	72,000	2016	1974	Female	Black/African Amer	No						

34 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[15.] ENGINEERING TECHNOLOGIES AND ENGINEERING RELATED FIELDS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	15.12	Professor	88,142	2008	1970	Male	White	No						
	15.03	Associate Prof	86,348	2008	1949	Male	Asian	No						
	15.12	Associate Prof	78,946	2013	1971	Male	Asian	No						
	15.10	Associate Prof	89,738	2012	1951	Male	White	No						
	15.12	Associate Prof	92,040	2015	1958	Male	Black/African Amer	Yes						

5 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	16.09	Associate Prof	55,672	2007	1945	Male	Hispanic/Latino	No						
	16.09	Associate Prof	49,588	2014	1959	Male	Hispanic/Latino	No						

2 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	19.05	Assistant Prof	63,526	2013	1975	Female	Black/African Amer	No						
	19.05	Professor	104,390	2013	1956	Male	Black/African Amer	Yes						

2 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	23.01	Associate Prof	53,236	2004	1945	Male	White	No						
	23.01	Associate Prof	58,818	2007	1962	Female	Asian	No						
	23.01	Associate Prof	51,200	2011	1966	Female	Black/African Amer	No						
	23.01	Associate Prof	51,454	2008	1976	Male	White	No						
	23.01	Professor	75,000	2016	1952	Female	Black/African Amer	Yes						

5 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	26.01	Professor	70,428	2013	1960	Female	Black/African Amer	No						
	26.01	Professor	88,983	2002	1939	Male	Black/African Amer	No						
	26.01	Assistant Prof	69,955	2013	1972	Male	Black/African Amer	No						
	26.01	Associate Prof	87,892	2012	1954	Female	Black/African Amer	Yes						
	26.01	Associate Prof	73,436	2004	1963	Male	Black/African Amer	No						
	26.01	Associate Prof	63,974	2010	1968	Female	Black/African Amer	No						
	26.01	Assistant Prof	68,020	2009	1975	Male	Black/African Amer	No						
	26.01	Assistant Prof	59,312	2014	1968	Female	Black/African Amer	No						
	26.01	Assistant Prof	69,597	2014	1969	Female	White	No						

9 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[27.] MATHEMATICS AND STATISTICS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	27.01	Professor	81,804	2012	1949	Female	Black/African Amer	No						
	27.01	Professor	95,678	2012	1940	Male	White	Yes						
	27.01	Professor	71,063	2012	1952	Male	White	No						
	27.01	Professor	71,146	2012	1957	Female	White	No						
	27.01	Professor	84,600	2012	1963	Male	Asian	No						
	27.01	Associate Prof	64,452	2012	1951	Male	White	No						
	27.01	Assistant Prof	64,400	2013	1975	Male	Hispanic/Latino	No						
	27.01	Assistant Prof	57,200	2015	1973	Male	Asian	No						

8 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	31.05	Assistant Prof	67,262	2012	1960	Female	Black/African Amer	No						
	31.05	Assistant Prof	55,000	2016	1983	Female	Black/African Amer	No						
	31.05	Assistant Prof	57,504	2016	1982	Female	Black/African Amer	No						

3 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[38.] PHILOSOPHY AND RELIGIOUS STUDIES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	38.01	Assistant Prof	51,884	2012	1975	Male	White	No						

1 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[40.] PHYSICAL SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	40.05	Professor	65,362	2012	1956	Male	Asian	No						
	40.06	Professor	70,000	2007	1950	Male	Black/African Amer	No						
	40.05	Professor	88,210	2012	1947	Male	Black/African Amer	No						
	40.05	Professor	107,142	2012	1958	Male	Black/African Amer	Yes						
	40.08	Professor	72,684	2013	1967	Male	White	No						
	40.08	Professor	83,014	1984	1946	Male	Black/African Amer	No						
	40.05	Professor	67,436	2015	1970	Male	Asian	No						
	40.08	Professor	119,002	2009	1962	Male	Asian	No						
	40.08	Associate Prof	65,016	2010	1970	Male	Black/African Amer	No						
	40.05	Assistant Prof	57,200	2012	1952	Male	Black/African Amer	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	40.05	Professor	81,442	2012	1953	Male	Black/African Amer	No						
	40.05	Assistant Prof	40,000	2016	1975	Male	Black/African Amer	No						
	40.05	Assistant Prof	57,338	2015	1980	Male	Black/African Amer	No						

13 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[42.] PSYCHOLOGY



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	42.01	Associate Prof	57,970	2010	1964	Male	Black/African Amer	No						
	42.01	Assistant Prof	61,652	2001	1956	Male	Black/African Amer	No						
	42.28	Associate Prof	56,094	2009	1958	Male	Black/African Amer	No						
	42.01	Assistant Prof	56,650	2013	1977	Male	White	No						
	42.01	Assistant Prof	60,000	2016	1987	Male	White	No						
	42.01	Professor	99,938	2013	1966	Female	Black/African Amer	Yes						
	42.01	Assistant Prof	63,233	2015	1985	Male	Black/African Amer	No						

7 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[43.] HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING, REL PROTECT SRVS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	43.01	Associate Prof	77,888	2001	1955	Female	Hispanic/Latino	No						
	43.01	Professor	70,470	2008	1971	Female	Black/African Amer	No						
	43.01	Assistant Prof	62,398	2015	1978	Female	Black/African Amer	No						
	43.01	Professor	99,450	2015	1958	Female	Asian	Yes						

4 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	44.07	Professor	71,876	2012	1953	Male	Black/African Amer	No						
	44.07	Associate Prof	61,572	2015	1953	Male	Hispanic/Latino	No						
	44.07	Assistant Prof	58,100	2015	1981	Female	Black/African Amer	No						
	44.07	Assistant Prof	55,000	2016	1985	Female	Black/African Amer	No						

4 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[45.] SOCIAL SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	45.06	Associate Prof	87,628	2009	1962	Male	Asian	No						
	45.10	Associate Prof	71,730	2004	1960	Male	White	No						
	45.06	Professor	98,890	2006	1969	Male	Asian	No						
	45.06	Associate Prof	82,960	2007	1971	Male	Black/African Amer	No						
	45.10	Associate Prof	86,302	2012	1952	Male	Black/African Amer	Yes						
	45.07	Associate Prof	66,174	2000	1953	Male	Black/African Amer	No						
	45.10	Associate Prof	63,026	2010	1981	Male	White	No						
	45.10	Associate Prof	53,334	2010	1980	Male	White	No						
	45.11	Assistant Prof	50,200	2014	1985	Female	White	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	45.11	Assistant Prof	50,000	2016	1977	Female	Black/African Amer	No						

10 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[50.] VISUAL AND PERFORMING ARTS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	50.09	Professor	83,702	2015	1957	Male	Black/African Amer	Yes						
	50.09	Associate Prof	62,996	2011	1966	Male	Black/African Amer	No						
	50.09	Instructor	49,274	1983	1951	Male	Black/African Amer	No						
	50.07	Professor	78,060	1989	1951	Male	Black/African Amer	No						
	50.09	Associate Prof	60,308	2012	1951	Female	White	No						
	50.07	Assistant Prof	66,268	2004	1976	Female	Black/African Amer	No						
	50.09	Associate Prof	67,824	2011	1959	Female	Black/African Amer	No						
	50.09	Assistant Prof	69,472	2013	1957	Female	Black/African Amer	No						
	50.09	Assistant Prof	77,816	2012	1969	Male	Black/African Amer	No						

9 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
51.38		Assistant Prof	74,866	2012	1966	Female	Black/African Amer	No						
51.00		Associate Prof	70,380	2014	1972	Female	Black/African Amer	Yes						
51.38		Assistant Prof	83,186	2012	1971	Female	Black/African Amer	No						
51.38		Associate Prof	77,700	2011	1952	Female	Black/African Amer	No						
51.38		Assistant Prof	84,394	2011	1949	Female	Black/African Amer	No						
51.38		Professor	100,782	1995	1952	Female	Black/African Amer	No						
51.38		Assistant Prof	74,042	2013	1955	Female	Nonresident Alien	No						
51.38		Associate Prof	84,340	2003	1959	Female	Black/African Amer	No						
51.38		Professor	76,346	2008	1953	Female	Nonresident Alien	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	51.31	Professor	79,140	2003	1956	Female	Nonresident Alien	No						
	51.38	Assistant Prof	78,014	2013	1965	Male	Nonresident Alien	No						
	51.38	Associate Prof	94,946	2009	1954	Female	Black/African Amer	No						
	51.38	Professor	107,098	2015	1949	Male	Black/African Amer	No						
	51.38	Assistant Prof	66,666	2016	1955	Female	Black/African Amer	No						

14 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
52.03		Professor	115,232	2011	1956	Male	Asian	No						
52.12		Associate Prof	100,956	2011	1970	Male	White	No						
52.14		Associate Prof	94,212	2001	1957	Male	Asian	Yes						
52.10		Professor	93,360	1992	1951	Male	Asian	No						
52.14		Associate Prof	98,510	2010	1954	Female	Asian	No						
52.08		Professor	99,936	1996	1953	Male	Asian	Yes						
52.02		Associate Prof	97,108	2004	1951	Male	Asian	No						
52.05		Professor	96,420	2008	1966	Male	Black/African Amer	No						
52.03		Professor	126,368	2006	1955	Male	Asian	No						
52.01		Associate Prof	86,392	2008	1942	Male	White	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	52.02	Associate Prof	79,038	2006	1952	Male	Black/African Amer	No						
	52.08	Associate Prof	115,368	2008	1975	Female	Asian	No						
	52.11	Associate Prof	111,070	2009	1974	Male	Black/African Amer	No						
	52.14	Assistant Prof	99,062	2011	1973	Male	Asian	No						
	52.02	Assistant Prof	102,944	2011	1953	Male	Asian	No						
	52.02	Assistant Prof	96,838	2011	1976	Male	Black/African Amer	No						
	52.08	Assistant Prof	109,880	2015	1968	Male	Asian	No						
	52.08	New Assistant Prof	95,556	2016	1979	Male	White	No						

18 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[54.] HISTORY GENERAL



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	54.01	Associate Prof	61,390	2012	1970	Male	Black/African Amer	No						
	54.01	Assistant Prof	50,538	2012	1963	Male	Black/African Amer	No						
	54.01	Assistant Prof	48,000	2016	1980	Male	White	No						
	54.01	Assistant Prof	48,000	2016	1979	Male	Black/African Amer	No						

4 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	01.01	Instructor	45,668		1964	Male	Black/African Amer	No						
	01.09	Instructor	65,454		1972	Male	Black/African Amer	No						
	01.02	Instructor	73,176		1947	Male	Black/African Amer	No						
	01.03	Instructor	62,056		1961	Female	Black/African Amer	No						
	01.09	Instructor	59,708		1978	Male	Hispanic/Latino	No						

5 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[04.] ARCHITECTURE AND RELATED SERVICES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	04.02	Instructor	79,004		1958	Male	Black/African Amer	No						
	04.03	Instructor	47,288		1973	Male	Black/African Amer	No						
	04.02	Instructor	57,004		1980	Male	White	No						
	04.02	Instructor	57,398		1969	Female	White	No						
	04.02	Instructor	52,094		1964	Male	White	No						
	04.02	Instructor	54,000		1976	Female	White	No						

6 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	09.01	Instructor	41,740		1951	Male	White	No						
	09.01	Instructor	54,562		1952	Male	Black/African Amer	No						
	09.01	Instructor	42,550		1968	Female	Black/African Amer	No						
	09.01	Instructor	44,412		1981	Male	White	No						
	09.01	Instructor	41,820		1987	Male	White	No						
	09.07	Instructor	43,180		1948	Male	White	No						

6 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	11.01	Instructor	40,000		1974	Female	Black/African Amer	No						
	11.01	Instructor	62,924		1960	Male	Asian	No						
	11.01	Instructor	58,548		1964	Male	Black/African Amer	No						
	11.01	Instructor	50,000		1991	Male	Black/African Amer	No						
	11.01	Instructor	69,948		1962	Male	Nonresident Alien	No						
	11.01	Instructor	46,000		1992	Male	Black/African Amer	No						

6 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[13.] EDUCATION



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	13.13	Instructor	28,000		1966	Male	Black/African Amer	No						
	13.13	Instructor	24,000		1978	Female	Black/African Amer	No						
	13.12	Instructor	30,000		1944	Female	Black/African Amer	No						
	13.09	Instructor	45,778		1971	Female	Black/African Amer	No						
	13.13	Instructor	43,972		1968	Male	Black/African Amer	No						
	13.09	Instructor	36,000		1973	Female	Black/African Amer	No						
	13.13	Instructor	30,000		1988	Female	Black/African Amer	No						
	13.13	Instructor	55,928		1950	Male	Black/African Amer	No						
	13.03	Instructor	44,372		1977	Female	Black/African Amer	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	13.10	Instructor	45,000		1949	Female	Black/African Amer	No						
	13.13	Instructor	28,000		1967	Female	Black/African Amer	No						
	13.03	Instructor	44,316		1978	Male	Black/African Amer	No						
	13.10	Instructor	57,000		1951	Female	Black/African Amer	No						

13 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[14.] ENGINEERING



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	14.10	Instructor	41,498		1971	Male	Black/African Amer	No						
	14.07	Instructor	69,780		1949	Male	White	No						
	14.01	Instructor	50,474		1945	Male	White	No						
	14.10	Instructor	61,894		1948	Male	Asian	No						
	14.07	Instructor	64,822		1955	Male	Black/African Amer	No						
	14.07	Instructor	60,000		1978	Female	Asian	No						
	14.07	Instructor	60,000		1974	Male	Black/African Amer	No						

7 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[15.] ENGINEERING TECHNOLOGIES AND ENGINEERING RELATED FIELDS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	15.12	Instructor	66,464		1951	Male	Asian	No						

1 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	16.09	Instructor	42,866		1951	Female	Hispanic/Latino	No						
	16.09	Instructor	43,868		1962	Female	Hispanic/Latino	No						
	16.03	Instructor	45,036		1972	Female	Asian	No						

3 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	19.05	Instructor	43,000		1982	Female	Black/African Amer	No						
	19.01	Instructor	58,940		1948	Male	Black/African Amer	No						
	19.01	Instructor	45,266		1965	Female	Black/African Amer	No						
	19.01	Instructor	73,098		1944	Male	White	No						
	19.07	Instructor	45,474		1947	Female	Black/African Amer	No						
	19.05	Instructor	54,562		1950	Male	White	No						
	19.07	Instructor	45,396		1940	Female	Black/African Amer	No						

7 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	23.01	Instructor	41,412		1973	Female	Black/African Amer	No						
	23.01	Instructor	42,420		1977	Female	Black/African Amer	No						
	23.01	Instructor	47,652		1983	Female	Black/African Amer	No						
	23.01	Instructor	42,642		1951	Male	Black/African Amer	No						
	23.01	Instructor	45,432		1968	Male	Black/African Amer	No						
	23.13	Instructor	44,714		1953	Female	Black/African Amer	No						
	23.13	Instructor	41,820		1979	Male	Black/African Amer	No						
	23.13	Instructor	42,586		1961	Female	White	No						
	23.13	Instructor	42,810		1969	Female	Black/African Amer	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	23.13	Instructor	41,000		1959	Male	Black/African Amer	No						
	23.13	Instructor	43,138		1986	Male	White	No						
	23.01	Instructor	45,330		1975	Female	Black/African Amer	No						
	23.13	Instructor	43,724		1976	Female	White	No						
	23.13	Instructor	41,410		1988	Male	White	No						
	23.13	Instructor	41,000		1980	Female	Black/African Amer	No						
	23.13	Instructor	41,000		1969	Male	Black/African Amer	No						

16 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	26.01	Instructor	50,000		1958	Female	Black/African Amer	No						
	26.01	Instructor	60,886		1977	Male	Black/African Amer	No						
	26.01	Instructor	34,126		1962	Male	Black/African Amer	No						
	26.01	Instructor	50,000		1950	Male	Black/African Amer	No						

4 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[27.] MATHEMATICS AND STATISTICS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	27.01	Instructor	30,000		1984	Male	Black/African Amer	No						
	27.01	Instructor	43,990		1974	Male	Black/African Amer	No						
	27.01	Instructor	32,493		1950	Male	Black/African Amer	No						
	27.01	Instructor	56,592		1953	Male	Asian	No						
	27.01	Instructor	50,634		1967	Female	Black/African Amer	No						
	27.01	Instructor	48,748		1967	Female	Black/African Amer	No						
	27.01	Instructor	51,120		1965	Female	Asian	No						
	27.01	Instructor	45,900		1986	Male	Nonresident Alien	No						
	27.01	Instructor	46,818		1966	Female	White	No						
	27.01	Instructor	43,636		1979	Female	Two or More Races	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	27.01	Instructor	31,050		1983	Male	White	No						
	27.01	Instructor	49,000		1980	Male	Black/African Amer	No						

12 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	31.05	Instructor	62,684		1951	Male	Black/African Amer	No						

1 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[38.] PHILOSOPHY AND RELIGIOUS STUDIES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	38.01	Instructor	44,000		1962	Male	White	No						

1 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[40.] PHYSICAL SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	40.05	Instructor	47,278		1970	Female	Black/African Amer	No						
	40.05	Instructor	88,666		1974	Male	Black/African Amer	No						
	40.08	Instructor	66,102		1952	Male	White	No						
	40.05	Instructor	53,196		1965	Male	Asian	No						
	40.05	Instructor	49,260		1954	Female	Hispanic/Latino	No						
	40.05	Instructor	46,944		1974	Male	Nonresident Alien	No						
	40.08	Instructor	51,626		1957	Male	Asian	No						
	40.08	Instructor	40,000		1954	Male	Black/African Amer	No						

8 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[42.] PSYCHOLOGY



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	42.28	Instructor	24,000		1976	Male	Black/African Amer	No						
	42.28	Instructor	53,302		1962	Male	Black/African Amer	No						

2 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[43.] HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING, REL PROTECT SRVS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	43.01	Instructor	35,000		1947	Female	White	No						
	43.01	Instructor	28,000		1977	Male	Black/African Amer	No						
	43.01	Instructor	35,000		1958	Male	Asian	No						

3 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	44.07	Instructor	59,968		1969	Male	Black/African Amer	No						

1 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[45.] SOCIAL SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	45.11	Instructor	45,762		1971	Male	Black/African Amer	No						
	45.10	Instructor	49,520		1945	Male	Black/African Amer	No						
	45.11	Instructor	44,486		1942	Male	White	No						
	45.06	Instructor	71,400		1972	Male	Nonresident Alien	No						
	45.10	Instructor	42,574		1983	Male	White	No						
	45.10	Instructor	44,880		1957	Female	Black/African Amer	No						
	45.10	Instructor	44,880		1986	Female	Hispanic/Latino	No						
	45.11	Instructor	44,882		1973	Male	Hispanic/Latino	No						

8 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[50.] VISUAL AND PERFORMING ARTS



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	50.09	Instructor	53,538		1965	Male	Black/African Amer	No						
	50.09	Instructor	46,496		1971	Male	White	No						
	50.09	Instructor	70,440		1950	Male	Black/African Amer	No						
	50.07	Instructor	52,591		1967	Female	Black/African Amer	No						
	50.05	Instructor	40,768		1979	Female	Black/African Amer	No						
	50.09	Instructor	48,696		1982	Male	Black/African Amer	No						
	50.03	Instructor	50,652		1985	Female	Black/African Amer	No						
	50.09	Instructor	56,136		1966	Male	Black/African Amer	No						
	50.07	Instructor	46,000		1982	Female	Black/African Amer	No						

9 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	51.38	Instructor	70,000		1959	Male	Black/African Amer	No						
	51.38	Instructor	62,416		1971	Female	Black/African Amer	No						
	51.38	Instructor	67,455		1981	Female	Black/African Amer	No						
	51.38	Instructor	61,200		1980	Female	Black/African Amer	No						
	51.00	Instructor	24,000		1970	Female	Black/African Amer	No						
	51.38	Instructor	75,794		1948	Female	Black/African Amer	No						
	51.38	Instructor	64,290		1955	Female	Asian	No						
	51.38	Instructor	66,789		1957	Female	Black/African Amer	No						
	51.38	Instructor	81,354		1951	Female	White	No						
	51.38	Instructor	70,000		1956	Female	Black/African Amer	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	51.38	Instructor	64,440		1975	Female	Black/African Amer	No						
	51.00	Instructor	57,712		1951	Female	Black/African Amer	No						
	51.38	Instructor	64,072		1957	Female	Asian	No						
	51.38	Instructor	76,414		1959	Female	Black/African Amer	No						
	51.38	Instructor	67,768		1955	Female	Black/African Amer	No						
	51.38	Instructor	66,442		1953	Male	White	No						
	51.38	Instructor	63,662		1965	Female	Black/African Amer	No						
	51.38	Instructor	62,398		1949	Female	White	No						
	51.38	Instructor	64,290		1949	Female	Hispanic/Latino	No						
	51.38	Instructor	82,554		1971	Female	Black/African Amer	No						
	51.00	Instructor	30,000		1981	Female	Black/African Amer	No						
	51.38	Instructor	70,000		1988	Female	Black/African Amer	No						
	51.38	Instructor	65,586		1957	Female	Black/African Amer	No						
	51.38	Instructor	71,748		1954	Female	Black/African Amer	No						
	51.38	Instructor	75,480		1952	Female	Black/African Amer	No						
	51.38	Instructor	69,998		1974	Female	Nonresident Alien	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	51.00	Instructor	24,000		1956	Male	Asian	No						

27 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	--------------------------------------	----------------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	<u>Year of Birth</u>	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
52.14		Instructor	55,922		1947	Male	White	No						
52.03		Instructor	66,508		1960	Female	White	No						
52.13		Instructor	60,600		1966	Male	White	No						
52.07		Instructor	69,946		1953	Male	Black/African Amer	No						
52.01		Instructor	40,000		1958	Female	Black/African Amer	No						
52.14		Instructor	50,750		1961	Female	White	No						
52.03		Instructor	68,200		1946	Female	White	No						
52.01		Instructor	54,106		1979	Male	Black/African Amer	No						
52.03		Instructor	60,000		1961	Female	White	No						
52.02		Instructor	40,000		1961	Male	Black/African Amer	No						
52.08		Instructor	61,680		1977	Male	Black/African Amer	No						

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	52.06	Instructor	61,404		1981	Female	White	No						
	52.08	Instructor	40,000		1964	Female	Black/African Amer	No						

13 Incumbent(s)

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

[54.] HISTORY GENERAL



Last Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	Year Promoted to Current Rank	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
---------------------------	-------------------------	------	--------------------------	-------------------------------	---------------	--------	-----------	------------	----------------	----------------	-----------------	-------------------------	---------------	--------------------------------

No prior year Incumbents to display.

This Year

<u>Internal Reference</u>	<u>Discipline (CIP)</u>	Rank	<u>Annualized Salary</u>	<u>Year Promoted to Current Rank</u>	Year of Birth	Gender	Ethnicity	Dept. Head	Salary Support	If Yes: Amount	Summer Coverage	If Yes: Summer Term Pay	Course Relief	If Yes: N Credit Hours Reduced
	54.01	Instructor	42,462		1963	Male	White	No						
	54.01	Instructor	41,000		1980	Male	Hispanic/Latino	No						
	54.01	Instructor	40,000		1971	Female	Black/African Amer	No						

3 Incumbent(s)

Prairie View A & M University

2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

How Do You Set Pay Rates for Your Pay-Per-Course Faculty?

1. Method of setting pay rates for Pay Per Course (PPC) faculty.

Your answer below will determine which version of the PPC section of the Four Year Faculty Survey you should complete.

- o If you pay all PPC faculty at the same rate, the fields below will unlock and you may answer the whole PPC section of the survey here.
- o If you pay different rates depending on the faculty discipline, when you hit the "Save and return to menu" button the sections to report pay rates per discipline will appear in the menu.

How are pay rates set for PPC faculty?	<input type="radio"/> Same rate <input checked="" type="radio"/> Different rates per discipline
--	---

Please report numbers separately for undergraduate and graduate courses. Provide a close approximation if the exact number is not known. Hover over underlined terms to see definitions and clarifications for those on the quarter system.

	Undergraduate Fall 2016	Graduate Fall 2016
Total Number (Headcount) of PPC Faculty Teaching Courses for Credit		
Total Number of Semester Credit Hours Taught by PPC Faculty		
Amount of Compensation Received Per Semester Credit Hour for One PPC Faculty		

Prairie View A & M University 2016-17 Four-Year Faculty in Higher Education Survey (Incumbent-Level Salaries)

What Did You Think of This Survey?

We would greatly appreciate your feedback on the content of the survey itself, on the survey process, and on the Web site. Your feedback will help us to improve this survey program and the Web site in general.

A. Survey Content and Process

	Very dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very satisfied (5)	Did not use
Clarity of instructions		X				
Clarity of questions			X			
Types of questions asked			X			
Positions (Disciplines) covered			X			
"Ask Research" support						X

B. Web Site

	Very dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very satisfied (5)	Did not use
Web survey form design				X		
Ease of data entry					X	
Navigation					X	
Online instructions and help		X				
Printing/saving				X		

C. Comments

Please add below any comments or suggestions about this survey. Note: This box is intended for short, succinct comments. If you wish to respond at greater length, please send your comments in an email to Jackie Bichsel (jbichsel@cupahr.org), Director of Research.

?	
---	--

Thank you for participating in the 2016-17 Four-Year Faculty Salaries Survey.

If you haven't already, don't forget that you must mark your survey Completed or we will not be able to use your survey results. Click "Save and return to Survey" below and then check the Completed box at the top of the survey menu page. The validation process will run and you will be notified if you have any serious problems remaining in your survey that need to be corrected or annotated.