



from the office of the

SENIOR VICE PRESIDENT FOR ACADEMIC AND FACULTY AFFAIRS

To: Associate Deans for Management, UTHealth Houston
From: Kevin Morano, PhD, Senior Vice President for Academic and Faculty Affairs
Date: February 5, 2025
Subject: Faculty Core Salary Increase

Dear Colleagues,

As you know, faculty compensation at UTHealth Houston is structured to include a base salary comprised of a “core” component plus additional components to achieve a desired level of total compensation. Core salaries represent the minimum compensation for faculty, increase with rank, and are set for the university in guidelines associated with [HOOP 193: Salary Administration](#).

Presently, the core salary for the rank of Instructor is \$60,000. This amount is now below the minimum salary allowed for postdoctoral fellows at the university, set at \$61,008 for FY25. Therefore, effective 9/1/25 the university will increase the core salary component for faculty as shown below:

| Rank | Current | Effective 9/1/25 |
|---------------------|----------|------------------|
| Instructor | \$60,000 | \$70,000 |
| Assistant professor | \$70,000 | \$80,000 |
| Associate professor | \$80,000 | \$90,000 |
| Professor | \$90,000 | \$100,000 |

As a reminder, these changes do not require a raise in pay or PASS transaction unless a faculty’s compensation is below the new minimum. Please account for these new levels in your spring budget cycle and in your faculty salary calculations going forward, including offer letters with start dates on or after 9/1/2025. Additionally, SDR will handle the change centrally for FY26 MOAs for all faculty.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kevin A. Morano".

Kevin A. Morano, PhD
Senior Vice President of Academic & Faculty Affairs