

Report Prepared For

**The Board of Regents
Stephen F. Austin State University**

April, 2006

FACULTY COMPENSATION STUDY SUMMARY

Faculty Compensation Study Summary

A committee of the Board of Regents has examined the issue of Faculty Compensation raised by the Faculty Senate.

SFA ranked 31 out of 35 with regard to faculty salaries for fiscal year 2005 based on data compiled by the Texas Higher Education Coordinating Board (THECB) for Texas Public Universities Average Budgeted Faculty Salaries (see page three).

This relative position among Texas public universities is largely a function of available revenues. For this same period, SFA ranked 29 out of 35 for appropriated funds per FTE faculty (see page four). In general, the appropriation SFA receives from the State of Texas is based on enrollment (see page five) and program mix. Funding by the state is calculated based on the types of programs/courses taught. For example, Liberal Arts and Teacher Education are funded at a lower level than Engineering, Nursing and Pharmacy. Doctoral and Masters programs are funded at a higher level than undergraduate programs. The combination of the program mix and enrollment at SFA generates a lower appropriation from the legislature.

In February 2005, the Regents voted to approve the Faculty Compensation Plan for SFA (see page six). The following excerpt describes factors used to determine compensation: "The University uses the College and University Professional Association for Human Resources (CUPAHR) as its primary determinate for the market value of faculty salaries. Where CUPAHR data are available, the compensation for a faculty member should fall within a range of 50% to 150% of the CUPAHR national average salary for that rank and discipline. The actual faculty compensation will vary within these ranges based on the funding available for the position, discipline, rank at appointment, degree, job description and requirements, professional experience, market value, and need of the department and college." Faculty compensation averages compared to CUPAHR and selected peer institutions are presented on page nine.

The Board of Regents has been responsive to the issue of salary levels for both faculty and staff. For fiscal years 2006 and 2005, the Regents approved a budget that included a salary raise pool of 3% and 5% respectively.

The mission of SFA is student focused. As a result, we rank 19 out of 35 in student/faculty ratio with a ratio of 18.1 (see page 10). Generally, larger classes would result in fewer faculty but with more dollars in the salary pool.

The Regents request that administration review the following:

1. Program Mix - Areas with a low number of graduates or low student demand should be assessed.
2. Formula Funding - Funding should be a consideration when adding or expanding programs.
3. Faculty Compensation Policy - CUPAHR data should be assessed to determine where faculty fall within the 50-150% range. Consider adjustment to increase range to 75-150%.
4. Student/Faculty Ratio - As enrollment increases, the university should analyze data to determine the cost/benefit of increasing the minimum class size and student/faculty ratio.

Institutional Research Report

**Stephen F. Austin State University
Texas Public Universities - Average Budgeted Faculty Salaries
FY 2005 Compared to FY 2004 - Sorted by Highest 2005 Salary**

Institution	Average Salary			State Rank Order
	Faculty Positions*			
	Fiscal Year		One-year Change	
	2004	2005		
The University of Texas at Austin	\$84,911	\$90,156	6.18%	1
The University of Texas at Dallas	84,332	89,812	6.50%	2
Texas A&M University	82,180	85,796	4.40%	3
University of Houston	77,971	83,093	6.57%	4
Texas Southern University	61,281	80,455	31.29%	5
The University of Texas at San Antonio	70,567	72,211	2.33%	6
The University of Texas at Arlington	66,726	70,956	6.34%	7
Texas Tech University	66,456	70,424	5.97%	8
Texas A&M University at Galveston	65,336	68,331	4.58%	9
University of North Texas	63,573	67,038	5.45%	10
The University of Texas at El Paso	62,244	67,032	7.69%	11
University of Houston-Clear Lake	64,759	66,222	2.26%	12
Texas State University-San Marcos	59,583	64,717	8.62%	13
The University of Texas-Pan American	58,489	62,711	7.22%	14
University of Houston-Victoria	61,186	62,440	2.05%	15
Sam Houston State University	59,200	61,340	3.61%	16
Texas A&M University-Corpus Christi	57,892	61,006	5.38%	17
Texas A&M University-Texarkana	61,226	60,741	-0.79%	18
Texas Woman's University	56,977	60,207	5.67%	19
Midwestern State University	58,366	60,034	2.86%	20
Prairie View A&M University	57,443	59,898	4.27%	21
Lamar University-Beaumont	54,675	59,728	9.24%	22
The University of Texas at Tyler	56,532	59,427	5.12%	23
University of Houston-Downtown	54,237	59,321	9.37%	24
Texas A&M International University	57,863	59,151	2.23%	25
The University of Texas of the Permian Basin	56,641	58,566	3.40%	26
Tarleton State University	52,360	56,467	7.84%	27
West Texas A&M University	53,409	56,423	5.64%	28
Texas A&M University-Commerce	56,799	56,392	-0.72%	29
The University of Texas at Brownsville	53,957	55,748	3.32%	30
Stephen F. Austin State University	52,465	55,370	5.54%	31
Texas A&M University-Kingsville	55,506	55,005	-0.90%	32
Angelo State University	55,440	54,073	-2.47%	33
Sul Ross State University	47,337	51,871	9.58%	34
Sul Ross State University Rio Grande College	57,550	49,972	-13.17%	35
Weighted Average	\$68,365	\$72,293	5.75%	

* Includes Professor, Associate Professor, Assistant Professor and Instructor positions

Notes: Texas Higher Education Coordinating Board presents fiscal year salaries as nine-month estimates (doubling Fall 2005 CBM008-Faculty Workload reported data). Specified comparison institutions are highlighted.

Texas Public Universities - Appropriated Funds Per FTE Faculty
 FY 2005 - Sorted by Highest Appropriation

State Rank Order	Institution	Appropriated Funds Per FTE Faculty
1	Texas A & M International University	\$102,602
2	Texas A & M University at Texarkana	\$90,994
3	University of Houston-Victoria	\$85,657
4	Sul Ross State University	\$82,389
5	Texas A & M University at Corpus Christi	\$75,694
6	The University of Texas at Dallas	\$74,323
7	Prairie View A & M University	\$71,882
8	University of Houston	\$71,233
9	The University of Texas at Brownsville	\$70,753
10	Texas A & M University	\$68,370
11	The University of Texas at Austin	\$65,275
12	Texas A & M University at Kingsville	\$64,967
13	Texas Southern University	\$64,329
14	The University of Texas of the Permian Basin	\$63,631
15	Angelo State University	\$61,976
16	The University of Texas Pan American	\$61,537
17	Texas A & M University at Galveston	\$60,860
18	West Texas A & M University	\$59,021
19	The University of Texas at El Paso	\$58,039
20	The University of Texas at Tyler	\$56,753
21	The University of Texas at Arlington	\$56,748
22	University of Houston-Clear Lake	\$56,195
23	Texas A & M University at Commerce	\$55,759
24	The University of Texas at San Antonio	\$55,126
25	Texas Woman's University	\$54,554
26	Texas Tech University	\$53,761
27	Lamar State University	\$53,203
28	Texas State University-San Marcos	\$51,144
29	Stephen F. Austin State University	\$51,122
30	University of North Texas	\$50,064
31	Tarleton State University	\$49,624
32	Sam Houston State University	\$48,438
33	Midwestern State University	\$46,141
34	University of Houston-Downtown	\$36,787
35	Sul Ross State University Rio Grande College	N/A

Source: THECB

Total Headcount					
Institution	Fall 2000	Fall 2002	Fall 2004	Fall 2005	Percent Change Fall 2000 to Fall 2005
Lamar University	8,568	9,802	10,804	10,595	23.7%
Midwestern State University	5,812	6,157	6,257	6,182	6.4%
Sam Houston State University	12,348	13,072	14,333	15,308	24.0%
Stephen F. Austin State University	11,453	11,312	11,172	11,290	-1.4%
Texas State University-San Marcos	22,423	25,025	26,783	27,129	21.0%
Texas Woman's University	8,404	8,703	10,746	11,326	34.8%
University of North Texas	27,054	30,183	31,155	31,947	18.1%
University of Texas at Tyler	3,592	4,254	5,326	5,746	60.00%
Average of Above Eight Universities					23.33%

Faculty Compensation Plan

E-71

Original Implementation: February 3, 2005

Last Revision: None

The mission of Stephen F. Austin State University is to provide students a foundation for success, a passion for learning and a commitment to responsible global citizenship in a community dedicated to teaching, research, creativity and service. The quality of teaching, research and service provided by the university ultimately depends on the quality of faculty and staff employed by the university. The university is responsible for securing a qualified and competent faculty and for utilizing public funds for faculty salaries and wages in an effective manner.

1.0 Faculty Employee

An employee with academic rank or duties which include teaching, research, academic administration, or other scholarly activity who is paid in full or in part from the line item "Faculty Salaries" or from another academic funding source is considered a faculty employee. The Provost, Assistant Provost and Academic Deans are considered staff for purposes of this plan.

2.0 Authority to Set Compensation

Authority to set the compensation paid to faculty resides with the Board of Regents. This authority is through review and adoption of the annual operating budget. The itemized budget, approved by the Board of Regents, specifies the salary authorized for each position. All changes to budgeted faculty positions outside of the annual operating budget require the initial approval of the Provost. These changes are formally requested on a Personnel Action Request Form and approved by other administrators at SFASU.

3.0 General Compensation

It is the plan of the University to distribute fairly and equitably funds available for salaries and wages. Initial faculty salaries are determined based on a combination of factors including the funding available for the position, discipline, rank at appointment (see Academic Appointment and Titles Policy E-1A), degree, job description and requirements, professional experience, market value, and need of the department and college. Upon the recommendation of the chair and dean, the Provost approves all faculty salaries prior to hiring.

All position and salary range assignments shall be made on the basis of the work to be performed without regard to race, color, religion, sex, age, disability, national origin, veteran status, or marital status and in keeping with the laws, policies and regulations of the State of Texas and the Board of Regents of Stephen F. Austin State University.

4.0 Administration of Faculty Compensation

The Provost in conjunction with the academic deans has responsibility for the administration and maintenance of the Faculty Compensation Plan. Department chairs and directors are responsible for administering pay for their employees in accordance with university policies, procedures, and guidelines.

5.0 Faculty Compensation

5.1 General Information - Faculty salaries are normally budgeted for a 9 month period. Faculty are compensated an amount for a fair and reasonable workload (see Faculty Workload Policy A-18). Under the Federal Wage and Labor Law, faculty employees are exempt from overtime regulations.

5.2 Market Data - The University uses the College and University Professional Association for Human Resources (CUPAHR) as its primary determinate for the market value of faculty salaries. In certain situations, the University may use relevant market data provided by professional organizations, surveys or other sources to determine the market value of a faculty position. Where CUPAHR data are available, the compensation for a faculty member should fall within a range of 50% to 150% of the CUPAHR national average salary for that rank and discipline. The actual faculty compensation will vary within these ranges based on the funding available for the position, discipline, rank at appointment, degree, job description and requirements, professional experience, market value, and need of the department and college. The CUPAHR data are available through the SFASU Office of Institutional Research.

5.3 Compensation for Summer Teaching – Summer teaching is not guaranteed. Where needed or required, faculty may be assigned summer teaching (See Summer Teaching Policy A-18A). Faculty are compensated for summer teaching at a rate of 1/6 of their 9 month teaching salary for a 100% teaching assignment for each summer session. Compensation for assignments less than 100% are prorated accordingly. Compensation for summer teaching is provided through the SFASU summer budget.

5.4 Compensation for Adjunct Faculty – When considered necessary to hire adjunct faculty to teach courses, the compensation should be based on the following:

Years of Experience	Salary Range (per course)
Zero to Six	\$2,500 - \$3,000
Seven to Ten	\$2,650 - \$3,200
Over Ten	\$2,800 - \$3,800

Stipends for Adjuncts will vary by college, discipline, need, and education of the proposed adjunct faculty member. Any variations must be recommended by the chair and dean and approved by the Provost prior to appointment.

5.5 Additional Compensation - In instances where faculty provide services outside of their normal duties, they may be eligible for additional compensation (see Compensation in Excess of Base Pay Policy E-9).

5.6 Overload Compensation - In instances, where faculty are needed to teach an overload, they may be eligible for overload compensation. At a minimum the overload compensation will be comparable to that of an adjunct faculty member. Upon the recommendation of the chair and dean and approval by the Provost, the overload compensation may vary based on the funding available, need of the department, and qualifications of the faculty member.

5.7 Associate Dean, Chair or Director Compensation - When appointed as an associate dean, department chair or director, a faculty member may receive a combination of a stipend and release time for performing administrative duties for the department or area (see Chair Appointments Policy #E-6A and Chair Teaching Load Policy E-7A).

5.9 Grants, Endowments, and Other Arrangements – Grants, endowments, awards and other arrangements may provide for an additional stipend or salary support for a faculty member within applicable regulatory parameters.

6.0 Increases in Compensation

6.1 General Increases - All salary increases for faculty employees, unless otherwise mandated by the legislature, will be based on merit and/or equity. Quality teaching, research, scholarly activity, administrative responsibilities and other faculty activities may be considered in the merit process. Equity adjustments may be awarded based on the recommendation of the department chair and dean with the approval of the Provost.

It is the responsibility of the department chair or area director (where applicable) to recommend salary rates, equity adjustments and merit increases in the annual department budget request based on the budget guidelines issued by the President. The recommendations are, in turn, to be approved by the appropriate academic dean and the Provost. Approved increases are effective for the next fiscal year. Each faculty member is to provide an annual Faculty Activity Report to the department chair or director for use in consideration of a merit increase.

6.2 Salary Increases for Promotion - Faculty employees through the promotion process (see Academic Promotion Policy #E-3A) are awarded increases ranging from \$750 to \$5000 in the subsequent budget year based on budgeted resources and promotion rank.

Source of Authority: Provost/VP for Academic Affairs

Cross Reference: None

Contact for Revision: Provost/VP for Academic Affairs

Forms: None

Faculty Salary Comparisons by Rank

Institution	Rank	FY2002	FY2003	FY2004	% Change 2002 to 2004	National Average FY2004	% National Average
Lamar University	Professor	\$61,507	\$65,974	\$65,996	73.0%	\$87,442	75.5%
	Associate Professor	\$52,362	\$53,503	\$53,577	2.3%	\$63,383	84.5%
	Assistant Professor	\$45,397	\$47,434	\$47,909	5.5%	\$53,171	90.1%
	Lecturer	\$38,635	\$38,083	\$37,205	-3.7%	\$43,449	85.6%
Midwestern State University	Professor	\$74,037	\$77,473	\$69,742	-5.8%	\$87,442	79.8%
	Associate Professor	\$61,394	\$60,833	\$56,584	-7.8%	\$63,383	89.3%
	Assistant Professor	\$49,848	\$50,698	\$49,018	-1.7%	\$53,171	92.2%
Sam Houston State University	Lecturer						
	Professor	\$68,312	\$71,698	\$70,399	3.1%	\$87,442	80.5%
	Associate Professor	\$54,430	\$56,993	\$57,671	6.0%	\$63,383	91.0%
	Assistant Professor	\$46,296	\$48,327	\$48,911	5.6%	\$53,171	92.0%
Stephen F. Austin State University	Lecturer	\$41,940	\$44,082	\$44,082	5.1%	\$43,449	101.5%
	Professor	\$61,842	\$63,136	\$62,307	0.8%	\$87,442	71.3%
	Associate Professor	\$50,239	\$52,491	\$51,980	3.5%	\$63,383	82.0%
	Assistant Professor	\$41,902	\$43,405	\$43,191	3.1%	\$53,171	81.2%
	Lecturer	\$35,036	\$37,228	\$35,129	0.3%	\$43,449	80.9%
Texas State University	Professor	\$67,462	\$69,083	\$68,719	1.9%	\$87,442	78.6%
	Associate Professor	\$55,309	\$57,155	\$56,659	2.4%	\$63,383	89.4%
	Assistant Professor	\$44,081	\$46,527	\$46,940	6.5%	\$53,171	88.3%
	Lecturer	\$40,151	\$43,263	\$43,263	7.8%	\$43,449	99.6%
Texas Woman's University	Professor	\$61,627	\$61,069	\$67,982	10.3%	\$87,442	77.7%
	Associate Professor	\$49,200	\$48,982	\$55,004	11.8%	\$63,383	86.8%
	Assistant Professor	\$43,678	\$44,100	\$48,055	10.0%	\$53,171	90.4%
University of North Texas	Lecturer	\$41,729	\$40,506	\$41,755	0.1%	\$43,449	96.1%
	Professor	\$76,255	\$77,786	\$77,619	1.8%	\$87,442	88.8%
	Associate Professor	\$69,071	\$59,759	\$59,013	-0.1%	\$63,383	93.1%
	Assistant Professor	\$49,047	\$49,824	\$50,058	2.1%	\$53,171	94.1%
University of Texas at Tyler	Lecturer	\$44,010	\$45,150	\$45,150	2.6%	\$43,449	103.9%
	Professor	\$65,869	\$68,343	\$70,831	7.5%	\$87,442	81.0%
	Associate Professor	\$52,014	\$53,598	\$53,956	3.7%	\$63,383	85.1%
	Assistant Professor	\$48,216	\$47,435	\$46,917	-2.7%	\$53,171	88.2%
Lecturer							

Texas Public Universities - Student/Faculty Ratio
 Fall 2005- Sorted by Highest Student/Faculty Ratio

State Rank Order	Institution	Fall 2005
1	Texas State University-San Marcos	26.3
2	The University of Texas at San Antonio	22.8
3	Sam Houston State University	21.9
4	University of Houston	21.6
5	Texas Southern University	21.2
6	The University of Texas at Dallas	20.6
7	University of Houston-Downtown	20.3
8	Angelo State University	20.0
9	Lamar State University	20.0
10	The University of Texas Pan American	19.9
11	The University of Texas at Arlington	19.6
12	West Texas A & M University	19.6
13	University of North Texas	19.5
14	The University of Texas at El Paso	19.3
15	Tarleton State University	18.9
16	Texas A & M University at Corpus Christi	18.6
17	Midwestern State University	18.4
18	Texas A & M University	18.3
19	Stephen F. Austin State University	18.1
20	The University of Texas of the Permian Basin	18.0
21	The University of Texas at Austin	17.4
22	Texas A & M University at Commerce	17.3
23	Texas Tech University	17.3
24	Prairie View A & M University	17.0
25	The University of Texas at Tyler	16.9
26	University of Houston-Clear Lake	16.5
27	University of Houston-Victoria	16.3
28	Sul Ross State University Rio Grande College	16.0
29	Texas A & M University at Kingsville	16.0
30	Texas A & M International University	15.9
31	Texas Woman's University	15.4
32	Texas A & M University at Galveston	14.1
33	Texas A & M University at Texarkana	14.1
34	Sul Ross State University	13.5
35	The University of Texas at Brownsville	9.9

Full-time equivalent students (FTSE) divided by full-time equivalent (FTE) faculty.
 FTE faculty are instructional faculty. FTSE are undergraduate semester credit hours/15;
 master's, pharmacy, law, and other special profession/12 SCH; doctoral FTSEs are
 calculated on 9 semester credit hours.