



Finance Committee
2007-2008 School Year

Presented by

Lee Stewart (chair)

Elton Scifres

Randi Cox

Carl Pfaffenberg



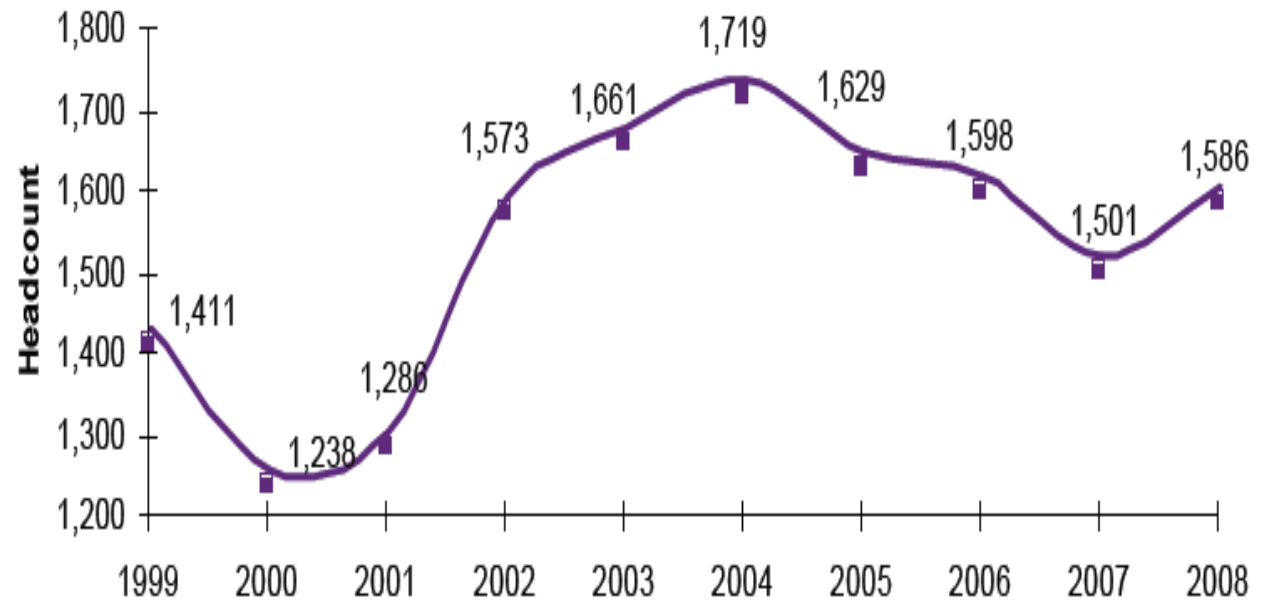
Stephen F. Austin State University

Current Year Average Budgeted Salary

Professor	\$70,412
Assoc. Professor	\$58,442
Asst. Professor	\$50,533

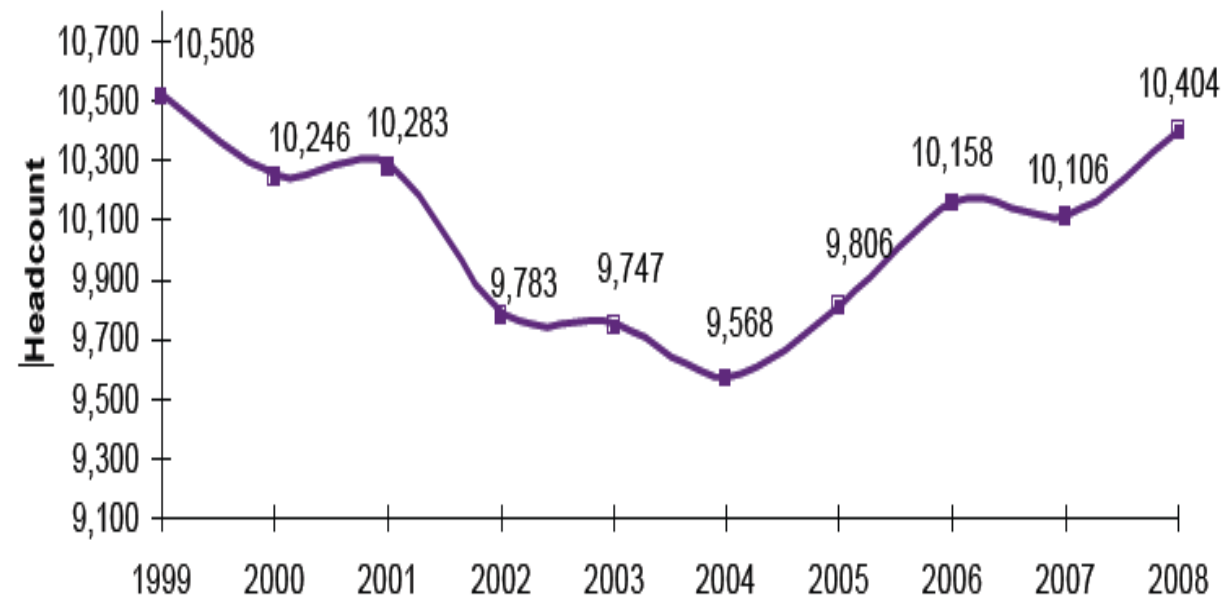


Graduate Enrollment



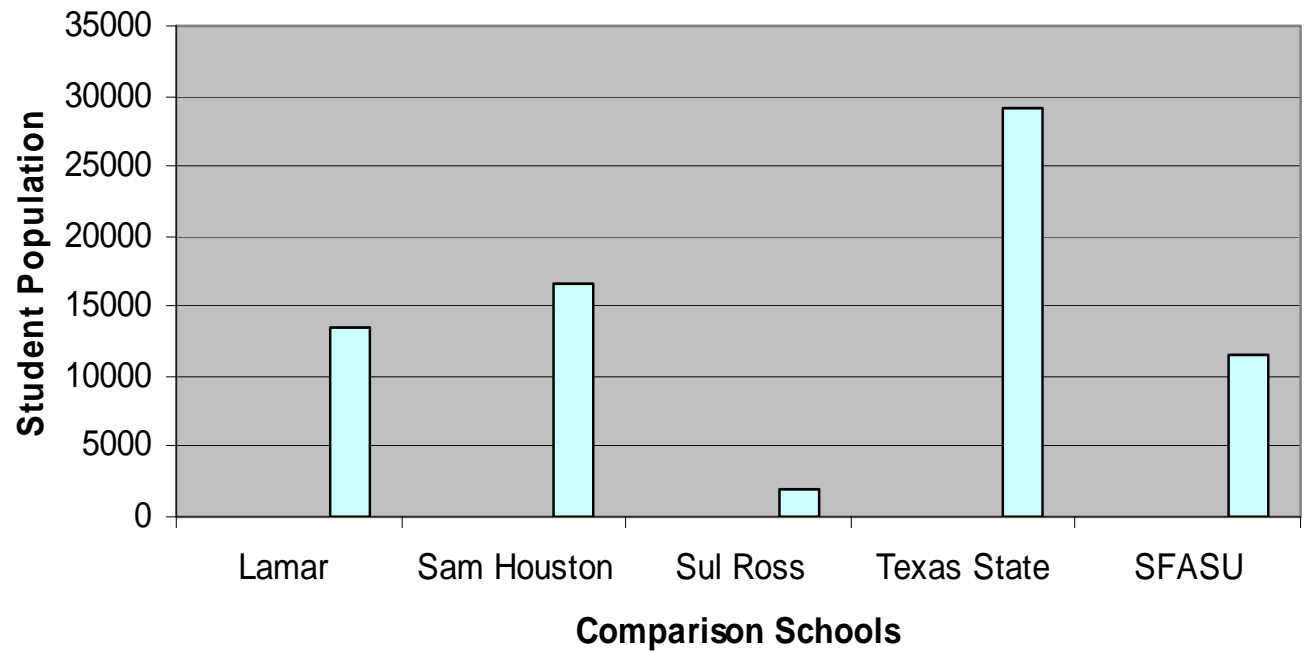


Undergraduate Enrollment



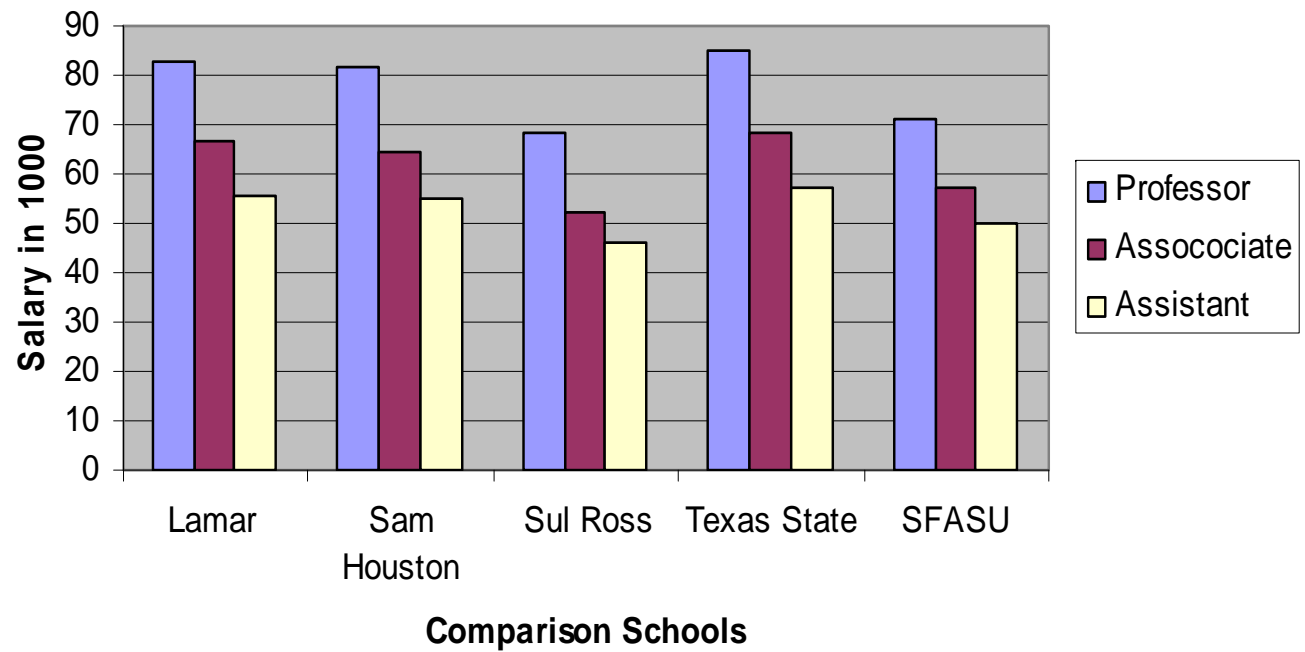


School Size Comparisons





Salary Schedule 2007 - 08



	Professor	Associate Professor	Assistant Professor
Stephen F. Austin State University	71,195	57,587	50,047
Sul Ross State University Rio Grande College	71,792	56,312	47,345
The University of Texas at Brownsville	72,196	60,398	52,008
Texas A&M University-Kingsville	72,223	61,588	55,724
West Texas A&M University	72,759	61,788	50,677
Angelo State University	73,784	60,972	54,387
Sul Ross State University	73,998	53,828	47,019
The University of Texas at Tyler	76,766	63,132	56,476
Texas A&M University-Corpus Christi	77,228	63,600	57,002
Tarleton State University	77,709	62,362	53,258
Texas A&M University-Texarkana	77,867	57,241	58,882
Prairie View A&M University	77,973	63,644	57,674
Texas A&M University-Commerce	78,403	63,336	56,469
Midwestern State University	79,149	63,226	56,421
Texas A&M International University	81,836	65,601	57,863
Texas Southern University	82,171	67,424	56,463
Sam Houston State University	82,202	64,833	55,065
University of Houston-Downtown	82,551	65,941	54,974
Lamar University	82,973	66,366	55,879
Texas Woman's University	83,457	63,515	52,950
The University of Texas-Pan American	84,022	69,964	56,276
Texas State University-San Marcos	84,670	68,426	57,640
University of Houston-Victoria	84,730	73,788	66,056
The University of Texas of the Permian Basin	86,167	64,619	55,997
The University of Texas at El Paso	90,236	67,465	61,562
Texas A&M University at Galveston	91,047	61,386	56,090
University of Houston-Clear Lake	91,447	68,647	62,213
University of North Texas	97,451	74,373	62,520
Institution The University of Texas at Arlington	98,226	72,204	69,583
Texas Tech University	100,690	71,554	61,522
The University of Texas at San Antonio	108,950	77,652	66,560
Texas A&M University	114,076	80,070	71,255
University of Houston	114,144	76,632	75,723
The University of Texas at Dallas	123,725	91,322	87,256
The University of Texas at Austin	127,263	81,338	77,536

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	FY 2007	FY 2008	Change
Texas Southern University	68,842	66,721	-3.08%
The University of Texas at Brownsville	60,014	58,744	-2.12%
Sul Ross State University Rio Grande College	58,513	57,487	-1.75%
Texas Woman's University	65,621	66,105	0.74%
Texas A&M University at Galveston	73,471	74,526	1.44%
The University of Texas at Tyler	63,962	64,978	1.59%
Midwestern State University	65,459	66,643	1.81%
Texas A&M International University	62,274	63,628	2.17%
The University of Texas at El Paso	70,658	72,542	2.67%
The University of Texas at San Antonio	81,291	83,527	2.75%
Prairie View A&M University	62,937	64,680	2.77%
Texas State University-San Marcos	69,667	71,639	2.83%
The University of Texas-Pan American	65,387	67,367	3.03%
Texas Tech University	75,238	77,515	3.03%
Stephen F. Austin State University	56,863	58,599	3.05%
Lamar University	66,025	68,066	3.09%
University of Houston-Downtown	61,413	63,318	3.10%
Texas A&M University	90,702	93,770	3.38%
Texas A&M University-Corpus Christi	64,515	66,861	3.64%
Tarleton State University	61,384	63,710	3.79%
West Texas A&M University	59,015	61,271	3.82%
The University of Texas at Arlington	\$76,650	\$79,616	3.87%
Weighted Average Salary Change in the State	\$77,324	\$80,341	3.90%
The University of Texas at Austin	99,819	104,143	4.33%
Angelo State University	59,935	62,812	4.80%
Texas A&M University-Texarkana	63,493	66,589	4.88%
The University of Texas of the Permian Basin	63,190	66,323	4.96%
Sam Houston State University	62,651	65,760	4.96%
The University of Texas at Dallas	98,965	104,889	5.99%
University of Houston	87,911	93,257	6.08%
Texas A&M University-Kingsville	59,403	63,409	6.74%
University of Houston-Clear Lake	67,403	72,487	7.54%
Texas A&M University-Commerce	58,670	63,872	8.87%
University of Houston-Victoria	67,086	73,673	9.82%
Sul Ross State University	52,725	57,901	9.82%



Why are our salaries lower?

Possible Reasons:



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Possible Reasons:

Smaller student population (12K)



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Possible Reasons:

Smaller student population (12K)

Smaller class sizes



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???



Considerations

The Economy

Location

Working Environment

Non-Financial Compensation



The Economy



The Economy

Poor Economy in the United States



The Economy

Poor Economy in the United States

Tight budget in Texas



The Economy

Poor Economy in the United States

Tight budget in Texas

Hiring freezes in the state



The Economy

Poor Economy in the United States

Tight budget in Texas

Hiring freezes in the state

Layoffs in the state



Location



Location

Traffic issues



Location

Traffic issues

Cost of living



Location

Traffic issues

Cost of living

Quiet town with low crime rate



Location

Traffic issues

Cost of living

Quiet town with low crime rate

Pristine East Texas environment



Working Environment



Working Environment

Beautifully landscaped campus



Working Environment

Beautifully landscaped campus

Administration who appreciates everyone



Working Environment

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Administration who appreciates everyone

Students with strong core values



Working Environment

Beautifully landscaped campus

Administration who appreciates everyone

Students with strong core values

Positive relationships with colleagues



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Students with strong core values

Positive relationships with colleagues

Solid reputation for teaching all students



Non-Financial Compensation



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Considerations that could help offset salary:



Non-Financial Compensation

Considerations that could help offset salary:

Complimentary admission to events



Non-Financial Compensation

Considerations that could help offset salary:

Complimentary admission to events

Free or reduced fees to campus recreation center



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Considerations that could help offset salary:

Complimentary admission to events

Free or reduced fees to campus recreation center

Complimentary parking permits (financial)



What has happened?



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Offered \$ 250,000 in faculty development funds
this past year (more than doubled)



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Teaching Excellence Center



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First priority in our Early Childhood program



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Continues to support our travel



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Thank You