

# 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

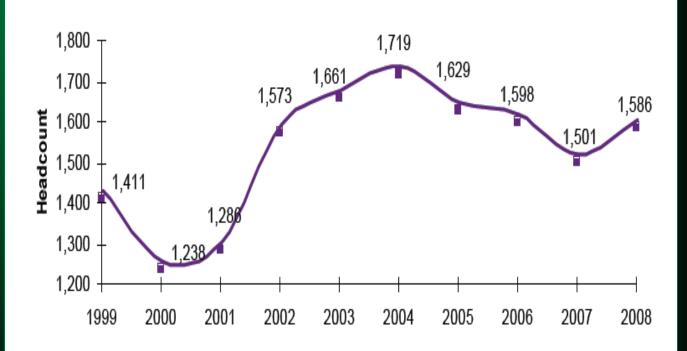
Professor \$70,412

Assoc. Professor \$58,442

Asst. Professor \$50,533

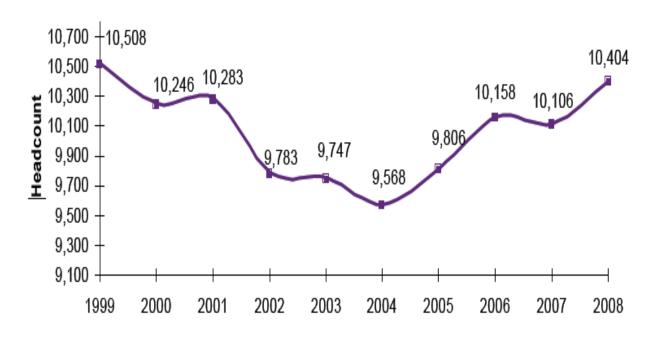


#### **Graduate Enrollment**



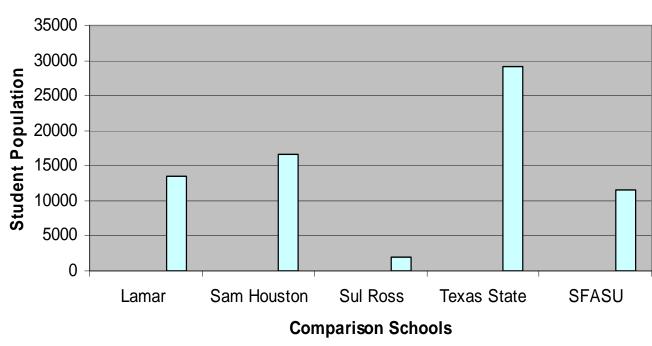


#### Undergraduate Enrollment

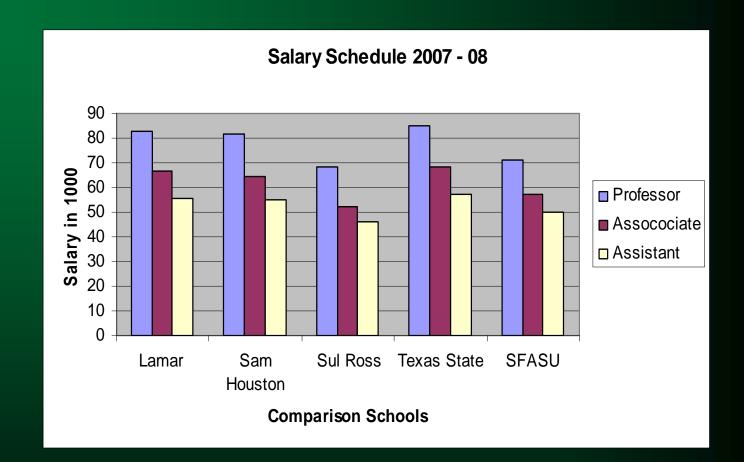












	Destroyee	A si-ta Dusta	Assistant Partners
	Professor	Associate Professor	Assistant Professor
Stephen F. Austin State University	71,195	57,587	50,047
Sul Ross State University Rio Grande College	71,792	56,312	47,345
The University of Texas at Brownsville	72,196	60,398	52,008
Texas A&M University-Kingsville	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

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

Professor   Assertion Professor   Asserti							
Sur Flows State University Flowering Flowering Control College		Professor	Associate Professor	Assistant Professor			
Page	Sul Ross State University	73,998	53,828	47,019			
West Toxas AAM University         7.2759         6.1768         5.007           The University of Toxas at Reconsolute         7.2166         6.0388         5.0086           Tactor Warnish University         83.457         63.515         5.2600           Tatation State University         7.7700         62.362         53.258           Augus Saan University         87.7700         62.362         53.258           Liversity of Houter-Owntown         82.251         65.341         65.341           University of Houter-Owntown         82.252         65.341         65.341           University of Houter-Owntown         82.252         65.341         65.342           Towar AAM University-Kingwile         7.223         61.588         55.744           Limar University of Towar of the Penins Basin         66.167         61.398         65.369           Texas AAM University of Towar of the Penins Basin         90.907         61.388         66.600           Texas AAM University of Towar of the Penins Basin         90.907         61.398         66.600           Texas AAM University of Towar of the Penins Basin         90.907         61.398         66.600           Texas AAM University of Towar of the Penins Basin         77.801         77.401         67.401         67.401	Sul Ross State University Rio Grande College	71,792	56,312	47,345			
The University of Traces at Bouerowile Tools Women's University Tools Women's University Angelo State	Stephen F. Austin State University	71,195	57,587	50,047			
Texas Woman's University         83,467         63,515         2000           Tarken State University         77,709         62,362         63,326           Angris State University         77,734         60,972         62,337           Sam Houston State University         62,261         66,541         64,474           Sam Houston State University         72,223         61,588         95,774           Texas Add University Of Toxas of the Permin Bison         86,167         66,368         95,774           The University of Toxas of the Permin Bison         86,167         66,368         95,774           The University of Toxas of the Permin Bison         86,167         66,368         95,077           The University of Toxas of the Permin Bison         86,167         66,368         95,077           Toxas Add University of Toxas of the Permin Bison         86,167         66,368         95,070           The University of Toxas of the Permin Bison         86,167         66,368         96,000           The University of Toxas of the Permin Bison         87,167         96,664         92,275           Midwestern State University of Toxas of the Permin Bison         87,167         97,464         96,264         96,275           Toxas Caustiern University of Toxas at Tyer         77,473         83,3	West Texas A&M University	72,759	61,788	50,677			
Transion State University 77,700 62,002 53,258 Angelo State University 73,784 60,972 54,397 University of Houston-Downtown 62,651 63,641 64,873 65,844 64,974 55,876 56,864 64,833 65,005 57,824 Muniversity Angelia 17,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 11,223 61,588 60,724 61,588 60,724 61,588 60,724 61,588 60,724 61,588 60,724 61,588 60,724 61,588 60,724 61,588 60,724 61,588 61,588 61,589 61,724	The University of Texas at Brownsville	72,196	60,398	52,008			
Arrgelo State University University of Houten Downtom 82.551 65.941 65.941 65.941 65.941 65.941 65.941 65.941 65.941 65.941 65.943 66.065 65.065 65.065 65.065 65.065 65.065 65.065 65.065 65.065 65.065 65.065 65.065 65.065 65.065 65.065 65.067 66.066 66.0	Texas Woman's University	83,457	63,515	52,950			
Ownersity of Housian-Downtown         82,551         65,941         94,974           Sam Heasten State University         82,202         64,833         55,055           Toxas AMM University Fingerille         72,223         61,588         55,074           The University of Toxas of the Permian Basin         88,167         66,369         55,979           The University of Toxas of the Permian Basin         88,167         64,619         55,997           Twas AMM University of Toxas of American         88,022         69,984         56,278           Midwestern State University         70,149         63,226         56,278           Midwestern State University         70,149         63,226         56,421           Years Submit University         70,149         63,226         56,421           Years AMM University Commence         70,149         63,238         56,429           Texas AMM University Commence         70,449         63,338         56,469           Texas AMM University Commence         70,449         63,338         56,469           Texas AMM University Commence         70,479         63,540         57,640           Texas AMM University Commence         70,479         63,640         57,640           Texas AMM University Commence         70,490	Tarleton State University	77,709	62,362	53,258			
Same Housin State University         8.2202         64.833         55.066           Texas A&M University Hogsville         7.223         61.588         55.724           Lamer University         8.2373         66.306         55.879           The University of Toxas of the Permian Basin         88.167         64.610         55.000           The University of Toxas of the Permian Basin         9.19.47         61.336         55.000           The University of Toxas Pan American         9.19.47         61.336         56.000           The University of Toxas Pan American         9.4022         69.664         56.276           Michaestern State University         9.23,149         63.326         9.56.421           Toxas ASM University-Commence         77.840         63.322         9.56.43           Toxas ASM University-Compus Chriss         77.840         63.332         9.56.469           Toxas ASM University-Copus Chriss         77.228         63.000         9.57.00           Toxas ASM University-Copus Chriss         77.228         63.000         9.57.60           Toxas ASM University-San Marcos         77.228         63.600         9.57.60           Toxas State University         77.277         65.426         9.57.60           Toxas State University Chrissis	Angelo State University	73,784	60,972	54,387			
Toxas AMM University-Kingsville         7.2.23         61,588         55,724           Lamar University         82,973         66,368         55,870           The University of Texas of the Permian Basin         86,167         64,519         55,997           Toxas AMM University at Galvestorn         91,077         61,336         56,090           The University of Texas Pan American         84,022         69,964         56,276           Midwestern State University         79,149         63,226         56,421           Texas Southern University         79,149         63,226         56,421           Texas AMM University-Commerce         78,403         63,336         56,499           Texas AMM University of Texas at Tyler         76,766         63,332         56,499           The University of Texas at Tyler         76,766         63,336         56,499           Texas AMM University Corpus Ontrial         77,728         63,600         57,002           Texas AMM University Ontrial         77,728         63,600         57,603           Texas AMM University         81,836         65,601         57,603           Texas AMM University Texas at Tyler         77,857         57,241         57,803           Texas AMM University Texas at El Paso         60,000	University of Houston-Downtown	82,551	65,941	54,974			
Lamer University         82.973         66.866         55.879           The University of Texas of the Permian Basin         88.167         64.819         55.927           Towas AAM University of Texas Selveston         91.047         61.386         55.000           The University of Texas Pan American         84.022         69.896         56.278           Midweston State University         83.226         65.641         56.413           Texas AAM University-Commerce         78.403         83.336         56.409           The University of Texas at Tyler         76.786         83.132         56.476           Texas AAM University-Commerce         77.288         63.000         57.002           Texas Sate University of Texas at Tyler         76.786         83.132         56.476           Texas Sate University of Texas at Tyler         77.28         63.600         57.002           Texas Sate University of Texas at Sate University         84.670         68.426         77.640           Prairie View AAM University         81.836         65.601         57.883           Texas AAM University of Texas at El Place         97.7867         57.241         88.82           Texas AAM University of Texas at El Place         90.236         67.465         61.522           Texas AAM U	Sam Houston State University	82,202	64,833	55,065			
The University of Texas of the Permian Basin         86,167         64,619         55,897           Texas AAM University at Galveston         91,047         61,386         80,000           The University of Texas-Pan American         84,022         69,064         56,276           Midwestern State University         73,149         63,226         56,421           Texas SAM University Commerce         76,403         63,336         56,409           Texas AAM University Commerce         76,766         63,132         56,476           Texas AAM University Compus Chrisis         77,228         63,600         57,002           Texas Sate University Compus Chrisis         77,228         63,600         57,002           Texas Sate University Compus Chrisis         77,228         63,600         57,002           Texas AAM University Compus Chrisis         77,973         63,644         57,640           Prairie View AAM University         81,835         65,601         57,803           Texas AAM International University         81,835         65,601         58,802           Texas ACM University Texas area         90,236         67,465         61,502           Texas ACM University of Texas at El Paso         90,236         67,465         61,502           University of Texas at Ch	Texas A&M University-Kingsville	72,223	61,588	55,724			
Texas A&M University at Galveston         91,047         61,386         56,000           The University of Texas-Pan American         84,022         66,964         56,276           Midwestern State University         79,149         83,226         56,421           Texas Southern University         82,171         67,424         56,433           Texas A&M University-Commerce         78,403         63,336         56,469           The University of Texas at Tyler         76,766         63,132         56,476           Texas A&M University-Corpus Christi         77,228         63,600         57,002           Texas State University-Corpus Christi         77,228         63,600         57,002           Texas A&M University-Corpus Christi         77,228         63,600         57,602           Texas A&M University-Corpus Christi         77,973         63,644         57,640           Prairie View A&M University         77,973         63,644         57,641           Texas A&M University         81,838         65,601         57,863           Texas Tech University         10,690         71,554         61,522           The University of Texas at El Paso         90,236         67,465         61,562           University of Houston-Clear Lake         91,447         <	Lamar University	82,973	66,366	55,879			
The University of Texas-Pan American         84,022         69,964         56,276           Midwestern State University         79,149         63,226         66,421           Texas As Will University of Texas at Tyler         82,171         67,424         56,463           Texas A&M University of Texas at Tyler         76,766         63,336         56,469           Texas A&M University Corpus Christi         77,228         63,000         57,002           Texas Satte University State University State University State University         84,670         68,426         57,640           Praire View A&M University         77,973         63,844         57,674           Texas A&M International University         81,836         65,601         57,863           Toxas A&M University Texarkana         77,867         57,241         58,882           Texas Text University of Texas at EI Paso         90,236         67,465         61,522           The University of Houston-Clear Lake         91,447         68,647         62,213           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,980         77,652         65,580           University of Texas at AM University of Texas at A Almington         98,226         72,204	The University of Texas of the Permian Basin	86,167	64,619	55,997			
Midwestern State University         79,149         63,226         56,421           Texas Southern University         82,171         67,424         56,463           Texas A&M University-Commerce         78,403         63,336         56,469           The University of Texas at Tyler         76,766         63,132         56,476           Texas A&M University-Corpus Christi         77,228         63,600         57,002           Texas State University-San Marcos         84,670         88,425         57,640           Praine View A&M University         77,973         63,644         57,674           Texas A&M International University         81,836         65,601         57,863           Texas A&M University-Texarkana         77,873         57,241         58,882           Texas Tex University         90,238         65,601         57,863           Texas Tex University of Texar at El Paso         90,238         67,455         61,522           University of Houston-Clear Lake         91,447         68,647         62,213           University of North Texas         97,451         74,373         62,520           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antorio         98,226 <td< td=""><td>Texas A&amp;M University at Galveston</td><td>91,047</td><td>61,386</td><td>56,090</td></td<>	Texas A&M University at Galveston	91,047	61,386	56,090			
Texas Southern University         82,171         67,424         56,463           Texas A&M University Commerce         78,403         63,336         56,469           The University of Texas at Tyler         76,766         63,132         56,476           Texas A&M University of Texas at Tyler         77,228         63,600         57,002           Texas State University Corpus Christi         77,228         63,600         57,002           Texas State University San Marcos         84,670         68,426         57,640           Prairie View A&M University         77,973         63,644         57,674           Texas A&M International University         81,836         65,601         57,863           Texas A&M University Texarkana         77,867         57,241         58,882           Texas Tech University         100,690         71,554         61,522           The University of Texas at El Paso         90,236         67,465         61,562           University of North Texas         91,447         68,647         62,213           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,950         77,652         66,560           Institution The University of Texas at Arington         <	The University of Texas-Pan American	84,022	69,964	56,276			
Texas A&M University Commerce         78,403         63,336         56,469           The University of Texas at Tyler         76,766         63,132         56,476           Texas A&M University Corpus Christs         77,228         63,600         57,002           Texas State University San Marcos         84,670         68,426         57,640           Prairie View A&M University         77,973         63,844         57,674           Texas A&M International University         81,836         65,601         57,863           Texas A&M University-Texarkana         77,867         57,241         58,882           Texas Tech University         100,690         71,554         61,522           The University of Texas at El Paso         90,236         67,465         61,562           University of North Texas         91,447         68,647         62,213           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,990         77,652         66,560           Institution The University         98,226         72,204         69,583           Texas A&M University         114,076         80,070         71,255	Midwestern State University	79,149	63,226	56,421			
The University of Texas at Tyler 76,766 63,132 56,476  Texas A&M University-Corpus Christi 77,228 63,600 57,002  Texas State University-San Marcos 84,670 68,426 57,840  Prairie View A&M University 75 Marcos 77,973 63,644 57,674  Texas A&M University 81,366 65,601 57,863  Texas A&M University 7Exarkana 77,867 57,241 58,882  Texas Tech University 0f Texas at El Paso 90,236 67,465 61,562  University of Houston-Clear Lake 91,447 68,647 62,213  University of Houston-Victoria 84,730 73,788 66,056  The University of Texas at San Antonio 98,226 72,204 69,583  Texas A&M University 0f Texas at Affington 98,226 72,204 69,583  Texas A&M University of Texas at Affington 98,226 72,204 69,583  Texas A&M University of Texas at Affington 71,255	Texas Southern University	82,171	67,424	56,463			
Texas &&M University-Corpus Christi         77,228         63,600         57,002           Texas State University-San Marcos         84,670         68,426         57,640           Prairie View &&M University         77,973         63,644         57,674           Texas &&M International University         81,836         65,601         57,863           Texas &&M University-Texarkana         77,867         57,241         58,882           Texas Tech University         100,690         71,554         61,522           The University of Texas at El Paso         90,236         67,465         61,562           University of Houston-Clear Lake         91,447         68,647         62,213           University of North Texas         97,451         74,373         62,520           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,950         77,652         66,560           Institution The University         114,076         80,070         71,255	Texas A&M University-Commerce	78,403	63,336	56,469			
Texas State University-San Marcos       84,670       68,426       57,840         Prairie View A&M University       77,973       63,644       57,674         Texas A&M International University       81,836       65,601       57,863         Texas A&M University-Texarkana       77,867       57,241       58,882         Texas Tech University       100,690       71,554       61,522         The University of Texas at El Paso       90,236       67,465       61,562         University of Houston-Clear Lake       91,447       68,647       62,213         University of North Texas       97,451       74,373       62,520         University of Houston-Victoria       84,730       73,788       66,056         The University of Texas at San Antonio       108,950       77,652       66,560         Institution The University of Texas at Arlington       98,226       72,204       69,583         Texas A&M University       114,076       80,070       71,255	The University of Texas at Tyler	76,766	63,132	56,476			
Prairie View A&M University         77,973         63,644         57,674           Texas A&M International University         81,836         65,601         57,863           Texas A&M University-Texarkana         77,867         57,241         58,882           Texas Tech University         100,690         71,554         61,522           The University of Texas at El Paso         90,236         67,465         61,562           University of Houston-Clear Lake         91,447         68,647         62,213           University of North Texas         97,451         74,373         62,520           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,950         77,652         66,560           Institution The University of Texas at Arlington         98,226         72,204         69,583           Texas A&M University         114,076         80,070         71,255	Texas A&M University-Corpus Christi	77,228	63,600	57,002			
Texas A&M International University         81,836         65,601         57,863           Texas A&M University-Texarkana         77,867         57,241         58,882           Texas Tech University         100,690         71,554         61,522           The University of Texas at El Paso         90,236         67,465         61,562           University of Houston-Clear Lake         91,447         68,647         62,213           University of North Texas         97,451         74,373         62,520           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,950         77,652         66,560           Institution The University of Texas at Arlington         98,226         72,204         69,583           Texas A&M University         114,076         80,070         71,255	Texas State University-San Marcos	84,670	68,426	57,640			
Texas A&M University-Texarkana         77,867         57,241         58,882           Texas Tech University         100,690         71,554         61,522           The University of Texas at El Paso         90,236         67,465         61,562           University of Houston-Clear Lake         91,447         68,647         62,213           University of North Texas         97,451         74,373         62,520           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,950         77,652         66,560           Institution The University of Texas at Arlington         98,226         72,204         69,583           Texas A&M University         114,076         80,070         71,255	Prairie View A&M University	77,973	63,644	57,674			
Texas Tech University       100,690       71,554       61,522         The University of Texas at EI Paso       90,236       67,465       61,562         University of Houston-Clear Lake       91,447       68,647       62,213         University of North Texas       97,451       74,373       62,520         University of Houston-Victoria       84,730       73,788       66,056         The University of Texas at San Antonio       108,950       77,652       66,560         Institution The University of Texas at Arlington       98,226       72,204       69,583         Texas A&M University       114,076       80,070       71,255	Texas A&M International University	81,836	65,601	57,863			
The University of Texas at EI Paso         90,236         67,465         61,562           University of Houston-Clear Lake         91,447         68,647         62,213           University of North Texas         97,451         74,373         62,520           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,950         77,652         66,560           Institution The University of Texas at Arlington         98,226         72,204         69,583           Texas A&M University         114,076         80,070         71,255	Texas A&M University-Texarkana	77,867	57,241	58,882			
University of Houston-Clear Lake         91,447         68,647         62,213           University of North Texas         97,451         74,373         62,520           University of Houston-Victoria         84,730         73,788         66,056           The University of Texas at San Antonio         108,950         77,652         66,560           Institution The University of Texas at Arlington         98,226         72,204         69,583           Texas A&M University         114,076         80,070         71,255	Texas Tech University	100,690	71,554	61,522			
University of North Texas       97,451       74,373       62,520         University of Houston-Victoria       84,730       73,788       66,056         The University of Texas at San Antonio       108,950       77,652       66,560         Institution The University of Texas at Arlington       98,226       72,204       69,583         Texas A&M University       114,076       80,070       71,255	The University of Texas at El Paso	90,236	67,465	61,562			
University of Houston-Victoria       84,730       73,788       66,056         The University of Texas at San Antonio       108,950       77,652       66,560         Institution The University of Texas at Arlington       98,226       72,204       69,583         Texas A&M University       114,076       80,070       71,255	University of Houston-Clear Lake	91,447	68,647	62,213			
The University of Texas at San Antonio         108,950         77,652         66,560           Institution The University of Texas at Arlington         98,226         72,204         69,583           Texas A&M University         114,076         80,070         71,255	University of North Texas	97,451	74,373	62,520			
Institution The University of Texas at Arlington         98,226         72,204         69,583           Texas A&M University         114,076         80,070         71,255	University of Houston-Victoria	84,730	73,788	66,056			
Texas A&M University         114,076         80,070         71,255	The University of Texas at San Antonio	108,950	77,652	66,560			
	Institution The University of Texas at Arlington	98,226	72,204	69,583			
University of Houston 114,144 76,632 75,723	Texas A&M University	114,076	80,070	71,255			
	University of Houston	114,144	76,632	75,723			
The University of Texas at Austin         127,263         81,338         77,536	The University of Texas at Austin	127,263	81,338	77,536			
The University of Texas at Dallas 123,725 91,322 87,256	The University of Texas at Dallas	123,725	91,322	87,256			

	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%



Possible Reasons:



Possible Reasons:

Smaller student population (12K)



Possible Reasons:

Smaller student population (12K)

Smaller class sizes



Possible Reasons:

Smaller student population (12K)

Smaller class sizes

???



#### Considerations

The Economy

Location

Working Environment

Non-Financial Compensation





Poor Economy in the United States



Poor Economy in the United States

Tight budget in Texas



Poor Economy in the United States
Tight budget in Texas

Hiring freezes in the state



Poor Economy in the United States

Tight budget in Texas

Hiring freezes in the state

Layoffs in the state





Traffic issues



Traffic issues

Cost of living



Traffic issues

Cost of living

Quiet town with low crime rate



Traffic issues

Cost of living

Quiet town with low crime rate

Pristine East Texas environment





Beautifully landscaped campus



Beautifully landscaped campus

Administration who appreciates everyone



Beautifully landscaped campus

Administration who appreciates everyone

Students with strong core values



Beautifully landscaped campus

Administration who appreciates everyone

Students with strong core values

Positive relationships with colleagues



Beautifully landscaped campus

Administration who appreciates everyone

Students with strong core values

Positive relationships with colleagues

Solid reputation for teaching all students





Considerations that could help offset salary:



Considerations that could help offset salary:

Complimentary admission to events



Considerations that could help offset salary:

Complimentary admission to events

Free or reduced fees to campus recreation center



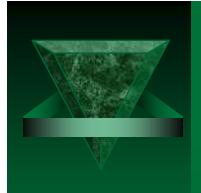
Considerations that could help offset salary:

Complimentary admission to events

Free or reduced fees to campus recreation center

Complimentary parking permits (financial)





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



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

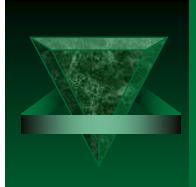
Teaching Excellence Center



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

Teaching Excellence Center

Discounts at local eating establishments



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

Teaching Excellence Center

Discounts at local eating establishments

Discounts at local shopping establishments



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

Teaching Excellence Center

Discounts at local eating establishments

Discounts at local shopping establishments

First priority in our Early Childhood program



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Teaching Excellence Center

Discounts at local eating establishments

Discounts at local shopping establishments

First priority in our Early Childhood program

\$ 500,000 in addition to the 3% raise for equalization of pay



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Have not enacted a Hiring Freeze



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\$ 500,000 in addition to the 3% raise for equalization of pay

Have not enacted a Hiring Freeze

Continues to support our travel



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#### Thank You