

By: McReynolds

H.B. No. 1783

A BILL TO BE ENTITLED

AN ACT

1  
2 relating to faculty compensation policies at institutions of higher  
3 education.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. Subchapter Z, Chapter 51, Education Code, is  
6 amended by adding Section 51.9081 to read as follows:

7 Sec. 51.9081. FACULTY COMPENSATION POLICIES UNTIL 2011. (a)  
8 Not later than August 31 of each fiscal year, the governing board of  
9 each institution of higher education, as defined by Section 61.003,  
10 shall determine whether the average compensation of tenured and  
11 tenure-track faculty at the institution for that fiscal year is  
12 less than the average compensation for similar faculty at public  
13 institutions of higher education in the 10 most populous states,  
14 not including this state, according to the most recent information  
15 available. In making the comparisons, the governing board shall  
16 consider faculty compensation only at those institutions of the  
17 same category according to the system established by the Southern  
18 Regional Education Board or the Carnegie Foundation or another  
19 major system for classifying institutions of higher education as  
20 determined appropriate by the Texas Higher Education Coordinating  
21 Board and shall make a separate determination for each faculty  
22 rank. The coordinating board shall provide the governing board the  
23 information necessary to administer this section.

24 (b) If the governing board of an institution determines that

1 the average compensation of faculty at a particular rank at the  
2 institution is less than the average compensation for faculty at  
3 that rank provided by the other states, the governing board shall  
4 report that determination and the relevant data to the coordinating  
5 board and shall adopt a program to reallocate available resources  
6 in a manner that will reduce the percentage difference between the  
7 average compensation of each faculty rank at the institution by  
8 one-fourth in the current state fiscal biennium and in each of the  
9 next three bienniums, so that at the end of the fourth biennium the  
10 average compensation of faculty at each rank at the institution is  
11 equal to or greater than the average compensation provided by the  
12 other states. If fewer than four fiscal bienniums are remaining  
13 before the expiration date provided by Subsection (e), the  
14 governing board shall adopt the program to reduce the percentage  
15 difference by one-fourth in each fiscal biennium before the  
16 expiration date.

17 (c) Not later than December 1, 2004, and in each subsequent  
18 fiscal year, each governing board to which this section applies  
19 shall report, in the form and manner prescribed by the coordinating  
20 board, the governing board's progress in remedying faculty  
21 compensation deficiencies identified under this section. The  
22 governing board shall provide the report to the Legislative Budget  
23 Board, the governor's office of budget and planning, and the  
24 coordinating board.

25 (d) In recommending funding formulas under Section 61.059  
26 for institutions to which this section applies, the coordinating  
27 board shall account for any salary increases required to be made at

1 those institutions under Subsection (b).

2 (e) This section expires September 1, 2011.

3 SECTION 2. This Act takes effect January 1, 2004.