

By: McReynolds

H.B. No. 894

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 2015.

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

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

18 (c) Not later than December 1, 2008, and in each subsequent
19 fiscal year, each governing board to which this section applies
20 shall report, in the form and manner prescribed by the coordinating
21 board, the governing board's progress in remedying faculty
22 compensation deficiencies identified under this section. The
23 governing board shall provide the report to the Legislative Budget
24 Board, the governor's office of budget, planning, and policy, and
25 the coordinating board.

26 (d) In recommending funding formulas under Section 61.059
27 for institutions to which this section applies, the coordinating

1 board shall account for any salary increases required to be made at
2 those institutions under Subsection (b).

3 (e) This section expires September 1, 2015.

4 SECTION 2. This Act takes effect January 1, 2008.