

## **BILL ANALYSIS**

Senate Research Center  
76R2626 JSA-D

S.B. 466  
By: Haywood  
Higher Education  
2/10/1999  
As Filed

### **DIGEST**

This bill would assess the average salary of each faculty level at public institutions of higher education by the 10 most populous states, not including Texas, and adopt a formula that will, by the end of the third biennium, result in the average salary of each faculty level at public institutions of higher education in this state being equal to or greater than the average salary of that faculty level paid by the other states.

### **PURPOSE**

As proposed, S.B. 466 establishes faculty compensation policies at institutions of higher education.

### **RULEMAKING AUTHORITY**

This bill does not grant any additional rulemaking authority to a state officer, institution, or agency.

### **SECTION BY SECTION ANALYSIS**

SECTION 1. Amends Chapter 51Z, by adding Section 51.9081, as follows:

Sec. 51.9081. FACULTY COMPENSATION POLICIES UNTIL 2005. Requires the governing boards of each institution of higher education to determine, by January 1, 2000, whether the average salary of each faculty level at the institution for the state fiscal biennium ending September 1, 1999, is less than the average salary at each faculty level paid at public institutions of higher education in the 10 most populous states, excluding Texas, according to the most recent information available. Requires the Texas Higher Education Coordinating Board (THECB) to assist each governing body in obtaining the necessary information. Requires the governing body of an institution to report the determination and relevant data to THECB, if the governing body determines the average salary at each faculty level in Texas is less than that in the other states. Requires THECB to adopt a formula for that institution to reduce the percentage difference between the average salary of each faculty level by one-third over the next three fiscal bienniums, to the extent funds are available, so that by the end of the third biennium the average salary of each faculty level will be equal to or greater than the average paid by the other states. Requires the institution to implement the formula or take other action to achieve the same or greater average salary by the end of each biennium covered by the formula. Requires that THECB account for any salary increases required to be made at those institutions, when establishing funding formulas. Establishes that this section expires September 1, 2005.

SECTION 2. Emergency clause.

Effective date: upon passage.