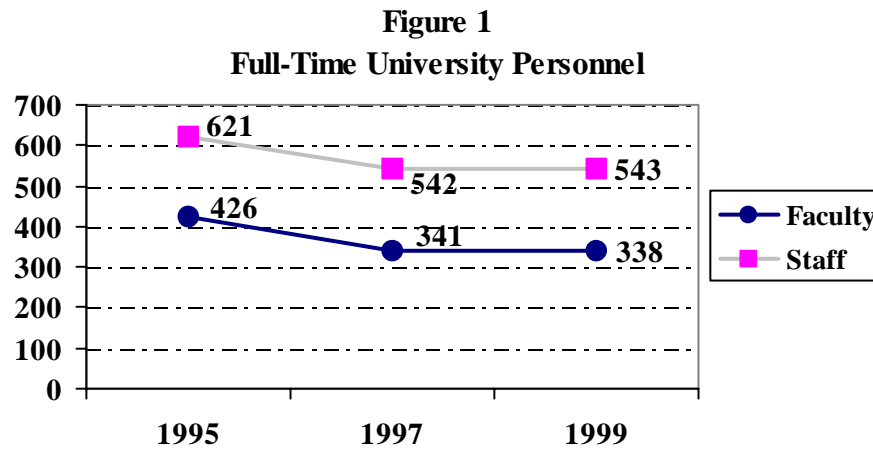


Organizational Aspects, Location, and Capital Assets

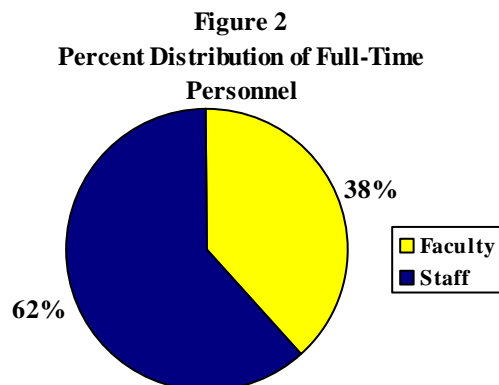
Personnel

During the fall of 1999, the University full-time equivalency was 928 employees (Figure 1). This total represented both faculty and staff, with faculty FTE representing 38 percent of the total (Figure 2).

Over the past several years the university has experienced a decline in FTE employment. Between 1995 and 1999 university FTE has decreased by 13 percent.



It should be noted that the faculty of the various schools and colleges are fundamental to discharging the primary mission of the University, which is to provide quality instruction. As has been the case for University personnel in general, this group



has also experienced a decline over the last five years. This decline is reflected in both FTE totals (Figure 1) as well as in headcount totals (Table 8). Consider for instance the headcount totals given in Table 8. We find that in the Fall of 1999, there were 385 faculty members compared to 445 in the fall of 1995. This represents a 14 percent decline in faculty personnel. Much of this decline is due to the downturn in enrollment, which translates into the hiring of fewer adjuncts and other normal attrition mainly, related to non-tenure track faculty. Additionally, fewer enrolled students also imply a reduction in the need for additional tenure track slots.

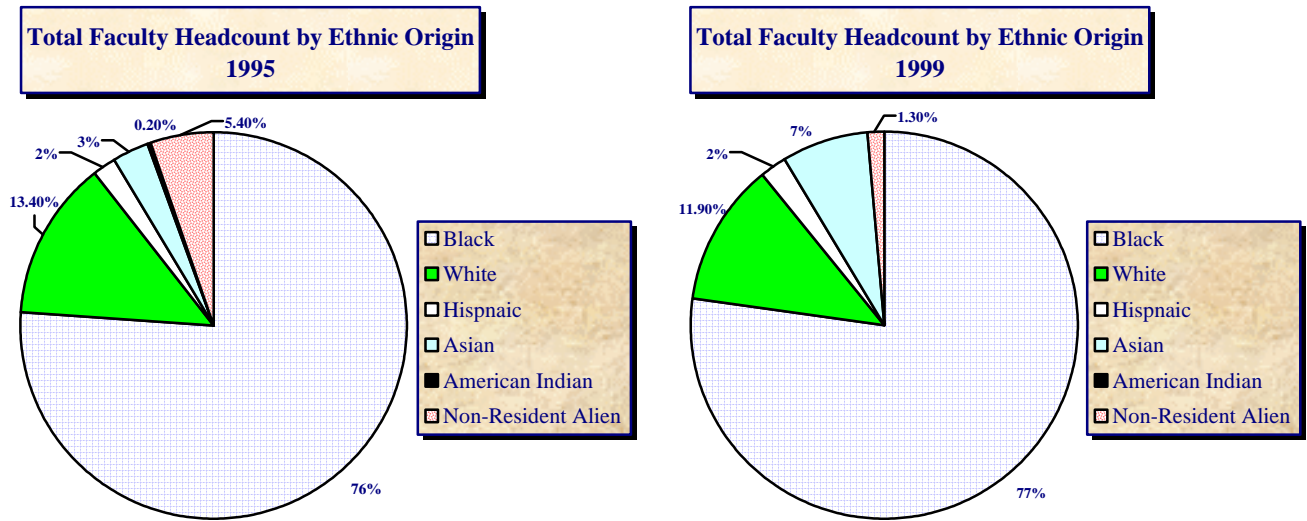
Table 8
Total Faculty Headcount by Academic Rank
1995-1999

<u>Rank</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>
Professor	89	86	80	75	86
Associate Professor	81	80	80	79	93
Assistant Professor	110	110	95	82	69
Instructor/Adjunct	165	219	175	196	137
Total	445	495	430	432	385

The ethnicity of Texas Southern University's faculty remains diverse. As shown in Figure 1, African Americans continue to represent the majority of the faculty, with all other ethnic groups representing similar proportions in 1995 and 1999.

The age of faculty at TSU continues to be higher than the age of faculty at comparable institutions. As Table 9 indicates, Texas Southern University faculty at all academic ranks are older than faculty at similar ranks in peer institutions. The exception is for instructors, where the average age of instructors at Southwest Texas State University is three years (51 versus 48) higher than the average age of instructors at TSU.

Figure 1



We also noted that the average FTE salary for Professors at Texas Southern University tends to be comparable to the average FTE salary for Professors at peer institutions. However, the average FTE salary for Associate Professors and Assistant Professors averages approximately \$2,000 less than similarly ranked faculty at the identified peer institutions. Additionally, instructors at TSU average about \$4,000 less than instructors at the peer institutions.

Modest salary increases were allocated for both faculty and staff in the last three fiscal years. Similarly, the University is committed to providing training and professional development opportunities for faculty and staff. It is generally understood that these opportunities are essential to the scholarly development and enrichment of the faculty and staff. It should be noted, however, that funding for such activities has been limited as a result of budget constraints over the last several years. To help fill this void, external funding has been used to provide a number of opportunities for professional development initiatives.

Table 9
Texas Southern University Age and Salary
Comparisons with Peer Institutions

<u>Age:</u>	<u>TSU</u>	<u>Sam Houston</u>	<u>Stephen F. Austin</u>	<u>Southwest Texas</u>	<u>UH- Downtown</u>
Professor	59	57	56	55	57
Associate Professor	54	48	50	49	49
Assistant Professor	51	42	43	44	45
Instructor	48	41	44	51	40
Salary:					
Professor	28,592	28,674	27,451	29,674	27,787
Associate Professor	21,760	23,270	22,196	24,225	23,374
Assistant Professor	17,516	19,723	19,048	19,889	19,355
Instructor	12,275	16,821	15,708	16,613	17,235

¹Average salaries are based on FTE faculty counts.

Organizational Structure

The Texas Southern University Board of Regents serves as the governing body for the institution. The Board of Regents is composed of nine members appointed by the Governor. The President serves as the chief executive officer with administrative and advisory support from two senior vice presidents: one in academic affairs and the other in fiscal affairs. Additionally, the President is assisted by an executive vice president, a vice president for University Relations, and an associate vice president for facilities, planning, and operations. Various committees, councils, and Faculty and Student representatives also assist the President in carrying out the functions of the University. The current organizational chart is included as Appendix **XXX**.