



**ACADEMIC AFFAIRS COMMITTEE
THE UNIVERSITY OF TEXAS SYSTEM
BOARD OF REGENTS
AGENDA**

March 31, 2003
3:30 p.m. – 5:00 p.m.
Board Room, 9th Floor, Ashbel Smith Hall
Austin, Texas

1. **Welcome and Opening Remarks** *Chairman Krier*
2. **Report on Executive, Administrative, Managerial, and Faculty Staffing** *Dr. Baldwin*
(Tab 2)
3. **Proposed Amendments to the Regents' Rules and Regulations - Contracts and Agreements Related to the Postseason Bowl Games** *Dr. Sullivan*
[Action Item]
(Tab 3)
4. **Amendments to the Capital Improvement Program:** *Mr. Sanders*
 - a. **U. T. Arlington - Brick Repairs - Pickard Hall and the College of Business Administration**
[Action Item]
(Tab 4a)
 - b. **U. T. Arlington - Parking Improvements/Addition**
[Action Item]
(Tab 4b)
 - c. **U. T. Dallas - Activity Center Expansion**
[Action Item]
(Tab 4c)
5. **U. T. Arlington - Authorization to Purchase Improved Property** *Mr. Wilson*
[Action Item]
(Tab 5)
6. **Impact of Proposed Budget Reductions on Academic Components** *Presidents*

**Report on Executive,
Administrative, Managerial, and
Faculty Staffing**

The University of Texas System
Office of Academic Affairs

Board of Regents
Academic Affairs Committee Meeting
March 31, 2003

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Introduction

Agenda Item 2, Report on Executive, Administrative, Managerial, and Faculty Staffing, is a discussion of staffing and institutional efforts to increase diversity at all staffing levels within each institution. Reports and discussions on university staffing demographics, recruitment, promotion, and salary-equity efforts have been presented to the Board of Regents on an annual basis, beginning in 1996. Historically, this report has been presented to the Special Committee on Minorities and Women. Beginning last year, this report is presented in the Academic and Health Affairs Committees. The institutions submitted the executive summaries provided in this section. Data in the tables were compiled by the U. T. System Human Resources department based on information submitted by the Human Resource departments of the respective institutions. In an effort to more fully engage the component institutions in the discussion of these issues, the reports are now presented to the Academic and Health Affairs Committees.

The following institution-specific data and executive summaries are presented as background for discussion.

In order to provide as much time as possible for discussions on staffing among the presidents of the academic institutions, the System staff, and members of the Academic Affairs Committee, a formal presentation on the following materials will not be repeated at the Committee meeting.

Please review these materials in advance and bring to the April committee meeting questions or suggestions for improvement.

If you need further information before the meeting, please contact Ed Baldwin in the Office of Academic Affairs at 512-499-4233.

The University of Texas at Arlington
Institutional Annual Report on Human Resources
2001-2002
Executive Summary

During the past year, The University of Texas at Arlington continued to make significant progress in the hiring and promotion of women and minority faculty and staff. Based on our examination of the data provided, the salary structure for faculty and staff appears to be equitable across virtually all classifications. It should be noted that aggregated data of the sort examined in this report have several limitations that mask important factors, which influence the number of minority and female hires, as well as factors that shape their salary structure.

The University of Texas at Arlington continues to seek qualified women and minorities to occupy key positions in administration. From 1996 to 2002, the number of number of women in all staff categories (e.g., Executive, Administrative, and Managerial) increased substantially. For example, the number of women in the Executive category increased from three in 1996 to 11 in 2002 (an increase of 267%). While the increase in women in Executive positions has been positive, it has had a negative affect on salary difference between men and women. Since many of the women are recent additions to this rank, it is not surprising that their salaries are at the entry level for this rank. Evidence to confirm this interpretation of the data is found in the Administrative and Managerial ranks where salary differences between men and women have narrowed from 1996 to 2002. UTA has hired a number of women and minorities to fill critical positions. Currently, three of the ten Deans at UTA are women and an additional Dean is a Hispanic male. Eight women also hold key Vice President, Associate Vice President, and Assistant Vice President positions in the central administration. Minority administrators also hold key positions. Four minorities hold Associate or Assistant Vice President positions and others hold positions in the Office of Student Affairs and various centers.

The University of Texas at Arlington has also made progress in the recruitment of minority and women faculty. During the period under review, the number of black and Hispanic tenure faculty increased. Specifically, the number of tenured black faculty rose from 1 to 5, while the number of tenured Hispanic faculty remained constant at eight. The number of Hispanic tenure-track faculty increased from 4 to 15, while the number of black tenure-track faculty decline from 12 to 7 due to promotions and the granting of tenure. These patterns are especially noteworthy since the overall size of the tenured faculty has decreased during this period. Minority faculty now constitute a larger proportion of the overall faculty. The number of tenured and non-tenured female faculty also increased reflecting our commitment to increase the ranks of qualified female faculty members.

A comparison of the salary data provided by the U. T. System is difficult given that it does not include many factors that are known to influence salary structure (e.g., years in rank, merit evaluations). Given these limitations, UTA examined staff salaries and their determinants using data from the U. T. System Common Data Warehouse. This examination revealed that minorities are not paid significantly less than their white

colleagues. Women, however, were found to be compensated at a statistically significantly lower rate than their male colleagues, however, the power of this relationship is quite weak as sixteen other variables in the model have a greater determinative affect on an individual's salary. UTA has also recently completed a comprehensive internal faculty salary survey that concluded that there was "no evidence of salary inequity for women or minorities as a group." These findings are noteworthy since they are a reversal of the historic pattern of paying minority and female faculty at rates lower than their white male counterparts.

The University of Texas at Arlington has made considerable progress in the hiring, retention, and promotion of minority and female faculty members. While we recognize that more work remains in this area, we are pleased with the progress to date and the equitable salary structure that has emerged at UTA. We will continue our efforts to diversify our faculty through new hires and to educate existing faculty and staff through our ongoing diversity training. A focus of our human resource plan for the coming year will be to design and implement special programs to mentor our minority and female faculty members.

THE UNIVERSITY OF TEXAS SYSTEM
THE UNIVERSITY OF TEXAS AT ARLINGTON
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002

EXECUTIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	22	96%	25	81%
Black	1	4%	2	6%
Hispanic	0	0%	4	13%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	23	100%	31	100%
Gender:				
Male	20	87%	20	65%
Female	3	13%	11	35%
Totals:	23	100%	31	100%

ADMINISTRATIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	100	88%	156	83%
Black	4	4%	11	6%
Hispanic	4	4%	8	4%
Asian	4	4%	12	6%
American Indian	2	2%	2	1%
Totals:	114	100%	189	100%
Gender:				
Male	48	42%	83	44%
Female	66	58%	106	56%
Totals:	114	100%	189	100%

MANAGERIAL STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	66	92%	110	81%
Black	4	6%	7	5%
Hispanic	2	3%	5	4%
Asian	0	0%	12	9%
American Indian	0	0%	1	1%
Totals:	72	100%	135	100%
Gender:				
Male	36	50%	75	56%
Female	36	50%	60	44%
Totals:	72	100%	135	100%

**THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS AT ARLINGTON
FACULTY DEMOGRAPHICS
1996-2002**

TENURED FACULTY					TENURE TRACK FACULTY				
	HEADCOUNT					HEADCOUNT			
Ethnic Origin:	1996	%	2002	%	Ethnic Origin:	1996	%	2002	%
White	335	81%	283	77%	White	94	71%	74	56%
Black	1	0%	4	1%	Black	8	6%	5	4%
Hispanic	8	2%	8	2%	Hispanic	2	2%	10	8%
Asian	33	8%	36	10%	Asian	1	1%	4	3%
American Indian	4	1%	2	1%	American Indian	0	0%	0	0%
International	32	8%	35	10%	International	27	20%	39	30%
Totals:	413	100%	368	100%	Totals:	132	100%	132	100%
Gender:					Gender:				
Male	341	83%	289	79%	Male	79	60%	80	61%
Female	72	17%	79	21%	Female	53	40%	52	39%
Totals:	413	100%	368	100%	Totals:	132	100%	132	100%

NON-TENURE FACULTY					ALL FACULTY				
	HEADCOUNT					HEADCOUNT			
Ethnic Origin:	1996	%	2002	%	Ethnic Origin:	1996	%	2002	%
White	592	70%	529	58%	White	1,021	74%	886	63%
Black	22	3%	25	3%	Black	31	2%	34	2%
Hispanic	25	3%	28	3%	Hispanic	35	3%	46	3%
Asian	24	3%	20	2%	Asian	58	4%	60	4%
American Indian	4	0%	7	1%	American Indian	8	1%	9	1%
International	175	21%	305	33%	International	234	17%	379	27%
Totals:	842	100%	914	100%	Totals:	1,387	100%	1,414	100%
Gender:					Gender:				
Male	452	54%	480	53%	Male	872	63%	849	60%
Female	390	46%	434	47%	Female	515	37%	565	40%
Totals:	842	100%	914	100%	Totals:	1,387	100%	1,414	100%

The University of Texas at Austin
Annual Report on Human Resources
2001-2002
Executive Summary

The University of Texas at Austin is committed to creating a diverse workplace. The University continues to recruit minority and female applicants for faculty and staff positions and we continue to see steady increases in the representation of women and minorities among Executive/Administrative/Managerial personnel.

The University coordinates the activities that facilitate recruitment and provides recruiting assistance to the campus. Efforts for fiscal year 2001-2002 reflected strategies to recruit a diverse pool of qualified applicants. The objective of this effort was to increase the University's ability to attract and employ African-Americans, Hispanics, and women in proportion to their representation in the relevant labor forces.

Through the efforts of Human Resource Services, the University recruits a diverse workforce. During the 2001-2002 timeframe, Human Resource Services coordinated a combination of career and job fairs, conducted focused minority-related print and web recruiting, and participated in numerous community organizations, which in total touched over 8,000 potential candidates. In addition, Human Resource Services launched a new internship, under the INROADS program, aimed at increasing the number of qualified minority applicants.

The University twice sponsored the Texas Association of Mexican American Chambers of Commerce to conduct leadership workshops on campus. We also provided sponsorship on campus for an annual conference of the National Association of Latino Arts and Culture. We sponsored two students to represent the University as student ambassadors at the Annual Conference of the Hispanic Association of Colleges and Universities (HACU) that was held in Denver, Colorado.

The University has strengthened its efforts by providing several programs to assist in faculty development and retention through our Center for Teaching Effectiveness (CTE), Center for Instructional Technologies (CIT), and the Division of Instructional Innovation and Assessment (DIIA).

The Office of the Provost has initiated two lecturer programs to bring scholars to campus in two strategic areas. The Visiting Resource Professors program assists departments and academic programs to support short campus visits by scholars from across Latin America, strengthening the University's resources in Latin American Studies. The second program targets Engineering and Natural Sciences, areas in which the participation of women has historically been below that of men. The program in these two colleges will bring women scientists and engineers to campus for visits and lectures.

The total number of teaching faculty university-wide increased by 2.8% (73) during 2001-02, with female teaching staff increasing by 4.7% (40) and male teaching staff by 1.9 (33). Proportionally, African Americans represented 3.2% of the faculty in 2001-02, up from 2.9% in previous years. Hispanics comprised 5.1% of the faculty and Asians 6.5%. The proportional representation of whites decreased slightly.

The fall 2001 enrollment of 50,616 students represented the largest enrollment in the University's history to that date. University-wide, enrollment increased for all ethnic groups except American Indian and white. The number of African American students increased by 1.5% (24), Hispanic by 2.9% (169), foreign by 4.7% (201), and Asian American by 7.5% (465). The number of American Indian students decreased by 11.4% (26), and white students by 1.0% (321). The proportional representation remained steady for African American students, slightly higher for Asian American, Hispanic, and foreign students, and was slightly lower for white and American Indian students.

**THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS AT AUSTIN
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002**

EXECUTIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	41	85%	51	82%
Black	3	6%	5	8%
Hispanic	4	8%	5	8%
Asian	0	0%	1	2%
American Indian	0	0%	0	0%
Totals:	48	100%	62	100%
Gender:				
Male	30	63%	42	68%
Female	18	38%	20	32%
Totals:	48	100%	62	100%

ADMINISTRATIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	86	96%	175	86%
Black	0	0%	9	4%
Hispanic	3	3%	16	8%
Asian	1	1%	3	1%
American Indian	0	0%	0	0%
Totals:	90	100%	203	100%
Gender:				
Male	67	74%	127	63%
Female	23	26%	76	37%
Totals:	90	100%	203	100%

MANAGERIAL STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	336	85%	365	85%
Black	28	7%	22	5%
Hispanic	27	7%	35	8%
Asian	4	1%	6	1%
American Indian	0	0%	1	0%
Totals:	395	100%	429	100%
Gender:				
Male	227	57%	239	56%
Female	168	43%	190	44%
Totals:	395	100%	429	100%

THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS AT AUSTIN
FACULTY DEMOGRAPHICS
1996-2002

TENURED FACULTY					TENURE TRACK FACULTY				
	HEADCOUNT					HEADCOUNT			
Ethnic Origin:	1996	%	2002	%	Ethnic Origin:	1996	%	2002	%
White	1,119	83%	1,068	78%	White	240	63%	241	60%
Black	20	1%	39	3%	Black	22	6%	14	3%
Hispanic	38	3%	41	3%	Hispanic	23	6%	22	5%
Asian	21	2%	32	2%	Asian	6	2%	20	5%
American Indian	7	1%	8	1%	American Indian	1	0%	0	0%
International	151	11%	179	13%	International	86	23%	107	26%
Totals:	1,356	100%	1,367	100%	Totals:	378	100%	404	100%
Gender:					Gender:				
Male	1,115	82%	1,064	78%	Male	217	57%	240	59%
Female	241	18%	303	22%	Female	161	43%	164	41%
Totals:	1,356	100%	1,367	100%	Totals:	378	100%	404	100%

NON-TENURE FACULTY					ALL FACULTY				
	HEADCOUNT					HEADCOUNT			
Ethnic Origin:	1996	%	2002	%	Ethnic Origin:	1996	%	2002	%
White	555	81%	734	79%	White	1,914	79%	2,043	76%
Black	14	2%	24	3%	Black	56	2%	77	3%
Hispanic	31	4%	40	4%	Hispanic	92	4%	103	4%
Asian	12	2%	18	2%	Asian	39	2%	70	3%
American Indian	0	0%	1	0%	American Indian	8	0%	9	0%
International	77	11%	111	12%	International	314	13%	397	15%
Totals:	689	100%	928	100%	Totals:	2,423	100%	2,699	100%
Gender:					Gender:				
Male	340	49%	468	50%	Male	1,672	69%	1,772	66%
Female	349	51%	460	50%	Female	751	31%	927	34%
Totals:	689	100%	928	100%	Totals:	2,423	100%	2,699	100%

The University of Texas at Brownsville and Texas Southmost College
Annual Report on Human Resources
2001-2002
Executive Summary

The University of Texas at Brownsville and Texas Southmost College, located one block from the U.S.-Mexico Border, enrolls more than 10,000 students and is expected to grow to 20,000 by 2010. More than 90 percent of UTB/TSC students are Hispanic, and most are the first in their families to attend college. UTB/TSC serves the fastest growing region of Texas and is critical to enrollment of Hispanic students needed to meet the “Closing the Gaps” participation goal.

UTB/TSCs Annual Report on Human Resources reflects the institution’s commitment to providing a diverse faculty and staff that will bring the world to South Texas, a region where most UTB/TSC students will remain after graduation.

Significant strides have been made in Minority representation on the UTB/TSC campus during the period between 1996 and 2002. In 1996, the UTB/TSC faculty of 230 was 61 percent White and 39 percent Minority. By 2002, the faculty had grown to 269.5, and the balance between White and Minority faculty approached equality - with 53 percent White and 47 percent Minority.

Faculty diversity also has been enhanced by an increase in the number of Women faculty. As the faculty grew by 17 percent, the number of Women increased significantly faster than men - at 23 percent vs. 13 percent. In 1996, Men outnumbered Women faculty by 25 percent, but that gap had narrowed to 15 percent by 2002.

Faculty received salary increases in 2000-2001 and 2001-2002 based on an analysis of salaries by rank and subject area as reported in Budget books at five UT peer institutions: U. T. Pan American, U. T. Tyler, U. T. Permian Basin, U. T. El Paso, and U. T. San Antonio. As a result of this analysis, the overall faculty salary increase was more than 3 percent in 2000-2001 and 4.1 percent for 2001-2002. All meritorious faculty received an increase of the greater of 2 percent of their salary per year or \$1,200. In addition, there were corrections, sometimes substantial, in the salaries of grossly underpaid meritorious faculty.

A labor market salary survey was conducted in June 2001 to determine how the base compensation levels for UTB/TSCs job classes compare to employers with whom the institution must compete for staff. Results of the survey have been used to assist in the recruitment and retention of quality employees and to provide an effective basis for managing salary costs.

UTB/TSC offers many activities designed to attract students to college and to retain them through graduation. These include outreach programs that introduce K-12 students to careers in science, mathematics and engineering and special activities for pre-medical and pre-law students.

**THE UNIVERSITY OF TEXAS SYSTEM
THE UNIVERSITY OF TEXAS AT BROWNSVILLE
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002**

EXECUTIVE STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	2	20%	2	29%
Black	0	0%	0	0%
Hispanic	8	80%	5	71%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	10	100%	7	100%
Gender:				
Male	7	70%	4	57%
Female	3	30%	3	43%
Totals:	10	100%	7	100%

ADMINISTRATIVE STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	16	46%	25	45%
Black	0	0%	1	2%
Hispanic	19	54%	28	51%
Asian	0	0%	1	2%
American Indian	0	0%	0	0%
Totals:	35	100%	55	100%
Gender:				
Male	22	63%	36	65%
Female	13	37%	19	35%
Totals:	35	100%	55	100%

MANAGERIAL STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	4	21%	16	37%
Black	0	0%	0	0%
Hispanic	13	68%	26	60%
Asian	2	11%	1	2%
American Indian	0	0%	0	0%
Totals:	19	100%	43	100%
Gender:				
Male	7	37%	16	37%
Female	12	63%	27	63%
Totals:	19	100%	43	100%

**THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS AT BROWNSVILLE
FACULTY DEMOGRAPHICS
1996-2002**

TENURED FACULTY

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	75	55%	77	58%
Black	0	0%	3	2%
Hispanic	55	40%	46	35%
Asian	5	4%	4	3%
American Indian	2	1%	0	0%
International	0	0%	2	2%
Totals:	137	100%	132	100%
Gender:				
Male	85	62%	70	53%
Female	52	38%	62	47%
Totals:	137	100%	132	100%

TENURE TRACK FACULTY

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	43	67%	36	47%
Black	0	0%	1	1%
Hispanic	17	27%	23	30%
Asian	3	5%	3	4%
American Indian	1	2%	1	1%
International	0	0%	12	16%
Totals:	64	100%	76	100%
Gender:				
Male	31	48%	47	62%
Female	33	52%	29	38%
Totals:	64	100%	76	100%

NON-TENURE FACULTY

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	18	55%	101	36%
Black	0	0%	2	1%
Hispanic	13	39%	159	56%
Asian	2	6%	6	2%
American Indian	0	0%	1	0%
International	0	0%	15	5%
Totals:	33	100%	284	100%
Gender:				
Male	16	48%	149	52%
Female	17	52%	135	48%
Totals:	33	100%	284	100%

ALL FACULTY

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	136	58%	214	43%
Black	0	0%	6	1%
Hispanic	85	36%	228	46%
Asian	10	4%	13	3%
American Indian	3	1%	2	0%
International	0	0%	29	6%
Totals:	234	100%	492	100%
Gender:				
Male	132	56%	266	54%
Female	102	44%	226	46%
Totals:	234	100%	492	100%

The University of Texas at Dallas
Institutional Annual Report on Human Resources
2001-2002
Executive Summary

The University of Texas at Dallas continues to make progress in its quest for parity between individuals with similar qualifications and experience but of differing ethnicity and gender. The attached detailed profile reflects progress in all areas not only showing an increase in the diversity of staff and faculty but also a narrowing of salary differentials.

Since the University has experienced rapid growth over the last four years, much of this success can be attributed to the staff and faculty positions, which have opened up to cope with this growth.

In the Non-Faculty areas of Executive, Administrative, and Managerial Staff the representation of minorities and women has increased and salary differentials have continued to get smaller.

In the area of Tenure Track (but Untenured) Faculty, both ethnic and gender diversity have increased and differentials in salaries are quite small. However, much of the ethnic diversity has come from the hiring of Asian Americans. The number of Black American and Hispanic American hires, although not insubstantial, is still below the representation of these groups in the Dallas area. However, national statistics indicate that in the Engineering, Scientific, and Managerial fields that comprise the bulk of UT Dallas teaching, the availability of individuals with appropriate degrees in these areas is quite low. Accordingly, the University feels it has done a relatively good job of attracting the limited numbers of qualified individuals in these ethnic groups to the University.

Progress in the Tenured Faculty Group has been the slowest, but even here the representation of ethnic minorities has increased and salary differentials have narrowed to a slight degree. Hires of distinguished faculty directly into these ranks have been possible because of the growth of the University in both size and national recognition. However, since attrition in this group is very low, it will take some time for more substantial progress to be made.

Although the University is proud of its progress in these areas, it is clear that our efforts must continue in order to make further gains. The University continues to search for qualified candidates to increase the ethnic and gender diversity of the faculty.

**THE UNIVERSITY OF TEXAS SYSTEM
THE UNIVERSITY OF TEXAS AT DALLAS
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002**

EXECUTIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	18	75%	31	82%
Black	2	8%	5	13%
Hispanic	3	13%	1	3%
Asian	1	4%	1	3%
American Indian	0	0%	0	0%
Totals:	24	100%	38	100%
Gender:				
Male	13	54%	27	71%
Female	11	46%	11	29%
Totals:	24	100%	38	100%

ADMINISTRATIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	10	83%	38	81%
Black	2	17%	3	6%
Hispanic	0	0%	6	13%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	12	100%	47	100%
Gender:				
Male	6	50%	22	47%
Female	6	50%	25	53%
Totals:	12	100%	47	100%

MANAGERIAL STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	13	93%	36	92%
Black	0	0%	0	0%
Hispanic	0	0%	1	3%
Asian	1	7%	2	5%
American Indian	0	0%	0	0%
Totals:	14	100%	39	100%
Gender:				
Male	6	43%	26	67%
Female	8	57%	13	33%
Totals:	14	100%	39	100%

**THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS AT DALLAS
FACULTY DEMOGRAPHICS
1996-2002**

TENURED FACULTY					TENURE TRACK FACULTY				
	HEADCOUNT					HEADCOUNT			
Ethnic Origin:	1996	%	2002	%	Ethnic Origin:	1996	%	2002	%
White	123	76%	159	76%	White	27	56%	38	40%
Black	1	1%	2	1%	Black	0	0%	3	3%
Hispanic	5	3%	6	3%	Hispanic	1	2%	3	3%
Asian	0	0%	31	15%	Asian	3	6%	12	13%
American Indian	0	0%	1	0%	American Indian	0	0%	0	0%
International	32	20%	11	5%	International	17	35%	40	42%
Totals:	161	100%	210	100%	Totals:	48	100%	96	100%
Gender:					Gender:				
Male	146	91%	179	85%	Male	33	69%	69	72%
Female	15	9%	31	15%	Female	15	31%	27	28%
Totals:	161	100%	210	100%	Totals:	48	100%	96	100%

NON-TENURE FACULTY					ALL FACULTY				
	HEADCOUNT					HEADCOUNT			
Ethnic Origin:	1996	%	2002	%	Ethnic Origin:	1996	%	2002	%
White	52	75%	94	75%	White	202	73%	291	68%
Black	3	4%	6	5%	Black	4	1%	11	3%
Hispanic	2	3%	2	2%	Hispanic	8	3%	11	3%
Asian	1	1%	9	7%	Asian	4	1%	52	12%
American Indian	1	1%	0	0%	American Indian	1	0%	1	0%
International	10	14%	14	11%	International	59	21%	65	15%
Totals:	69	100%	125	100%	Totals:	278	100%	431	100%
Gender:					Gender:				
Male	29	42%	77	62%	Male	208	75%	325	75%
Female	40	58%	48	38%	Female	70	25%	106	25%
Totals:	69	100%	125	100%	Totals:	278	100%	431	100%

THE UNIVERSITY OF TEXAS AT EL PASO
INSTITUTIONAL ANNUAL REPORT ON HUMAN RESOURCES
2001-2002
EXECUTIVE SUMMARY

The University of Texas at El Paso (UTEP) is committed to the recruitment, retention, and professional development of a culturally diverse workforce. UTEP is also dedicated to fostering a campus climate that values diversity and to ensuring that all University practices and policies conform to the highest standards of fairness and equity.

As the data in this report demonstrate, in the past six years UTEP has made significant progress in achieving the goal of a diverse workforce, both staff and faculty. At a minority-serving institution where most of the students are the first in their families to attend college, it is particularly important that students regularly encounter faculty and staff whose ethnicity and backgrounds are similar to theirs.

UTEP's progress in achieving diversity has been particularly significant at the executive, administrative, and managerial staff levels.

- There are 17 women in executive-level positions at UTEP in 2002, compared to eight in 1996 for an increase of 113%. Women now comprise 45% of the executive-level workforce, up from 35% in 1996.
- Currently, of the five (5) vice presidents, two are Hispanic males and one is a Hispanic female. Additionally, of the 13 Assistant/Associate Vice Presidents, four are Hispanic males and five are women. Two of the women are Hispanic and one is African-American.
- The number of Hispanics in executive-level positions has increased from 10 in 1996 to 21 in 2002, an increase of 60%.
- The number of women managerial staff has almost doubled, increasing from 92 to 183. Women now comprise 62% of the managerial staff, up from 51% in 1996.
- The number of African Americans in managerial staff positions has almost quadrupled, increasing from just three in 1996 to eleven in 2002.
- At the managerial staff level, the number of Hispanics more than doubled between 1996 and 2002, from 67 to 153. Hispanics now comprise more than half the managerial staff (52%), up from 37% in 1996.
- Between 1996 and 2002, the number of Hispanics in administrative positions increased by 44%, while the number of women at this level increased by 45%.

Although, progress toward achieving diversity at the faculty level has not been as dramatic as at the executive, administrative, and managerial staff levels, it has been substantial:

- Hispanics now comprise 18% of all tenured faculty members and 25% of all tenure-track faculty members. These figures respectively represent an 11% and 52% increase since 1996.
- Hispanics now comprise 28% of UTEP's total faculty, rising from 153 in 1996 to 231 in 2002, an increase of more than 50%.
- From 1996 to 2002, the number of women tenured faculty rose from 47 to 58, a 23% increase. Women now comprise 22% of UTEP's tenured faculty and 37% of the University's tenure-track faculty.
- Since 1996, of the 87 new faculty hired by the University, 57 (66%) have been women. The total number of women faculty increased from 269 to 326.
- The number of Asian faculty increased 54% since 1996, from 28 to 43.

UTEP is particularly proud of the progress made in recruiting and retaining minority faculty in fields where minorities are seriously under-represented, such as engineering and science. According to the National Science Foundation's *Women, Minorities, and Persons with Disabilities in Science and Engineering, 2000*, only 2.6 percent of all doctoral prepared scientists and engineers employed in four-year colleges and universities were Hispanic. At UTEP, 24% of the faculty in the Colleges of Science and Engineering are Hispanic. This success has been achieved only through the commitment and efforts of the Provost, Deans, and academic department chairs, as recruitment of faculty in these fields is extremely competitive.

UTEP is committed to furthering diversity through the use of such mechanisms as institutional search committees charged with filling administrative vacancies. Such committees themselves are diverse in ethnic and gender composition, and their members receive special training to understand the need to foster diversity.

Additionally, through such mechanisms as the President's Advisory Committee on Diversity, the Women's Advisory Committee, and the UTEP Faculty Mentoring Program for Women, UTEP demonstrates its commitment to creating a campus climate that fosters and values diversity.

The University of Texas at El Paso is committed to providing educational opportunities to the vast and diverse community that it serves; a community that is 78% Hispanic and 52% female. For the past decade, this university has taken considerable pride in the fact that its student population has increasingly come to mirror the community it serves. The data presented in this annual report indicate that UTEP's faculty and staff are also coming to mirror this community, a development that will help the University in achieving its vision of extending the greatest possible educational access and support to the diverse population of this region, and serve as a model for other universities across the country.

**THE UNIVERSITY OF TEXAS SYSTEM
THE UNIVERSITY OF TEXAS AT EL PASO
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002**

EXECUTIVE STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	13	57%	21	55%
Black	0	0%	1	3%
Hispanic	10	43%	16	42%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	23	100%	38	100%
Gender:				
Male	15	65%	21	55%
Female	8	35%	17	45%
Totals:	23	100%	38	100%

ADMINISTRATIVE STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	19	66%	23	59%
Black	0	0%	3	8%
Hispanic	9	31%	13	33%
Asian	1	3%	0	0%
American Indian	0	0%	0	0%
Totals:	29	100%	39	100%
Gender:				
Male	18	62%	23	59%
Female	11	38%	16	41%
Totals:	29	100%	39	100%

MANAGERIAL STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	107	59%	125	42%
Black	3	2%	11	4%
Hispanic	67	37%	153	52%
Asian	2	1%	5	2%
American Indian	1	1%	2	1%
Totals:	180	100%	296	100%
Gender:				
Male	88	49%	113	38%
Female	92	51%	183	62%
Totals:	180	100%	296	100%

THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS AT EL PASO
FACULTY DEMOGRAPHICS
1996-2002

TENURED FACULTY

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	202	75%	190	71%
Black	1	0%	2	1%
Hispanic	35	13%	40	15%
Asian	8	3%	7	3%
American Indian	1	0%	3	1%
International	21	8%	27	10%
Totals:	268	100%	269	100%
Gender:				
Male	221	82%	211	78%
Female	47	18%	58	22%
Totals:	268	100%	269	100%

TENURE TRACK FACULTY

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	99	69%	87	56%
Black	4	3%	5	3%
Hispanic	18	13%	29	19%
Asian	2	1%	2	1%
American Indian	2	1%	2	1%
International	19	13%	29	19%
Totals:	144	100%	154	100%
Gender:				
Male	88	61%	97	63%
Female	56	39%	57	37%
Totals:	144	100%	154	100%

NON-TENURE FACULTY

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	215	66%	214	54%
Black	6	2%	9	2%
Hispanic	75	23%	121	30%
Asian	2	1%	4	1%
American Indian	0	0%	2	1%
International	28	9%	48	12%
Totals:	326	100%	398	100%
Gender:				
Male	159	49%	187	47%
Female	167	51%	211	53%
Totals:	326	100%	398	100%

ALL FACULTY

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	516	70%	491	60%
Black	11	1%	16	2%
Hispanic	128	17%	190	23%
Asian	12	2%	13	2%
American Indian	3	0%	7	1%
International	68	9%	104	13%
Totals:	738	100%	821	100%
Gender:				
Male	468	63%	495	60%
Female	270	37%	326	40%
Totals:	738	100%	821	100%

University of Texas-Pan American Executive Summary

As we celebrate our diamond anniversary, we are proud of our continuing evolution, growing from a two-year community college to our current status as one of the fastest growing comprehensive universities in Texas. The University of Texas-Pan American (U. T. Pan American) is third in the nation in the number of bachelor's degrees awarded to Hispanics. The University continues its development into a doctoral research institution by expanding its offerings at the bachelor's, master's, and doctoral degree levels, its research efforts, and its special outreach program that benefit this international community known as South Texas.

Our efforts to improve student access are in line with the state's goal of increasing participation in higher education, especially among under-represented groups. In fact, we have been increasing participation as long as we have been a part of the state system of higher education.

Although our enrollment dipped slightly several years ago, we are back on the rise and recent enrollment increases have been significant. Through our recruitment efforts, the willingness of the academic departments to add sections to accommodate extra demand, and the retention strategies being implemented across the campus, we have outpaced the Coordinating Board's original predications for our enrollment growth. Total Student Enrollment for Fall 2000 was 12,759 with 83.8% Hispanic; for Fall 2002, 14,390 with 85.46% Hispanic. Graduate Enrollment for 2000 was 1,572 of which 76.7% were Hispanic; Fall 2002 was 1,886 of which 75.66% were Hispanic.

Since fall 1999, Hispanic males have held two of the four Vice President positions; a Hispanic male has held one of the two Associate Vice-President positions. Until recently, Hispanic males and one by an Asian male held three of the four Assistant Vice President positions. The Asian male has resigned and a Hispanic female has been hired to fill this vacancy.

U. T. Pan American has been successful in the hiring of women and minorities in dean positions. As a result of an organizational structure change in September 1995, the number of deans increased from four to six. The colleges acquired Assistant Deans in fall 1999. In fall 1995, three were females, one Hispanic. In Fall 2001, Hispanics, two females, and three males held five of the positions. For the Academic year 2002-2003 of the 6 Deans, five are males and one is female; however, four of those individuals are Hispanic.

Of the six Assistant Deans, three are female and three are male. There are 37 Directors/Chairs of which 11 (30%) are female and 26 (70%) are males. The breakdown is 17 Male/White (46%), 6 Male/Hispanic (16%), 5 Female/Hispanic (13%), 4 Female White (11%), 3 Male/Asian (8%), 1 Female/Asian (3%) and 1 Female/Other (3%). Of the 37 Directors, 16 (43%) are Minority (Non-White).

We continue to work toward parity regarding average salaries for female faculty. The gap between female and male faculty average salaries continues to narrow since 1996 from an 18% difference to an 11% difference. Our efforts to increase female representation and salaries in the Executive, Administrative, and Managerial groups are demonstrated with the increase in representation from 30% in 1996 to 36% in 2001. Because the average female salaries in this same group are below average male salaries, we will continue to work toward parity.

Fall, 2001 we had 601 Faculty, of which 42% were women; 43% were Hispanic; total minority 48%. The University continues to have a deficiency in the number of African-American faculty employed. This continues to be an area of concern. While U. T. Pan American strives to recruit and retain African-American faculty, administrators and professional staff, we have not been able to achieve success. The lack of an African-American community in the Rio Grande Valley has been reason applicants have given as to why they withdraw applications. The Equal Employment Opportunity/Affirmative Action Advisory Committee continues with their attempts to address this issue. Overall faculty minority representation ratio compares favorably with national faculty minority availability ratios.

A Faculty Salary Equity Analysis was conducted to assess the salary of faculty within the Division of Academic Affairs. The analysis was prepared, as part of a biennial process to insure that faculty salaries at this university remain competitive to other comparable institutions. The analysis was used to determine which departments within each academic division were under the comparable mean; faculty members were identified for potential equity adjustments. Because of budget constraints, a minimum cap of \$1,800 and a maximum cap of \$4,000 were used in generating the pool of funds that would be made available.

The President, Vice Presidents, and Deans focus on standards of collegiality and professionalism, formally, once a year when the President publishes his annual statement about the University's commitment to equal employment opportunity for all at U. T. Pan Am. Informally, they are constantly addressing collegiality and professionalism as they work with search committees in the appointment of faculty and staff, retention, and in the evaluation of their performance.

Meetings, designed to disseminate and share information, are held between upper administration and departments. In an atmosphere that fosters mutual respect and a sense of collegiality, the chairs and deans freely discuss matters of common interest and concern. Department chairs conduct similar meetings within their respective departments. Some meetings are regularly scheduled, while others are scheduled on an as-needed basis.

Departments are responsible for their individual policies and procedures governing departmental committee assignments and other matters involving representation and participation in departmental activities. Some departments have developed individual department handbooks; the final policy authority on the campus resides within U. T. Pan Am *Handbook of Operating Procedures* (H.O.P.).

In one college, collegiality and professionalism are addressed through a structure of committees and task forces, the composition of which reflects the make-up of the College in terms of gender and ethnicity. In another college, a general faculty meeting is scheduled at the beginning of every semester by the Dean to address the State of the College and its mission and vision. New information is disseminated and new faculty/staff members are introduced. Concerns and departmental matters are addressed openly.

The evaluation of faculty and staff is formally conducted on a regular basis. All supervisors, beginning with the President, have the responsibility to evaluate all staff employees under their designated jurisdiction. The *Handbook of Operating Procedures* (H.O.P.) outlines the procedures for all evaluations within the College and University. Section 7.2.2, "Procedures for the Selection of Department Chairs", requires that the department chairs be evaluated at the beginning of every third fall semester; Section 7.2.4, "Review of Academic Administrators", describes the procedures for evaluating all administrators and specifies that each dean shall be responsible for evaluating all department chairs within the college.

U. T. Pan American's "Performance Appraisal Form" is the basic document used to evaluate all staff personnel on campus – beginning with the vice presidents on down through the official hierarchy of the institution. The "Essential Job Functions and Established Standards Worksheet" is open ended to permit the listing of such functions as collegiality and fairness in the workplace.

**THE UNIVERSITY OF TEXAS SYSTEM
THE UNIVERSITY OF TEXAS-PAN AMERICAN
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002**

EXECUTIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	16	42%	16	44%
Black	1	3%	1	3%
Hispanic	21	55%	17	47%
Asian	0	0%	1	3%
American Indian	0	0%	1	3%
Totals:	38	100%	36	100%
Gender:				
Male	24	63%	26	72%
Female	14	37%	10	28%
Totals:	38	100%	36	100%

ADMINISTRATIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	6	75%	12	48%
Black	0	0%	0	0%
Hispanic	2	25%	11	44%
Asian	0	0%	2	8%
American Indian	0	0%	0	0%
Totals:	8	100%	25	100%
Gender:				
Male	7	88%	13	52%
Female	1	13%	12	48%
Totals:	8	100%	25	100%

MANAGERIAL STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	8	67%	9	39%
Black	0	0%	0	0%
Hispanic	4	33%	13	57%
Asian	0	0%	1	4%
American Indian	0	0%	0	0%
Totals:	12	100%	23	100%
Gender:				
Male	5	42%	10	43%
Female	7	58%	13	57%
Totals:	12	100%	23	100%

**THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS-PAN AMERICAN
FACULTY DEMOGRAPHICS
1996-2002**

TENURED FACULTY					TENURE TRACK FACULTY				
	HEADCOUNT					HEADCOUNT			
Ethnic Origin:	1996	%	2002	%	Ethnic Origin:	1996	%	2002	%
White	147	74%	133	67%	White	60	65%	69	57%
Black	2	1%	5	3%	Black	1	1%	6	5%
Hispanic	38	19%	45	23%	Hispanic	19	20%	28	23%
Asian	9	5%	14	7%	Asian	13	14%	18	15%
American Indian	2	1%	1	1%	American Indian	0	0%	0	0%
International	0	0%	0	0%	International	0	0%	0	0%
Totals:	198	100%	198	100%	Totals:	93	100%	121	100%
Gender:					Gender:				
Male	156	79%	156	79%	Male	56	60%	74	61%
Female	42	21%	42	21%	Female	37	40%	47	39%
Totals:	198	100%	198	100%	Totals:	93	100%	121	100%

NON-TENURE FACULTY					ALL FACULTY				
	HEADCOUNT					HEADCOUNT			
Ethnic Origin:	1996	%	2002	%	Ethnic Origin:	1996	%	2002	%
White	60	59%	74	53%	White	267	68%	276	60%
Black	1	1%	2	1%	Black	4	1%	13	3%
Hispanic	36	35%	52	37%	Hispanic	93	24%	125	27%
Asian	4	4%	11	8%	Asian	26	7%	43	9%
American Indian	1	1%	0	0%	American Indian	3	1%	1	0%
International	0	0%	0	0%	International	0	0%	0	0%
Totals:	102	100%	139	100%	Totals:	393	100%	458	100%
Gender:					Gender:				
Male	49	48%	69	50%	Male	261	66%	299	65%
Female	53	52%	70	50%	Female	132	34%	159	35%
Totals:	102	100%	139	100%	Totals:	393	100%	458	100%

The University of Texas of the Permian Basin
2001-2002 Annual Report on Human Resources

Executive Summary

During the period of April 1996 to October, 2002 the University of Texas of the Permian Basin significantly increased female participation among faculty and staff. The trend is particularly noteworthy within Managerial Staff (62.5% female) and combined Tenured and Tenure Track Faculty (41% female). The University has experienced continued success in our efforts to increase minority participation. Minorities now represent 10.7% of faculty, compared to 4.9% in 1996.

The University is committed to equal employment opportunity, as detailed in our Handbook of Operating Procedures, Personnel Policies, Recruitment Plan, and Salary Equity Program, which have been certified by the Texas Commission on Human Rights. Recruitment of minority faculty and managers continues to be both a priority a challenge, given our location (remote from major metropolitan areas) and the relative lack of professional peer groups for minority candidates.

During academic year 2001-2002, efforts to increase faculty and staff diversity included recruitment contacts with appropriate doctoral programs, direct recruiting within appropriate discipline-specific professional organizations, membership in a minority faculty locator program, and continued expansion of electronic communication of open positions. We will continue to periodically modify our recruitment efforts in order to maximize the diversity of applicant pools.

Salary increases for females have been greater than those for males, in terms of mean average per job classification, among Executive Staff, Administrative Staff, Managerial Staff, Tenure Track Faculty, Non-tenured Faculty, and All Faculty during the 1996-2002 comparison period. This pervasive trend reflects salary equity adjustments, as well as the addition of females in higher-paying positions. Unfortunately, small sample size makes salary comparison by race/ethnicity invalid if viewed as averages. Viewed as individual cases, salary increases among minorities within the job classifications listed above have equaled or exceeded those of non-minorities. Overall, salary comparisons reflect the institution's compensation philosophy and goal of ensuring equitable and competitive salaries, as permitted by the operating budget.

THE UNIVERSITY OF TEXAS SYSTEM
THE UNIVERSITY OF TEXAS of the PERMIAN BASIN
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002

EXECUTIVE STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	5	83%	10	83%
Black	0	0%	0	0%
Hispanic	1	17%	2	17%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	6	100%	12	100%
Gender:				
Male	3	50%	10	83%
Female	3	50%	2	17%
Totals:	6	100%	12	100%

ADMINISTRATIVE STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	21	91%	24	92%
Black	1	4%	0	0%
Hispanic	1	4%	2	8%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	23	100%	26	100%
Gender:				
Male	14	61%	14	54%
Female	9	39%	12	46%
Totals:	23	100%	26	100%

MANAGERIAL STAFF

Ethnic Origin:	HEADCOUNT			
	1996	%	2002	%
White	5	83%	8	100%
Black	1	17%	0	0%
Hispanic	0	0%	0	0%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	6	100%	8	100%
Gender:				
Male	3	50%	3	38%
Female	3	50%	5	63%
Totals:	6	100%	8	100%

UNIVERSITY OF TEXAS of the PERMIAN BASIN
FACULTY DEMOGRAPHICS
1996-2002

TENURED FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	30	94%	35	90%
Black	0	0%	0	0%
Hispanic	1	3%	2	5%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
International	1	3%	2	5%
Totals:	32	100%	39	100%
Gender:				
Male	25	78%	24	62%
Female	7	22%	15	38%
Totals:	32	100%	39	100%

TENURE TRACK FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	20	83%	33	89%
Black	0	0%	0	0%
Hispanic	2	8%	1	3%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
International	2	8%	3	8%
Totals:	24	100%	37	100%
Gender:				
Male	14	58%	26	70%
Female	10	42%	11	30%
Totals:	24	100%	37	100%

NON-TENURE FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	57	90%	54	84%
Black	1	2%	0	0%
Hispanic	0	0%	7	11%
Asian	0	0%	2	3%
American Indian	0	0%	1	2%
International	5	8%	0	0%
Totals:	63	100%	64	100%
Gender:				
Male	28	44%	28	44%
Female	35	56%	36	56%
Totals:	63	100%	64	100%

ALL FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	107	90%	122	87%
Black	1	1%	0	0%
Hispanic	3	3%	10	7%
Asian	0	0%	2	1%
American Indian	0	0%	1	1%
International	8	7%	5	4%
Totals:	119	100%	140	100%
Gender:				
Male	67	56%	78	56%
Female	52	44%	62	44%
Totals:	119	100%	140	100%

THE UNIVERSITY OF TEXAS AT SAN ANTONIO
ANNUAL REPORT ON HUMAN RESOURCES
2001-2002

EXECUTIVE SUMMARY

As a premier university in South Texas, The University of Texas at San Antonio (UTSA) provides top-quality undergraduate education to the South Texas region and carries the designation of a Hispanic Serving Institution (HSI).

As of fall 2002, 56% of UTSA's students were from ethnic populations usually underrepresented in higher education:

- 46% Hispanic
- 6% African-American (an 11% increase this year)
- 4% Other minority groups (Asians, American Indian)

Since the year 2000, UTSA enrollment has increased from 19,000 to 22,016 students. This year's enrollment increase is the largest in UTSA's 33-year history.

UTSA is currently working to become a doctoral/research intensive institution and doctoral/research extensive institution by 2015. As the largest institution in South Texas, and as an HSI, UTSA will provide greater educational opportunities for all residents of the region at the highest level of excellence.

UTSA's 2001-2002 Annual Report on Human Resources highlights include efforts and programs that support one of the university's goals to become a research university. These efforts include the recruitment and retention of excellent faculty by setting competitive salaries and addressing the related faculty salary compression concerns. Other highlights of the report include the changes made to enable a single core committee to focus on the support of minorities and women.

SALARY COMPRESSION STUDIES

UTSA faculty and staff salaries were reviewed to maintain competitive salary levels with a minimization of salary compression.

Faculty Salary Compression Model

- A faculty salary analysis was performed during June/July, 2002 by Dr. Steve Werner, Ph.D. of Compensation Consulting (University of Houston).
- To address faculty salary compression, a total of \$225,000 was distributed to faculty effective September 1, 2002.
- Eighty-seven faculty salaries were increased with an average annual adjustment of \$2,586 and a maximum of \$8,000.
- Of the 87 faculty receiving salary adjustments, 25 received at least a 5% increase. This allowed for a 16.85% differential between levels.

Administrative & Professional (A&P) and Classified Staff Compression Analysis

In 1999, President Ricardo Romo established a compression salary panel to review salary compression issues for Administrative and Professional (A&P) and Classified staff.

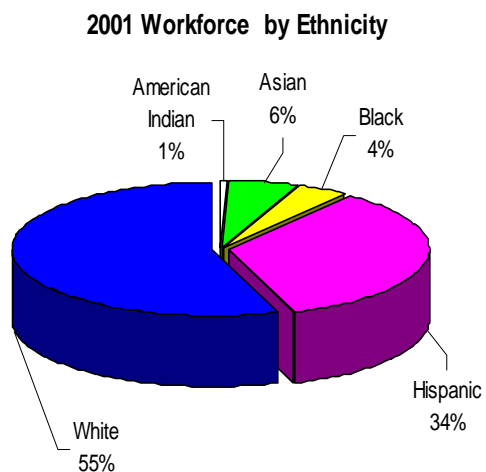
A total of \$2,000,000 was allocated to address salary compression, to be awarded over a four-year period.

- \$500,000 has been spent each of the past three years
 - \$400,000 for Classified staff salary adjustments
 - Approximately \$100,000 for A&P salary awards

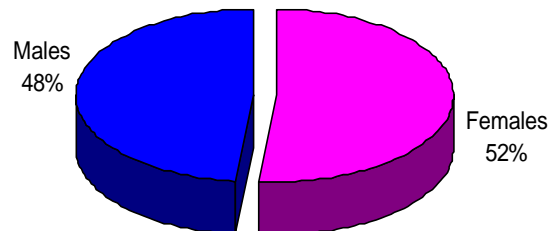
The following steps were followed to implement the study and salary adjustments. The firm of Arthur Anderson was retained to assist in the assessment of the A&P compensation program and to provide an objective measurement tool designed to evaluate A&P positions, emphasizing internal pay equity as well as market competitiveness.

- The UTSA Non-Faculty Compression Study panel and committee staff developed a model to set target salaries for each classified position and adopted a model to be used to weigh compensation variables.
- The Compression Study Committee completed a review of all eligible Classified and A&P positions and Phases I, II, and III of the salary compression study.
- Compression salary adjustments were made to 51% of classified staff and 55% of A&P staff in September 2002.

FALL, 2001 TOTAL WORKFORCE DEMOGRAPHICS



2001 Workforce Demographics by Gender



Women and minority staff recruitment and retention commitment are integral to building and maintaining a strong faculty and staff. While the data illustrates continued progress

towards a stated goal of staff development, which includes enhancing recruitment and retention of staff through increased compensation and other programs, additional initiatives will be implemented by the OHR and OID to ensure continued efforts at attracting and retaining qualified women and minorities.

Major program goals for attracting and retaining women and minorities include:

The analysis of UTSA's (staff) workforce composition twice per year to determine success at attracting and retaining women and minorities to include:

- Identifying under-represented groups
- Identifying organizations, resources, schools (and subsequently partnering) that can assist in providing qualified candidates to strengthen UTSA's applicant pools (staff positions)
- Continuing to provide opportunities for applicants to complete ethnicity and gender forms to appropriately evaluate applicant pools
- Statistically analyzing applicant pools by open position
- Partnering with hiring managers/officials regarding UTSA's efforts and objectives of attracting and retaining women and minorities to increase awareness and encourage compliance with university goals.

Retention Initiatives

While currently there is no analysis of turnover or retention, extensive documentation is collected and maintained. Over the next year, the OHR & OID is committed to identifying, analyzing, and summarizing causality for turnover and establishing goals and objectives for reduction.

Retention initiatives may include (but are not limited to):

- The establishment of a mentoring program for minorities and women (new hires).
- Identification of training opportunities for supervisors whose turnover with respect to minorities and women is increasing (or high) as compared to that for non-minorities.
- Establish individual supervisory commitment and accountability to affirmative action and equal opportunity by inclusion of this objective on annual performance evaluations.

Promotion/Reclassification or Compensation Initiatives:

The OHR & OID is committed to maintaining internal equity and market competitiveness. Therefore, they will perform regular annual audits on all employees to identify and recommend salary inequities. Every reclassification or promotion will be reviewed for internal equity (and the prevention of unintentional discriminatory actions) comparing incumbents based on several factors (including race, sex, years of experience, education, etc).

Areas of Achievement for Compensation from 1996 to 2001

An analysis of females and males salaries between 1996 and 2001 revealed a greater percentage salary increase for females than males in three (3) of the four (4) EEO Categories (Executive and Administrative, Faculty, and Technical and Paraprofessional).

Exec and Administrative		Faculty		Prof/Non-Faculty		Tech & Para professional	
Females	24% increase	Females	26% increase	Females	32% increase	Females	43% increase
Males	15.9% increase	Males	24% increase	Males	34% increase	Males	40% increase

COLLEGIALITY AND PROFESSIONALISM

The continual growth and changes experienced at UTSA have reinforced the necessity for strategic planning for the University.

A few significant points highlighting UTSA's academic excellence include:

- U.S. News & World Report ranks UTSA's College of Engineering among the top 50 in the country for masters degree institutions.
- UTSA is ranked 2nd in the state, 22nd in the nation in the amount of NIH grants for biological research
- UTSA's sponsored research expenditures have doubled in the last six years and now approach \$29 million

UTSA submitted a legislative request of \$12 million for the Joint Life Sciences Institute; SB728/HB1716 passed in the 77th session authorizing the establishment of this Institute that would:

- Facilitate/enable collaborative and joint research and degree programs combining strengths of UTSA and University of Texas Health Science Center at San Antonio
- Help create up to 10 new doctoral degree programs in Life Sciences
- Enhance San Antonio's position to secure the federal vaccine production facility
- Support the \$8 billion biomedical industry in San Antonio and contribute to this country's Homeland Defense concerns
- Enhance the pipeline of students interested in health professions.

Specifically with regard to issues concerning minorities and women, UTSA currently has three committees. The institution has made the decision to have a single core committee focusing on the support of minorities and women. The Executive Director of Institutional Diversity chairs the Affirmative Action and Diversity Committee. Two additional committees were formed during the academic year to deal with emerging issues – the University Committee on the Advancement of Women and the Women and Gender Studies Committee were appointed in the early fall. Members of each of these committees were carefully chosen in order to ensure a broad representation of various campus constituencies. Careful consideration was also given to selection of individuals of diverse ethnic backgrounds.

UTSA is proud of its accomplishments during this pivotal time of growth and development for UTSA and the South Texas region. UTSA maintains a strong commitment toward continuous improvement in staff development to include the

recruitment and retention of qualified women and minorities through the implementation of new initiatives.

UTSA continues to strengthen its effort in providing professional training and support to Department chairs. The Provost's Office offered a four-hour workshop on course scheduling and curriculum management and a four-hour workshop on budgeting. New chair training will be offered again this summer, with topics including a review of the leadership roles of chairs, including their roles as change agents.

After a period of transition in administration, the Committee on Affirmative Action has been refocused. UTSA looks forward to new initiatives in the critical areas of support for women and minorities that strengthen the university's efforts in serving the community of South Texas in even greater ways.

THE UNIVERSITY OF TEXAS SYSTEM
THE UNIVERSITY OF TEXAS AT SAN ANTONIO
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002

EXECUTIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	17	68%	27	71%
Black	0	0%	0	0%
Hispanic	8	32%	11	29%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	25	100%	38	100%
Gender:				
Male	17	68%	22	58%
Female	8	32%	16	42%
Totals:	25	100%	38	100%

ADMINISTRATIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	52	73%	59	69%
Black	2	3%	2	2%
Hispanic	14	20%	23	27%
Asian	0	0%	1	1%
American Indian	3	4%	1	1%
Totals:	71	100%	86	100%
Gender:				
Male	42	59%	35	41%
Female	29	41%	51	59%
Totals:	71	100%	86	100%

MANAGERIAL STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	36	78%	62	67%
Black	3	7%	7	8%
Hispanic	7	15%	20	22%
Asian	0	0%	1	1%
American Indian	0	0%	2	2%
Totals:	46	100%	92	100%
Gender:				
Male	24	52%	45	49%
Female	22	48%	47	51%
Totals:	46	100%	92	100%

**THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS AT SAN ANTONIO
FACULTY DEMOGRAPHICS
1996-2002**

TENURED FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	167	76%	180	67%
Black	2	1%	4	1%
Hispanic	21	10%	35	13%
Asian	8	4%	13	5%
American Indian	2	1%	6	2%
International	20	9%	30	11%
Totals:	220	100%	268	100%
Gender:				
Male	169	77%	200	75%
Female	51	23%	68	25%
Totals:	220	100%	268	100%

TENURE TRACK FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	88	65%	83	53%
Black	4	3%	4	3%
Hispanic	16	12%	20	13%
Asian	3	2%	7	4%
American Indian	2	1%	0	0%
International	23	17%	42	27%
Totals:	136	100%	156	100%
Gender:				
Male	84	62%	94	60%
Female	52	38%	62	40%
Totals:	136	100%	156	100%

NON-TENURE FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	299	80%	339	73%
Black	4	1%	12	3%
Hispanic	36	10%	67	14%
Asian	6	2%	10	2%
American Indian	3	1%	3	1%
International	28	7%	32	7%
Totals:	376	100%	463	100%
Gender:				
Male	196	52%	241	52%
Female	180	48%	222	48%
Totals:	376	100%	463	100%

ALL FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	554	76%	602	68%
Black	10	1%	20	2%
Hispanic	73	10%	122	14%
Asian	17	2%	30	3%
American Indian	7	1%	9	1%
International	71	10%	104	12%
Totals:	732	100%	887	100%
Gender:				
Male	449	61%	535	60%
Female	283	39%	352	40%
Totals:	732	100%	887	100%

The University of Texas at Tyler
Annual Report on Human Resources
2002-2003
Executive Summary

The University of Texas at Tyler continues to make progress toward gender and ethnic parity in the faculty and staff. Eleven of the fifteen new tenure-track assistant professors hired for the fall of 2002 were women. U. T. Tyler's new-hire statistics on gender parity in the faculty and staff positions have been very good over the last several years and the University continues to hire and promote women and minorities into key positions.

Of note this year are key women and minority hires and promotions into positions such as Director of the Longview University Center, Men's Head Soccer Coach, Executive Assistant to the President, Student Development Specialist, Accountant, HUB Coordinator, and Director of Financial Services.

U. T. Tyler has been successful at attracting qualified women faculty members and continues to look for new ways to attract minority faculty applicants. In addition to the usual methods of faculty recruitment, the University is trying some new methods to attract qualified minority applicants such as direct-mail campaigns to females and minorities listed in the *Minority and Women Doctoral Directory*.

U. T. Tyler had the highest percentage increase in enrollment of any state college or university in Texas this year and the highest percentage of tenured and tenure-track Ph.D.s teaching lower division undergraduate classes of any state college or university in Texas. This kind of growth and standard of excellence coupled with the new building program and the addition of intercollegiate athletics will pay dividends regarding our gender and ethnic parity as well. Such growth will also increase interest in U. T. Tyler by qualified minority and women students and applicants for the new faculty and staff positions needed to support the growth and the outstanding academic programs at U. T. Tyler.

**THE UNIVERSITY OF TEXAS SYSTEM
THE UNIVERSITY OF TEXAS AT TYLER
EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL STAFF
DEMOGRAPHICS
1996-2002**

EXECUTIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	5	83%	10	100%
Black	1	17%	0	0%
Hispanic	0	0%	0	0%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	6	100%	10	100%
Gender:				
Male	4	67%	7	70%
Female	2	33%	3	30%
Totals:	6	100%	10	100%

ADMINISTRATIVE STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	12	86%	23	92%
Black	1	7%	1	4%
Hispanic	1	7%	1	4%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	14	100%	25	100%
Gender:				
Male	10	71%	10	40%
Female	4	29%	15	60%
Totals:	14	100%	25	100%

MANAGERIAL STAFF

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	0	0%	5	100%
Black	0	0%	0	0%
Hispanic	0	0%	0	0%
Asian	0	0%	0	0%
American Indian	0	0%	0	0%
Totals:	0	0%	5	100%
Gender:				
Male	0	0%	1	20%
Female	0	0%	4	80%
Totals:	0	0%	5	100%

**THE UNIVERSITY OF TEXAS SYSTEM
UNIVERSITY OF TEXAS AT TYLER
FACULTY DEMOGRAPHICS
1996-2002**

TENURED FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	78	98%	75	94%
Black	1	1%	0	0%
Hispanic	1	1%	0	0%
Asian	0	0%	1	1%
American Indian	0	0%	1	1%
International	0	0%	3	4%
Totals:	80	100%	80	100%
Gender:				
Male	61	76%	60	75%
Female	19	24%	20	25%
Totals:	80	100%	80	100%

TENURE TRACK FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	27	96%	58	91%
Black	1	4%	0	0%
Hispanic	0	0%	0	0%
Asian	0	0%	0	0%
American Indian	0	0%	1	2%
International	0	0%	5	8%
Totals:	28	100%	64	100%
Gender:				
Male	12	43%	31	48%
Female	16	57%	33	52%
Totals:	28	100%	64	100%

NON-TENURE FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	134	96%	139	97%
Black	2	1%	0	0%
Hispanic	1	1%	4	3%
Asian	1	1%	1	1%
American Indian	0	0%	0	0%
International	1	1%	0	0%
Totals:	139	100%	144	100%
Gender:				
Male	64	46%	58	40%
Female	75	54%	86	60%
Totals:	139	100%	144	100%

ALL FACULTY

	HEADCOUNT			
Ethnic Origin:	1996	%	2002	%
White	239	97%	272	94%
Black	4	2%	0	0%
Hispanic	2	1%	4	1%
Asian	1	0%	2	1%
American Indian	0	0%	2	1%
International	1	0%	8	3%
Totals:	247	100%	288	100%
Gender:				
Male	137	55%	149	52%
Female	110	45%	139	48%
Totals:	247	100%	288	100%

U. T. Board of Regents: Proposed Amendments to the Regents' Rules and Regulations, Part One, Chapter I, Section 9 (Delegation to Act on Behalf of the Board), Subsection 9.2, Subdivision 9.22

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs, the Executive Vice Chancellor for Business Affairs, and the Vice Chancellor and General Counsel that the Board approve amendments to the Regents' Rules and Regulations, Part One, Chapter I, Section 9, Subsection 9.2, Subdivision 9.22 to add a new Subparagraph 9.22(11) as set forth below in congressional style:

9.22(11) Contracts or agreements related to postseason bowl games, subject to a requirement that the contract or agreement has been submitted to the Executive Vice Chancellor for Academic Affairs and is in a form acceptable to the Vice Chancellor and General Counsel.

BACKGROUND INFORMATION

The impact of the proposed addition to the Regents' Rules and Regulations, Part One, Chapter I, Section 9, Subsection 9.2, Subdivision 9.22 will only be applicable to U. T. System institutions with football programs (U. T. Austin and U. T. El Paso) at this time. Over the last 40 years, the U. T. Board of Regents approved a series of very detailed policies for the acceptance of invitations to participate in bowl games, for the authorized attendance at such games, and for the approval of bowl game budgets. The policy applicable to U. T. Austin was adopted in October 1962, amended in part in February 1982, and ultimately repealed in November 1996. At the time of the repeal, the Board also authorized a president to accept bowl game invitations following review and approval of the proposed bowl game budget by the Executive Vice Chancellor for Academic Affairs and the Executive Vice Chancellor for Business Affairs. The 1996 action required ratification of final bowl budgets by the Board via institutional budget approval procedures. There was no corresponding authorization to execute agreements in excess of the \$1.0 million general limit on delegated contracts.

This proposed addition to the Regents' Rules will replace the provisions of the Board's November 1996 Minute Order and note formally for the record the repeal of

the Bowl Game Policy for U. T. El Paso approved by the Board in November 1965 when U. T. El Paso was Texas Western College. The Bowl Game Policy for U. T. Arlington, approved by the Board in December 1967, was effectively repealed by the abandonment of the U. T. Arlington football program in 1985.

Requests for budget changes will be docketed in accordance with current U. T. System Budget Rules and Procedures.

The concept of this proposed action was mentioned on December 20, 2002, during the special called meeting of the U. T. Board of Regents to approve the contract for U. T. Austin's participation in a postseason football game.

U. T. Arlington - Brick Repairs - Pickard Hall and the College of Business Administration (Project No. 301-017): Request for Approval to Amend the FY 2002-2007 Capital Improvement Program and the FY 2002-2003 Capital Budget to Reduce Total Project Cost; Approval to Add the Deferred Maintenance/Capital Renewal Projects to the Capital Improvement Program; Approval to Transfer Funds; Approval of Total Project Cost for New Project; Appropriation of Funds and Authorization of Expenditure; and Authorization of Institutional Management

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs, the Executive Vice Chancellor for Business Affairs, and President ad interim Sorber that the U. T. Board of Regents amend the FY 2002-2007 Capital Improvement Program and the FY 2002-2003 Capital Budget to:

- a. Reduce the total project cost for the Brick Repairs – Pickard Hall and the College of Business Administration project at U. T. Arlington from \$9,462,953 to \$8,033,362
- b. Approve the addition of the Deferred Maintenance/Capital Renewal Projects to the Capital Improvement Program
- c. Approve the transfer of \$1,429,591 for the new project
- d. Appropriate funds and authorize expenditure of \$1,429,591 for a total project cost with funding from Permanent University Fund Bond Proceeds
- e. Authorize U. T. Arlington to manage the total project budgets, appoint architects, approve facility programs, prepare final plans, and award contracts associated with the Deferred Maintenance/Capital Renewal Projects.

BACKGROUND INFORMATION

The Brick Repairs – Pickard Hall and College of Business Administration project at U. T. Arlington is included in the FY 2002-2007 Capital Improvement Program and FY 2002-2003 Capital Budget at a total project cost of \$9,462,953 with funding of \$8,894,153 from Permanent University Fund Bond Proceeds and \$568,800 from

Tuition Revenue Bond Proceeds. In May 2002, Board approval was received to transfer funding totaling \$3,605,847 from this project to a new project entitled Fire and Life Safety and Security Projects.

U. T. Arlington is requesting the transfer of \$1,429,591 from this project for a new project entitled Deferred Maintenance/Capital Renewal Projects that will address exterior masonry repairs to University Hall, chiller replacements at Automation and Robotics Research Institute (Ft. Worth Riverbend Campus), and elevator renewals/replacements.

This project is best managed by the U. T. Arlington Facilities Management personnel who have the experience and capability to manage all aspects of the work.

This off-cycle project has been approved by U. T. System staff and meets the criteria for inclusion in the Capital Improvement Program.

This project was presented to the Academic Affairs Committee and the Facilities Planning and Construction Committee in March 2003.

U. T. Arlington - Parking Improvements/Addition: Request for Approval to Amend the FY 2002-2007 Capital Improvement Program and the FY 2002-2003 Capital Budget to Include Project

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs, the Executive Vice Chancellor for Business Affairs, and President ad interim Sorber that the U. T. Board of Regents amend the FY 2002-2007 Capital Improvement Program and the FY 2002-2003 Capital Budget to include the Parking Improvements/Addition project at U. T. Arlington at a preliminary project cost of \$2,500,000 with funding from Revenue Financing System Bond Proceeds.

BACKGROUND INFORMATION

U. T. Arlington is currently in the process of obtaining the Ware Building located at 222 W. Main Street in downtown Arlington at an estimated cost of \$450,000 to relocate the Distance Education offices and renovate existing office space on the second floor of the Nanofab Building for use by the College of Engineering at an estimated cost of \$250,000.

With the acquisition and minor renovations of the Ware Building, approximately \$1,800,000 will be available for parking lot improvements and expansion to meet the increasing parking demands due to increasing student enrollment and loss of parking spaces resulting from building construction. Expansion of parking lots 27, 50, and 52 by approximately 830 additional spaces is planned.

This off-cycle project has been approved by U. T. System staff and meets the criteria for inclusion in the Capital Improvement Program.

This project was presented to the Academic Affairs Committee and the Facilities Planning and Construction Committee in March 2003.

U. T. Dallas - Activity Center Expansion: Request to Amend the FY 2002-2007 Capital Improvement Program and the FY 2002-2003 Capital Budget to Include Project and Authorize Institutional Management

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs, the Executive Vice Chancellor for Business Affairs, and President Jenifer that the U. T. Board of Regents:

- a. Amend the FY 2002-2007 Capital Improvement Program and the FY 2002-2003 Capital Budget to include the Activity Center Expansion project at U. T. Dallas at a preliminary project cost of \$ 3,100,000 with funding from Revenue Financing System Bond Proceeds
- b. Authorize U. T. Dallas to manage the total project budgets, appoint architects, approve facility programs, prepare final plans, and award contracts associated with the Activity Center Expansion.

BACKGROUND INFORMATION

This project will be an addition of approximately 12,350 gross square feet to the existing facility and will include new administration space, athletic lockers, multi-purpose room, and size increase of the existing exercise room. The student body approved a fee increase in the Student Recreation Fee.

This repair and rehabilitation project would best be managed by the U. T. Dallas Facilities Management Personnel who have the experience and capability to manage all aspects of the work.

This off-cycle project has been approved by U. T. System staff and meets the criteria for inclusion in the Capital Improvement Program.

This project was presented to the Academic Affairs Committee and the Facilities Planning and Construction Committee in March 2003.

U. T. Arlington: Authorization to Purchase Improved Real Property Located at 202 East Border Street, Arlington, Tarrant County, Texas; Authorization to Acknowledge the Bargain Sale Status of the Transaction; Authorization to Submit a Request to the Texas Higher Education Coordinating Board for Approval; Authorization to Take All Necessary Actions to Acquire the Above Real Property; and Authorization to Execute All Documents Related Thereto

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs, the Executive Vice Chancellor for Business Affairs, and President ad interim Sorber that authorization be granted by the U. T. Board of Regents, on behalf of U. T. Arlington, to:

- a. Purchase the improved real property located at 202 East Border Street, Arlington, Tarrant County, Texas
- b. Acknowledge the bargain sale status of the transaction
- c. Submit a request to the Texas Higher Education Coordinating Board for approval of the transaction
- d. Authorize the Executive Vice Chancellor for Business Affairs or the Executive Director of Real Estate to execute all documents, instruments, and other agreements, and to take all further actions necessary to acquire the above real property.

BACKGROUND INFORMATION

U. T. Arlington wishes to purchase a commercial office building located near the campus at a bargain sale contract price of \$1,500,000. The appraised fair market value of the property is \$1,760,000. The building was constructed in 1986, and contains a gross building area of 28,263 square feet. The site contains 49,118 square feet (1.128 acres).

The building will be used to house the Arlington Technology Incubator (ATI) Project and the Office of Grants and Contracts, which currently occupies leased space in another office building in downtown Arlington. It is anticipated that a portion of the

building will generate rental income from the start-up companies working with the ATI Project.

The source of funding for the acquisition will be Unexpended Plant Funds. It is currently anticipated that a grant from the U. S. Department of Commerce will provide reimbursement for this acquisition up to \$1,400,000 in association with the ATI Project.