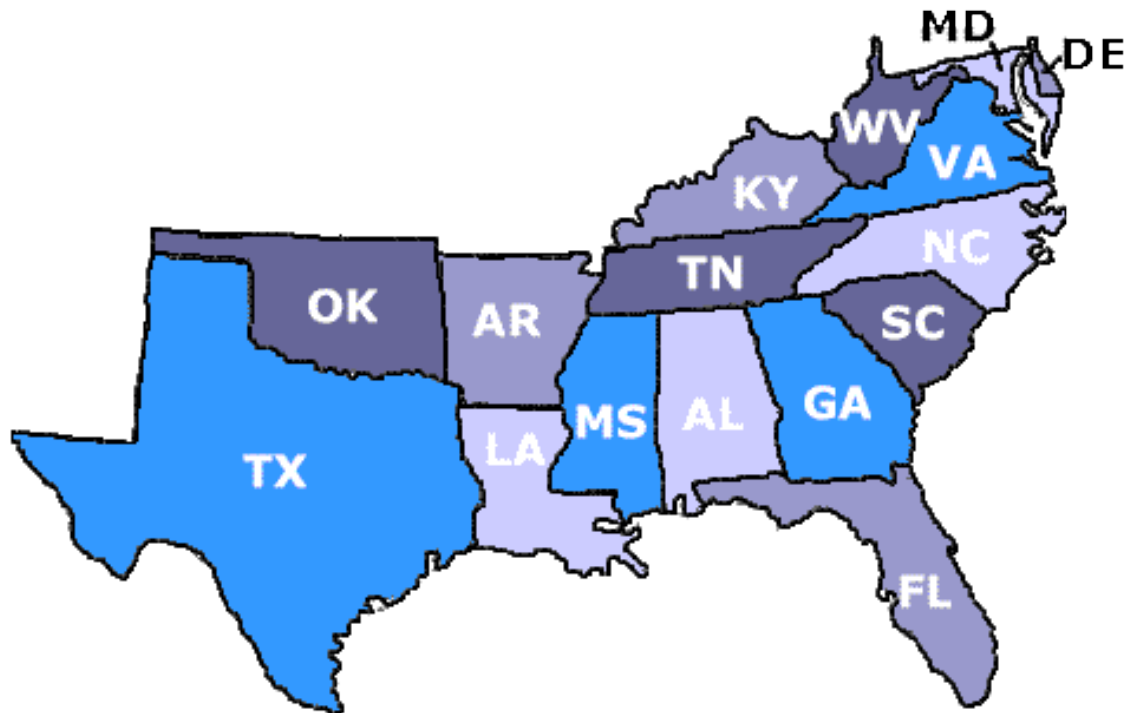
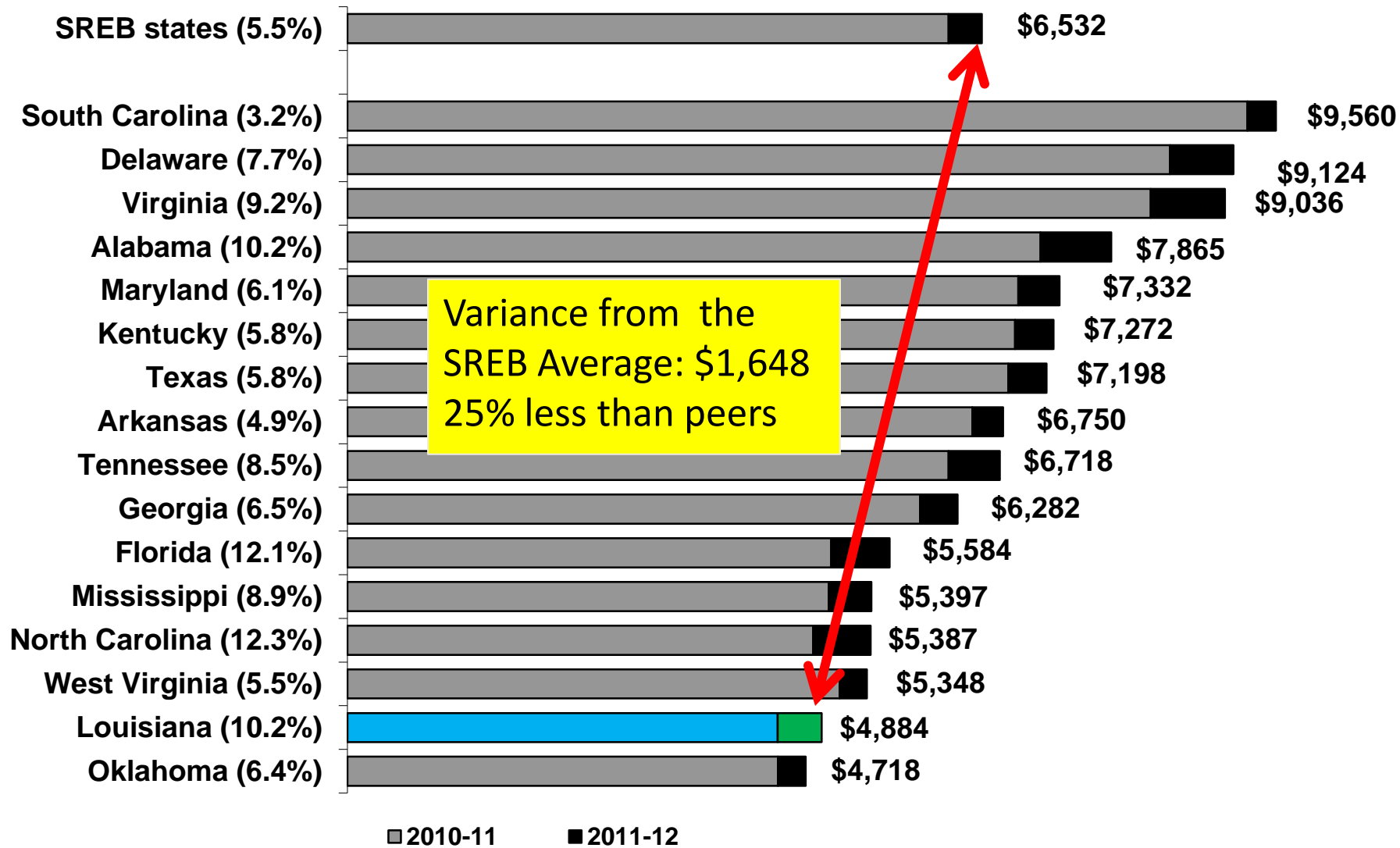


SREB

STATE DATA EXCHANGE 2011-12

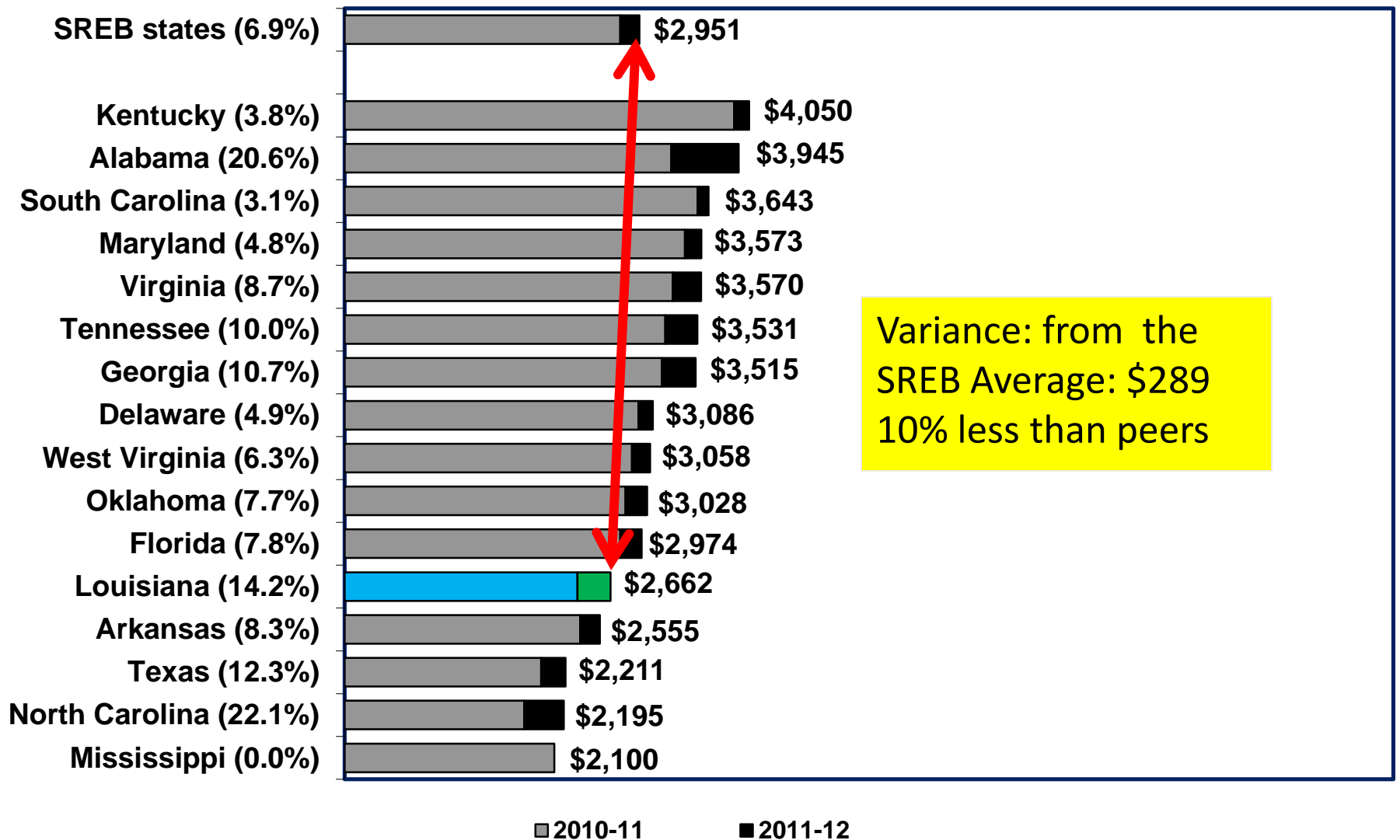


Annual Tuition and Required Fees for In-State Undergraduates, 2010-11 and 2011-12 (percent increase from 2010-11 shown in parentheses)



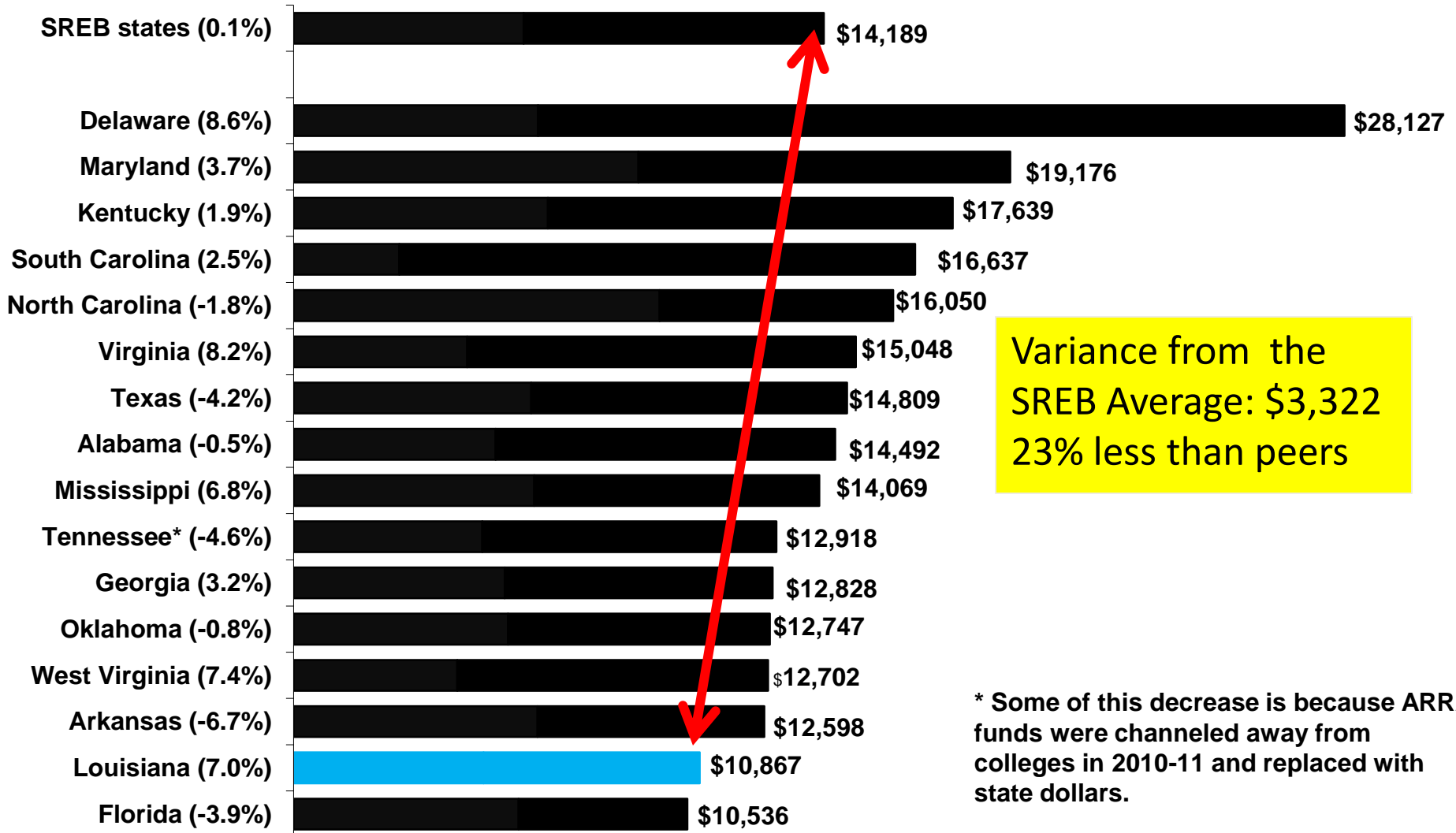
Public Four Year Colleges and Universities

**Annual Tuition and Required Fees
for In-State Undergraduates, 2010-11 and 2011-12
(percent increase from 2010-11 shown in parentheses)**



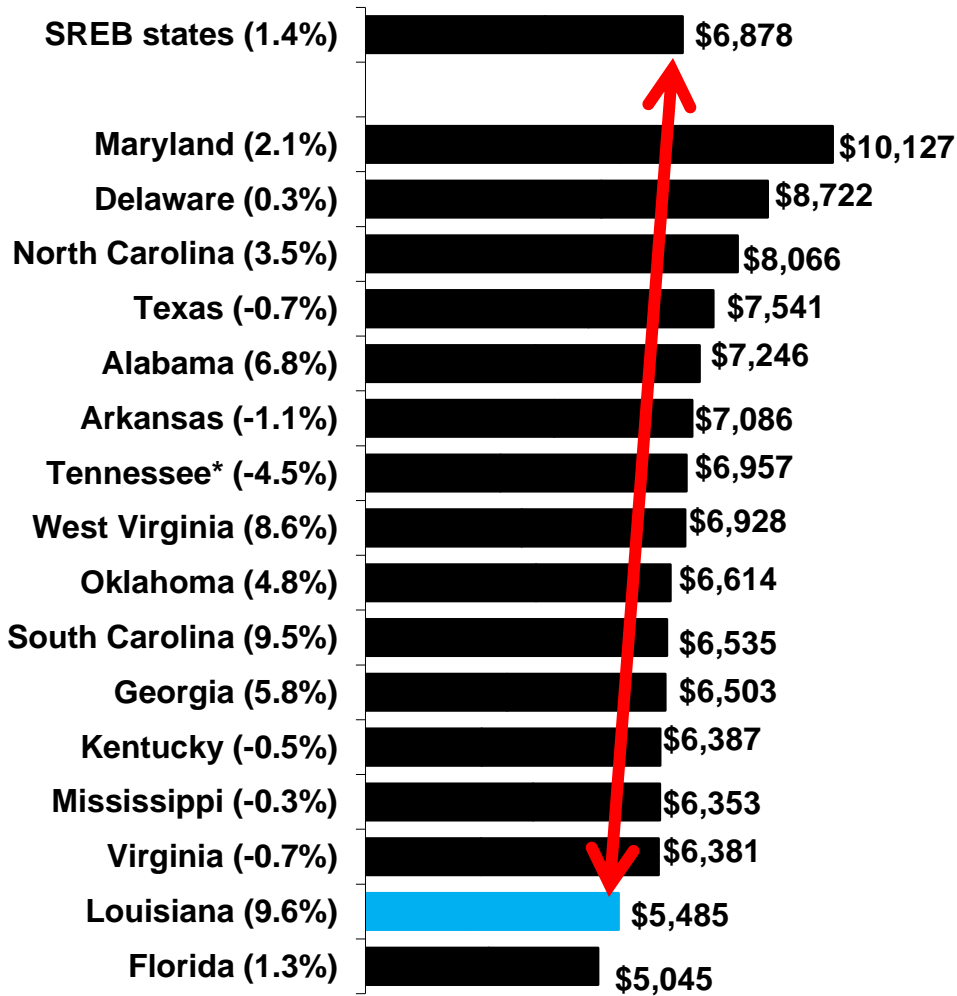
Public Two Year Colleges

Appropriations and Tuition/Fees Revenue per FTE Student, 2011-12 (change from 2010-11 shown in parentheses)



Public Four Year Colleges and Universities

Appropriations and Tuition/Fees Revenue per FTE Student, 2011-12 (change from 2010-11 shown in parentheses)

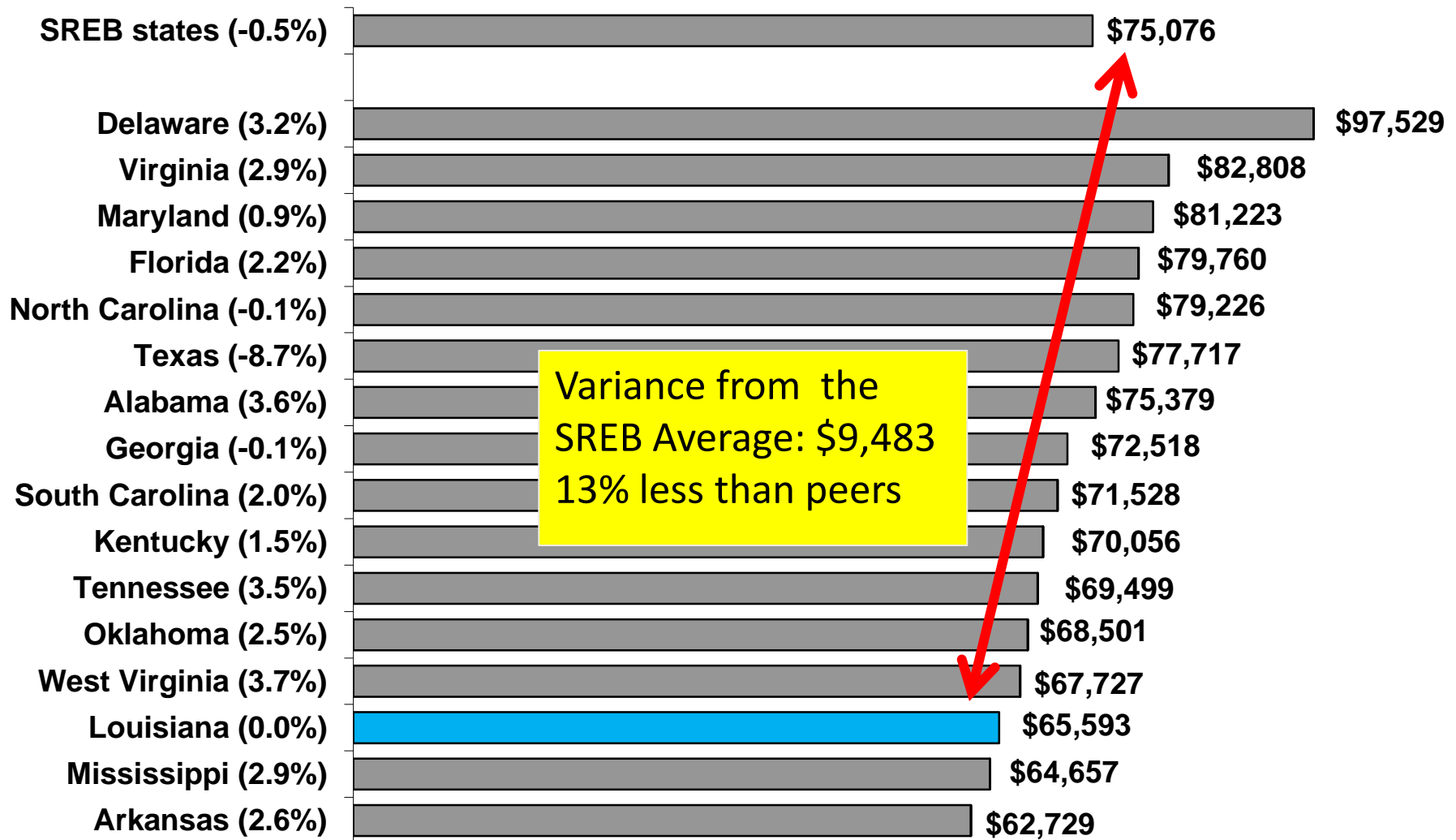


Variance from the
SREB Average: \$1,393
20% less than peers

* Some of this decrease is because ARRA funds were channeled away from colleges in 2010-11 and replaced with state dollars.

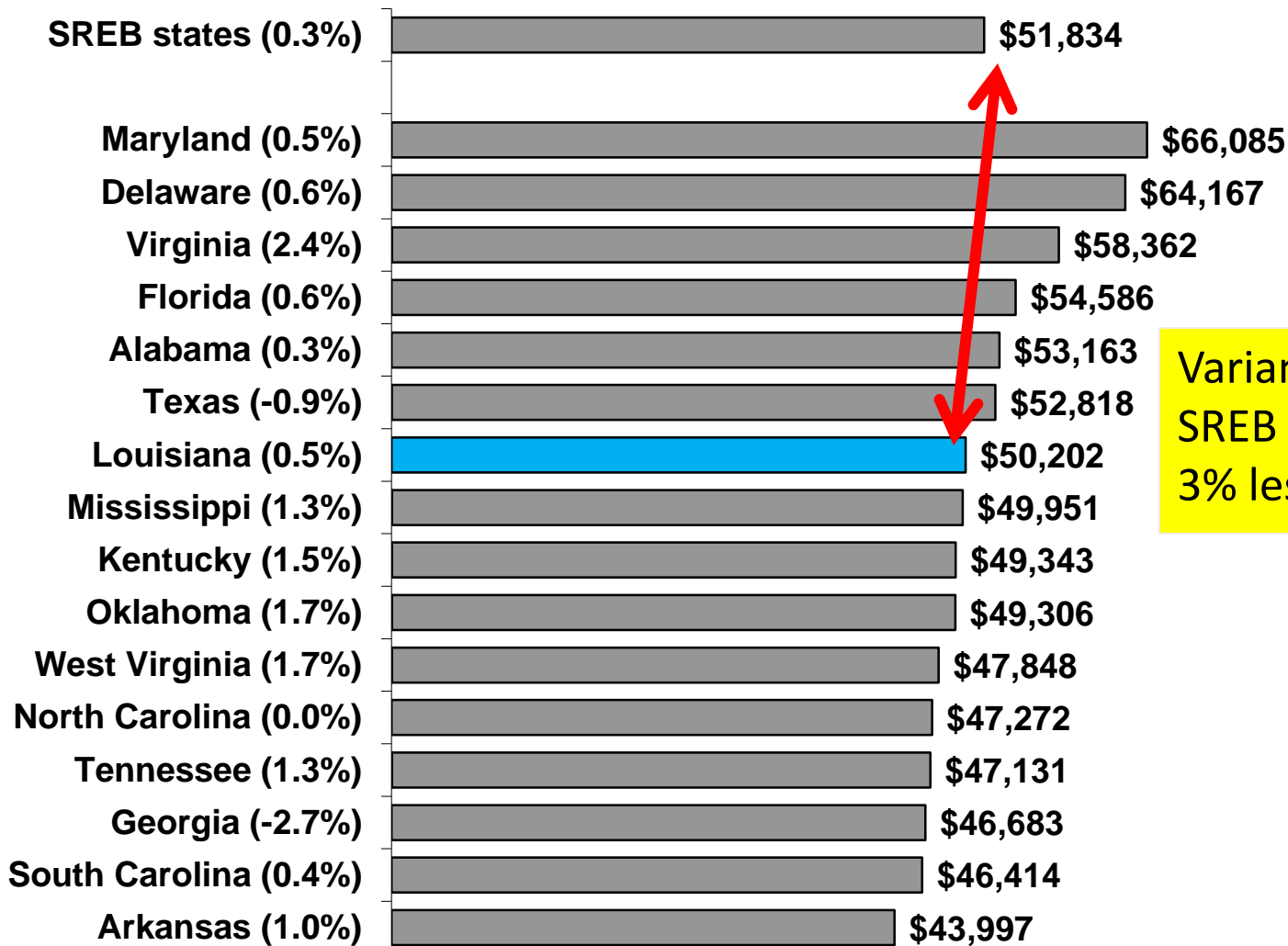
Public Two Year Colleges

All Ranks Full-Time Faculty Salaries, 2011-12 (change from 2010-11 shown in parentheses)



Public Four Year Colleges and Universities

All Ranks Full-Time Faculty Salaries, 2011-12 (change from 2010-11 shown in parentheses)



Variance from the
SREB Average: \$1,632
3% less than peers

Public Two Year Colleges

The Poaching of Top Faculty

“If you want to be nationally competitive, if you want to have top ranks, if you want to keep the best and brightest, then don’t spend all your money sitting there getting a faculty member started and once they prove to be excellent have them go somewhere else.”

– Dr. Eric J. Barron, FSU President

THE CHRONICLE of Higher Education

Friday, April 12, 2013

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Faculty

April 9, 2013

2013 AAUP Faculty Salary Survey How much 1,142 colleges paid their faculty members.

College Profiles Related articles Table of Salaries About the Data

As Public-Private Pay Gap Widens, State Universities Try to Hang On to Faculty

By Spinel Dunn

Eric J. Barron, president of Florida State University, is fighting a faculty exodus.

The university has struggled to retain good professors because it's been unable to reward them with big salary increases, or with any increases at all.

In fact, the president warned state officials last year, budget cuts have started to turn his university into a "farm team" for institutions outside the state, a place where young faculty start their careers, gain experience, and soon take their training and expertise elsewhere.

"We exceed our national ranking in every metric," Mr. Barron says. "Where do we not exceed our rank? We don't in terms of what we pay for faculty salaries and what we can invest in the academic program."

Florida State isn't the only public university hard put to find money for faculty salaries. Nationally, the gap between what public and private colleges pay their professors has only continued to grow, according to an annual report released this week by the American Association of University Professors.

During this academic year, the average salary across all faculty ranks at private colleges was \$66,771, an increase of 2.4 percent from the previous academic year. At public colleges, the average salary was \$50,578, a 1.3-percent increase.

The public-private disadvantage is greatest for full professors. At public master's-level colleges, they earn 17 percent less than do their peers at private institutions. Those at public doctoral universities earn 55 percent less than their peers at private doctoral institutions, according to the report.

Daniel J. Hurley, director of state relations and policy analysis at the American Association of State Colleges and Universities, says some public universities haven't been able to give any salary increases for the past four to five years because state budgets have remained tight.

"That conversation is certainly not happening at private institutions," he says. "Private institutions are able to recruit and pay for the top talent."

At Florida State, faculty salaries for the highest-ranked professors this academic year fell significantly below the average, according to the AAUP report. The average pay for full professors at Florida State is \$100,400, which is 11 percent less than the average for those at all public doctoral institutions.

For associate professors, the average pay at Florida State is \$76,700, which is 9 percent less than the average for all public doctoral institutions. Assistant professors, however, earn 5 percent more at Florida State than do their peers at public doctoral institutions, whose average salary is \$72,100.

"Tough to turn down"

Florida State's faculty members have been lured away by both private and public institutions, Mr. Barron says. Of the 38 professors in the College of Arts and Sciences who were offered jobs at other universities last year, Florida State was able to persuade only eight to stay.

The salary offers that professors received for jobs elsewhere were as much as \$20,000, or 25 percent, higher than their salaries on the Tallahassee, Fla., campus, Mr. Barron says.

Difference in Faculty Pay Between Public and Private Colleges Continues to Widen

How the gap has grown over the past 10 years

How faculty pay at public and private colleges differs in 2012-13

	Private colleges		Public colleges	
	Average salary	Average one-year increase	Average salary	Average one-year increase
Full professor	\$139,620	3.0%	\$110,143	1.6%
Associate professor	\$88,301	2.0%	\$78,529	1.5%
Assistant professor	\$74,664	2.3%	\$67,287	2.0%
Lecturer	\$95,530	3.3%	\$46,826	1.7%
All combined	\$66,771	2.4%	\$50,578	1.3%

Source: American Association of University Professors

Source: “Faculty Salaries Inch Up”, The Chronicle of Higher Education, April 12, 2013



The Times-Picayune

Greater New Orleans

Set your local edition to Baton Rouge

*LSU Board approves Cam
Cameron's contract; faculty
displeased with its stagnant pay.*
By Quincy Hodges, April 17, 2013

Donald McKinney, director of wind ensembles and conducting and associate professor in the school of music, said the morale has been low and hopes LSU would change to retain its faculty.... He's heading to another university at the end of the semester.

Nathan Crick, an associate professor in communication studies, echoed similar sentiments. Crick said he was sold false goods and now "it's time to return them." The professor said he's leaving LSU for Texas A&M.

“The ultimate frontier for economic development in Louisiana will be realized through the development of higher education.”

-Stephen Moret, Secretary of the Louisiana
Department of Economic Development

The state could plausibly create many more jobs (up to 400,000 per year) as newer, knowledge-based industries come in to their own.



\$14 million in funding
over next 10 years to
expand computer
science programs

Academic minor in
digital media.



LSU's relationship with EA and more recent partnership with IBM as the type of collaborations that can spark far-reaching economic growth.

RAPID RESPONSE FISCAL YEAR Fiscal Year 2013

Final - Approved For Funding 02.08.13

College	Title	Description	Certificate, Diploma, Degree or IBC	Grant Training Priorities, partners	Total Award Recommended
Bossier Parish Community College	Information Systems & Technology Training for Health Care Professionals	To bridge the gap between clinical skills and technology, Bossier Parish Community College seeks funding to launch and expand health information technology and medical training programs.	Delivers Health IT Training students with certification	Allied Health	\$77,816
LSU at Eunice	BMT/Paramedic Program	College BMT/paramedic planning team has developed an approach that will permit the institution to prepare well-trained and much needed BMTs to enter the workforce quickly.	Revamp of BMS program, provide gateway to other allied health programs	Allied Health	\$100,000
Northshore Technical Community College	Industrial Technologies and Health Sciences	This request is to support critical workforce training services in the Slidell area. These funds will support instructional activities centered on demand occupations in health sciences and industrial technologies.	Create a presence on the Northshore Slidell site for programs and services	Allied Health & Information Technology	\$460,000
River Parishes Community College	Industrial Maintenance Associate Degree program	River Parishes Community College (RPCC) seeks funding through the Rapid Response initiative to facilitate the instruction of RPCC Integrated Technology students, and the retention of workers employed in the Integrated Technologies career clusters.	Upgrades to Industrial Maintenance, Drafting, Instrumentation, Process Technology and Welding programs	Industrial Maintenance - Integrated Technology, Shell, Rubicon, Mosaic, CF Industries, Marathon, DOW, Georgia Gulf, BASF	\$475,000
South Central Louisiana Technical College-Lafourche Campus	Commercial Vehicle Operations	The trucking industry is actively entering a period of increased demand for freight transportation with predictions of a continued increase for professional truck drivers. Currently there is a high availability of jobs and employment opportunities in this field with significant growth indicators of an ongoing/continued need for certified professionals workers in this field.	Update of equipment for CDL program, faculty, TCA awards	Commercial Driving	\$250,000

College	Title	Description	Certificate, Diploma, Degree or IBC	Grant Training Priorities, partners	Total Award Recommended
South Central Louisiana Technical College-Lafourche Campus	Welding	This projected Rapid Response proposal is to better enhance the capabilities of SCLTC, Lafourche campus to provide specific training in welding skills.	Increase capacity of program, TCA awards, equipment and supplies	Oil & Gas - Welding, John Deere Thibodaux, Inc. Bollinger Shipyards, McDermott	\$100,903
South Central Louisiana Technical College-River Parishes Campus	Industrial Maintenance	Industrial Maintenance is the hands-on repair and maintenance of rotating equipment used in industrial facilities. The goals of this project are: to provide instruction for the acquisition of competencies for required courses of the Industrial Maintenance program; the opportunity to complete certifications and diplomas; to provide an increase of access to the required instruction through the provision of flexible hours; and offer at more than one location. The result of these goals will be the increased opportunity for the training of individuals for the workforce of Louisiana River Parishes region.	Increase capacity of program, Certificates, Dual Enrollment opportunities	Industrial Maintenance, Cornerstone, Nucor Steel Louisiana LLC, Marathon Petroleum Company LLC	\$120,740
South Central Louisiana Technical College-Young Memorial Campus	Welding/Shipfitting & Commercial Diving	The overall goal of this Rapid Response proposal is to expand our welding and fitting (shipbuilding) instructional capabilities to meet the growing demand of business and industry in our area and to purchase equipment for the commercial diving program in order for it to remain compliant with the requirements and mandates of its regulating authority.	Increase capacity of program, certificates and TCAs, update of equipment	Oil & Gas - Welding-Shipbuilding	\$268,441
Sowela Technical Community College	Process Technology, Industrial Instrumentation	In order to meet the high demand for trained workers within Region 5 and the surrounding areas, Sowela and the Calcasieu Parish School System have entered into a partnership to expand career pathways in Process Technology and Industrial Instrumentation through dual enrollment opportunities.	Increase capacity, dual enrollment opportunities	Oil & Gas - Process Technology, Calcasieu Parish School System	\$300,000
Sowela Technical Community College	Building a Non-Credit Machine Tool Technology Program in Southwest Louisiana	Sowela Technical College is committed to serving the educational and training needs of Southwest Louisiana in building a 21st century workforce. With collaboration from industry, Sowela is working to modify our former "for credit" Machinist curriculums into a noncredit program to meet an immediate need for entry level machinist.	Develop Non-credit Machine and Tool program, provide equipment	Other Regional Needs - Sasol, Machinist, Cheniere Energy	\$816,500
Baton Rouge Community College	Industrial Maintenance and Analyzer Tech Training Programs	The proposal facilitates industrial maintenance and analyzer tech training programs to the Greater Baton Rouge Area. College will provide advanced training in high growth markets of the industrial sector. This advanced training will focus on the training needs of the unemployed, underemployed, and/or veterans seeking to improve their careers.	NCCER Curriculum, Industrial Maintenance E&I Level One, Two, Three, Four, Analyzer Tech, IBC's earned	Industrial Maintenance, Manufacturing- ISC Group, Triad Electric, Brock Group, Turner Industries	\$215,000

College	Title	Description	Certificate, Diploma, Degree or IBC	Grant Training Priorities, partners	Total Award Recommended
Bossier Parish Community College	Manufacturing	Collaboration with Benteler Steel and LA Fast Start.		Other Regional Needs: Advanced Manufacturing	\$1,000,000
Capital Area Technical College	Construction Programs	College is proposing to offer training in the following crafts: Welding, Machinist, and Heavy Equipment/Crane Operations.	NCCER Curriculum, Welding, Heavy Construction, Crane Operator Level 1, 2, 3	Industrial/Maintenance Construction: Welding, Machining, Heavy Equipment/Crane Operations	\$230,000
Central Louisiana Technical Community College	Manufacturing	The funding will facilitate a proactive approach to responding to business and industry demands for a skilled workforce.		Other Regional Needs: Advanced Manufacturing	\$500,000
Central Louisiana Technical Community College	Industrial Maintenance (Manufacturing)	Industrial Manufacturing Technology, Welding, Fabrication, and supporting programs in Alexandria & Jena Areas	Welding, NCCER, C4M	Industrial Maintenance/Construction	\$350,000
Delgado Community College	Advanced Manufacturing	This proposal seeks funding to compliment funds received for the Advanced Manufacturing Center of Excellence. The funding will facilitate a proactive approach to responding to business and industry demands for a skilled workforce.	Establish Center of Excellence, to serve Region, leads to Certificate of Technical Studies	Advanced Manufacturing, Huntington Ingalls	\$650,000
Delgado Community College	Culinary Arts and Hospitality Management	This proposal seeks funding to supplement the cost of developing the high demand workforce training programs in Culinary Arts and Hospitality. The training program will lead to an Associate of Applied Science in Hospitality with concentrations in Gaming & Security, Beverage Management, Event Management and Sports & Entertainment Management. The Culinary Arts program will offer a post graduate certificate (the equivalent of an AAS) for a Certified Executive Chef.	Establish Center of Excellence, to serve Region, leads to Certificates and AAS; Nat'l Assn. of Food Manufacturers invest \$500,000;	Other Regional Needs - Culinary Arts & Hospitality	\$450,000
Delgado Community College	Deep Water Instrumentation and Control Technology	Deep Water Development Systems: Proposal creates the development of technologies used in exploration and for production of oil and natural gas, new concepts in deep water systems and facilities have made ultra-deep water projects a reality. The new cutting edge technologies have created a need for highly qualified, talented Instrumentation & Control Technicians who are safety conscious as well as technically proficient and able to handle the rigors of deep water environments.	Establish new program that leads to AAS- Deepwater Instrumentation & Control Technician	Oil and Gas Industry, LCA, LA PTEC Advisory Board, Governors Office Workforce Commission, Career Builders, Board of Regents, Dept. of Economic Development	\$450,000

College	Title	Description	Certificate, Diploma, Degree or IBC	Grant Training Priorities, partners	Total Award Recommended
Delgado Community College	Fast-Track Digital Media Technologies Program	This proposal seeks funding to supplement the cost of developing accelerated learning opportunities for training in Digital Media Technologies. The proposed funding will increase opportunities for displaced and entry-level workers using new fast-track options for completing courses and curricula.	New Curriculum, Certificates IBC's, and Degrees in Digital Media Fields	Digital Media, GNO Inc. Part of \$14.7 million TAACCCT grant	\$335,000
Delgado Community College	Industrial Maintenance (Manufacturing)	The goal is to expand capacity of the welding and fitting (shipbuilding, oil and gas, etc.) instructional capabilities to meet the growing demand of business and industry.	Increase capacity of program, NC CER, equipment and supplies	Shipbuilding - Welding, Bollinger Shipyards, Marine Fabrication	\$230,000
Fletcher Technical Community College	Industrial Maintenance (Manufacturing)	The goal is to expand capacity of the welding and fitting (shipbuilding, oil and gas, etc.) instructional capabilities to meet the growing demand of business and industry.	Increase capacity of program, NC CER, equipment and supplies	Industrial Maintenance/Construction - Welding, Bollinger Shipyards, McDermott	\$120,000
Louisiana Delta Community College-Eastgate Site	Industrial Maintenance Technology	This initiative will establish an American Welding Society(AWS)testing site at LDCC, home based at the West Monroe Campus, using existing facilities and managed by currently employed Welding Department instructors. The primary goals of the LDCC Testing Site are: Test and certify Welding Program students leaving the college and entering the workforce, and generate revenue for the AWS Testing Site and the College through provision of services to external businesses.	Establish Welding test site and conduct 1350 tests over 3 years. No test center in area and only 2 in state, would be only program in the Region	Industrial Maintenance/Construction Welding	\$247,000
Northwest Louisiana Technical College	Industrial Maintenance	College is requesting Rapid Response funding in the categories of Industrial Maintenance/Construction and Commercial Driving. Priorities and areas of focus will include promoting partnerships between two or more colleges, quality job wage, high demand careers, and initiatives that create efficiency within educational partners.	Industrial Maintenance, Construction, Commercial Driving	Industrial Maintenance/Construction, Commercial Driving	\$375,600
All		ABE, AD, JFF Grant Match			\$1,888,000
				TOTAL	\$7,040,600