

The University of Texas System

**Accountability and Performance Report
2003-2004**

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II. Teaching, Research, and Health Care Excellence

Values

- Pursuing excellence and innovation in the discovery, dissemination, integration, and application of knowledge for the benefit of the individual and of society.
- Providing high-quality educational programs, informed by research and clinical practice, to its undergraduate, graduate, and professional students.
- Providing leadership, as well as scholarship, in health-related, academic, and professional fields.

Goals

- Exceed national and international benchmarks in research and education in academic, professional, and health care fields.
- Excel in the diagnosis, treatment, and prevention of disease and in health promotion.
- Integrate new discoveries with existing knowledge in outstanding educational programs to impart to students competencies, compassion, and the ability to engage in lifelong learning.
- Integrate new discoveries with existing knowledge to provide excellent and compassionate patient care.

Priorities

- Increase success in securing sponsored funding.
- Recruit and retain a dedicated and diverse faculty and staff of the highest caliber, characterized by integrity, credibility, and competency, and recognized for exemplary performance, productivity, and vision.
- Enhance academic programs and create new programs as needed regionally or in the state for continued excellence.

System Research Funding Trends 1999-2003

Table II-1

**Total U. T. System Research and Research-Related Expenses
1999-2003**

	(\$ in millions)				
	FY 99	FY 00	FY 01	FY 02	FY 03
Academic	\$ 331.2	\$ 368.3	\$ 405.1	\$ 459.8	\$ 480.9
Health-Related	594.1	675.9	758.7	896.8	969.4
Total	\$925.3	\$1,044.2	\$1,163.8	\$1,356.6	\$1,450.3

Source: "Survey of Research Expenditures," Texas Higher Education Coordinating Board

- In 2003, U. T. System health-related and academic institutions together generated research and research-related expenses totaling over \$1.45 billion. In the four-year period between FY 1999 and 2003, this total has increased by 57 percent, and reflects an average annual increase of 14.2 percent.
- Health-related institutions generate approximately two-thirds of total U. T. System research and research-related expenses.

Figure II-1

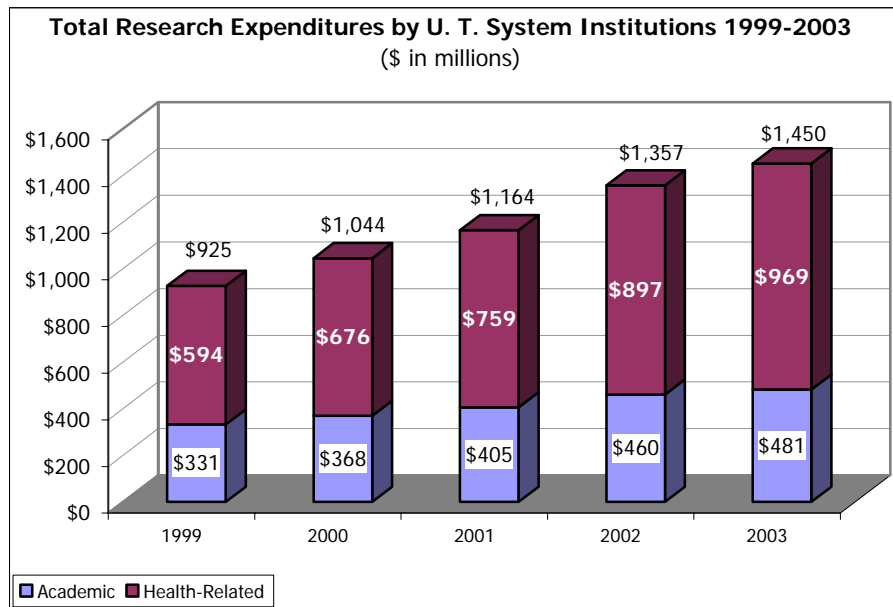
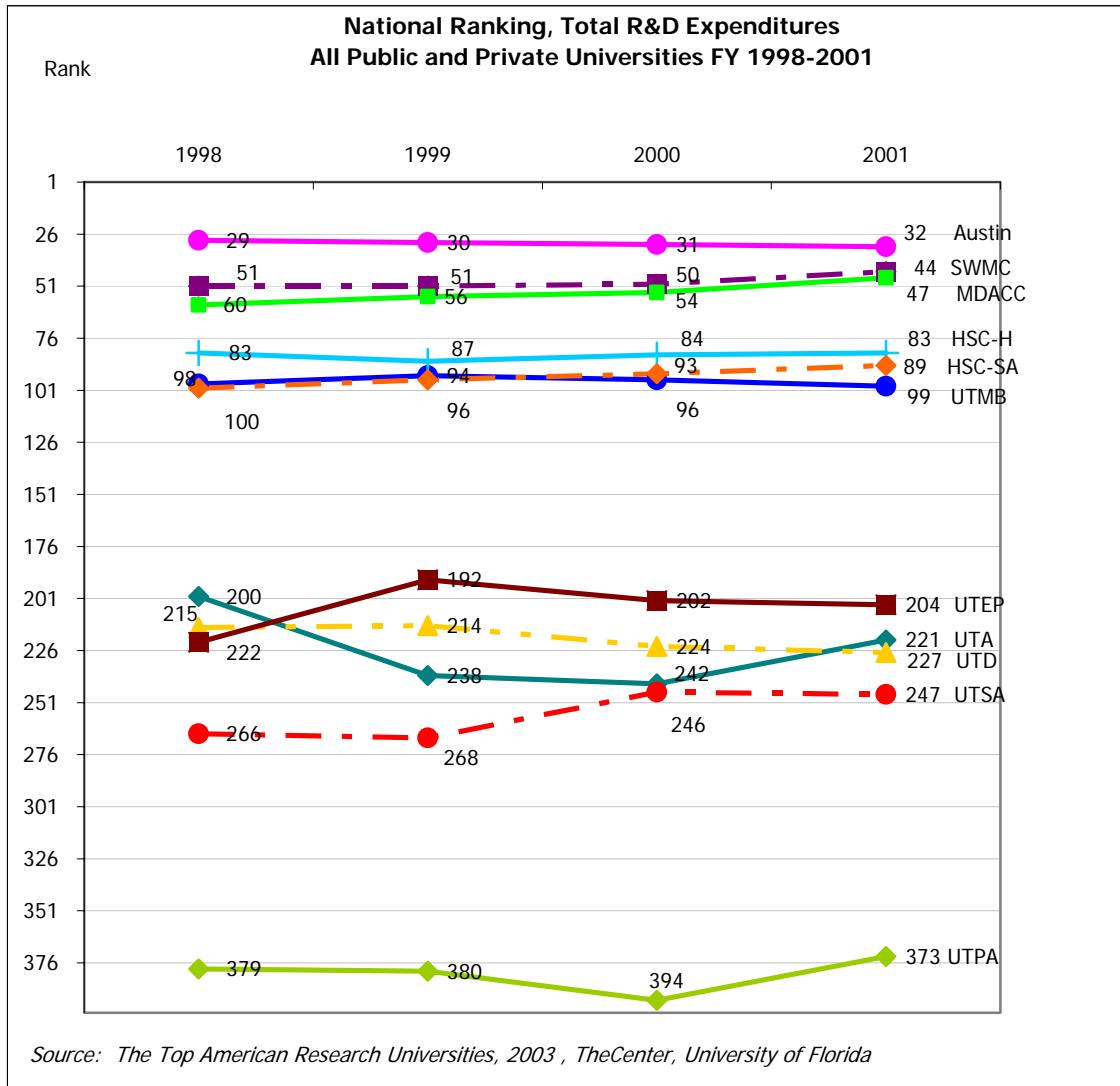


Figure II-2



- U. T. System institutions rank highly in terms of total research and development expenditures. The most recent ranking, based on an annual National Science Foundation Survey, covers the period FY 1998 to FY 2001, and included 625 public and private research universities.
- For the period FY 1998 to FY 2001, the total R&D expenditures of three U. T. System institutions (Austin, Southwestern Medical Center, and M. D. Anderson Cancer Center) have been in the top 50 public and private universities.
- Three U. T. System institutions have been in the top 51 to 100 (Health Science Center-Houston, Health Science Center-San Antonio, and Medical Branch at Galveston).
- Four U. T. System academic institutions (El Paso, Arlington, Dallas, and San Antonio) have been in the top 204 to 247; and one (Pan American) has been in the top 375.

II. Teaching, Research, and Health Care Excellence: U. T. Academic Institutions

Academic Institution Research Funding Trends 1999-2003

- In 2003, U. T. academic institutions' research and research-related expenditures totaled \$480.9 million, a 4.6 percent increase over the previous year. Between 1999 and 2003, research and research-related expenditures have averaged an 11.3 percent annual increase.
- Among Texas institutions, U. T. Austin ranks second in research and development expenditures. In 2002, U. T. academic institutions' expenditures comprised 23 percent of the total of Texas public institution research and research-related expenditures in 2002 of \$2.044 billion.

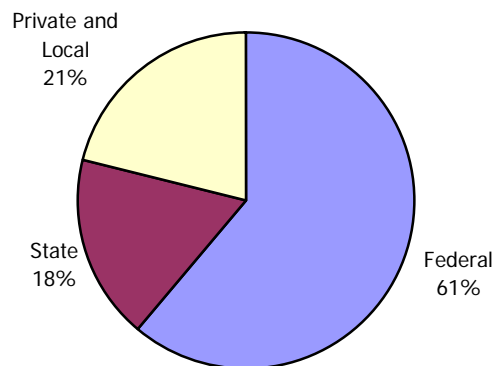
Table II-2

Sponsored (Externally Funded) Research Expenditures by Source 2003 U. T. Academic Institutions					
	Federal	State	Private	Local	Total
Arlington	\$ 7,993,576	\$ 12,556,981	\$ 2,645,986	\$ 118,395	\$ 23,314,938
Austin	240,537,689	50,660,045	53,628,387	31,577,530	376,403,651
Brownsville	1,011,353	--	293,490	253,463	1,558,306
Dallas	14,432,841	10,547,623	5,806,908	1,759,769	32,547,141
El Paso	17,022,000	7,857,281	1,674,207	1,293,664	27,847,152
Pan American	1,895,223	1,094,378	175,519	28,299	3,193,419
Permian Basin	166,777	661,768	35,837	253,802	1,118,184
San Antonio	10,049,314	3,057,841	978,205	462,372	14,547,732
Tyler	174,362	141,650	89,655	5,608	411,275
Total	\$293,283,135	\$ 86,577,567	\$ 65,328,194	\$35,752,902	\$480,941,798

Source: "Survey of Research Expenditures," Texas Higher Education Coordinating Board

Figure II-3

Sources of Research Support 2003



- The federal government provides the majority of research and research-related funding – 61 percent.
- Private and local sources together provide the next largest proportion – 21 percent.
- Eighteen percent of research funds expended in 2003 came from state sources.

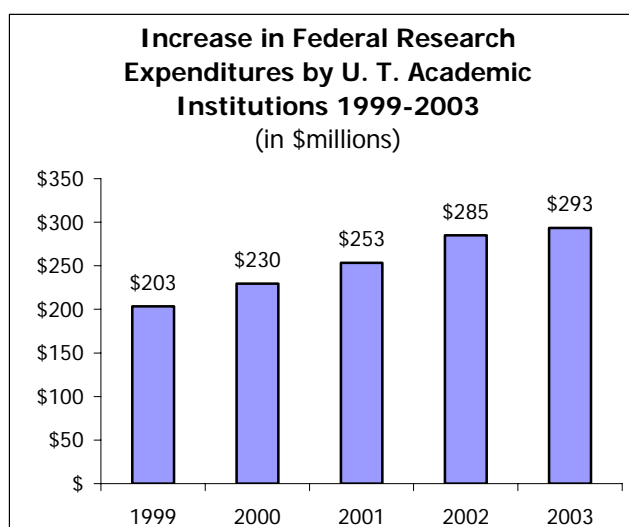
Table II-3

Federal Research Expenditures by U. T. Academic Institutions

	FY 99	FY 00	FY 01	FY 02	FY 03	% Change FY 02-03	% Change FY 99-03
Arlington	\$ 6,289,004	\$ 5,242,897	\$ 9,224,210	\$ 7,923,657	\$ 7,993,576	0.9%	27.1%
Austin	159,245,664	185,190,446	202,440,085	235,436,101	240,537,689	2.2	51.0
Brownsville	21,857	241,980	602,856	896,646	1,011,353	12.8	4,527.1
Dallas	7,192,600	7,049,617	8,781,295	11,815,490	14,432,841	22.2	100.7
El Paso	23,871,117	22,972,030	22,872,682	19,796,441	17,022,000	-14.0	-28.7
Pan American	1,077,255	1,149,325	1,324,426	1,394,780	1,895,223	35.9	75.9
Permian Basin	155,219	233,075	147,629	138,194	166,777	20.7	7.4
San Antonio	5,480,519	7,421,650	8,032,790	7,641,990	10,049,314	31.5	83.4
Tyler	22,519	63,307	66,827	67,617	174,362	157.9	674.3
Total	\$203,355,754	\$229,564,327	\$253,492,800	\$285,110,916	\$293,283,135	2.9%	44.2%

Source: "Survey of Research Expenditures," Texas Higher Education Coordinating Board

Figure II-4



- The federal government provides the largest proportion (61 percent) of research and research-related funding to academic institutions.
- Between 1999 and 2003, federal research expenditures for all academic institutions increased by 44.2 percent.
- Continued increases in these funds are critical to the success of the academic institutions in the U. T. System.

Table II-4

**Appropriated Research Funds as a Percentage of Sponsored Research Funds
U. T. Academic Institutions**

	FY 00			FY 02		
	Sponsored Research Funds	Appropriated Research Funds	Percent Approp. Research	Sponsored Research Funds	Appropriated Research Funds	Percent Approp. Research
Arlington	\$ 14,552,315	\$ 1,825,604	13%	\$ 21,072,964	\$ 2,561,199	12%
Austin	295,901,287	12,119,570	4	366,355,359	12,630,501	3
Brownsville	299,359	63,097	21	1,286,638	0	0
Dallas	15,923,269	1,516,610	10	27,444,057	1,702,442	6
El Paso	27,784,046	381,069	1	27,328,772	424,756	2
Pan American	2,175,562	400,157	18	2,605,758	218,331	8
Permian Basin	811,973	0	0	980,905	175,000	18
San Antonio	10,613,082	109,800	1	12,402,017	98,000	1
Tyler	210,747	0	0	375,821	0	0
Total	\$368,271,640	\$16,415,907	4%	\$459,852,291	\$17,810,229	4%

Source: THECB "Survey of Research Expenditures" and "Report of Awards – Advanced Program/Advanced Technology Programs"

- Research funds are appropriated in the first year of each biennium. This measure reflects just the most recent two biennial cycles.
- This measure compares state appropriations for research with each institution's total sponsored research funding. State appropriations for research represent a comparatively small, but important, source of support at each institution, averaging four percent for academic institutions.

Faculty Holding Extramural Grants

- The number and percentage of faculty holding grants provides another measure of productivity which emphasizes success in obtaining an award, rather than the size of the award (Table II-5, next page). This is relevant particularly in humanities, arts, and some social sciences, where the number and size of grants is comparatively small.
- This measure includes extramural grants from all sources and of all types and is, therefore, broader than measures that address sponsored research activities.
- Many faculty hold more than one grant per year, either as principle investigators, or as co-investigators. This productivity is reflected in the "total number of grants" rows.

Table II-5

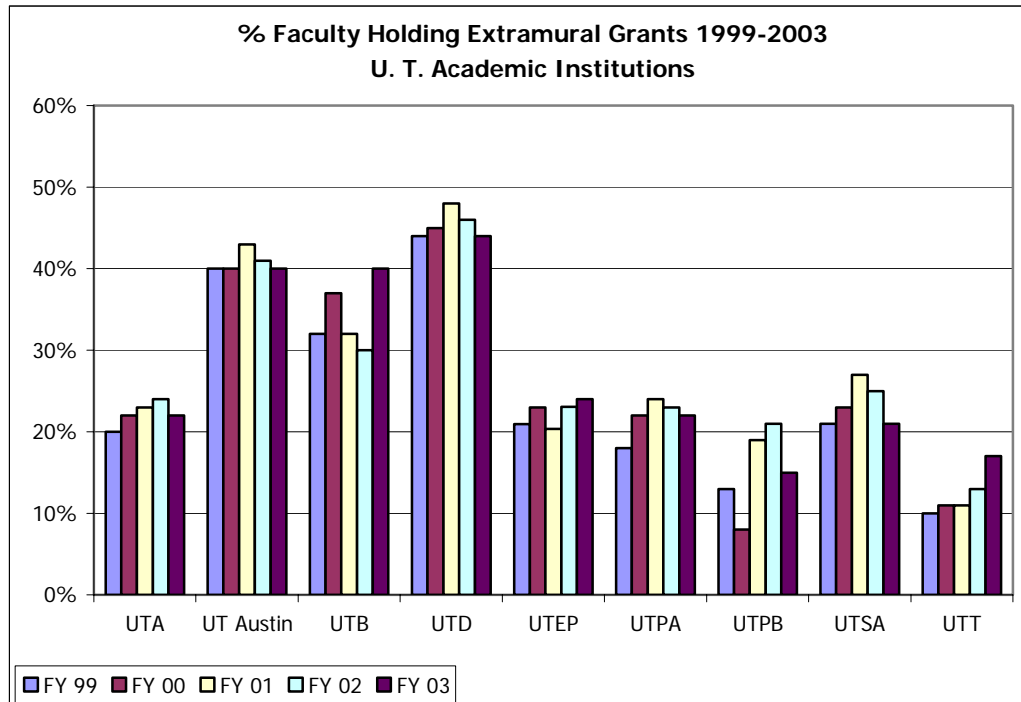
Faculty Holding Extramural Grants – U. T. Academic Institutions

		FY 99	FY 00	FY 01	FY 02	FY 03
Arlington	# grants	159	168	164	210	183
	# T/TT faculty holding grants	96	106	105	114	108
	# FTE T/TT faculty	491	482	463	476	482
	% T/TT faculty holding grants	20%	22%	23%	24%	22%
Austin	# grants	2,210	2,336	2,332	2,285	2,476
	# T/TT faculty holding grants	644	620	640	630	649
	# FTE T/TT faculty	1,619	1,547	1,506	1,551	1,608
	% T/TT faculty holding grants	40%	40%	42%	41%	40%
Brownsville	# grants	19	26	34	36	47
	# T/TT faculty holding grants	19	26	34	36	47
	# FTE T/TT faculty	59	70	107	119	119
	% T/TT faculty holding grants	32%	37%	32%	30%	39%
Dallas	# grants	171	185	246	212	218
	# T/TT faculty holding grants	102	109	121	111	112
	# FTE T/TT faculty	234	240	250	242	254
	% T/TT faculty holding grants	44%	45%	48%	46%	44%
El Paso	# grants	252	264	229	244	180
	# T/TT faculty holding grants	83	86	77	89	97
	# FTE T/TT faculty	397	374	378	386	404
	% T/TT faculty holding grants	21%	23%	20%	23%	24%
Pan American	# grants	97	117	131	132	130
	# T/TT faculty holding grants	52	60	67	71	73
	# FTE T/TT faculty	285	270	282	312	332
	% T/TT faculty holding grants	18%	22%	24%	23%	22%
Permian Basin	# grants	8	8	19	28	15
	# T/TT faculty holding grants	8	5	13	15	11
	# FTE T/TT faculty	60	64	67	72	74
	% T/TT faculty holding grants	13%	8%	19%	21%	15%
San Antonio	# grants	122	164	162	202	156
	# T/TT faculty holding grants	56	66	75	83	86
	# FTE T/TT faculty	271	287	281	338	403
	% T/TT faculty holding grants	21%	23%	27%	25%	21%
Tyler	# grants	21	19	22	29	39
	# T/TT faculty holding grants	12	13	14	17	25
	# FTE T/TT faculty	119	120	126	133	146
	% T/TT faculty holding grants	10%	11%	11%	13%	17%

Source: U. T. System Academic Institutions; THECB for FTE faculty

- For some institutions, including U. T. Arlington, U. T. Brownsville, U. T. El Paso, U. T. Pan American, and U. T. Tyler, the proportion of faculty holding grants has increased gradually over the past five years.
- For others, the proportion increased through FY 2000-01, and then decreased roughly to the FY 1999 level.

Figure II-5



Research Expenditures per FTE Faculty — Academic Institutions

- The ratio of research and research-related expenditures to FTE faculty largely reflects the size of each campus.
- Within that context, this measure also serves as a general indicator of research productivity for each institution.

Table II-6

Sponsored Research Expenditures per FTE Tenure/Tenure-Track Faculty — U. T. Academic Institutions FY 1999 -2003

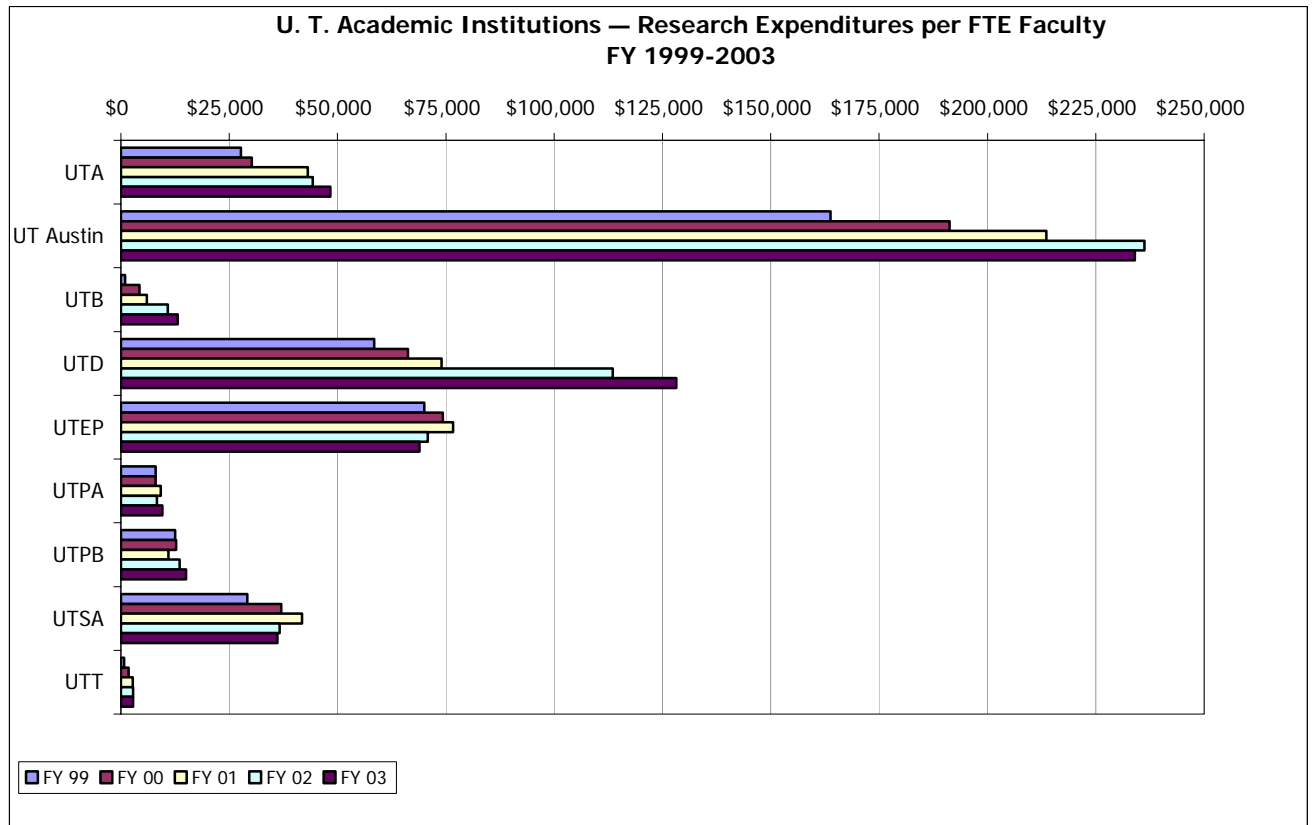
	FY 99			FY 00			FY 01		
	Sponsored Research Expenditures	FTE T/TT Faculty	Ratio Exp Amt/ FTE T/TT Faculty	Sponsored Research Expenditures	FTE T/TT Faculty	Ratio Exp Amt/ FTE T/TT Faculty	Sponsored Research Expenditures	FTE T/TT Faculty	Ratio Exp Amt/ FTE T/TT Faculty
Arlington	\$ 13,589,868	491	\$ 27,678	\$ 14,552,315	482	\$ 30,192	\$ 19,966,034	463	\$ 43,123
Austin	265,121,992	1,619	163,757	295,901,287	1,547	191,274	321,580,736	1,506	213,533
Brownsville	56,104	59	951	299,359	70	4,277	635,365	107	5,938
Dallas	13,676,687	234	58,447	15,923,269	240	66,347	18,531,582	250	74,126
El Paso	27,754,726	397	69,911	27,784,046	374	74,289	29,003,608	378	76,729
Pan American	2,296,623	285	8,058	2,175,562	270	8,058	2,601,598	282	9,226
Permian Basin	752,051	60	12,534	811,973	64	12,687	737,853	67	11,013
San Antonio	7,914,116	271	29,203	10,613,082	287	36,979	11,751,323	281	41,820
Tyler	88,011	119	740	210,747	120	1,756	342,206	126	2,716

	FY 02			FY 03		
	Sponsored Research Expenditures	FTE T/TT Faculty	Ratio Exp Amt/ FTE T/TT Faculty	Sponsored Research Expenditures	FTE T/TT Faculty	Ratio Exp Amt/ FTE T/TT Faculty
Arlington	\$ 21,072,964	476	\$ 44,271	\$ 23,314,938	482	\$ 48,371
Austin	366,355,359	1,551	236,206	376,403,651	1,608	234,082
Brownsville	1,286,638	119	10,812	1,558,306	119	13,095
Dallas	27,444,057	242	113,405	32,547,141	254	128,138
El Paso	27,328,772	386	70,800	27,847,152	404	68,929
Pan American	2,605,758	312	8,352	3,193,419	332	9,619
Permian Basin	980,905	72	13,624	1,118,184	74	15,111
San Antonio	12,402,017	338	36,692	14,547,732	403	36,099
Tyler	375,821	133	2,826	411,275	146	2,817

Source: Sponsored Research Expenditures from 1999-2003 Survey of Research Expenditures Submitted to the Texas Higher Education Coordinating Board; these include indirect costs and pass-throughs to institutions. FTE faculty from THECB.

- Over the past five years, this ratio has increased at most academic institutions, with greater proportionate growth at U. T. Arlington, U. T. Austin, U. T. Brownsville, U. T. Dallas, U. T. San Antonio, and U. T. Tyler.

Figure II-6



Private Funding

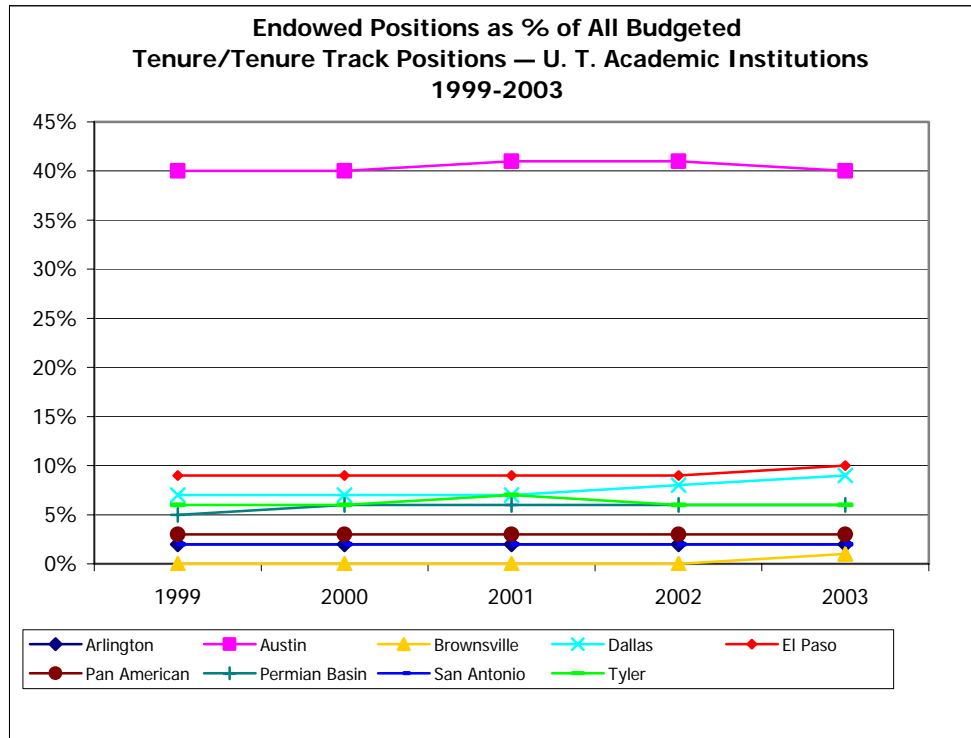
Table II-7

Endowed Faculty Positions – U. T. Academic Institutions		FY 99	FY 00	FY 01	FY 02	FY 03
Arlington	Total Budgeted Endowed Professorships and Chairs	10	10	10	12	12
	Number Filled	6	5	5	7	7
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	2%	2%	2%	2%	2%
Austin	Total Budgeted Endowed Professorships and Chairs	697	705	715	725	731
	Number Filled	511	510	540	565	590
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	40%	40%	41%	41%	40%
Brownsville	Total Budgeted Endowed Professorships and Chairs	--	--	--	--	3
	Number Filled	--	--	--	--	2
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	--	--	--	--	1%
Dallas	Total Budgeted Endowed Professorships and Chairs	20	20	20	23	29
	Number Filled	20	20	20	23	29
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	7%	7%	7%	8%	9%
El Paso	Total Budgeted Endowed Professorships and Chairs	37	37	38	38	44
	Number Filled	29	31	29	26	38
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	9%	9%	9%	9%	10%
Pan American	Total Budgeted Endowed Professorships and Chairs	8	8	8	8	8
	Number Filled	2	2	2	2	2
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	3%	3%	3%	3%	3%
Permian Basin	Total Budgeted Endowed Professorships and Chairs	4	5	5	5	5
	Number Filled	4	4	5	5	4
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	5%	6%	6%	6%	6%
San Antonio	Total Budgeted Endowed Professorships and Chairs	8	8	9	10	11
	Number Filled	6	7	6	6	6
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	2%	2%	2%	2%	2%
Tyler	Total Budgeted Endowed Professorships and Chairs	7	8	9	9	9
	Number Filled	7	6	6	7	7
	% of Total Budgeted Tenure/Tenure-Track Positions Endowed	6%	6%	7%	6%	6%

Source: U. T. System Academic Institutions

- Endowed professorships and chairs significantly supplement the faculty positions that institutions are able to support with state appropriations, tuition, grants, and other sources of funding.
- Endowed positions help institutions compete for, recruit, and retain top faculty. These hires, in turn, help institutions achieve excellence in targeted fields.
- Over the period FY 1999-2003, U. T. institutions have increased the number of endowed positions by an average of 21 percent.
- These endowments reflect the specific fundraising environment for each institution, which are influenced by local and regional economic conditions.
- With the addition of U. T. Brownsville's three positions in 2003, every U. T. institution now has endowed positions.
- The majority of these positions are filled each year. Open positions provide flexibility or reflect the timing of making academic hires in a highly competitive environment. The openings may result from such situations as retirements, deaths, declined offers, or other circumstances that arise in a given academic year.

Figure II-7



Faculty Awards and Honors

- The faculty of the U. T. System receives a wide range of honors and awards. Those listed here are perpetual, lifetime awards received by faculty members on or before September 1, 2003.

Table II-8

Cumulative Honors – U. T. Academic Institutions

	Total	UTA	UT Austin	UTD
Nobel Prize	3		2	1
Pulitzer Prize	1		1	
National Academy of Sciences	19		17	2
National Academy of Engineering	45		44	1
American Academy of Arts and Sciences	35		34	1
American Law Institute	23		23	
American Academy of Nursing	22	9	13	

Source: U. T. System Academic Institutions

- Faculty at U. T. academic institutions receive many other prestigious awards, honors, prizes, and professional recognitions. Additional information on specific honors is available upon request from individual institutions.
- Noteworthy awards received in 2002-2003 are listed below.

Table II-9

Faculty Awards Received in 2002-03 – U. T. Academic Institutions

	UTA	UT Austin	UTD	UTEP	UTPA	UTPB	UTT
National Academy of Sciences			1				
National Academy of Engineering		1	2				
American Academy of Arts & Sciences		3					
American Academy of Nursing	4						
American Council of Learned Societies Fellows		2					
Cottrell Scholars							
Fulbright American Scholars	1	4			1		
Getty Scholars in Residence							
Guggenheim Fellows		1					
National Institutes of Health (NIH) MERIT		1					
Outstanding Investigator Awards		4					
NSF CAREER awards (excluding those who are also PECASE winners)		1	1	2			
Sloan Research Fellows	1	3					
Charles Coolidge Marketing Research Award, Assn. For Logic Programming Exec. Comm.			1				
Spinu Hanet Mathematics Prize			1				
Romanian Academy of Sciences			1				
American Society of Mechanical Engineers	1						
NEH Summer Stipend	1						
Fellow, American Assn of Colleges of Nursing Leadership for Academic Nursing							1
2002, 2003 Outstanding Educator Award American Accounting Association, Southwest Region,							1
2003 Outstanding Educator Award, Academy of Management, Southwest Region						1	

Source: U. T. System Academic Institutions

Technology Transfer – System Overview

Table II-10

Aggregate U. T. System Technology Transfer

Total New Invention Disclosures		Total Patents Issued		Total Licenses & Options Executed		Public Start-up Companies Formed		Total Net Revenue Received from Intellectual Property*	
<u>2001</u>	<u>2002</u>	<u>2001</u>	<u>2002</u>	<u>2001</u>	<u>2002</u>	<u>2001</u>	<u>2002</u>	<u>2001</u>	<u>2002</u>
455	474	99	101	109	97	18	16	\$13,751,680	\$13,762,204

Source: Texas Higher Education Coordinating Board Technology Development and Transfer Survey.

- According to the U.S. Patent and Trademark Office, when academic and health-related institution patents are combined, in 2001 the U. T. System ranked fourth in number of patents issued (89), and fifth in 2002 (93). The University of California System topped the list with 402 in 2001 and 431 in 2002 [Goldie Blumenstyk, "U. of California Again Tops the List of Universities Awarded the Most Patents," *Chronicle of Higher Education*, March 18, 2003].

Table II-11

Patents Issued by U.S. Patent and Trademark Office Top-Ranked Universities

	2001		2002	
	Rank	# Patents	Rank	# Patents
University of California	1	402	1	431
Massachusetts Institute of Technology	2	125	2	135
California Institute of Technology	3	124	3	109
Stanford University	5	84	4	104
University of Texas System	4	89	5	93
Johns Hopkins University	6	80	6	81
University of Wisconsin System	7	73	6	81
State University of New York System	17	41	8	55
Pennsylvania State University system	11	52	9	50
Michigan State University	18	39	10	49

Source: Chronicle of Higher Education, March 18, 2003, downloaded 9.28.03.

Technology Transfer 2001 and 2002 – U. T. Academic Institutions

Table II-12

Technology Transfer 2001 and 2002 – U. T. Academic Institutions

	Number of New Invention Disclosures		Number of Patents Issued		Number of Licenses & Options Executed		Public Start-up Companies Formed		Net Revenue Received from Intellectual Property*	
	2001	2002	2001	2002	2001	2002	2001	2002	2001	2002
Arlington	5	11	3	2	1	1	0	1	(\$ 36,647)	(\$ 29,176)
Austin	85	83	20	21	34	24	11	4	1,592,334	3,220,664
Dallas	16	12	5	5	6	0	0	0	(38,446)	(468,729)
El Paso	7	10	0	0	1	0	0	0	(77,340)	(85,470)
Total	113	116	28	28	42	25	11	5	\$1,439,901	\$2,637,289
Academic Institutions										

*Revenues received from intellectual property minus direct expenditures

Source: Texas Higher Education Coordinating Board Technology Development and Transfer Survey (conducted every two years)

- Technology transfer success begins with new invention disclosures; these should increase over time in order to increase the number of patents issued, licenses executed, and revenues received from licenses and options executed.
- Net revenue from intellectual property more than doubled at U. T. Austin between 2001 and 2002. Austin was among the top five institutions signing exclusive license agreements in Texas in FY 2002 [Texas Higher Education Coordinating Board, Technology Development and Transfer, FY 2002 (November 2002) <http://www.thecb.state.tx.us/research/>].
- However, the pace of technology transfer has been comparatively slow over the past two years due to a combination of factors including the recent economic downsizing which reduced the amount of venture activity and product innovation.
- The development associated with major investments, like U. T. Austin's and U. T. Dallas's Strategic Partnership for Research in Nanotechnology (pp. II-22, 23), are expected to help reverse this trend.
- Other U. T. academic institutions, like U. T. El Paso, are in earlier stages of building technology transfer and commercialization programs, and investments in developing the necessary infrastructure will exceed revenues generated temporarily.

Faculty Headcount – U. T. Academic Institutions

Table II-13

Tenure/Tenure-Track Faculty Headcount: Professors, Associate Professors, Assistant Professors, Instructors

	Fall 1999	Fall 2000	Fall 2001	Fall 2002
Arlington	557	535	525	524
Austin	1,803	1,800	1,833	1,904
Brownsville	194	179	166	178
Dallas	264	279	284	294
El Paso	412	410	426	437
Pan American	317	315	325	351
Permian Basin	74	76	78	80
San Antonio	389	404	421	450
Tyler	125	131	138	150

Source: U. T. System Key Statistical Report 2003, data as reported to THECB

Table II-14

Faculty Headcount: All Instructional Ranks*

	Fall 1999	Fall 2000	Fall 2001	Fall 2002
Arlington	1,180	1,192	1,216	1,255
Austin	3,168	3,265	3,308	3,418
Brownsville	454	449	300	357
Dallas	576	594	655	700
El Paso	862	867	923	956
Pan American	685	739	628	667
Permian Basin	137	150	139	158
San Antonio	904	947	999	1,089
Tyler	274	257	285	302

*All Ranks includes Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Source: U. T. System Key Statistical Report 2003; data as reported to THECB

Figure II-8

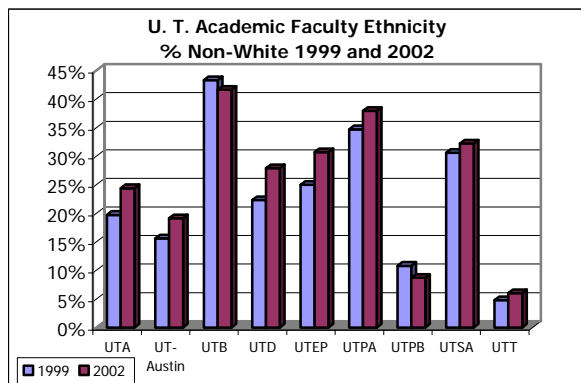


Figure II-9

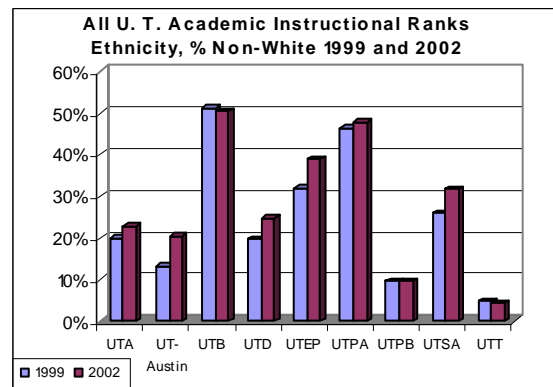


Figure II-10

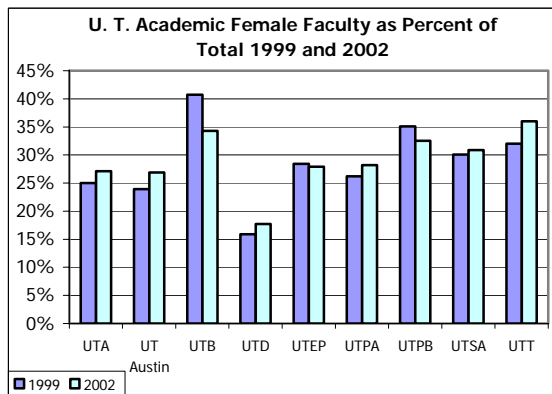
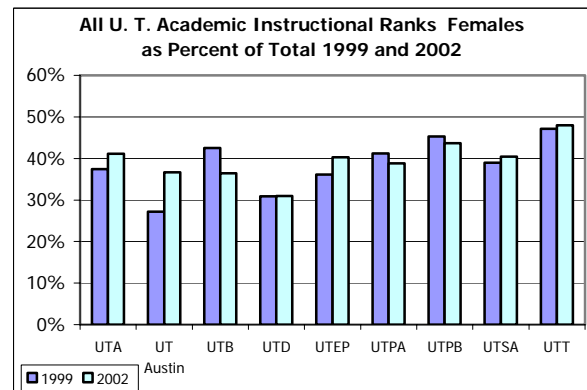


Figure II-11



Staff Headcount

Table II-15

Classified and Non-Classified Staff Headcount – U. T. Academic Institutions*

	Total	AY 98-99	AY 99-00	AY 00-01	AY 01-02	AY 02-03
Arlington	Classified	1,485	1,424	1,251	1,249	1,273
	Non-Classified	1,970	2,067	1,990	2,012	2,247
Austin	Classified	7,792	7,687	7,613	7,938	8,071
	Non-Classified	10,336	10,680	10,990	11,302	11,551
Brownsville	Classified	344	356	395	415	444
	Non-Classified	673	678	668	867	795
Dallas	Classified	1,024	1,056	1,037	1,232	1,270
	Non-Classified	875	955	1,146	1,199	1,238
El Paso	Classified	1,005	994	990	1,036	1,053
	Non-Classified	1,953	2,032	2,056	2,218	2,314
Pan American	Classified	641	686	682	789	810
	Non-Classified	1,423	1,516	1,573	1,595	1,720
Permian Basin	Classified	136	146	144	144	159
	Non-Classified	175	174	200	216	249
San Antonio	Classified	1,254	1,286	1,361	1,421	1,469
	Non-Classified	969	955	998	1,106	1,203
Tyler	Classified	312	196	213	225	231
	Non-Classified	58	164	172	221	293

* Non-classified staff include administrative and professional staff, excluding faculty. Classified staff includes positions which do not entail significant instructional or administrative responsibilities.

Source: U. T. System Office of Human Resources

Figure II-12

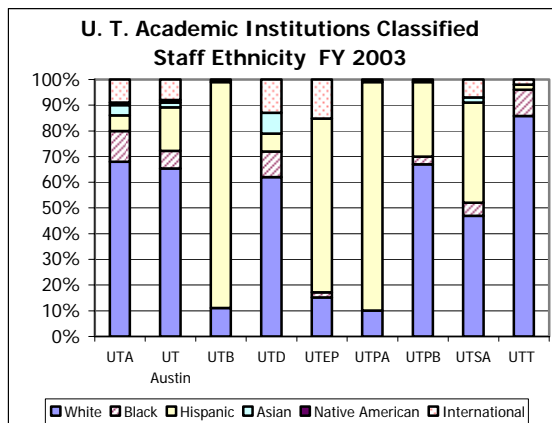


Figure II-13

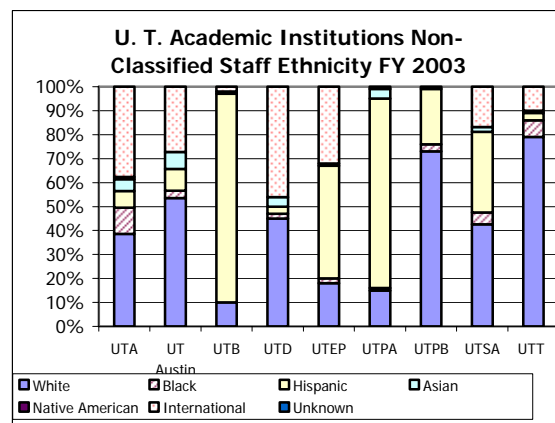
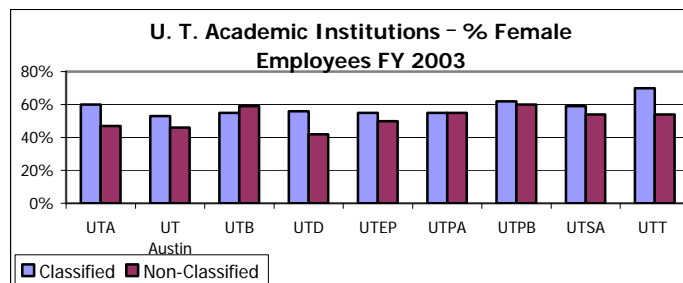


Figure II-14



Student/Faculty Ratios

Table II-16

FTE Student / FTE Faculty Ratio – U. T. Academic Institutions

		AY 98-99	AY 99-00	AY 00-01	AY 01-02	AY 02-03
Arlington	FTE Students	13,395	13,714	14,386	15,322	17,160
	FTE Faculty	708	720	722	752	782
	Ratio	19 to 1	19 to 1	20 to 1	20 to 1	22 to 1
Austin	FTE Students	41,724	41,688	42,772	43,629	45,700
	FTE Faculty	2,129	2,048	2,035	2,101	2,167
	Ratio	20 to 1	20 to 1	21 to 1	21 to 1	21 to 1
Brownsville	FTE Students	5,267	5,765	5,866	5,912	6,354
	FTE Faculty	141	147	161	162	161
	Ratio	37 to 1	39 to 1	36 to 1	36 to 1	39 to 1
Dallas	FTE Students	6,265	6,681	7,404	8,507	9,192
	FTE Faculty	348	358	374	380	424
	Ratio	18 to 1	19 to 1	20 to 1	22 to 1	22 to 1
El Paso	FTE Students	10,767	10,863	11,270	12,087	12,816
	FTE Faculty	588	592	618	651	678
	Ratio	18 to 1	18 to 1	18 to 1	19 to 1	19 to 1
Pan American	FTE Students	8,901	9,133	9,179	9,821	10,521
	FTE Faculty	457	452	470	476	511
	Ratio	19 to 1	20 to 1	20 to 1	21 to 1	21 to 1
Permian Basin	FTE Students	1,483	1,500	1,554	1,637	1,847
	FTE Faculty	90	90	92	99	106
	Ratio	16 to 1	17 to 1	17 to 1	17 to 1	17 to 1
San Antonio	FTE Students	12,859	13,054	13,274	14,264	15,934
	FTE Faculty	521	532	529	594	660
	Ratio	25 to 1	25 to 1	25 to 1	24 to 1	24 to 1
Tyler	FTE Students	2,149	2,172	2,316	2,502	2,862
	FTE Faculty	191	191	194	204	218
	Ratio	11 to 1	11 to 1	12 to 1	12 to 1	13 to 1

* Includes students who matriculate through Texas Southmost College

** Includes faculty in Master Technical Instructor ranks

Source: Texas Higher Education Coordinating Board

- The number of full-time-equivalent students and faculty has increased over the past five years at all nine U. T. System academic institutions.
- However, the ratio of FTE students to FTE faculty has increased slightly at eight institutions, as the number of students has increased at a faster pace than the number of faculty.
- The ratio of FTE students to FTE faculty has remained nearly constant at U. T. Permian Basin, and has declined slightly at U. T. San Antonio.
- Institutions must balance the advantages of smaller classes – a criterion that has an impact on their national rankings – with the efficiency that a higher student/faculty ratio may confer.

Tenure/Tenure-Track and Professional Faculty Teaching Lower Division Courses

Table II-17

Faculty Teaching Lower Division Semester Credit Hours – U. T. Academic Institutions

	Faculty Rank	AY 98-99	AY 99-00	AY 00-01	AY 01-02	AY 02-03
Arlington	Tenure/Tenure-Track	49.7%	43.6%	40.0%	40.3%	36.8%
	Professional	37.3	46.6	49.1	51.2	53.8
Austin	Tenure/Tenure-Track	52.5	50.4	48.2	46.0	45.6
	Professional	28.1	31.4	32.3	35.2	36.2
Brownsville	Tenure/Tenure-Track	67.8	64.9	64.7	71.0	64.4
	Professional	32.2	35.1	35.3	29.0	35.6
Dallas	Tenure/Tenure-Track	35.3	38.6	35.6	33.3	29.8
	Professional	58.9	56.7	60.4	63.1	65.9
El Paso	Tenure/Tenure-Track	52.9	48.3	47.7	40.1	39.3
	Professional	44.9	47.7	48.6	54.6	55.9
Pan American	Tenure/Tenure-Track	48.7	48.2	45.8	46.6	45.4
	Professional	43.7	45.5	51.9	48.8	52.3
Permian Basin	Tenure/Tenure-Track	65.2	68.1	64.2	67.8	51.2
	Professional	33.7	30.6	32.8	31.6	46.9
San Antonio	Tenure/Tenure-Track	32.5	38.4	44.1	44.4	45.6
	Professional	64.5	59.6	53.1	53.9	52.4
Tyler	Tenure/Tenure-Track	46.6	70.9	73.9	66.3	71.5
	Professional	53.4	29.1	26.1	33.7	26.9

Source: Texas Higher Education Coordinating Board

- This measure illustrates the distribution of lower-division teaching between tenure/tenure-track and professional faculty. Teaching by both groups is necessary to cover all scheduled classes within the resources available to each institution.
- Tenure and tenure-track faculty have responsibilities to teach, conduct research, and perform service on behalf of their institution. Once tenured, they become permanent members of an institution's faculty.
- Professional faculty include instructors who bring special expertise but are not on tenure track: adjuncts, those with special appointments, visiting professors, emeritus professors, and lecturers; this group excludes teaching assistants.

Training Postdoctoral Fellows

Table II-18

Postdoctoral Fellows – U. T. Academic Institutions

	FY 99	FY 00	FY 01	FY 02	FY 03
Arlington	16	19	25	25	30
Austin	246	246	213	207	233
Brownsville	0	0	0	1	6
Dallas	29	41	41	49	39
El Paso	4	6	3	2	7
Permian Basin	0	0	0	1	2
San Antonio	4	6	11	15	19

Source: U. T. System Academic Institutions

- The number of postdoctoral fellows at an institution is a measure of the size and growth of its advanced research programs. These numbers are indicative of the service U. T. academic institutions provide in preparing researchers who are likely to make the discoveries that advance fields in the future.
- Postdoctoral fellowships are typically funded by public grants or private gifts, so these positions also demonstrate the impact of an institution's success in obtaining external funding to support its research programs.
- Reflecting a growing emphasis on research at U. T. academic institutions, the number of postdoctoral fellows has increased over the past five years, except at U. T. Austin.
- Postdoctoral fellows have nearly doubled at U. T. Arlington and U. T. El Paso, increased six-fold at U. T. Brownsville, increased by one-third at U. T. Dallas, and increased nearly five times at U. T. San Antonio.

Examples of Externally Funded Research Collaborations

- The U. T. System has made it a high priority to increase the research collaborations among U. T. institutions as well as organizations outside of U. T.
- These collaborations achieve economies of scale, and greatly improve the quality of research by leveraging faculty, external funding, and facilities resources beyond the scope that any individual institution could bring to bear on a research problem.
- The scope of U. T. research is very large. Below are examples from each institution of current and high priority collaborative research projects.
- Additional information about these collaborations is available on the U. T. System's collaborations web site, at: [<http://www.utsystem.edu/ogr/CollabProj-Intro.htm>].

Table II-19

Examples of Research Collaborations – U. T. Academic Institutions		
	Purpose and Outcomes	Collaborators
U. T. Arlington		
Texas Institute for Intelligent Bio-Nano Materials and Structure for Aerospace Vehicles	Research on materials for the next generation of aerospace vehicles, producing new ultra light, ultra strong composite materials.	National Aeronautics and Space Administration, collaborative effort among Prairie View A&M University, Rice University, Texas A&M University, Texas Southern University, University of Houston
Strategic Partnership for Research in Nanotechnology	Fosters nanotechnology-based education and research, and university/industry technology transfer in Texas.	UT Arlington, UT Austin, UT Dallas, and Rice University
Experimental High Energy Physics	To design, install, and operate physics detectors; to analyze data from collisions at the world's highest energy particle colliders; to conduct an experimental study of the elementary particles that make up all known matter.	UT Pan American, Texas Tech University, Southern Methodist University, Rice University, Fermi National Accelerator Laboratory
U. T. Austin		
Countermeasures to Biological and Chemical Threats	Develops human and material resources to counter Biological/Chemical threats and Bioterrorism; to develop sensors to biological threat agents; to develop vaccines; to establish an archival data set of diseases in Texas; to conduct surveillance in real time of patients entering emergency medical facilities.	UT System campuses, Texas Department of Health, Civil Support Team, Office of Emergency Management
Strategic Partnership for Research in Nanotechnology	Promotes nanotechnology research and scholarly publications, workshops, patents and technology licenses, undergraduate courses, and graduate student education.	Rice University, UT Dallas, UT Arlington
Education and Group Support for Diabetic Hispanics	Tests behavioral interventions designed for Mexican Americans in order to overcome genetic predisposition for diabetes in this high-risk population.	UT Health Science Center–Houston School of Public Health
Armenia ICT Master Strategy Development	IC2 is working with SETA Corporation and the Armenian government to create an ICT master strategy for the nation.	Government of Armenia (Armenian Development Agency and ICT Secretariat), SETA Corporation
U. T. Brownsville		
LIGO Scientific Collaboration	Provides an international collaboration of relativistic astrophysics and scientists from several universities and laboratories to study gravitational waves of cosmological origin.	Universities and laboratories in Japan, Germany, Italy, England, Australia, and U.S.

U. T. Dallas		
Strategic Partnership for Research in Nanotechnology	See Austin listing, above.	Rice University, UT Dallas, UT Austin
fMRI Brain Mapping	Conducts brain mapping research; to seek federal and private funding for a research-dedicated fMRI machine; to develop new treatments of mental disorders and brain diseases.	UT Southwestern Medical Center
Cochlear Implant Program	Diagnoses the needs and prospects of deaf children for cochlear implants; to carry out research and apply treatment on correction of profound hearing loss in children.	UT Southwestern Medical Center
U. T. El Paso		
ITR Collaborative Research	A research project to create a cyber-infrastructure for the geosciences to share interdisciplinary datasets to understand earth systems.	Rice University, University of Utah, NSF
Community-Based Participatory Research in Environmental Health	Collaborative effort to study lead levels in children in a bi-national setting.	Texas Tech Health Sciences Center, FEMAP, Center for Border Health Research, NIEHS
Southwest Border and Technology Collaboration Program: The Materials Corridor	Research with Mexican and U.S. institutions to develop new materials and materials processes that support sustainable economic development using environmentally friendly energy efficient technologies.	University of Arizona, UC San Diego, Arizona State University, University of New Mexico, New Mexico Tech, U. of Houston, UC Riverside, University of Utah, U.S. Dept. of Energy, CONACYT
U. T. Pan American		
Preparing Tomorrow's Teachers to Use Technology	Increases the proficiency of teacher education faculty, mentor teachers, and pre-service teachers in the use of technology for teaching and learning.	Johns Hopkins University Center for Technology in Education (CTE)
VaNTH Biomedical Engineering	Develops learning modules for bioengineering based on effective learning theory	MIT, Vanderbilt University, Northwestern University, UT Austin, Harvard, UT San Antonio
Advanced Process Technologies for Controlling Functional Nanostructures and Polymer/Nanotube Composites	Investigates the composites for promising applications of nanotechnology such as photocells, photo detectors, electroluminescent displays, and EMI shielding.	Rice University
U. T. Permian Basin		
EDA University Center	Works with local governments and regional planning authorities on applied research to assist in economic development in the region; to increase economic activity in West Texas.	U.S. Economic Development Administration
Center for Energy and Economic Diversification	Research, training, and technology transfer activities on issues facing the region's primary industry, energy; to conduct research on bio-mass conversion into fuel, energy security, and alternative energy technologies and economics.	Welch Foundation, Advanced Technology Program—Coordinating Board

U. T. San Antonio		
Latino Student Success	Identifies programs and policies which benefit Hispanic students; to build a profile of these efforts for dissemination; to double the college graduation rate of Hispanic students across the country; to spotlight those universities whose practices should be emulated.	Hispanic Scholarship Foundation Institute, UT San Antonio, UT El Paso, CSU-Dominguez Hills, CSU-Los Angeles, City University of New York-Lehman College, City University of New York College of Technology, FIPSE, U.S. Department of Education
Center for Infrastructure Assurance and Security	Conducts current research in Biometrics, Intrusion Detection, Wireless Technologies, Steganography, Database and Data Mining to assist in new technologies and better processes for these types of technologies.	Air Force Research Labs and Air Intelligence Agency
Center of Excellence in Biotechnology and Bioprocessing Education and Research	Creation of a Center for Research and Education in various aspects of Bioprocessing and Biotechnology.	UTSA, Air Force, City of San Antonio
U. T. Tyler		
Launching the Texas Engineering Education Pipeline: Deploying the Infinity Project Statewide	Helps educators deliver a maximum of engineering exposure with a minimum of training, expense, and time; to help students see the real value of math and science and its varied applications to high tech engineering.	UT Austin, UT Dallas, UT Arlington, SMU, Rice, Baylor, Texas Instruments

Examples of Educational Collaborations

- The U. T. System encourages educational collaborations among U. T. institutions as well as with organizations outside of U. T.
- These collaborations achieve economies of scale, and help extend the scope and quality of educational programs by leveraging faculty and learning resources beyond the scope that any individual institution could bring to bear.
- Below are examples from each institution of current and high priority collaborative educational projects.
- Additional information about these collaborations is available on the U. T. System's collaborations web site, at: [<http://www.utsystem.edu/ogr/CollabProj-Intro.htm>].

Table II-20

Examples of Educational Collaborations – U. T. Academic Institutions		
	Purpose and Outcomes	Collaborators
U. T. Arlington		
The Texas TWO-STEP Projects	Offers seamless transition pathways from high schools to community colleges and on to universities.	Dallas County Community College District, Tarrant County College District, Collin County Community College District
Urban Collaborative for Educational Leadership	Provides a graduate program variation specifically tailored to help urban school districts grow their own future school leaders from a more diverse pool of candidates.	UT Dallas, Dallas ISD, Richardson ISD
UTA School of Social Work/West Texas A&M University (WTAMU) Joint Degree Program	Delivers graduate Social Work education in the Texas Panhandle leading to the Masters of Science in Social Work; meets the need for professionally trained master's level social workers in the Texas Panhandle and South Plains area.	West Texas A&M University, Canyon
U. T. Austin		
DEFINE: Administrative Computing System	Provides, improves, and maintains a computing system that provides payroll, procurement, human resources, budget, financial accounting, and management services for Texas institutions of higher education.	UT Arlington, UT Brownsville, UT El Paso
UT System Digital Library (UTSDL)	Expansion of existing services and programs; creates entirely new options for access to scholarly information for the UT System community, including distance learners.	UT System Administration
Cooperative Pharmacy Program	Provides the Doctor of Pharmacy degree opportunities for South Texas institutions, graduates of the cooperative programs, and pharmacy professionals to meet the needs of the state, especially in traditionally underserved areas.	UT El Paso, UT Pan American
U. T. Brownsville		
Physics Degree Collaboration	Increases the number of students gaining access and graduating with a Master degree in Physics; increases significantly the number of Hispanics pursuing and obtaining an advanced degree in Physics.	UT Dallas, UT El Paso

U. T. Dallas		
Alliance for Medical Management Education	Provides customized programs in leadership, strategy, and operational improvement for major integrated health systems; to conduct research on important operational and strategic issues in healthcare organizations.	UT Southwestern Medical Center
Urban Collaborative for Educational Leadership	Provides a "grow-your-own" principal preparation program to help prepare a diverse group of individuals to serve as principals with partner ISDs; will certify approximately 20 new principals each year for the participating ISDs.	Dallas ISD, Richardson ISD, UT Arlington
Computer Science/Electrical Engineering (CE/EE) OnLine Degree Program	Provides telecommunications professionals with the ability to obtain a master's degree online.	UT Arlington, UT TeleCampus
U. T. El Paso		
UTEP/UT-Austin Cooperative Pharmacy Program	Improving pharmacy manpower deficiencies of the region; offers pharmacy as a career opportunity for El Paso students; provides research opportunities for an underserved, understudied border population.	UT Austin, UT Pan American, UT San Antonio, Many healthcare organizations in the area
Job-Embedded Model for Paraprofessionals	Increasing the number of fully-certified teachers to help reduce the teacher shortage in the El Paso public schools; fulfills the "No Child Left Behind" legislative requirements for paraprofessionals.	El Paso Community College
Career and Technology Education Program	Designed to increase the pool of highly qualified career and technology education teachers for El Paso and other West Texas schools; participants may be post-baccalaureate or be experienced professionals with licensure in a trade or industrial area.	UTEP College of Education; El Paso school districts; Region 19; El Paso Community College
U. T. Pan American		
Doctor of Philosophy in Nursing, Clinical Nurse Scientist	Increasing the number of Ph.D.-trained nursing scientist faculty in the Rio Grande Valley.	UT Health Science Center-San Antonio
Hispanic Pharmacy Center of Excellence (HCOE)	Remedies a severe shortage of Hispanic faculty members in College of Pharmacy throughout the country; educates students to understand demographic changes and health care realities of underserved and minority populations.	UT Austin, UT El Paso, UT Health Science Center-San Antonio, Health Resources and Services Administration
U. T. Permian Basin		
Clinical Lab Sciences Bachelor's Degree to the Permian Basin	Delivery of a B.S. degree in Clinical Lab Sciences via interactive television and web-based instruction; delivers a program where there is great need at a minimal cost.	UT Medical Branch at Galveston
UT TeleCampus	Delivery of one bachelor's and two master's programs to students throughout Texas and to sites throughout the world.	UT TeleCampus, UT Arlington, UT Tyler
Regional College Collaborations	Expanding higher educational opportunities for students throughout West Texas; to encourage growth in enrollments at UT Permian Basin and at partner institutions in West Texas and the State of Chihuahua, Mexico.	Western Texas College; Howard College; Angelo State University; Midland College; Odessa College; Sul Ross State University; Autonomous University of Chihuahua, Mexico; Odessa College

U. T. San Antonio		
Ph.D. program in Biomedical Engineering	Training for future scholars in the use of fundamental bioengineering approaches for the investigation biomedical quests associated with the diagnosis and treatment of human diseases.	UT Health Science Center-San Antonio
U. T. Tyler		
MSN-Nurse Practitioner degree (Family, Pediatric, Geriatric)	Increasing the number of advanced nurse practitioners in the region; to increase the quality of health care for residents of rural East Texas.	UT Health Center-Tyler, Texas Tech University Health Sciences Center School of Nursing
Master of Science in Nursing (Psychiatric, Acute Care)	Makes available specialty tracks not otherwise available.	UT Arlington, UT Health Center-Tyler
Cooperative Doctoral Program in Educational Human Resource Development	Encourages students in the East Texas area to pursue doctoral studies in the much-needed area of Human Resource Development.	Texas A&M University College Station
Student Health Clinic	Develop a health clinic for Tyler students, constructed by the Health Center-Tyler; it will provide training opportunities for nursing college practitioners	U. T. Health Center-Tyler

Contextual Measure: Faculty Salary Trends

Table II-21

Average Budgeted Salaries of Instructional Faculty by Rank U. T. Academic Institutions

	FY 00	FY 01	FY 02	FY 03	Average annual % change
Professor					
Arlington	\$71,218	\$75,217	\$78,030	\$ 80,475	4.2%
Austin	88,922	94,286	98,838	103,157	5.1
Brownsville	54,520	56,812	58,771	59,984	3.2
Dallas	83,503	86,456	90,244	97,516	5.3
El Paso	65,298	67,855	73,133	75,139	4.8
Pan American	64,927	66,451	67,792	70,807	2.9
Permian Basin	64,314	65,532	65,918	69,375	2.6
San Antonio	70,086	72,701	79,785	85,104	6.7
Tyler	59,264	62,891	65,869	68,343	4.9
Associate Professor					
Arlington	\$52,145	\$55,091	\$57,277	\$60,165	5.1
Austin	58,369	60,670	63,502	65,913	4.7
Brownsville	49,322	50,970	52,551	54,584	4.0
Dallas	62,010	63,332	67,436	72,634	6.5
El Paso	49,509	51,468	56,391	57,690	2.7
Pan American	51,569	55,757	56,850	59,877	5.5
Permian Basin	48,093	49,698	52,034	53,121	5.2
San Antonio	54,463	56,991	62,753	66,385	4.5
Tyler	47,141	50,422	52,014	53,598	3.3
Assistant Professor					
Arlington	\$47,173	\$49,269	\$52,274	\$55,632	5.7
Austin	54,362	57,569	59,919	61,674	4.3
Brownsville	44,293	47,007	47,443	47,989	2.7
Dallas	63,063	67,561	74,716	74,351	5.7
El Paso	43,884	46,981	48,287	50,864	5.1
Pan American	44,790	47,060	48,214	51,357	4.7
Permian Basin	41,616	41,935	45,841	48,416	5.2
San Antonio	45,286	46,289	50,270	53,680	5.9
Tyler	44,794	45,184	48,216	47,435	2.0
Instructor					
Austin	\$40,106	\$40,033	\$45,807	\$58,090	13.7
Brownsville	38,115	41,453	42,494	47,057	7.3
Permian Basin	38,100	--	--	--	--
San Antonio	36,742	40,100	40,750	51,204	12.1

Source: Texas Higher Education Coordinating Board

Table II-22

**Average Faculty Salaries in Public Universities
Texas and the 10 Most Populous States
FY 2003**

	Professor	Associate Professor	Assistant Professor	Instructor
New Jersey	\$100,467	\$74,214	\$57,758	\$39,620
California	95,173	68,653	57,035	31,136
Pennsylvania	94,962	69,107	56,241	41,442
New York	89,656	67,436	54,432	39,183
Michigan	91,056	66,343	55,019	40,287
Ohio	86,808	62,539	51,207	34,855
N. Carolina	6,184	62,644	53,305	44,004
Georgia	89,630	63,507	52,182	37,631
Illinois	86,529	62,211	52,303	32,595
Florida	83,538	61,221	52,384	37,676
10 States Average	82,400	65,788	54,187	37,843
National Average	85,596	62,427	52,078	36,720
Texas	\$85,405	\$60,450	\$52,051	\$36,948

Includes all public four-year (Carnegie Classifications I, IIA, and IIB) institutions
Salaries adjusted to standard nine-month salary and excludes reporting categories with three or fewer individuals.

Source: THECB, based on American Association of University Professors Annual Salary Study

- Annualized average salaries are based on salaries for the fall of each year.

Table II-23

U. T. Academic Institutions Average Tenure/Tenure-Track Faculty Salaries

	FY 00	FY 01	FY 02	FY 03	Average annual % change
Arlington	\$58,851	\$62,367	\$64,379	\$66,985	4.4%
Austin	73,837	78,326	81,589	85,080	4.8
Dallas	72,420	74,651	79,542	83,347	4.8
El Paso	52,944	55,131	58,732	60,749	4.7
Pan American	52,819	55,513	56,268	59,143	3.9
Brownsville	48,385	49,933	50,894	52,401	2.7
Permian Basin	49,008	49,551	52,380	54,196	3.4
San Antonio	55,839	58,038	63,115	67,026	6.3
Tyler	50,654	52,426	54,441	55,521	3.1

Source: Texas Higher Education Coordinating Board

- To remain competitive, certain U. T. System academic institutions on average pay faculty slightly more than the average of four-year institutions in the most populous states.
- U. T. Austin and U. T. Dallas on average pay faculty with rank of professor more than the national average and the 10 most populous state averages.
- The average salary for associate professor at U. T. Austin, U. T. Dallas, and U. T. San Antonio is higher than the 10 most populous state average and the national average.
- Faculty members with the rank of assistant professor on average earn comparatively more than their counterparts nationally or in the 10 most populous states.
- Instructors at U. T. System institutions are paid more on average than their counterparts nationally or in the 10 most populous states.

Contextual Measure: Post Tenure Review Trends

Table II-24

**Post-Tenure Review – U. T. Academic Institutions
AY 2002 and 2003**

	AY	Total Tenured Faculty	Subject to Review	Satisfact.	Unsatisfact.	Review in Progress	Not Reviewed*
Arlington	02	401	51	37	1	0	13
	03		69	59	0	8	2
Austin	02	1,390	170	158	4	0	8
	03		142	133	1		8
Brownsville	02	138	16	14	1	1	0
	03		9	8	1	0	0
Dallas	02	240	27	25	0	0	2
	03		21	21	0	0	0
El Paso	02	274	42	33	1	0	8
	03		28	27	1	0	0
Pan American	02	209	44	31	2	0	11
	03		25	25	0	0	0
Permian Basin	02	42	5	5	0	0	0
	03		5	5	0	0	0
San Antonio	02	282	48	37	0	0	11
	03		28	28	0	0	0
Tyler	02	81	10	10	0	0	0
	03		8	8	0	0	0
Total Cases AY 01-02		3,057	413	350	9	1	53
% of Total Cases			13.5%	84.8%	2.2%	0.2%	12.8%
Total Cases AY 02-03			335	314	3	8	10
% of Total Cases				93.7%	1.0%	2.4%	2.9%

*Due to promotion, retirement, leave of absence, or other reasons

Source: U. T. System Office of Academic Affairs

- The post-tenure review process is designed to assess the continued professional development and productivity of faculty after they achieve tenure.
- Over the period 1999-2001, 40 tenured faculty received less than satisfactory reviews. Of those faculty, 13 have successfully completed their professional development plans, 11 are still in progress and have not received second reviews, and 16 have resigned or retired.
- In academic year 2001-02, of the 3,057 tenured members of the faculties of the general academic components, 413, or 13.5 percent, were subject to the six-year post-tenure review during the 2001-2002 academic year. Of the 413 tenured faculty subject to review: 350, or 84.8 percent, had satisfactory ratings; 53, or 12.8 percent were not reviewed due to promotion, retirement, resignation, leave of absence, or other reasons; one, or 0.2 percent, had reviews still in progress; and nine, or 2.2 percent, received unsatisfactory reviews.
- In academic year 2002-03, of 335 cases, 314 or 93.7 percent were satisfactory; three were unsatisfactory; eight reviews are still in progress; and 10 cases (3 percent) were not reviewed due to promotion, retirement, leave of absence, or other reasons.
- Additional details are on file in the Office of Academic Affairs.

II. Teaching, Research, and Health Care Excellence: U. T. Health-Related Institutions

Research Funding Trends 1998-2003 (all sources)

- In 2003, U. T. health-related institution research and research-related expenditures totaled \$969.4 million, an 8 percent increase over the previous year. Between 1999 and 2003, research and research-related expenditures have increased 63.2 percent.
- Among Texas health-related institutions, U. T. health-related institutions ranked first in research and development expenditures in FY 2002 with a total of \$897 million. These expenditures comprised 43 percent of the \$2.087 billion total in Texas public university and health-related institution research and research-related expenditures in 2002.
- For FY 2002, five U. T. health-related institutions are among the top 10 Texas public institutions in research expenditures:

Table II-25

Top 10 Texas Public Institutions in Research and Research-Related Expenditures, FY 2002

Texas A&M	1*
U. T. Austin	2
U. T. Southwestern Medical Center	3
U. T. M. D. Anderson Cancer Center	4
U. T. Health Science Center-Houston	5
U. T. Health Science Center-San Antonio	6
U. T. Medical Branch at Galveston	7
University of Houston	8
Texas Tech University	9
Texas A&M University Health Science Center	10

*Expenditures reported include Texas A&M Extension Services

Source: "Research Expenditures, September 1, 2001- August 31, 2002," THECB report, April 2003.

Table II-26

**Total U. T. Health-Related Institution Research and Research-Related Expenses
1999-2003
(\$ in millions)**

	FY 99	FY 00	FY 01	FY 02	FY 03
Total Health-Related	\$594.1	\$675.9	\$758.7	\$896.8	\$969.4

Source: "Survey of Research Expenditures," Texas Higher Education Coordinating Board

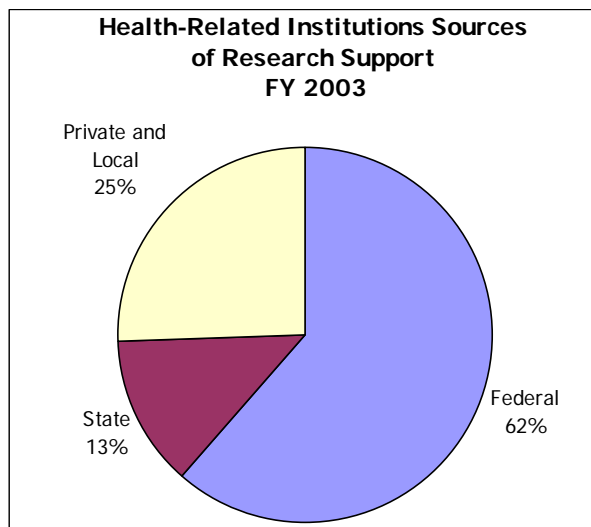
Table II-27

Total Externally Funded Research Expenditures by Source U. T. Health-Related Institutions FY 2003				
	Federal	State	Private	Total
SWMC	\$177,133,099	\$15,995,844	\$83,562,847	\$276,691,790
UTMB	93,039,583	13,783,990	23,037,330	129,860,903
HSC-H	111,170,193	11,870,094	29,076,777	152,117,064
HSC-SA	86,854,337	5,899,827	26,525,391	119,279,555
MDACC	122,868,912	78,378,650	81,012,688	282,260,250
HC-T	3,493,251	2,410,740	3,313,048	9,217,039
Total	\$594,559,375	\$128,339,145	\$246,528,081	\$969,426,601

The THECB's definition of research expenditures includes indirect costs and pass-throughs to institutions of higher education.

Source: Survey of Research Expenditures, Texas Higher Education Coordinating Board

Figure II-15



- The federal government provides the majority of research and research-related funding – 62 percent.
- Private and local sources provide the next largest proportion – 25 percent.
- Thirteen percent of research funds expended in 2003 came from state sources.

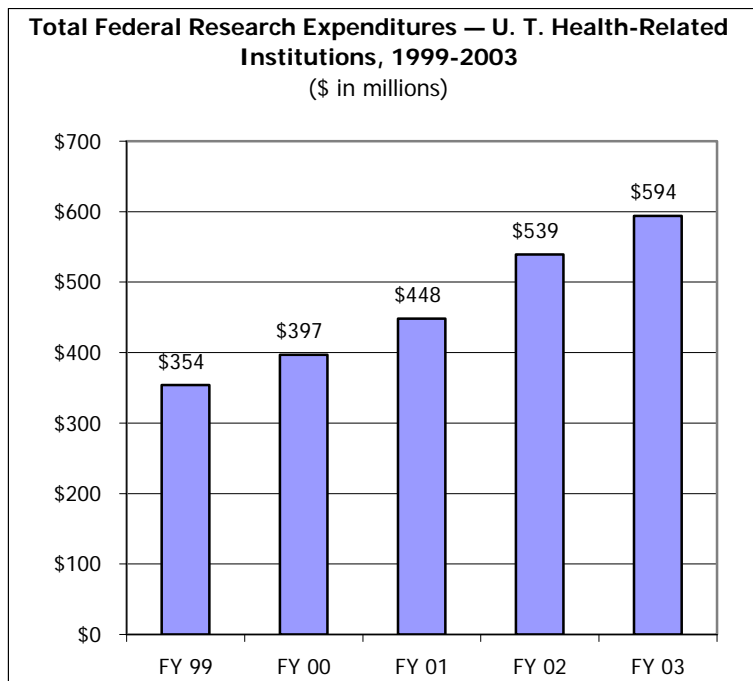
Table II-28

Federal Research Expenditures by U. T. Health-Related Institutions

	FY 99	FY 00	FY 01	FY 02	FY 03	% change 02 - 03	% change 99 - 03
SWMC	\$99,994,840	\$109,165,343	\$131,820,109	\$155,257,992	\$177,133,099	14.1%	77.1%
UTMB	55,061,209	61,356,467	63,274,494	78,100,188	93,039,583	19.1	69.0
HSC-H	72,684,141	82,991,431	91,267,003	101,738,767	111,170,193	9.3	53.0
HSC-SA	54,128,757	58,600,224	66,852,477	83,760,708	86,854,337	3.7	60.5
MDACC	69,412,772	81,871,561	91,543,036	117,633,074	122,868,912	4.5	77.0
HC-T	2,297,638	2,807,980	3,063,099	2,783,554	3,493,251	25.5	52.0
Total	\$353,579,357	\$396,793,006	\$447,820,218	\$539,274,283	\$594,559,375	10.3%	68.2%

Source: "Survey of Research Expenditures," Texas Higher Education Coordinating Board

Figure II-16



- The federal government provides the largest proportion (62 percent) of research and research-related funding to academic institutions.
- Continued increases in these funds are critical to the success of the academic institutions in the U. T. System.
- By 2003 federal research expenditures for all health-related institutions increased 68 percent over expenditures in 1999.

Table II-29

**External Research Expenditures as a Percentage of Formula-Derived
General Appropriations Revenue – U. T. Health-Related Institutions**

		FY 99	FY 00	FY 01	FY 02	FY 03
SWMC	Research Expenditures	\$163,518,455	\$189,216,337	\$222,378,235	\$263,958,410	\$276,691,790
	Formula-Derived General Revenue	72,738,478	78,052,642	77,985,287	80,813,651	80,802,981
	Research Expenditures/GR	225%	242%	285%	327%	342%
UTMB	Research Expenditures	83,236,093	87,146,267	91,088,019	109,139,538	129,860,903
	Formula-Derived General Revenue	73,579,456	75,052,140	75,036,601	76,554,573	76,605,352
	Research Expenditures/GR	113%	116%	121%	143%	170%
HSC-H	Research Expenditures	106,703,164	122,914,171	128,161,248	140,827,726	152,117,064
	Formula-Derived General Revenue	94,611,729	102,341,076	102,213,193	110,145,604	110,149,899
	Research Expenditures/GR	113%	120%	125%	128%	138%
HSC-SA	Research Expenditures	77,246,242	86,074,434	97,638,253	112,232,653	119,279,555
	Formula-Derived General Revenue	89,755,591	97,729,893	97,667,518	99,975,785	100,068,763
	Research Expenditures/GR	86%	88%	100%	112%	119%
MDACC	Research Expenditures	155,126,396	182,196,490	210,236,589	262,144,960	282,260,250
	Formula-Derived General Revenue	20,906,746	21,422,773	21,422,773	24,230,050	24,230,050
	Research Expenditures/GR	742%	850%	981%	1082%	1165%
HC-T	Research Expenditures	8,256,219	8,402,408	9,228,568	8,453,709	9,217,039
	Formula-Derived General Revenue	2,672,012	3,373,683	3,373,683	3,460,221	3,460,221
	Research Expenditures/GR	309%	249%	274%	244%	266%

Source: "Survey of Research Expenditures" submitted to the THECB; Formula-Derived General Revenue, Exhibit C of U. T. System Annual Financial Report (1999-201) and Exhibit B of AFR for 2002 and 2003.

- Comparing external research expenditures to formula-derived general revenue illustrates the scope of research activities at health-related institutions and the leveraging effect of state support.
- Between 1999 and 2003, the proportion of research expenditures to formula-derived general revenue has increased at each health-related institution, with the exception of the Health Center –Tyler where it has been well over 200 percent for the past four years.
- For three U. T. health-related institutions, Southwestern Medical Center, M. D. Anderson Cancer Center, and the Health Center-Tyler, research expenditures exceed by more than 200 percent the amount of formula-derived general revenue.

Faculty Holding Extramural Grants

- In U. T. health-related institutions, faculty of many appointment types hold extramural grants to conduct research.
- The Table II-30 on the next page illustrates the contributions of both tenure/tenure-track and non-tenure-track faculty to research, as measured by the number of grants held and the proportion of faculty holding grants in a given year. This measure illustrates success irrespective of the size of a particular grant.
- Table II-31 illustrates the ratio of the dollar amount of external research expenditures to FTE faculty in a given year, illustrating success in terms of the amount of research funding faculty acquire.

Table II-30

Faculty Holding Extramural Grants (All Sources and Types) – U. T. Health-Related Institutions

		FY 01	FY 02	FY 03
SWMC	# Grants to T/TT Fac	703	861	846
	# T/TT Fac Holding Grants	303	323	282
	# FTE T/TT Faculty	313	324	333
	% T/TT Fac Holding Grants	97%	100%	85%
	# NT Research Faculty Holding Grants	61	78	60
	# FTE NT Research Faculty	209	215	223
	% NT Research Faculty Holding Grants	29%	36%	27%
UTMB	# Grants to T/TT Fac	730	782	721
	# T/TT Fac Holding Grants	250	263	240
	# FTE T/TT Faculty	496	474	483
	% T/TT Fac Holding Grants	50%	56%	50%
	# NT Research Faculty Holding Grants	32	29	27
	# FTE NT Research Faculty	154	142	143
	% NT Research Faculty Holding Grants	21%	20%	19%
HSC-H	# Grants to T/TT Fac	408	480	442
	# T/TT Fac Holding Grants	196	223	219
	# FTE T/TT Faculty	429	394	425
	% T/TT Fac Holding Grants	46%	57%	52%
	# NT Research Faculty Holding Grants	31	29	34
	# FTE NT Research Faculty	122	132	141
	% NT Research Faculty Holding Grants	25%	22%	24%
HSC-SA	# Grants to T/TT Fac	1,233	1,395	1,404
	# T/TT Fac Holding Grants	292	266	312
	# FTE T/TT Faculty	310	389	382
	% T/TT Fac Holding Grants	94%	68%	82%
	# NT Research Faculty Holding Grants	86	100	99
	# FTE NT Research Faculty	91	100	105
	% NT Research Faculty Holding Grants	95%	100%	94%
MDACC*	# Grants to T/TT Fac	671	698	736
	# T/TT Fac Holding Grants	145	153	145
	# FTE T/TT Faculty	510	529	557
	% T/TT Fac Holding Grants	28%	29%	26%
	# NT Research Faculty Holding Grants	38	54	57
	# FTE NT Research Faculty	231	248	269
	% NT Research Faculty Holding Grants	16%	22%	21%
HC-T	# Grants	30	33	34
	# NT Research Faculty Holding Grants	13	19	19
	# FTE NT Research Faculty	26	29	29
	% NT Research Faculty Holding Grants	50%	66%	66%

Non-tenure-track research faculty exclude those appointed primarily to teach.

*"Tenure/tenure-track" equivalent faculty at MDACC are awarded seven-year term appointments, renewable through a formal promotion and reappointment process.

Source: U. T. System Health-Related Institutions; THECB for FTE T/TT faculty

Table II-31

**External Research Expenditures per FTE Faculty – U. T. Health-Related Institutions
FY 2001-2003**

	FY 01			FY 02			FY 03		
	Research Expenditures	FTE Faculty	Ratio Exp Amt/ FTE Faculty	Research Expenditures	FTE Faculty	Ratio Exp Amt/ FTE Faculty	Research Expenditures	FTE Faculty	Ratio Exp Amt / FTE Faculty
SWMC	\$222,378,235	522	\$426,012	\$263,958,410	539	\$489,719	\$276,691,790	556	\$497,647
UTMB	91,088,019	650	140,135	109,139,538	616	177,175	129,860,903	626	207,446
HSC-H	128,161,248	551	232,598	140,827,726	526	267,733	152,117,064	566	268,758
HSC-SA	97,638,253	401	243,487	112,232,653	489	229,515	119,279,555	487	244,927
MDACC	210,236,589	741	283,720	262,144,960	777	337,381	282,260,250	826	341,719
HC-T	9,228,568	26	354,945	8,453,709	29	291,507	9,217,039	29	317,829

The THECB's definition of research expenditures includes indirect costs and pass-throughs to institutions of higher education.

Source: The Sponsored Research Expenditures are from the 1999 through 2003 Survey of Research Expenditures submitted to the Texas Higher Education Coordinating Board. FTE faculty from the THECB.

Private Funding

Table II-32

Endowed Faculty Positions – U. T. Health-Related Institutions

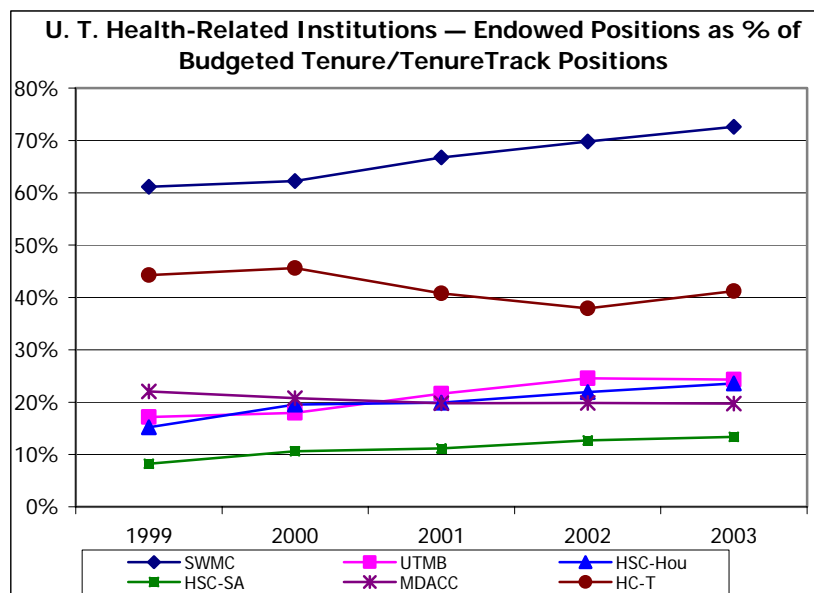
		FY 99	FY 00	FY 01	FY 02	FY 03
SWMC	Budgeted Endowed Professorships and Chairs	198	211	223	238	252
	Number Filled	182	189	201	217	221
	Endowed Positions as % of Budgeted T/TT Positions	61%	62%	67%	70%	73%
UTMB	Budgeted Endowed Professorships and Chairs	92	97	106	110	113
	Number Filled	80	72	80	86	91
	Endowed Positions as % of Budgeted T/TT Positions	17%	18%	22%	25%	24%
HSC-H	Budgeted Endowed Professorships and Chairs	71	87	89	96	100
	Number Filled	60	70	68	75	76
	Endowed Positions as % of Budgeted T/TT Positions	15%	20%	20%	22%	24%
HSC-SA	Budgeted Endowed Professorships and Chairs	53	67	70	76	78
	Number Filled	28	34	41	49	52
	Endowed Positions as % of Budgeted T/TT Positions	8%	11%	11%	13%	13%
MDACC	Budgeted Endowed Professorships and Chairs	95	97	101	105	110
	Number Filled	60	67	76	80	87
	Endowed Positions as % of Budgeted T/TT Positions	22%	21%	20%	20%	20%
HC-T	Budgeted Endowed Professorships and Chairs	31	31	31	33	33
	Number Filled	28	29	29	27	27
	Endowed Positions as % of Budgeted Positions*	44%	46%	41%	38%	41%

*The Health Center Tyler does not have tenure-track positions.

Source: U. T. Health-Related Institutions

- Endowed professorships and chairs significantly supplement those faculty positions that institutions support with State appropriations, tuition, grants, and other sources of funding.
- Endowed positions help institutions compete for, recruit, and retain top faculty. These hires, in turn, help institutions achieve excellence in targeted fields.
- These endowments reflect each institution's specific fundraising environment, which are influenced by local and regional economic conditions.
- Over the period FY 1999-2003, U. T. health-related institutions have increased the number of endowed positions by an average of 27 percent.
- The majority of these positions are filled each year. Open positions provide flexibility, or reflect the timing of making academic hires in a highly competitive environment.

Figure II-17



Faculty Awards and Honors

- The faculty of the U. T. System receive a wide range of honors and awards. Those listed here are perpetual, lifetime awards received by faculty members on or before September 1, 2003.

Table II-33

Cumulative Honors – U. T. Health-Related Institutions

	Total	SWMC	UTMB	HSC-H	HSC-SA	MDACC
Nobel Prize	5	4		1		
National Academy of Sciences	16	15		1		
American Academy of Arts and Sciences	14	12		2		
American Academy of Nursing	23		6	9	9	
Institute of Medicine	24	16	2	4	1	1
International Association for Dental Research	3				3	

Source: U. T. System Health-Related Institutions

- Faculty at U. T. health-related institutions receive many other prestigious awards, honors, prizes, and professional recognitions. Additional information on specific honors is available upon request from individual institutions.
- Noteworthy awards received in 2002-2003 include:

Table II-34

Faculty Awards Received 2002-2003 – U. T. Health-Related Institutions

	SWMC	UTMB	HSC-H	HSC-SA	MDA	HC-T
National Academy of Sciences	2					
American Academy of Arts & Sciences	1					
American Academy of Nursing			2			
Institute of Medicine	1					
Burroughs Wellcome Fund Career Awards	4			3		
Fulbright American Scholars	2	2			1	
National Institutes of Health (NIH) MERIT Award	10	1		1		
NIH Outstanding Investigator Award		1	4			
National Medal of Science and National Medal of Technology				2		
Pew Scholars in Biomedicine			2			
Robert Wood Johnson Policy Fellows			1			
Sloan Research Fellows			1			
Albany Medical Center Prize	2					
Member, Board of Directors of the American Board of Surgery		2				
Award of Merit, American Occupational Therapy Assn.		1				
American Cancer Society Scholar		1				

Faculty Awards Received 2002-2003 – U. T. Health-Related Institutions

	SWMC	UTMB	HSC-H	HSC-SA	MDACC	HC-T
NIH Independent Scientist Award		1				
Nicholas Cavies Memorial Scholar		1				
Recognition of Achievement Award, American Occupational Therapy Assn.		1				
NCI (Merit Award), "Repair of UV Irradiated DNA: Excision Genes of Yeast"		1				
Robin H. Mendelson Award; American Society for Clinical Laboratory Science Education and Research Fund, Inc		1				
Member, Board of Directors of the American Board of Plastic and Reconstructive Surgery		1				
Cardiovascular and Pulmonary Section of APTA Award for Best Research		1				
Member, National Advisory Mental Health Council of the National Institutes of Health		1				
Chair, Research and Development Committee, American Congress of Physical Medicine and Rehabilitation		1				
Teaching Excellence, American College of Nurse-Midwives (ACNM)		1				
Appointed to National Advisory Board, Kessler Medical Rehabilitation Research and Education Corporation, New Jersey		1				
Fellow, American Academy of Nurse Practitioners		3				
Fellow, American Academy of Experts in Traumatic Stress		1				
President, Texas Board of Nurse Examiners (BNE)		1				
Member, International Nursing Coalition for Mass Casualty Education		1				
American Society of Nephrology, Carl W. Gottschalk Research Scholar				1		
American Federation for Aging, Paul Beeson Physician Faculty Scholars in Aging Research Award				1		
V Foundation V Scholar Award				1		
American Diabetes Assn. Junior Faculty Award				1		
National Kidney Foundation Postdoctoral Research Fellowship Award				1		
PKD Foundation Research Fellowship Award				1		
Veteran's Admin. Career Development Award				1		
American Assn. of Obstetricians and Gynecologists Foundation AAOGF/AGOS Fellowship Career Development Award				1		
Robert Wood Johnson Foundation Generalist Physician Faculty Scholar				1		
American Assn. of Dental Research Student Res. Group Mentor of the Year				1		
American Academy of Pediatric Dentistry, Pediatric Dentist of the Year				1		
Omicron Kappa Upsilon (OKU) National Dental Honor Society's Stephen H. Leeper Award for Teaching Excellence				1		
American Cancer Society Award for Research Excellence in Epidemiology and Prevention					1	
Member, Royal Academy of Medicine of Belgium					1	
Bristol-Myers Squibb Oncology 2003 Horizon Achievement Award in Cancer Research					1	
President, American Association for Cancer Research					1	
President, American Society for Translational Radiology and Oncology					1	
Award for Excellence in Cancer Prevention Research, American Assn. for Cancer Research					1	
David Karnofsky Memorial Award of the Amer. Society of Clinical Oncology					1	
Simon Shubitz Award, University of Chicago					1	
Houston Endowment Professorship for Environmental Science						1
Chair, Biological Exposure Indices Committee, American Conference of Governmental Industrial Hygienists						1
Moncrief Endowment						1
Welch Foundation Hackerman Award	1					
Bristol-Myers Squibb Research Award	3					
W. M. Keck Foundation Distinguished Young Scholar in Medical Research	1					
Science Magazine Young Scientist Prize	1					

Source: U. T. Health-Related Institutions

Technology Transfer

Table II-35

Technology Transfer 2001 and 2002 – U. T. Health-Related Institutions										
	Number of New Invention Disclosures		Number of Patents Issued		Number of Licenses & Options Executed		Public Start-up Companies Formed		Net Revenue Received from Intellectual Property*	
	2001	2002	2001	2002	2001	2002	2001	2002	2001	2002
SWMC	115	128	23	32	24	26	3	2	\$ 8,306,241	\$ 7,508,792
UTMB	76	70	8	4	17	16	0	0	15,714	(342,945)
HSC-H	30	44	10	5	10	7	2	1	392,816	883,693
HSC-SA	29	30	11	12	6	5	0	2	993,923	1,075,413
MDACC	92	86	19	20	10	18	2	6	2,603,085	1,999,962
Total	342	358	71	73	67	72	7	11	\$12,311,779	\$11,124,915

*Revenues received from intellectual property minus direct expenditures

Source: *Texas Higher Education Coordinating Board Technology Development and Transfer Survey (conducted every two years)*

- Between 2001 and 2002, technology transfer activities increased modestly among health-related institutions.
- U. T. health-related institutions at M. D. Anderson, Southwestern Medical Center, and the Medical Branch at Galveston were among the top five Texas institutions signing exclusive license agreements [Texas Higher Education Coordinating Board, Technology Development and Transfer, FY 2002 (November 2002) <http://www.thecb.state.tx.us/research/>]
- According to the Association of University Technology Managers, Southwestern Medical Center also generated more licensing revenue than any other Texas university or medical center, and ranked among the top U.S. academic institutions in 2001 for royalties received ("UT Southwestern Leads in License Revenue, Survey Shows," *Dallas Business Journal*, July 24, 2003, <http://dallas.bizjournals.com/dallas/stories/2003/07/21/daily44.html>).
- Year-to-year changes in intellectual property income and expenditures reflect the relationship between increases in gross income and increased expenditures, particularly in increasing staff and resources to promote technology transfer.

Faculty Headcount – U. T. Health-Related Institutions

Table II-36

Tenure, Tenure-Track, and Clinical Faculty Headcount: Professors, Associate Professors, Assistant Professors, Instructors

	Fall 1999	Fall 2000	Fall 2001	Fall 2002
SWMC	1,151	1,151	1,111	1,187
UTMB	937	930	761	665
HSC-H	1,031	1,059	1,014	1,166
HSC-SA	592	583	564	534
MDACC	703	791	853	942
HC-T*	124	116	118	119

*HC-T faculty do not have tenure-track appointments.

Source: U. T. System Key Statistical Report, 2003

Table II-37

Faculty Headcount: All Instructional Ranks*

	Fall 1999	Fall 2000	Fall 2001	Fall 2002
SWMC	1,586	1,566	1,573	1,536
UTMB	1,100	1,012	935	1,135
HSC-H	1,085	1,080	1,187	1,270
HSC-SA	1,305	1,365	1,620	1,679
MDACC	844	939	1,003	1,061
HC-T	124	116	118	119

*All Ranks includes Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Source: U. T. System Key Statistical Report, 2003

Figure II-18

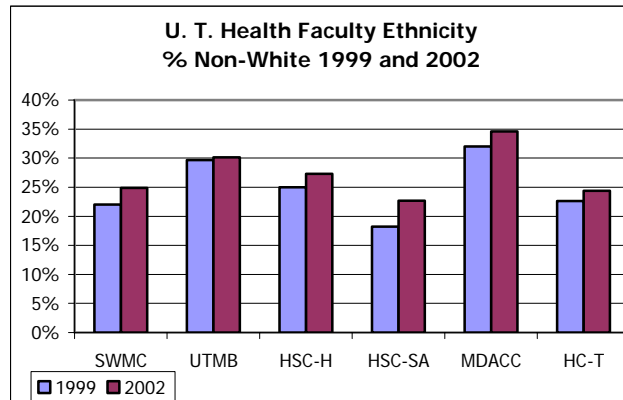


Figure II-19

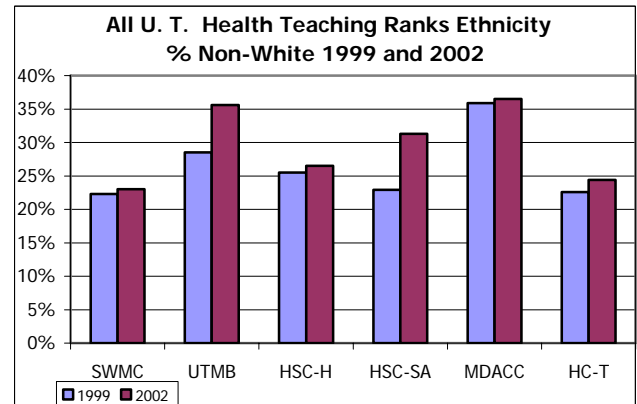


Figure II-20

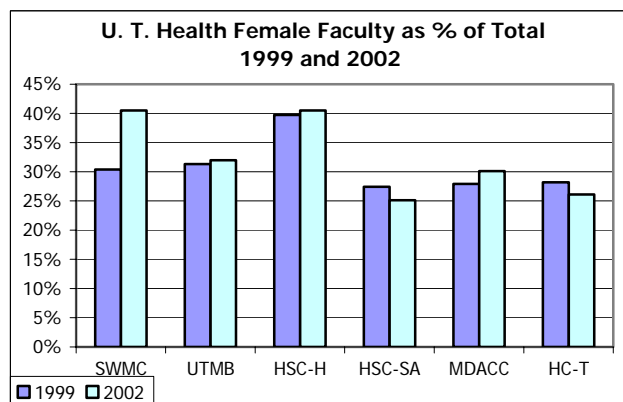
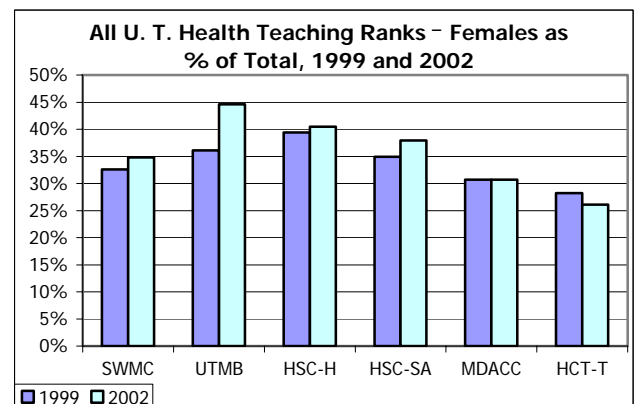


Figure II-21



Staff Headcount – U. T. Health-Related Institutions

Table II-38

Classified and Non-Classified Staff Headcount – U. T. Health-Related Institutions		FY99	FY00	FY 01	FY 02	FY 03
SWMC	Classified	3,199	3,223	3,353	3,686	3,855
	Non-Classified	121	124	127	142	164
UTMB	Classified	12,256	10,856	10,612	10,915	11,061
	Non-Classified	1,848	1,796	1,777	1,797	1,821
HSC-H	Classified	2,893	3,016	2,972	2,941	3,622
	Non-Classified	279	293	283	1,602	1,140
HSC-SA	Classified	2,610	2,654	2,520	2,586	2,697
	Non-Classified	800	772	804	1,147	1,074
MDACC	Classified	6,966	7,806	8,777	9,483	10,112
	Non-Classified	770	812	852	908	1,264
HC-T	Classified	1,040	1,129	1,087	1,080	1,051
	Non-Classified	77	85	91	99	82

* Non-classified staff include administrative and professional staff, excluding faculty. Classified staff include positions which do not entail significant instructional or administrative responsibilities.

Source: U. T. System Office of Human Resources

Figure II-22

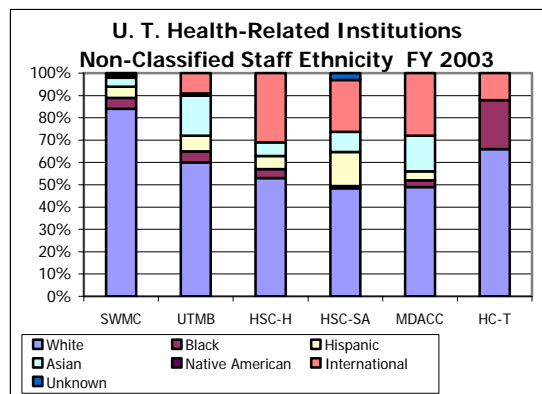


Figure II-23

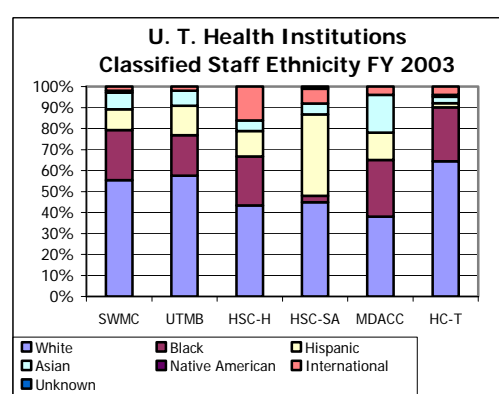
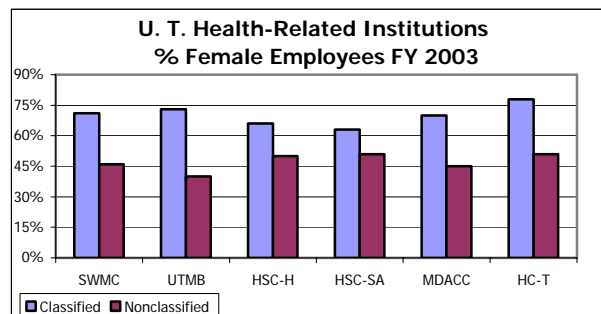


Figure II-24



FTE Student/FTE Faculty Ratio – Health-Related Institutions

Table II-39

FTE Student / FTE Faculty Ratio U. T. Health-Related Institutions*

		Fall 01	Fall 02	Fall 03
SWMC	FTE Students	1,398	1,414	1,496
	FTE Faculty	744	691	768
	Ratio	2 to 1	2 to 1	2 to 1
UTMB	FTE Students	1,924	1,957	1,848
	FTE Faculty	782	768	764
	Ratio	2 to 1	3 to 1	2 to 1
HSC-H	FTE Students	2,635	2,736	2,823
	FTE Faculty	745	749	829
	Ratio	4 to 1	4 to 1	3 to 1
HSC-SA	FTE Students	2,377	2,491	2,597
	FTE Faculty	1,165	1,039	1,036
	Ratio	2 to 1	2 to 1	3 to 1

*M. D. Anderson Cancer Center admits a small number of Health Sciences undergraduates each year (59 FTEs in fall 2003). However, MDACC collaborates extensively with the Health Science Center-Houston to serve hundreds of students who rotate through their joint programs. In FY 2003, this included 450 graduate students shared with HSC-H, as well as 310 nursing students.

*The Health Center-Tyler does not admit students.

Source: THECB and U. T. System Health-Related Institutions

Graduate Medical Education

Table II-40

Accredited Resident Programs and Residents at U. T. Health-Related Institutions		AY 98-99	AY 02-03
SWMC	Accredited resident programs	66	78
	Number of residents in accredited programs	959	1149
UTMB	Accredited resident programs	53	52
	Number of residents in accredited programs	557	543
HSC-H	Accredited resident programs	51	53
	Number of residents in accredited programs	698	761
HSC-SA	Accredited resident programs	53	53
	Number of residents in accredited programs	586	700
MDACC	Accredited resident programs	11	12
	Number of residents in accredited programs	83	100
HC-T	Accredited resident programs	2	2
	Number of residents in accredited programs	24	24

Source: U. T. Health-Related Institutions

- The number of resident programs and number of residents in these programs is a measure of the contribution health-related institutions make to the education and development of medical professionals.
- With the exception of U. T. Southwestern Medical Center, the number of accredited resident programs has remained stable over the past five years. The increase at SWMC is due to the acquisition of St. Paul Hospital, including its existing resident programs. The stable number overall is due to the significant state and federal cuts, together with the limits set by accrediting agencies, and is a national issue of current and high priority.
- In this same period, the number of residents in accredited programs has increased at four health-related institutions, notably at M. D. Anderson, where the number of residents nearly doubled, and at the Health Science Center-San Antonio, where residents increased from 586 to 700 over the past five years.

Clinical and Hospital Care

- The following measures illustrate the scope of hospital and clinical care provided by U. T. health-related institution faculty.
- In nearly every case, over the past four years the number of admissions, hospital days, and clinic visits has increased.

Table II-41

State-Owned Hospital Admissions by U. T. Health-Related Institution Faculty					
	FY 99	FY 00	FY 01	FY 02	% change 99-02
UTMB	33,073	32,505	32,927	35,080	6.1%
MDACC	16,499	17,497	18,604	18,781	13.8
HC-T	3,504	3,714	3,554	3,805	8.6
HCPG*	5,263	5,186	5,700	6,135	16.6
Total	58,339	58,902	60,785	63,801	9.4%

*Harris County Psychiatric Center

Source: U. T. Health-Related Institutions and Annual U. T. System Hospital Report

Table II-42

State-Owned and Affiliated Hospital Days by U. T. Health-Related Institution Faculty					
	FY 99	FY 00	FY 01	FY 02	% change 99-02
SWMC	370,942	379,770	399,136	445,820	20.2%
UTMB	173,136	170,797	175,956	186,975	8.0
HSC-H	276,273	248,045	221,127	243,315	-11.9
HSC-SA	201,745	123,266	224,311	202,000	0.1
MDACC	126,803	131,788	137,204	137,207	8.2
HC-T	28,163	29,802	29,451	29,021	3.0
Total	1,177,062	1,083,468	1,187,185	1,244,338	5.7%

Source: LBB Performance Report

Table II-43

Clinic Visits in State-Owned and Affiliated Facilities Treated by U. T. Health-Related Institution Faculty					
	FY 99	FY 00	FY 01	FY 02	% change 99-02
SWMC	1,752,510	1,528,751	1,775,500	2,064,987	17.8%
UTMB*	813,296	754,538	760,765	819,560	0.8
HSC-H	1,100,253	838,448	553,976**	671,891	-38.9
HSC-SA	832,255	915,725	854,046	834,000	0.2
MDACC	409,443	448,690	469,068	471,728	15.2
HC-T	126,585	132,772	135,978	140,473	11.0
Total	5,034,342	4,618,924	4,549,333	5,002,639	-0.6%

* UTMB figures do not include correctional managed care off-site visits.

** The decrease from previous years is due to centralization of patient activity/billing.

Source: LBB Performance Report

Table II-44**Total Charges For Un-Sponsored Charity Care by Faculty in State-Owned and Affiliated Facilities — U. T. Health Institutions**

	FY 99*	FY 00*	FY 01	FY 02
SWMC	\$194,564,381	\$211,953,613	\$234,938,900	\$256,968,945
UTMB	68,702,958	61,596,586	66,908,903	85,982,833
HSC-H	56,869,784	82,152,677	90,024,051	103,279,853
HSC-SA	94,385,418	60,729,594	60,602,900	70,149,189
MDACC	19,717,163	25,524,441	30,773,351	35,310,300
HC-T	2,619,752	3,261,170	4,992,457	5,405,720
Total	\$436,859,456	\$445,218,081	\$488,240,562	\$557,096,840

*Figures represent the amount reported in the AFR and care provided by institution faculty as part of University Care Plus.

Source: Institutions' Annual Financial Reports.

- In FY 2001, U. T. health-related institutions provided nearly 90 percent of the total charity care provided by public health-related institutions in Texas.

Patient Satisfaction

- Patient satisfaction is an important component of the U. T. health-related institutions' service.
- Each institution has its own satisfaction rating system; these may focus on particular departments or on the overall operation. The Medical Branch at Galveston and the Health Center-Tyler use the national healthcare industry satisfaction and measurement improvement company, Press Ganey Associates, Inc., to survey their patients.
- Satisfaction scores, summarized on the table on the next page, are generally very high and in most cases show improvement over time.
- Additional information about patient satisfaction is available from each institution.

Table II-45

Patient Satisfaction – U. T. Health-Related Institutions

	Period of Survey	Overall Rating	Change from Previous Rating	Noteworthy Ratings	Comments
SWMC	1.1.02-12.31.02	91.86% satisfied (100% = outstanding)	+ .35%	86% satisfied with phone calls 90% satisfied with clinic experience 94% satisfied with physician	Patient satisfaction has been consistently in the above-average and outstanding range for two years in all categories.
UTMB	8.1.02-7.31.03	82.2% overall patient satisfaction for hospital 85.8% for outpatient areas (results are tabulated as the percentage of respondents who rate a given item "good" or "very good")	+ .60% for hospital - .60 for outpatient areas	The Acute Care for Elders inpatient hospital was named number one in patient satisfaction in 2002 by Press Ganey Associates.	UTMB routinely assesses patient satisfaction using the Satisfaction Measurement designed and analyzed by the national healthcare industry satisfaction and measurement improvement company, Press Ganey Associates, Inc.
HSC-H	March – April 2003	Overall rating: 1.4 on a 1-5 scale (1 = agrees strongly)		Overall rating of the Harris County Psychiatric Center in June 2003 was 3.96 on a scale of 5 (agrees strongly) to 1 (strongly disagrees).	The HCPC rating has increased for the past four months; treatment effectiveness continues to be a major strength.
	June 2003	Harris County Psychiatric Center 3.96 on a scale of 1 to 5 (low to high)	Increase from May 2003 rating of 3.94	Hospital environment rated 3.76; staff competency, 3.98; treatment effectiveness, 4.03	The rating has increased for the past four months. Treatment effectiveness continues to be a major strength.
	Fall 2002	Dental Branch 83.1% excellent; 13.5% very good		Patient satisfaction is high, and consistent with previous surveys.	Ratings performed for each Dental Branch clinic.
	FY 2002-03	University Care Plus 95% (55% excellent; 40% good)	93% rating in previous quarter	Overall visit target was 85%	Areas for continued improvement: phone issues; appointment wait times.
HSC-SA (School of Medicine)	2003	95% satisfaction with rehab team		High satisfaction with Children's Center at the Texas Diabetes Institute – 92% satisfaction with timeliness of getting and completing appointments	Affiliated hospitals have ongoing patient satisfaction review processes in place. University Physicians Group is establishing the Patients First Steering Committee and will have data in the future.
MDACC	1.1.03 – 3.31.03	Overall care given: Inpatients 93.4 Outpatients 92.6	Inpatient rating of care given was 91.7 in period 2.15-5.15.02	Likelihood of recommending hospital or clinic: Inpatients 94.4 Outpatients 96.3	Inpatient ratings exceeded C4QI means; outpatient ratings exceeded or equaled means on 3 of 5 indicators, and were within 2 points on the other 2.
HC-T	4.1.03 – 6.30.03	89.3 medical practice score (scale of 1-100)	No change from previous quarter	84.7 Inpatient score (up 3.7 points from previous quarter) 85.7 Emergency Care Center (up .7 points from previous quarter)	

Source: U. T. System Health-Related Institutions

Examples of Externally Funded Research Collaborations – Health-Related Institutions

- The U. T. System has made it a high priority to increase the research collaborations among U. T. institutions as well as outside organizations.
- These collaborations achieve economies of scale and greatly improve the quality of research by leveraging faculty, external funding, and facilities resources beyond the scope that any individual institution could bring to bear on a research problem.
- The scope of U. T. research is very large. Below are examples from each institution of current and high priority collaborative research projects.
- Additional information about these collaborations is available on the U. T. System's collaborations web site, at: [<http://www.utsystem.edu/ogr/CollabProj-Intro.htm>].

Table II-46

Examples of Externally Funded Research Collaborations – U. T. Health-Related Institutions		
	Illustrative Examples	Collaborators
U. T. Southwestern Medical Center		
Howard Hughes Medical Institute	A medical research organization employing its own scientific teams who also serve as faculty at Southwestern; conducts research with scientific staff in HHMI laboratories across the U.S.; explains how the human body functions and why disease occurs.	Howard Hughes Medical Institute
Alliance for Cellular Signaling	Studies the G-protein-rr signaling systems; identifies signaling molecules; to determine molecular pathways; determines the quantitative analysis of the flow of information through the system.	Aventis Pharmaceuticals, Salk Institute for Biological Studies, Barbraham Institute – UK, California Institute of Technology (HHMI), Stanford University, University of Michigan
Sickle-cell Research Treatment Center	Provides the latest medical advances and treatment in sickle-cell disease to the North Texas community; coordinates and collaborates on research projects funded by the National Institutes of Health and other universities.	UT Dallas
U. T. Medical Branch at Galveston		
Regional Center of Excellence in Biodefense and Emerging Infectious Diseases	Provides access to state-of-the-art proteomics, genomics, standardized small animal and non-human primate models of infectious diseases, and BSL-4 laboratory facilities, as well as crosscutting functions in computation biology and a streamlined process for translational development of vaccines and drugs leading to FDA approval.	20 institutions in Texas, New Mexico, Oklahoma, Arkansas, Louisiana, UT Health Center-Tyler, UT Health Science Center-San Antonio, UT Health Science Center-Houston, Texas A&M, University of Houston, Rice University, National Institutes of Health/NIAID, Macrogenics Co., University of New Mexico, Louisiana State University Health Science Center, Shreveport, Oklahoma University
UTMB-UT Austin-Central Texas Veteran's Health Care System Research Coalition	Creation of interdisciplinary training programs of excellence in health related research; will develop a unique research environment through research coalitions focused on new frontiers of multiple fields of diverse sciences; to develop shared facilities for major equipment.	UT Austin, Central Texas Veteran's Health Care System
Texas Gulf Coast Digestive Diseases Center (DDC)	Facilitates on-going GI-related research in Southeast Texas, building on thematic areas of gastrointestinal development, infection, and injury to stimulate innovative treatment development as well as research.	UT Health Science Center-Houston, Baylor College of Medicine

Examples of Externally Funded Research Collaborations – U. T. Health-Related Institutions		
	Illustrative Examples	Collaborators
U. T. Medical Branch at Galveston, continued		
Gulf Coast Consortia	Use of the latest technologies in describing and understanding biological phenomena; identifies new molecular targets for prevention and treatment of infectious diseases, cancer, cardiovascular diseases, genetic neurodegenerative diseases, and additional diseases related to aging; attracts faculty and trainees by transcending the boundaries of traditional departments.	UT M. D. Anderson, UT Health Science Center-Houston, Rice University, Baylor College of Medicine, University of Houston, National Science Foundation, W.M. Keck Foundation, Dow Chemical Co.
U. T. Health Science Center-Houston		
The Gulf Coast Consortia	Creation of an interdisciplinary training program of excellence in computational and structural biology; increases the number and quality of applicants and expand the number of students involved, both as trainees and participants.	UT M. D. Anderson, UT Medical Branch at Galveston, Baylor College of Medicine, Rice University, University of Houston, W.M. Keck Foundation
Support of Human Subjects Protection Program at UTHSC-H and Regional Consortium of IRBs	Completes the implementation of an electronic system for the management of the IRB information; develops a plan for a regional consortium of IRBs linked via a shared electronic IRB management system.	UT Brownsville, Texas Southern University, Prairie View A&M University
The University of Texas Health Science Center at Houston Programs in Biotechnology	Creating diagnostic and therapeutic agents that advance the fight against cancer, cardiovascular disorders, and other diseases; jointly develops the UT Research Park for incubation and research in life sciences and related fields.	UT M. D. Anderson, University of Houston, Rice University, Baylor College of Medicine, GE Medical
U. T. Health Science Center-San Antonio		
Biomedical Neuroscience	Organizes and promotes the intellectual and technological assets of the institution to provide a rich environment of research and training; conducts training programs at the pre-and postdoctoral level; enables productive inter-institutional interactions in both research and training with the neuroscience programs.	UT San Antonio, UT Austin, others
Aging	Managing collaborations through their aging programs.	UT Austin
Transgenic & Assisted Reproductive Technology in Baboons	Establishing an animal model for assisted reproductive technologies; produces transgenic sub-human primates.	UT San Antonio, Southwest National Primate Research Center, Southwest Foundation for Biomedical Research
Assisted Reproductive Technology and Effects on Mutant Frequency in Transgenic Mice	Determining the genetic effects of ART.	UT San Antonio, University of Hawaii
San Antonio Cancer Institute	A NCI-designated cancer center; to support a laboratory and clinical research infrastructure focusing on causation, molecular, cellular, and clinical characteristics of cancer, its treatment, and prevention.	Cancer Therapy and Research Center

Examples of Externally Funded Research Collaborations – U. T. Health-Related Institutions		
	Illustrative Examples	Collaborators
U. T. M. D. Anderson Cancer Center		
Gulf Coast Consortia	Creating interdisciplinary training programs of excellence in computational and structural biology; increases the number and quality of applicants and expand the number of students involved, both as trainees and participants.	UT Health Science Center-Houston, UT Medical Branch at Galveston, Baylor College of Medicine, Rice University, University of Houston, W.M. Keck Foundation
Center for Biomedical Engineering	Implementing engineering solutions to the cancer problem; integrates molecular and cellular biology with engineering to improve the diagnosis, therapy, and prevention of cancer; collaborates on early detection using optical technologies.	UT Austin, UT Health Science Center-Houston, Whittaker Foundation
Partners for Excellence in Cancer Research	Improving research on cancer health care disparities for ethnic populations.	National Cancer Institute, University of Puerto Rico Cancer Center
U. T. Health Center-Tyler		
Structure and Function of SRP RNA	Advancing the understanding of the basic process of protein transport across biological membranes.	UT Health Science Center-San Antonio
Texas-Mexico Border Infectious Disease Monitoring Program	Strengthening state and local disease prevention and control programs; to monitor Tuberculosis (TB) transmission at the border; minimizes TB transmission	UT Medical Branch at Galveston
Southwest Center for Agriculture Safety and Health	Coordination of the education, research, and prevention activities for rural health areas; reduces injuries among agriculturally related populations	TAMUHSC, Texas Agricultural Experiment Station, West Texas A&M University, National Institute for Occupational Safety and Health, National Center for Farmworker Health, Drexel University, University of New Mexico, Louisiana State University
Understanding the Frequency of Close Call Reports: Translation of best Practices from Aviation to Healthcare	An anonymous close call reporting system; collects and describes close call reports from all healthcare providers at UTHC-T.	UT M. D. Anderson, UT Medical Branch at Galveston, Agency for Healthcare Research and Quality, Memorial Hermann Hospital System

Examples of Educational Collaborations

- The U. T. System encourages educational collaborations among U. T. institutions as well as with organizations outside of U. T. Below are examples from each institution of current and high priority collaborative research projects.
- Additional information about these collaborations is available on the U. T. System's collaborations web site, at: [\[http://www.utsystem.edu/ogr/CollabProj-Intro.htm\]](http://www.utsystem.edu/ogr/CollabProj-Intro.htm).

Table II-47

Examples of Educational Collaborations – U. T. Health-Related Institutions		
	Illustrative Examples	Collaborators
U. T. Southwestern Medical Center		
Graduate Medical Education (Residency Education Program)	Improving the quality of health care in the United States by ensuring the quality of graduate medical education experiences for physicians in training.	Parkland Health and Hospital System, Children's Medical Center of Dallas, Zale Lipshy Univ. Hospital & approx. 20 other hospitals
Family Practice Residency Program	Provides post-graduate training in family practice medicine.	St. Paul Medical Center, Parkland Health and Hospital System, Four other hospitals outside the Dallas area
Joint Program In Biomedical Engineering	Prepares students as biomedical engineers for careers in industry, hospitals, and research facilities of educational and medical institutions	UT Arlington
U. T. Medical Branch at Galveston		
UTMB Work School Program	Increasing the number and retention of nurses; to include other degrees and certificates for positions that are difficult to fill.	Lamar University, Galveston Community College, College of the Mainland
Cancer Teaching and Curriculum Enhancement in Undergraduate Medicine (CATCHUM) Project	A consortium devoted to cancer prevention and control education for undergraduate medical students.	UT Health Science Center-Houston, UT Southwestern Medical Center at Dallas, UT Health Science Center-San Antonio, Baylor College of Medicine, Texas A&M College of Medicine, Texas Tech University Health Science Center, National Cancer Institute
UTMB East Texas Geriatric Education Center	Provides enhanced interdisciplinary geriatric education and clinical training for professionals and students in allopathic medicine, nursing, occupational therapy, physical therapy, physician assistant studies, and social work.	UT Health Science Center-San Antonio, Lamar University, Stephen F. Austin University, Sam Houston State University, East Texas Area Health Education Center (AHEC), Brazos AHEC

Examples of Educational Collaborations – U. T. Health-Related Institutions		
	Illustrative Examples	Collaborators
U. T. Health Science Center-Houston		
Graduate School of Biomedical Sciences at Houston	Offers graduate programs with a greater critical mass of faculty and students; to provide high quality research training to a large number of students in a wide variety of areas in a cost effective manner.	UT M. D. Anderson, Texas A&M University Health Science Center, Institute of Biosciences and Technology
Collaborative Doctoral Degree in Nursing Program	Provides access to the Doctor of Science in Nursing program via distance education to UT El Paso.	UT El Paso
Collaborative Master of Public Health Degree Program	To offer concentrations in Behavioral Sciences and Environmental Sciences to students in the Master of Public Health program.	UT El Paso
U. T. Health Science Center-San Antonio		
Dental Early Acceptance Program (DEAP)	A dual degree program to allow students to apply credits earned during Dental School to college requirements.	UT San Antonio, UT Pan American, Southwest Texas State University, St. Mary's University
Biomedical Engineering	Promotes research and training in various areas of bioengineering.	UT San Antonio
Master of Deaf Education and Hearing Science	Development and implementation of a graduate level teachers' education program in deaf education; to train teachers to use oral-auditory methods in the education of deaf children.	Sunshine Cottage School for Deaf Children, UT San Antonio
Collaborative Admissions Partnership for Health Professions Scholars	Streamlining admissions processes for St. Mary's students who wish to pursue bachelors and professional master's degrees in Allied Health Science programs.	St. Mary's University
U. T. M. D. Anderson Cancer Center		
MS in Nursing for Clinical Research Management	Prepares RNs at the graduate level to manage clinical research trials involving human subjects; to create a pool of qualified nurses to meet the increasing need in Texas to support the application of the human genome project to clinical trials in academic settings, the pharmaceutical industry, and in other research enterprises	UT Health Science Center-Houston
Graduate School of Biomedical Sciences/Joint Degree Granting	Offers graduate programs with a greater critical mass of faculty and students than either institution alone could offer; to provide high quality research training to a large number of students in a wide variety of areas in a very cost effective manner.	UT Health Science Center-Houston
U. T. Health Center-Tyler		
Collaborative Master's Degree Programs with Texas A&M University and Stephen F. Austin State University	Offers three master's degree programs in biotechnology, environmental science, and public health	Texas A&M University, Stephen F. Austin State University
Joint Collaborations with Various Higher Educational Institutions for Clinical Rotations and Health Care Training	Allows students in nursing, allied health, and medicine to have clinical rotations at an academic training hospital and outpatient facility.	UT Tyler, Kilgore College, Tyler Junior College, University of North Texas, Texas College of Osteopathic Medicine, University of North Dakota, St. Petersburg College

Examples of Educational Collaborations – U. T. Health-Related Institutions		
	Illustrative Examples	Collaborators
U. T. Health Center-Tyler, continued		
Collaboration Projects with other Health Care Institutions for UTHCT Residency Programs	Allows residents the opportunity for clinical rotations in OB/GYN and Inpatient Pediatrics.	Trinity Mother Francis Health System, Trinity Mother Francis Health System, East Texas Medical Center
UTHCT Employee Scholarship Program	Provides a joint scholarship program for employees of UTHCT to attend educational programs at UT Tyler.	UT Tyler
UTHCT's Occupational Medicine Residency Program	Provides a residency program in occupational medicine, one of only three civilian programs in Texas and one of fewer than 40 nationwide.	Stephen F. Austin State University, Occupational Safety and Health Administration, Texas Department of Health, Regions 4 & 5 North

Post-Tenure Review

- Post-tenure review is a valuable means to assess and promote the continued vitality of faculty throughout their careers.
- The table on the following page illustrates the outcomes of post-tenure review cases among health institutions in FY 2002 and 2003. Nearly all demonstrated good performance.
- Out of 145 cases in 2002, eight faculty were considered in need of additional support or marginal, and two were considered unsatisfactory. In 2003, four cases out of 147 were considered in need of additional support or marginal; two were considered unsatisfactory.
- In these less-than-satisfactory cases, the department head and post-tenure review committee developed a remediation plan with the faculty member; progress will be monitored in 2004.

Table II-48

Post-Tenure Review – U. T. Health-Related Institutions

	Review Outcomes		
	Performing Well	Needs Additional Support or Marginal	Unsatisfactory
Southwestern Medical Center			
Medical 2002	19		
Allied Health 2002	1		
TOTAL 2002	20		
Medical 2003	23		
Allied Health 2003			
TOTAL 2003	23		
Medical Branch at Galveston			
Medical 2002	30		1
Allied Health 2002	1		1
TOTAL 2002	31		2
Medical 2003	27	1	1
Allied Health 2003	2		
TOTAL 2003	29	1	1
Health Science Center-Houston			
Medical 2002	5		
Dental 2002	7	2	
Nursing 2002	1	1	
Hlth Infor Sci 2002		2	
Public Health	4	2	
TOTAL 2002	17	7	
Medical 2003	6	1	
Allied Health 2003			
Dental 2003	19		
Nursing 2003			
Hlth Infor Sci 2003	1	1	
Public Health2003			
TOTAL 2003	26	2	
Health Science Center-San Antonio			
Medical 2002	12	1	
Dental 2002	5		
Graduate 2002	15		
Nursing 2002	1		
Allied Health 2002	1		
TOTAL 2002	34	1	
Medical 2003	12	1	
Dental 2003	3		
Graduate 2003	9		
Nursing 2003			
Allied Health 2003	1	1	
TOTAL 2003	25	2	
M. D. Anderson Cancer Center			
TOTAL 2002*	33		
TOTAL 2003*	39		1

*M. D. Anderson institutional faculty are not tenured in schools.

Source: U. T. System Office of Health Affairs

Teaching, Research, and Health Care: Implications for Future Planning and Measures for Future Development

Implications for Future Planning

- The U. T. System should emphasize the priority of research collaborations between academic and health-related institutions.
- Private support for endowed faculty positions should be a System priority.
- The organization, support, goals, and pace of technology transfer require attention and further development.
- Measurement of the number of faculty grants should be refined, and reasons for declines in numbers should be analyzed.

Measures for Future Development

- The U. T. System should develop a methodology and process to collect data on all sponsored expenditures, by source and type, including research, training, and public service.
- For the health-related institutions, a performance measure related to citations in national/international indices should be developed.
- Measures of teaching excellence (student evaluations, awards, other indicators) require further development. These should be related to data on student learning in the section on student access and success.
- Information technology support and resources contribute significantly to faculty success in teaching and research. A context or progress measure should be developed reflecting trends in technical infrastructure, distance education, and faculty training.
- Data on faculty FTEs and salaries should be refined and simplified so that faculty effort related to key areas of activity – teaching, research, and clinical care, can be clearly described and tracked.