



THE TEXAS STATE UNIVERSITY SYSTEM

Founded 1911

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San Marcos

Lamar Institute of Technology
Beaumont

Lamar State College—Orange
Orange

Lamar State College—Port Arthur
Port Arthur

November 5, 2007

Ms. Elizabeth Maddox
Texan News Service
Department of Communication Studies
Tarleton State University
Box T-0230
Stephenville, Texas 76402

Dear Ms. Maddox:

This is in response to your Texas Public Information Act request, received October 18, 2007:

1. Attached are the Board of Regents' August, 2006 orders, setting the current presidential salaries and housing allowances, if any (some presidents reside in component-owned houses);
2. Attached are documents reflecting the Chancellor's salary and emoluments;
3. While authorized by Board policy, automobile allowances, if any, are disbursed at the component level (you should contact the presidents' offices at the addresses reflected on the component's website);
4. Performance and salary data on provosts are maintained by the components (you should contact the presidents' offices at the address reflected on the component's website);
5. Attached are documents on the most recent performance review of each of the presidents; and,
6. We maintain no performance review documents pertaining to the Chancellor.

There will be no charge for providing these documents. We trust this fully addresses your request, but please advise if it does not.

Sincerely,

Fernando C. Gomez
Vice Chancellor and General Counsel

ANNUAL REVIEW FOR DR. MIKE SHAHAN
JULY 18, 2007

He is working to increase his success rate by pairing staff members with students; if a student is interested in English he is matching him with an English instructor. He is also using staff to assist in these efforts.

He has reverse articulation agreements in place but they are not working very well. He has a problem with getting Lamar U. to accept his nursing students because much of his instruction is classified as technical and Lamar feels that the courses are inferior to what he teaches. I have suggested that he have Ken Craycraft work of that for him.

His nursing program is not growing because he lacks enough medical facilities in the area for the students to do their clinical work. In years past many of his students worked in hospitals in La. but the state disallowed taking Texas students into their programs. His director of nursing is working to get that restored and there is some chance of success.

In an effort to correctly pay his faculty he has redesigned his pay scale to include salary steps and that seems to be helping. He is having good luck hiring the wives of some of the refinery and manufacturing executives in the area; they are well educated and will accept his pay package.

I told him I want him to provide me with a "Grow Your Own" candidate from the area high schools and he said he would meet with the Orange superintendent and get some candidates.

I told him of my ideas about fund raising using a consultant here at the System office and he was very enthusiastic.

Three goals for next year are 1) restoring enrollment to pre-Rita levels, 2) Better customer service, 3) first time Campus Master Plan.

He has a local group that is putting together a lot of money for college scholarships that could have a very big impact on his school.

Mike has created a cash cow in his teacher certification program, his fund balance is \$900,000 and almost all of the money came from that program. He has one of the largest programs in the State.

We spoke for 75 minutes, it was a very good discussion, and very relaxed conversation.

October 25, 2006

I reviewed Sam Monroe on his performance for the past year as President of Lamar-Port Arthur. Sam continues to impress me as someone who cares deeply about his institution.

He has increased the number of students receiving their associate degrees over the past five years from 49-81. I talked to him about putting into place with LU a reverse articulation agreement so his number of associate degrees would increase; he has agreed to do that.

His decline in semester credit hours is mostly because of the shutdown of many of the prisons in his area where he is conducting classes; he is operating in 16 prisons. This shut down was caused by hurricane Rita and those programs are now up and running. He is also stepping up his continuing education efforts in the surrounding towns.

His persistence rate of part-time students is higher than the other Lamar campuses.

His use of full time faculty in teaching continuing education courses is paying off.

His faculty diversity is 13% and he is making efforts to increase the numbers.

His HUB numbers are 25%, this is an excellent number, this has occurred because of his efforts to make sure minority firms were doing much of the Rita cleanup work.

There are no deferred maintenance issues

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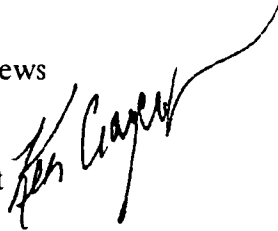
Texas State University-San Marcos
San Marcos

January 18, 2007

TO: Dr. Charles Matthews
Chancellor

FROM: Kenneth Craycraft

RE: Six-Month Evaluation of Dr. Paul Szuch



As you recall, at the point of employment, we agreed to conduct a six-month performance evaluation of Dr. Paul Szuch, and make the decision whether or not to recommend a salary adjustment from \$145,000 to \$150,000 at that time. Also, on the basis of a positive assessment, we agreed to include retroactively, the same percentage increase across the board the other presidents in the TSUS received. The purpose of this correspondence is to provide my input and recommendation.

During the interview process and in subsequent conversations, the message was conveyed to Dr. Szuch that several priorities had to be addressed at Lamar Institute of Technology in the early weeks of his employment. These priorities were based on the feedback you and I had received.

While not comprehensive, the list included the following.

1. An improved working relationship with Lamar University and the two-year colleges as well.
2. To examine workload policies and practices at LIT—a potentially volatile and divisive issue.
3. To be more visible among/between community leaders.
4. To begin developing a comprehensive strategic planning process.
5. To assess the quality of services provided to LIT students.

In each case, progress has been made, and I am pleased to report that this progress has been made without creating divisiveness. The three Lamar presidents speak of Paul's collegiality and collaborative working style. The faculty members tell me that a defensible workload policy is being developed collaboratively. Dr. Bill Nylin, LIT Foundation and search committee member, states that LIT's visibility in the community has never been greater.

Dr. Szuch is also challenging his faculty to look beyond the immediate needs of the community and into the expanding needs of a developing region as they work to develop and refine their strategic plan. Furthermore, in a recent conversation, Paul has shared his plans to expand the advisement and support services offered by LIT for his student body with the goal of improving retention and completion rates.

All in all, it has been an ambitious and aggressive first six months, but I have no doubt that Lamar Institute of Technology is on the right path under the leadership of Paul Szuch. He communicates frequently, asks for constructive feedback and has a sincere aversion to surprising the System office.

As a result of the previous, I recommend the salary adjustment proposed and the percentage increase (awarded retroactively) the other presidents received at the beginning of this academic year.

Should there be any questions, please do not hesitate to ask.

January 24, 2007

DR. VIC MORGAN

Today I conducted the annual performance review for Dr. Morgan. I believe I was able to successfully challenge Dr. Morgan to increase his enrollment. I proposed several ideas that should help him in his efforts to grow Sul Ross. Among those ideas I proposed was that he personally contact Dr. Curtis Culwell, superintendent in Garland to get him to help Vic recruit students from that area. I suggested to him that he needed to be the one to open doors at the school system instead of relying on his recruiters, then let the recruiters do their job. Dr. Culwell is a friend of mine and has offered to help in his district and the surrounding districts. I then talked to him about the "capacity bill"; he is to talk to Senator Carlos Uristi about carrying the bill.

He was very receptive to my suggestions and I believe he is re-energized by the conversation.

Charles Matthews

REVIEW OF DR. TRAUTH NOVEMBER 9, 2006

We had a very good review for about two hours. She is very responsive and I feel she is doing a terrific job.

She has one issue on how she can reduce her tax burden and I promised to help with that situation by hiring a consultant to advise the System on how we can be helpful to all of our presidents.

January 25, 2007

DR. JIM GAERTNER

Today I spent 90 minutes reviewing the performance of Dr. Gaertner. The list of questions that we discussed is attached.

We discussed his increases in tuition and I told him I was afraid he was going to price himself out of the market. He agreed that there could be a problem. I suggested that he consider the idea that the System office could help him in securing funding for some of his research efforts. He is giving faculty time off for research, they are doing that research but because most of the efforts are in the soft sciences they receive little in the way of monetary awards. I believe there are ways we can help. He said he would go back and I am sure talk to his staff and get back with me.

He has increased his doctorate graduates in the last three years from 13 to 39, very good he believes his top number will be 50 per year and it will take some years to get to that level.

I asked about his reduction in administration costs, some was management control and most was reclassifying expenses along the lines of the CB.

I suggested that he go to a refresher course for presidents and he said he would strongly consider that, I am sure he will go. The course is offered by AASCU and will be conducted in the summer.

All in all a very positive interview.

Charles Matthews

April 18, 2007

The review for Dr. Simmons lasted for 90 minutes. We reviewed each of the questions with a particular emphasis on what he and his staff are doing to return the enrollment to pre Rita levels. It was obvious that he and his staff had spent a lot of time and effort on thinking about the answer to this question. They have a diverse strategy that should help them grow. Dr. Simmons, however, is determined to increase admission standards and to enforce them at the same time. He does not want to lower the quality of the student body and he is afraid that there will be a tendency for his staff to fall into that trap.

He also talked about the efforts in the Garland ISD, Richland Community College and Collin County Community College.

Dr. Simmons is very proud of the fact that he has improved the graduation rates as Lamar by 17% since he has been president.

When we talked about making sure that his doctorate students were successful he described a well thought out program. I believe he is doing an excellent job in this area.

Dr. Simmons has hired a man who is primarily charged with the duty of increasing the amount of research dollars brought to the university. He spoke very highly of our efforts in D.C. on behalf of the institution.

He described his long term plan to increase his faculty salaries that had been too low, he has been raising salaries over a three year period. He has started and stopped his efforts to recruit new faculty primarily because of his financial concern regarding the issues surrounding Rita.

Dr. Simmons believes his higher than average administrative costs revolve around his loss of students.

Dr. Simmons wants to bring back football to the campus. He believes that he can increase his enrollment by 2,000 students after football begins.