

#### Summary:

• State UGF funds for the University are cut by 41%, but University has access to much more than state funds. If other funding sources are maintained, the reduction is approx. 16% (**from \$888.5mm to \$746.4mm**):

University of Alaska Fund	ng History (N	Igmt Plan)							
					Enacted w/ v	/etoes			
	FY2016	FY2017	FY2018	FY2019	FY2020				
UGF	350,787.0	324,883.5	317,033.5	327,033.5	191,780.4				
DGF	327,169.4	337,184.5	331,591.4	331,131.2	331,824.1				
Other	86,784.7	86,875.4	86,640.4	86,530.4	82,599.5				
Federal	150,852.7	150,852.7	143,852.7	143,852.7	140,225.9				
Total	915,593.8	899,796.1	879,118.0	888,547.8	746,429.9				
# Students (FTE)	19,229	18,456	17,555	17,555	17,555	est. FTE fo	r 2019-2020	0	
Total Exp/FTE	\$47,615	\$48,754	\$50,078	\$50,615	\$42,520				
UGF/FTE	\$18,243	\$17,603	\$18,059	\$18,629	\$10,925				
Total Exp/FTE Change	2.5%	2.4%	2.7%	1.1%	-16.0%	i			
US Avg UGF/FTE	\$7,453	\$7,642	\$7,795	\$7,951	\$8,110	est US ava	ı @ +2% int	l for 2018-	2020
Ratio of AK:US UGF/FTE	244.8%						e seren	.,	

- FY20 reductions take state contribution from more than double the average U.S. state contribution to about 35-40% higher than U.S. average
- Univ. of AK UGF spending/student is among highest in U.S.
  - \$16,391/student in AK v. \$7,642 U.S. average (2017 SHEEO data)
- UAF UGF spending is even higher: \$30,000+/student (2018 UA data)
- In 2016 and 2019, Legislature advised Regents to
  - o "develop a plan for consolidation"
  - "increase self-supporting revenue and achieve a balanced, sustainable budget"
- In 2017, Moody's downgraded University for over-reliance on state funding



- University has extensive duplicative programs
  - o 2 engineering schools
  - o 2 business/management schools
  - o multiple schools of arts and sciences
  - o multiple schools of education and teaching
- More than 50% of university staff are administrative or support in nature
- University has extensive high paid executive staff
- The governor and legislature both separated the community campus appropriation from the university appropriation. The governor and legislature intended to hold the community campuses, including UAS, harmless
  - There is a question whether the University is seeking to extend cuts to the community campuses
- The University should consider consolidating university programs, and eliminating duplicative bureaucracy
- The University's current retention and graduation rates are low.
  - Low retention reflects a "waste both of human and financial resources." Fisher Report, p. 12, 2011.
  - University needs to focus its efforts on developing core high quality programs
  - o "University is substantially an unknown quantity in many academic disciplines and professional schools; failure to focus on core academic programs likely to result in "mediocrity." Fisher Report, p. 11, 2011.
- The University needs to improve its fundraising efforts
  - o In 2011, fundraising described by expert as "mediocre at best"; alumni giving is "embarrassingly low." Fisher Report, p. 59, 2011.
- Research is an opportunity—brings in federal and private funds
  - University suggests state match is required for federal research funds
    - But private universities with no state funds are among the highest recipients of federal research funds: Johns Hopkins, Univ. of Pennsylvania, Stanford, Duke, Yale, Harvard <a href="https://ncsesdata.nsf.gov/profiles/site?method=rankingBySource&ds=herd">https://ncsesdata.nsf.gov/profiles/site?method=rankingBySource&ds=herd</a>



## Background:

In FY 2019, the University received an unrestricted general fund (UGF) appropriation of \$327million. It allocated this appropriation amongst its three core services as follows:

	Core Services	UGF	DGF	Other	Fed	Total	PFT	PPT	NP	% GF
	(in priority order)									
1	Student Instruction	260,199.4	252,828.1	59,894.0	60,727.7	633,649.2	2976	143	0	77.9%
2	Research: Advancing Knowledge,	37,089.3	52,632.6	17,707.8	74,299.1	181,728.8	748	32	0	13.6%
	Basic and Applied									
3	Service: Sharing Knowledge to	29,744.8	25,670.5	8,928.6	8,825.9	73,169.8	269	14	0	8.4%
	Address Community Needs									
	FY2019 Management Plan	327,033.5	331,131.2	86,530.4	143,852.7	888,547.8	3993	189	0	

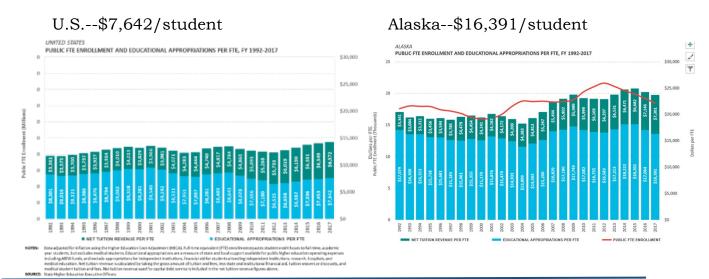
As summarized in the table, the University has access to non-UGF funding sources in the form of federal funds, tuition (DGF), fees and receipts (DGF/Other), and donations. The University also has reserve funds and an endowment.

The University is and has been heavily dependent on state funding, far more than its peers, and more than what is needed to account for the higher cost of living and expenses in Alaska. The University reports 17,555 full-time equivalent students. Per student funding for FY2019 is:

UGF per-student funding: \$18,629
 Total per-student funding: \$50,615

The state provides more than double the per-student funding, as compared to lower-48 state funded universities.

Average state spending on universities (1992-2017 SHEEO data):





In terms of percentage of total funding, the University ranks among the highest in state dependence among land grant universities (UAF data only):

Institution Name	🗾 % State 🖳
University of Puerto Rico-Mayaguez	70.8%
University of the District of Columbia	48.7%
Fond du Lac Tribal and Community College	44.0%
Kentucky State University	43.4%
University of Alaska Fairbanks	43.0%

Source: National Center for Education Statistics, IPEDS database

This over-reliance on state funding has led to downgrades of the University's credit by Moody's:

21 Aug 2017	Rating Update	University of Alaska, AK: Update – Moody's downgrades University of Alaska to A1; outlook stable	â	Moody's Investors Service
21 Aug 2017	Rating Action	Moody's downgrades University of Alaska to A1; outlook stable		Moody's Investors Service
17 Jul 2017	Rating Action	Moody's Places University of Alaska's Ratings on Review for Downgrade		Moody's Investors Service
13 Sep 2016	New Issue	University of Alaska (AK): New Issue - Moody's Confirms University of Alaska's Ratings and Assigns Aa3 to 2016 Series V; Outlook Negative	â	Moody's Investors Service
13 Sep 2016	Rating Action	Moody's Confirms University of Alaska's Ratings and Assigns Aa3 to 2016 Series V; Outlook Negative		Moody's Investors Service
7 Jul 2016	Rating Action	Moody's Places University of Alaska's Ratings on Review for Downgrade		Moody's Investors Service
0 Jun 2016	Issuer Comment	University of Alaska, AK: University of Alaska's Announced FY 2017 Budget Cut Within Expectations	â	Moody's Investors Service
3 Mar 2016	Rating Update	University of Alaska: Update - Moody's downgrades University of Alaska Gen. Rev. Bonds to Aa3; outlook negative	â	Moody's Investors Service
3 Mar 2016	Rating Action	Moody's downgrades University of Alaska Gen. Rev. Bonds to Aa3; outlook negative		Moody's Investors Service
4 Jun 2015	New Issue	Moody's revises University of Alaska's outlook to negative; assigns Aa2 to \$65.7M Gen. Rev. Bds. 2015 Ser. T	â	Moody's Investors Service
04 Jun 2015	Rating Action	Moody's revises University of Alaska's outlook to negative; assigns Aa2 to \$65.7M Gen. Rev. Bds. 2015 Ser. T		Moody's Investors Service

"The downgrade to A1 reflects the university's material reliance on the State of Alaska with the resulting exposure to the fiscal and economic challenges of the state caused by low oil prices. With about half of UA's operating budget, including on-behalf payments for pension and other post-retirement benefits, derived from state funding, we expect increased operating pressure at the university as the state addresses its significant structural imbalance." Moody's Rating Action, 8/21/2017. (Source: <a href="https://www.moodys.com/credit-ratings/University-of-Alaska-AK-credit-rating-600027065">https://www.moodys.com/credit-ratings/University-of-Alaska-AK-credit-rating-600027065</a>)



The primary cost-driver issue for the University has been the decision to build and staff two separately accredited full-service universities in the state, Anchorage and Fairbanks. Compounding this issue is the fact that the University has sustained a substantial loss of students (19% reduction since 2012), particularly in Fairbanks. The University recently reported the closure of a third UAF dormitory in the past year.

Data supplied by the University shows that UAF costs three times more than what UAA costs on a per student basis. Additionally, UAF (excluding the research unit) costs more than UAA in total dollars, even though UAF has less than half of the FTE students that UAA has:

UA: FY2018 Revenue, Expend	litures, and Er	rollment								
·	GF <sup>(1)</sup>	Tuition/Fees (1)	Fed <sup>(1)</sup>	Local	Revenue (2)	Tuition/ Revenue	Expenditures (1)(2)	FTE (3)	Exp/FTE	GF/FTE
UAA										
UAA Main Campus	\$93,834,216	\$65,627,300	\$17,840,580		\$177,302,096	37.0%	\$207,592,837	8,622	\$24,077	\$10,883.11
Kenai	\$6,462,088	\$5,819,520	\$16,588		\$12,298,196	47.3%	\$13,579,810	952	\$14,265	
Kodiak	\$2,365,837	\$1,284,860	\$44,967	\$60,000	\$3,755,664	34.2%	\$4,276,418	247	\$17,313	
MatSu	\$4,714,153	\$5,144,307	\$0		\$9,858,460	52.2%	\$9,847,724	837	\$11,766	
Prince William Sound	\$2,569,986	\$673,647	\$169,851	\$820,000	\$4,233,484	15.9%	\$4,707,454	214	\$21,997	
UAF										
UAF Main Campus	\$115,332,209	\$34,255,087	\$11,625,947		\$161,213,243	21.2%	\$214,576,488	3,616	\$59,341	\$31,894.97
Bristol Bay	\$1,256,609	\$371,263	\$1,471,426		\$3,099,298	12.0%	\$3,640,750	92	\$39,573	
Chukchi	\$848,844	\$55,593	\$57,593		\$962,029	5.8%	\$1,030,369	39	\$26,420	
Interior	\$1,435,500	\$582,695	\$914,727		\$2,932,922	19.9%	\$3,884,572	122	\$31,841	
Kuskokwim	\$2,669,877	\$777,774	\$142,306		\$3,589,957	21.7%	\$4,441,158	173	\$25,671	
Northwest	\$1,291,997	\$330,563	\$80,942		\$1,703,503	19.4%	\$1,866,640	64	\$29,166	
Rural	\$3,829,786	\$1,099,764	\$216,701		\$5,146,251	21.4%	\$5,944,869	233	\$25,514	
UAF Comm & Tech	\$4,876,257	\$4,900,128	\$111,032		\$9,887,417	49.6%	\$10,899,084	909	\$11,990	
UAS										
UAS Main Campus	\$19,446,816	\$7,280,114	\$2,034,123		\$28,761,053	25.3%	\$33,787,855	920	\$36,726	\$21,137.84
Ketchikan	\$2,167,000	\$1,391,624	\$691,242		\$4,249,866	32.7%	\$4,830,973	213	\$22,681	
Sitka	\$2,606,400	\$2,180,631	\$827,545		\$5,614,576	38.8%	\$6,215,538	303	\$20,513	
Community Campus Total	\$37,094,334	\$24,612,368	\$4,744,920	\$880,000	\$67,331,622	36.6%	\$75,165,359	4,398	\$17,091	\$8,434.36
Community Campus % of Total	13.1%	18.4%	13.1%	100.0%	14.8%		12.9%	25.1%		
University Campus Total	\$228,613,241	\$107,162,501	\$31,500,650	\$0	\$367,276,392	29.2%	\$455,957,180	13,158	\$34,652	\$17,374.47
University Campus % of Total	80.5%	80.1%	86.9%	0.0%	80.8%		78.1%	74.9%		·
Statewide Services	\$18,117,284	\$2,076,483	\$0	\$0	\$20,193,767		\$52,856,630			\$1,031.97
UA Total	\$283,824,859	\$133,851,353	\$36,245,570	\$880,000	\$454,801,781	29.4%	\$583,979,169	17,556	\$33,264	\$16,166.83

By standing up duplicate programs at UAF and UAA (engineering, business management, arts and sciences, education), the University has created a situation where UAF and UAA appear to be competing for the same students. However, UAF has been unable to attract sufficient students to offset its high cost. Note, with only 3,616 FTE students, UAF is the size of a small to medium-sized college.

Note, the Alaska Constitution establishes only one university. Alaska Const., art. 7, sec. 2. Moreover, the Constitution is silent with respect to any requirement to fund the university. The minutes of the Constitutional Convention in 1955-1956 likewise reflect no discussion on the matter.



University data confirms that, taken as a whole, the community campuses are more cost effective than the University campuses.<sup>2</sup> As shown in the table above, the average per-student UGF funding is \$8,434 for the community campuses v. \$17,374 for the University campuses. Since the University has a high percentage of students needing remedial tutoring, the community campuses are a cost-effective way to provide this instruction.

## Staffing:

Data provided by the University also shows it has high administrative staff costs. Only about 10% of its staff are full professors. Well over 50% of its payroll consists of administrative and campus support staff. With the duplication of academic programs, the University has had to duplicate administrative staff as well. It reports over 100 executive management staff, including the president and dozens of chancellors, provosts, deans, and directors, with average salary and benefits exceeding \$175,000 per year.

Here is a summary of the data supplied by the University:

University representatives have suggested that administrative costs for the community campuses are also included in the UAF expenses in the chart on p. 5. Note that in this chart, the statewide administrative costs are segregated and total over \$52.8mm. The University has not clarified or provided information regarding how much additional statewide administrative costs over the \$52.8mm are embedded in the UAF expense numbers.



University of Alas	ska Staffing		
Administration			
Administrative Staff	1,926	\$144,032,066	
Executive Staff	136	\$23,685,584	
Communications and Broadcast Staff	128	\$8,167,272	
Development	40	\$3,051,710	
Subtotal	2,230	\$178,936,632	47.4%
Campus Support			
Facilities Staff	238	\$20,474,292	
Health Staff	30	\$2,254,100	
Safety Services	67	\$6,757,525	
Training Staff	64	\$3,952,150	
Subtotal	399	\$33,438,067	8.9%
Instruction and Research			
Professor	373	\$40,702,589	
Asst/Assoc Professor	1,040	\$91,120,368	
Research Staff	249	\$18,598,650	
Instructional Staff	49	\$3,960,638	
Library Staff	78	\$4,472,723	
Marine Staff	23	\$1,596,352	
Subtotal	1,812	\$160,451,320	42.5%
Athletics			
Athletics Staff	56	\$4,875,169	1.3%
Subtotal	56	\$4,875,169	
Total	4,497	\$377,701,188	100.0%
Source: Alaska Budget System, data from Univ of Alaska			

Here is a summary of the executive positions at the University, ordered by total salary + benefits:

JOB_TITLE	Total Sal + Ben
President	\$416,325
Chancellor	\$384,300
Chancellor	\$383,788
Vice President	\$307,440
Provost	\$285,499
Provost	\$278,705
Chancellor	\$270,040
Associate Dean/Faculty	\$269,967
Vice Chancellor (Admin)	\$266,426
Dean (Academic)	\$263,246



Director (Academic-Faculty)         \$262,606           Dean (Academic)         \$262,605           Director (Academic)         \$254,791           Dean (Academic)         \$254,791           Dean (Academic)         \$253,638           Director (Academic)         \$251,076           Dean (Academic)         \$259,954           Dean (Academic)         \$249,795           Dean (Academic)         \$244,718           Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$238,886           Associate Dean/Faculty         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$214,488		
Director (Academic-Faculty)         \$254,919           Dean (Academic)         \$253,638           Director (Academic)         \$251,076           Dean (Academic)         \$251,076           Dean (Academic)         \$250,954           Dean (Academic)         \$249,795           Dean (Academic)         \$244,718           Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Academic-Faculty)         \$231,897           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$221,353           Director (Academic-Faculty)         \$221,353           Director (Academic-Faculty)         \$214,488           Director (Academic-Faculty)         \$211,365 <td>Director (Academic-Faculty)</td> <td>\$262,606</td>	Director (Academic-Faculty)	\$262,606
Dean (Academic)         \$254,791           Dean (Academic)         \$253,638           Director (Academic)         \$251,076           Dean (Academic)         \$250,954           Dean (Academic)         \$244,778           Dean (Academic)         \$244,718           Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$239,082           General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$223,886           Director (Academic-Faculty)         \$226,353           Director (Academic-Faculty)         \$226,353           Director (Academic-Faculty)         \$212,268           Director (Academic-Faculty)         \$212,201     <	, ,	· · · · · · · · · · · · · · · · · · ·
Dean (Academic)         \$253,638           Director (Academic)         \$251,076           Dean (Academic)         \$250,954           Dean (Academic)         \$249,795           Dean (Academic)         \$244,718           Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$239,082           General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$222,299           Director (Academic-Faculty)         \$215,355           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$207,706           Director (Academic-Faculty)         \$207,706	Director (Academic-Faculty)	\$254,919
Director (Academic)         \$251,076           Dean (Academic)         \$250,954           Dean (Academic)         \$249,795           Dean (Academic)         \$244,718           Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$239,082           General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$223,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$207,706     <	Dean (Academic)	\$254,791
Dean (Academic)         \$250,954           Dean (Academic)         \$249,795           Dean (Academic)         \$244,718           Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$239,082           General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005	Dean (Academic)	· · · · · · · · · · · · · · · · · · ·
Dean (Academic)         \$249,795           Dean (Academic)         \$244,718           Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$239,082           General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$220,353           Vice Chancellor (Admin)         \$222,299           Director (Academic-Faculty)         \$221,535           Director (Academic-Faculty)         \$215,255           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$211,365           Provost         \$220,351           Vice Chancellor (Admin)         \$207,702           Director (Academic-Faculty)         \$207,702           Director (Academic-Faculty)         \$207,702           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$198,555	Director (Academic)	\$251,076
Dean (Academic)         \$244,718           Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$239,082           General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$220,353           Vice Chancellor (Admin)         \$222,299           Director (Academic-Faculty)         \$221,535           Director (Academic-Faculty)         \$215,255           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$211,365           Provost         \$220,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,706           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555	Dean (Academic)	\$250,954
Vice Chancellor (Admin)         \$244,679           Associate Dean/Faculty         \$239,082           General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$213,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,706           Director (Academic-Faculty)         \$205,005           Associate Vice President         \$198,555           Director (Admin)         \$198,555	Dean (Academic)	\$249,795
Associate Dean/Faculty         \$239,082           General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$213,365           Provost         \$220,351           Vice Chancellor (Admin)         \$207,706           Director (Academic-Faculty)         \$207,706           Director (Academic-Faculty)         \$205,005           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$196,969           Associate Dean/Faculty         \$195,112	Dean (Academic)	\$244,718
General Counsel         \$238,886           Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Ass	Vice Chancellor (Admin)	\$244,679
Associate Dean/Faculty         \$238,208           Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$213,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Academic-Faculty)         \$207,706           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,099           Associate Dean/Faculty         \$193,462 <td>Associate Dean/Faculty</td> <td>\$239,082</td>	Associate Dean/Faculty	\$239,082
Vice President         \$236,985           Vice Chancellor (Admin)         \$235,325           Director (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,099           Associate Dean/Faculty         \$195,112           Ass	General Counsel	\$238,886
Vice Chancellor (Admin)         \$235,325           Director (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,099           Associate Vice President         \$196,209           Associate Dean/Faculty         \$195,112           Associate Dean/Faculty         \$193,462 <t< td=""><td>Associate Dean/Faculty</td><td>\$238,208</td></t<>	Associate Dean/Faculty	\$238,208
Director (Admin)         \$232,630           Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Academic-Faculty)         \$207,706           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,009           Associate Dean/Faculty         \$195,112           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,002           Associate Dean/Faculty         \$192,150	Vice President	\$236,985
Director (Academic-Faculty)         \$231,897           Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,706           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,969           Associate Vice President         \$196,209           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Admin)         \$192,150	Vice Chancellor (Admin)	\$235,325
Director (Academic-Faculty)         \$230,580           Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,209           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,902           Associate Vice Chancellor         \$192,150           Director (Admin)         \$192,150	Director (Admin)	\$232,630
Vice Chancellor (Admin)         \$229,299           Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,706           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Admin)         \$192,150           Direct	Director (Academic-Faculty)	\$231,897
Director (Academic-Faculty)         \$226,353           Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,209           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Academic-Faculty)         \$192,150	Director (Academic-Faculty)	\$230,580
Vice Chancellor (Admin)         \$225,456           Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,969           Associate Vice President         \$196,209           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$193,404	Vice Chancellor (Admin)	\$229,299
Dean (Academic)         \$221,535           Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Director (Admin)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Admin)         \$192,150           Director (Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Director (Academic-Faculty)	\$226,353
Director (Academic-Faculty)         \$216,266           Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Director (Admin)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Admin)         \$192,150           Director (Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Vice Chancellor (Admin)	\$225,456
Dean (Academic)         \$214,488           Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Dean (Academic)	\$221,535
Director (Academic-Faculty)         \$212,018           Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director (Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Director (Academic-Faculty)	\$216,266
Director (Academic-Faculty)         \$211,365           Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director(Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Dean (Academic)	\$214,488
Provost         \$209,351           Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$195,112           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director(Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Director (Academic-Faculty)	\$212,018
Vice Chancellor (Admin)         \$207,706           Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$193,462           Dean (Academic)         \$192,150           Director (Academic-Faculty)         \$192,150           Director(Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Director (Academic-Faculty)	\$211,365
Director (Admin)         \$207,522           Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$195,112           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director(Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Provost	\$209,351
Director (Academic-Faculty)         \$205,005           Associate Dean/Faculty         \$202,142           Associate Vice President         \$198,555           Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$195,112           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director(Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Vice Chancellor (Admin)	\$207,706
Associate Dean/Faculty       \$202,142         Associate Vice President       \$198,555         Dean (Academic)       \$198,555         Director (Admin)       \$198,555         Executive Director       \$196,969         Associate Vice President       \$196,209         Associate Vice President       \$196,149         Associate Dean/Faculty       \$195,112         Associate Dean/Faculty       \$193,462         Dean (Academic)       \$192,902         Associate Vice Chancellor       \$192,150         Director (Academic-Faculty)       \$192,150         Director(Admin)       \$192,150         Vice Chancellor (Admin)       \$191,404         Associate Dean/Faculty       \$189,588	Director (Admin)	\$207,522
Associate Vice President       \$198,555         Dean (Academic)       \$198,555         Director (Admin)       \$198,555         Executive Director       \$196,969         Associate Vice President       \$196,209         Associate Vice President       \$196,149         Associate Dean/Faculty       \$195,112         Associate Dean/Faculty       \$193,462         Dean (Academic)       \$192,902         Associate Vice Chancellor       \$192,150         Director (Academic-Faculty)       \$192,150         Director(Admin)       \$192,150         Vice Chancellor (Admin)       \$191,404         Associate Dean/Faculty       \$189,588	Director (Academic-Faculty)	\$205,005
Dean (Academic)         \$198,555           Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$195,112           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director(Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Associate Dean/Faculty	\$202,142
Director (Admin)         \$198,555           Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$195,112           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director(Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Associate Vice President	\$198,555
Executive Director         \$196,969           Associate Vice President         \$196,209           Associate Vice President         \$196,149           Associate Dean/Faculty         \$195,112           Associate Dean/Faculty         \$193,462           Dean (Academic)         \$192,902           Associate Vice Chancellor         \$192,150           Director (Academic-Faculty)         \$192,150           Director(Admin)         \$192,150           Vice Chancellor (Admin)         \$191,404           Associate Dean/Faculty         \$189,588	Dean (Academic)	\$198,555
Associate Vice President       \$196,209         Associate Vice President       \$196,149         Associate Dean/Faculty       \$195,112         Associate Dean/Faculty       \$193,462         Dean (Academic)       \$192,902         Associate Vice Chancellor       \$192,150         Director (Academic-Faculty)       \$192,150         Director(Admin)       \$192,150         Vice Chancellor (Admin)       \$191,404         Associate Dean/Faculty       \$189,588	Director (Admin)	\$198,555
Associate Vice President       \$196,149         Associate Dean/Faculty       \$195,112         Associate Dean/Faculty       \$193,462         Dean (Academic)       \$192,902         Associate Vice Chancellor       \$192,150         Director (Academic-Faculty)       \$192,150         Director(Admin)       \$192,150         Vice Chancellor (Admin)       \$191,404         Associate Dean/Faculty       \$189,588	Executive Director	\$196,969
Associate Dean/Faculty       \$195,112         Associate Dean/Faculty       \$193,462         Dean (Academic)       \$192,902         Associate Vice Chancellor       \$192,150         Director (Academic-Faculty)       \$192,150         Director(Admin)       \$192,150         Vice Chancellor (Admin)       \$191,404         Associate Dean/Faculty       \$189,588	Associate Vice President	\$196,209
Associate Dean/Faculty       \$193,462         Dean (Academic)       \$192,902         Associate Vice Chancellor       \$192,150         Director (Academic-Faculty)       \$192,150         Director(Admin)       \$192,150         Vice Chancellor (Admin)       \$191,404         Associate Dean/Faculty       \$189,588	Associate Vice President	\$196,149
Dean (Academic)\$192,902Associate Vice Chancellor\$192,150Director (Academic-Faculty)\$192,150Director(Admin)\$192,150Vice Chancellor (Admin)\$191,404Associate Dean/Faculty\$189,588	Associate Dean/Faculty	\$195,112
Associate Vice Chancellor \$192,150 Director (Academic-Faculty) \$192,150 Director(Admin) \$192,150 Vice Chancellor (Admin) \$191,404 Associate Dean/Faculty \$189,588	Associate Dean/Faculty	\$193,462
Associate Vice Chancellor \$192,150 Director (Academic-Faculty) \$192,150 Director(Admin) \$192,150 Vice Chancellor (Admin) \$191,404 Associate Dean/Faculty \$189,588		\$192,902
Director (Academic-Faculty)\$192,150Director(Admin)\$192,150Vice Chancellor (Admin)\$191,404Associate Dean/Faculty\$189,588		
Director(Admin)\$192,150Vice Chancellor (Admin)\$191,404Associate Dean/Faculty\$189,588	Director (Academic-Faculty)	
Vice Chancellor (Admin)\$191,404Associate Dean/Faculty\$189,588		
Associate Dean/Faculty \$189,588		
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Director (Academic-Faculty)         \$188,563           Associate Vice Chancellor         \$186,797           Associate Vice Chancellor         \$185,873           Associate Vice President         \$185,774           Director (Admin)         \$184,966           Director (Admin)         \$183,183           Dean (Academic)         \$181,262           Associate Vice President         \$180,493           Executive Director         \$179,346           Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Admin)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,825           Campus President         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Academic-Faculty)         \$169,306           Associate Director/Faculty         \$165,770           Director (Admin)         \$166,530		
Associate Vice Chancellor Associate Vice Chancellor Associate Vice President Director (Admin) S184,966 Director (Admin) S183,183 Dean (Academic) Associate Vice President S181,262 Associate Vice President Executive Director S179,346 Director (Academic-Faculty) S179,341 Director (Academic-Faculty) S179,340 Dean (Academic) S179,010 Director (Academic-Faculty) S179,010 Director (Admin) S178,547 Associate Vice Chancellor Director (Academic-Faculty) S175,957 Director (Academic-Faculty) S175,957 Director (Admin) S175,625 Campus President S172,952 Vice Chancellor (Admin) S172,439 Director (Academic-Faculty) S169,306 Director (Admin) S168,988 Vice Chancellor (Admin) S166,530 Associate Director/Faculty S165,770 Director (Academic-Faculty) S165,132 Director (Academic-Faculty) S166,250 Director (Academic-Faculty) S166,250 Director (Academic-Faculty) S165,132 Director (Academic-Faculty) S165,132 Director (Academic-Faculty) S160,750 Director (Academic-Faculty) S160,125 Director (Academic-Faculty) S153,742 Associate Dean/Faculty S153,742 Associate Dean/Faculty S153,720 Director (Academic-Faculty) S160,125 Director (Academic-Faculty) S153,742 Associate Dean/Faculty S153,720 Director (Academic-Faculty) S160,125 Director (Academic-Faculty) S153,742 Associate Dean/Faculty S153,720 Director (Academic-Faculty) S160,125 Director (Academic-Faculty) S153,742 Associate Dean/Faculty S153,720 Director (Academic-Faculty) S160,125 Director (Academic-Faculty) S153,742 Associate Dean/Faculty S153,720 Director (Academic-Faculty) S160,125 Director (Academic-Faculty) S153,742 Associate Dean/Faculty S153,742 Associate Dean/Faculty S146,035 Director (Academic-Faculty) S146,035 Director (Academic-Faculty) S144,390 Executive Director	Director (Academic-Faculty)	\$189,260
Associate Vice Chancellor Associate Vice President Director (Admin) S184,966 Director (Admin) S183,183 Dean (Academic) Associate Vice President S180,493 Executive Director S179,346 Director (Academic-Faculty) Director (Academic-Faculty) S179,341 Director (Academic-Faculty) S179,340 Dean (Academic) S179,010 Director (Admin) S178,547 Associate Vice Chancellor Director (Academic-Faculty) S175,957 Director (Admin) S175,810 Director (Admin) S175,810 Director (Admin) S175,810 Director (Admin) S172,439 Director (Academic-Faculty) S169,306 Director (Admin) S168,988 Vice Chancellor (Admin) S166,530 Associate Director/Faculty S165,770 Director (Academic-Faculty) S165,132 Director (Academic-Faculty) S166,530 Associate Director/Faculty S165,770 Director (Academic-Faculty) S166,132 Director (Academic-Faculty) S166,250 Director (Academic-Faculty) S165,322 Director (Academic-Faculty) S165,332 Director (Academic-Faculty) S166,250 Director (Academic-Faculty) S165,322 Director (Academic-Faculty) S165,332 Director (Academic-Faculty) S165,332 Director (Academic-Faculty) S166,250 Director (Academic-Faculty) S166,250 Director (Academic-Faculty) S166,320 Associate Dean/Faculty S163,742 Associate Dean/Faculty S153,742 Associate Dean/Faculty S153,720 Director (Academic-Faculty) S160,125 Director (Academic-Faculty) S163,742 Associate Dean/Faculty S163,035 Director (Academic-Faculty) S163,742 Associate Dean/Faculty S163,035 Director (Academic-Faculty) S163,742 Associate Director/Faculty S146,035 Director (Admin) S146,034 Associate Director/Faculty S143,074 Director (Academic-Faculty) S144,390 Executive Director		\$188,563
Associate Vice President Director (Admin) \$184,966 Director (Admin) \$183,183 Dean (Academic) \$181,262 Associate Vice President \$180,493 Executive Director \$179,346 Director (Academic-Faculty) \$179,341 Director (Academic-Faculty) \$179,340 Dean (Academic) \$179,010 Director (Admin) \$178,547 Associate Vice Chancellor \$177,002 Director (Academic-Faculty) \$175,957 Director (Academic-Faculty) \$175,810 Director (Admin) \$175,625 Campus President \$172,952 Vice Chancellor (Admin) \$172,439 Director (Academic-Faculty) \$169,306 Director (Admin) \$166,300 Director (Admin) \$166,530 Associate Director/Faculty \$165,770 Director (Academic-Faculty) \$165,132 Director (Academic-Faculty) \$165,132 Director (Academic-Faculty) \$161,278 Director (Academic-Faculty) \$160,125 Director (Academic-Faculty) \$153,742 Associate Dean/Faculty \$153,720 Director (Academic-Faculty) \$153,742 Associate Dean/Faculty \$146,035 Director (Admin) \$146,034 Associate Dean/Faculty \$143,074 Director (Academic-Faculty) \$143,074 Director (Academic-Faculty) \$143,074 Director (Academic-Faculty) \$141,390 Executive Director	Associate Vice Chancellor	\$186,797
Director (Admin)         \$184,966           Director (Admin)         \$183,183           Dean (Academic)         \$181,262           Associate Vice President         \$180,493           Executive Director         \$179,346           Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,340           Dean (Academic)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Admin)         \$175,957           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$167,171           Director (Academic-Faculty)         \$165,330           Associate Director/Faculty         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$160,750           Director (Academic-F	Associate Vice Chancellor	\$185,873
Director (Admin)         \$183,183           Dean (Academic)         \$181,262           Associate Vice President         \$180,493           Executive Director         \$179,346           Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,340           Dean (Academic)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,810           Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$169,306           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$167,171           Director (Admin)         \$167,171           Director (Admin)         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$157,691           Director (Academic-Faculty)         \$153,720           Director (Acade	Associate Vice President	\$185,744
Dean (Academic)         \$181,262           Associate Vice President         \$180,493           Executive Director         \$179,346           Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,340           Dean (Academic)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,810           Director (Admin)         \$175,810           Director (Admin)         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Academic-Faculty)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$153,720	Director (Admin)	\$184,966
Associate Vice President         \$180,493           Executive Director         \$179,346           Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,810           Director (Admin)         \$175,825           Campus President         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Academic-Faculty)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$164,290           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$153,720           Director (Academic-Faculty)         \$150,450	Director (Admin)	\$183,183
Executive Director         \$179,346           Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,340           Dean (Academic)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Academic-Faculty)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Academic-Faculty)         \$160,125           Director (Academic-Faculty)         \$157,691           Director (Academic-Faculty)         \$153,720           Director (Academic-Faculty)         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,361           Associate Dean/Faculty	Dean (Academic)	\$181,262
Director (Academic-Faculty)         \$179,341           Director (Academic-Faculty)         \$179,340           Dean (Academic)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$169,306           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Academic-Faculty)         \$160,125           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,361           Associate Dean/Faculty         \$146,035           Director (Admin)         \$146,035     <	Associate Vice President	\$180,493
Director (Academic-Faculty)         \$179,340           Dean (Academic)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Admin)         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$150,750           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$146,361           Associate Dean/Faculty         \$146,035           Director (Admin)         \$146,035           Director (Admin)         \$146,035	Executive Director	\$179,346
Dean (Academic)         \$179,010           Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$150,7691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$150,450           Associate Dean/Faculty         \$146,035           Director (Admin)         \$146,035           Director (Admin)         \$146,035           Director (Admin)         \$143,728           Direc	Director (Academic-Faculty)	\$179,341
Director (Admin)         \$178,547           Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$169,306           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Academic-Faculty)         \$161,278           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$150,7691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,035           Director (Admin)         \$146,035           Director (Admin)         \$146,034           Associate Dean/Faculty         \$143,728	Director (Academic-Faculty)	\$179,340
Associate Vice Chancellor         \$177,002           Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$169,306           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$165,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$160,750           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Director/Faculty         \$146,035           Director (Admin)         \$146,035           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$143,074	Dean (Academic)	\$179,010
Director (Academic-Faculty)         \$175,957           Director (Admin)         \$175,810           Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$160,750           Director (Adademic-Faculty)         \$160,125           Director (Academic-Faculty)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$150,450           Associate Dean/Faculty         \$146,361           Associate Director/Faculty         \$146,035           Director (Admin)         \$146,035           Director (Admin)         \$143,728           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$141,390	Director (Admin)	\$178,547
Director (Admin)         \$175,810           Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$160,750           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$150,450           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$150,450           Associate Dean/Faculty         \$146,361           Associate Director/Faculty         \$146,035           Director (Admin)         \$146,034           Associate Dean/Faculty         \$143,074           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$141,111 <td>Associate Vice Chancellor</td> <td>\$177,002</td>	Associate Vice Chancellor	\$177,002
Director (Admin)         \$175,625           Campus President         \$172,952           Vice Chancellor (Admin)         \$172,439           Director (Academic-Faculty)         \$169,306           Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$165,770           Director (Academic-Faculty)         \$165,770           Director (Academic-Faculty)         \$164,290           Director (Academic-Faculty)         \$161,278           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$160,750           Director (Academic-Faculty)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$150,450           Associate Dean/Faculty         \$146,036           Associate Director/Faculty         \$146,035           Director (Admin)         \$146,034           Associate Dean/Faculty         \$143,728           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$143,074           Director (Academic-Faculty)         \$141,111	Director (Academic-Faculty)	\$175,957
Campus President\$172,952Vice Chancellor (Admin)\$172,439Director (Academic-Faculty)\$169,306Director (Admin)\$168,988Vice Chancellor (Admin)\$167,171Director (Admin)\$166,530Associate Director/Faculty\$165,770Director (Academic-Faculty)\$165,132Director (Academic-Faculty)\$164,290Director (Admin)\$160,750Director (Admin)\$160,750Director (Academic-Faculty)\$157,691Director (Academic-Faculty)\$153,742Associate Dean/Faculty\$153,720Director (Academic-Faculty)\$150,450Associate Director/Faculty\$146,035Director (Admin)\$146,035Director (Admin)\$146,034Associate Dean/Faculty\$143,728Director (Academic-Faculty)\$143,728Director (Academic-Faculty)\$143,728Director (Academic-Faculty)\$143,074Director (Academic-Faculty)\$141,390Executive Director\$141,111	Director (Admin)	\$175,810
Vice Chancellor (Admin)\$172,439Director (Academic-Faculty)\$169,306Director (Admin)\$168,988Vice Chancellor (Admin)\$167,171Director (Admin)\$166,530Associate Director/Faculty\$165,770Director (Academic-Faculty)\$165,132Director (Academic-Faculty)\$164,290Director (Admin)\$161,278Director (Admin)\$160,750Director (Academic-Faculty)\$157,691Director (Academic-Faculty)\$153,742Associate Dean/Faculty\$153,720Director (Academic-Faculty)\$150,450Associate Dean/Faculty\$146,035Director (Admin)\$146,034Associate Dean/Faculty\$143,728Director (Admin)\$143,074Director (Academic-Faculty)\$143,074Director (Academic-Faculty)\$141,390Executive Director\$141,111	Director (Admin)	\$175,625
Director (Academic-Faculty)  Director (Admin)  Vice Chancellor (Admin)  S168,988  Vice Chancellor (Admin)  Associate Director/Faculty  Director (Academic-Faculty)  Director (Academic-Faculty)  Director (Academic-Faculty)  Director (Admin)  S164,290  Director (Admin)  Director (Admin)  Director (Admin)  Director (Academic-Faculty)  Director (Academic-Faculty)  Director (Academic-Faculty)  Director (Academic-Faculty)  Director (Academic-Faculty)  S157,691  Director (Academic-Faculty)  Associate Dean/Faculty  Director (Academic-Faculty)  Associate Dean/Faculty  S153,720  Director (Academic-Faculty)  Associate Dean/Faculty  S146,035  Director (Admin)  S146,034  Associate Dean/Faculty  S143,778  Director (Academic-Faculty)  S143,074  Director (Academic-Faculty)  S141,390  Executive Director	Campus President	\$172,952
Director (Admin)         \$168,988           Vice Chancellor (Admin)         \$167,171           Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$161,278           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$160,125           Director (Academic-Faculty)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,035           Director (Admin)         \$146,034           Associate Dean/Faculty         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Vice Chancellor (Admin)	\$172,439
Vice Chancellor (Admin) \$167,171 Director (Admin) \$166,530 Associate Director/Faculty \$165,770 Director (Academic-Faculty) \$165,132 Director (Academic-Faculty) \$164,290 Director (Admin) \$161,278 Director (Admin) \$160,750 Director (Academic-Faculty) \$150,425 Director (Academic-Faculty) \$153,742 Associate Dean/Faculty \$153,720 Director (Academic-Faculty) \$150,450 Associate Dean/Faculty \$146,361 Associate Director/Faculty \$146,035 Director (Admin) \$143,074 Director (Academic-Faculty) \$143,074 Director (Academic-Faculty) \$141,390 Executive Director	Director (Academic-Faculty)	\$169,306
Director (Admin)         \$166,530           Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$161,278           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$150,450           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,361           Associate Director/Faculty         \$146,035           Director (Admin)         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Director (Admin)	\$168,988
Associate Director/Faculty         \$165,770           Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$161,278           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$160,125           Director (Academic-Faculty)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$150,450           Associate Dean/Faculty         \$146,035           Associate Director/Faculty         \$146,035           Director (Admin)         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Vice Chancellor (Admin)	\$167,171
Director (Academic-Faculty)         \$165,132           Director (Academic-Faculty)         \$164,290           Director (Admin)         \$161,278           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$160,125           Director (Academic)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$150,450           Associate Dean/Faculty         \$146,361           Associate Director/Faculty         \$146,035           Director (Admin)         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Director (Admin)	\$166,530
Director (Academic-Faculty)         \$164,290           Director (Admin)         \$161,278           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$160,125           Director (Academic)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$150,450           Associate Dean/Faculty         \$146,361           Associate Director/Faculty         \$146,035           Director (Admin)         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Associate Director/Faculty	\$165,770
Director (Admin)         \$161,278           Director (Admin)         \$160,750           Director (Academic-Faculty)         \$160,125           Director (Academic)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,036           Associate Director/Faculty         \$146,035           Director (Admin)         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Director (Academic-Faculty)	\$165,132
Director (Admin)         \$160,750           Director (Academic-Faculty)         \$160,125           Director (Academic)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,361           Associate Director/Faculty         \$146,035           Director (Admin)         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Director (Academic-Faculty)	\$164,290
Director (Academic-Faculty)         \$160,125           Director (Academic)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,361           Associate Director/Faculty         \$146,035           Director (Admin)         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Director (Admin)	\$161,278
Director (Academic)         \$157,691           Director (Academic-Faculty)         \$153,742           Associate Dean/Faculty         \$153,720           Director (Academic-Faculty)         \$150,450           Associate Dean/Faculty         \$146,361           Associate Director/Faculty         \$146,035           Director (Admin)         \$143,728           Director (Admin)         \$143,074           Director (Academic-Faculty)         \$141,390           Executive Director         \$141,111	Director (Admin)	\$160,750
Director (Academic-Faculty) \$153,742 Associate Dean/Faculty \$153,720 Director (Academic-Faculty) \$150,450 Associate Dean/Faculty \$146,361 Associate Director/Faculty \$146,035 Director (Admin) \$146,034 Associate Dean/Faculty \$143,728 Director (Admin) \$143,074 Director (Academic-Faculty) \$141,390 Executive Director \$141,111	Director (Academic-Faculty)	\$160,125
Associate Dean/Faculty \$153,720  Director (Academic-Faculty) \$150,450  Associate Dean/Faculty \$146,361  Associate Director/Faculty \$146,035  Director (Admin) \$146,034  Associate Dean/Faculty \$143,728  Director (Admin) \$143,074  Director (Academic-Faculty) \$141,390  Executive Director \$141,111	Director (Academic)	\$157,691
Director (Academic-Faculty) \$150,450 Associate Dean/Faculty \$146,361 Associate Director/Faculty \$146,035 Director (Admin) \$146,034 Associate Dean/Faculty \$143,728 Director (Admin) \$143,074 Director (Academic-Faculty) \$141,390 Executive Director \$141,111	Director (Academic-Faculty)	\$153,742
Associate Dean/Faculty \$146,361 Associate Director/Faculty \$146,035 Director (Admin) \$146,034 Associate Dean/Faculty \$143,728 Director (Admin) \$143,074 Director (Academic-Faculty) \$141,390 Executive Director \$141,111	Associate Dean/Faculty	\$153,720
Associate Director/Faculty \$146,035 Director (Admin) \$146,034 Associate Dean/Faculty \$143,728 Director (Admin) \$143,074 Director (Academic-Faculty) \$141,390 Executive Director \$141,111	Director (Academic-Faculty)	\$150,450
Director (Admin)\$146,034Associate Dean/Faculty\$143,728Director (Admin)\$143,074Director (Academic-Faculty)\$141,390Executive Director\$141,111	Associate Dean/Faculty	\$146,361
Associate Dean/Faculty \$143,728 Director (Admin) \$143,074 Director (Academic-Faculty) \$141,390 Executive Director \$141,111	Associate Director/Faculty	\$146,035
Director (Admin)\$143,074Director (Academic-Faculty)\$141,390Executive Director\$141,111	Director (Admin)	\$146,034
Director (Academic-Faculty) \$141,390 Executive Director \$141,111	Associate Dean/Faculty	\$143,728
Director (Academic-Faculty) \$141,390 Executive Director \$141,111		\$143,074
Executive Director \$141,111	· · · · · · · · · · · · · · · · · · ·	\$141,390
	·	\$141,111
Associate Dean/Faculty \$140,910	Associate Dean/Faculty	\$140,910
Director (Academic) \$140,398		
Vice-Provost \$139,375		
Associate Dean/Faculty \$138,348	Associate Dean/Faculty	
Director (Admin) \$137,604	Director (Admin)	\$137,604



Director (Academic-Faculty)	\$134,506
Director (Academic)	\$133,224
Director (Academic-Faculty)	\$132,747
Director (Academic)	\$131,943
Director (Academic)	\$131,943
Director (Admin)	\$131,811
Dean (Admin)	\$131,142
Executive Director	\$128,741
Director (Academic-Faculty)	\$128,100
Executive Officer	\$127,460
Executive Officer	\$127,460
Executive Director	\$121,944
Director (Academic-Faculty)	\$121,695
Executive Director	\$115,290
Director (Academic-Faculty)	\$114,506
Director (Academic)	\$108,501
Director (Academic-Faculty)	\$107,092
Associate Dean/Faculty	\$102,723

## Budget:

In the Governor's amended budget introduced on February 13, 2019, the administration proposed a reduction of \$134 million UGF. While this represented a 41% reduction of UGF, the reduction is much smaller in percentage terms when considered in light of the University's other funding sources. The Legislature enacted a budget with a reduction of \$5 million UGF.

Governor Dunleavy proposed to split the University's budget into two separate appropriations: (1) a university appropriation, and (2) a community campus appropriation. The Governor also proposed increasing the funding for the community campuses and decreasing the funding for the university campuses. The Legislature accepted Governor Dunleavy's recommendation to split the university's funding into two appropriations.

The line item veto is **\$130.25mm**. When added to the \$5million-legislative reduction, this amounts to a total reduction of **\$135.25mm** from the FY2019 management plan. If existing other funding sources are maintained, total funding is reduced from **\$888.5mm to \$746.4mm**.

This line-item veto impacts primarily the Anchorage and Fairbanks universities. The funding for all of the community campuses, including University of Alaska Southeast remains intact.



The reduced funding equates to approximately \$11,000 UGF per student, which is about 35-40% higher than the national average. As shown in the chart on p. 5, University data reflects that UAA presently costs about \$11,000 UGF per student now. The challenge is to bring the rest of the university, primarily UAF, into that cost structure.

## Allocation Scenario:

The University has some discretion on how to allocate the reduction. The following proposed approach reduces somewhat the impact to students. This is merely one scenario and is offered only as a suggestion to consider—not direction.

The starting point is FY2019 management plan:

Г	Core Services	UGF	DGF	Other	Fed	Total	PFT	PPT	NP	% GF
L	(in priority order)									
1	Student Instruction	260,199.4	252,828.1	59,894.0	60,727.7	633,649.2	2976	143	0	77.9%
2	Research: Advancing Knowledge,	37,089.3	52,632.6	17,707.8	74,299.1	181,728.8	748	32	0	13.6%
ı	Basic and Applied									
3	Service: Sharing Knowledge to	29,744.8	25,670.5	8,928.6	8,825.9	73,169.8	269	14	0	8.4%
L	Address Community Needs									
	FY2019 Management Plan	327,033.5	331,131.2	86,530.4	143,852.7	888,547.8	3993	189	0	

From here reductions could be made as follows:

#### FY 2020 UGF Allocation Scenario

• Student Instruction

\$134.6 million o University: (reduction of \$68.4 million)

\$57.2 million o Community: (no reduction)

(reduction of \$37.1million) • Research: \$0 million

Public Service: \$0 million (reduction of \$29.7million)

Total UGF: \$191.8mm (reduction of \$135.2)

Under this scenario, the reduction would be borne by the two university campuses (UAF and UAA), the research unit and the public service function.



## Consolidation of UAA and UAF Programs

With respect to UAF and UAA, there is substantial duplication of programs, with multiple schools of engineering, business management, education, and arts and sciences in different locations. There appears to be some consensus on the need for consolidation of these programs. The Legislature included the following intent language in the budget: "It is the intent of the Legislature that the Board of Regents consider a plan to transition the University of Alaska from three separately accredited academic institutions into a single accredited institution with multiple community campuses, and that the Board of Regents provide a[n] update to the Legislature on the development of such a plan by December 1, 2019." Similar language was included in the FY2016 budget.

The recommendation to consolidate programs goes back as far as 2011. In the report by James Fisher, he recommended that to avoid "mediocrity" the University "completely eliminate whole programs and departments in order to sustain its support for its most vital and highest quality programs." Fisher Report, p. 47, 2011.

The University has an opportunity to consolidate duplicative programs into one location, but not necessarily the same location. While the University has persistently claimed that the Governor's proposed budget would require it to close an entire campus, that is not at all clear.

For instance, the University could consolidate its two engineering schools into one school in Fairbanks. It could consolidate its arts and sciences programs into one school in Anchorage. It could consolidate its business management programs into one school in Anchorage, or take these programs online.3

The University has the discretion to consolidate in whatever way makes sense—hopefully in a way that brings the strongest elements of the duplicative programs together to make a stronger and higher quality core program. In any event, consolidation of duplicative programs is key to allocation of the reductions and should be considered.

Location disruption for students can be mitigated by live-streaming classes for students who are unable to move to Anchorage or Fairbanks. Moreover, just as

Universities are beginning to close their on-campus MBA programs and shift to online programs. J. Byrne, Forbes Magazine, "Why Business Schools are Shutting Down Their MBA Programs" May 26, 2019.

https://www.forbes.com/sites/poetsandquants/2019/05/26/why-businessschools-are-shutting-down-their-mba-programs/#46776bf73685



the University was able to immediately consolidate its UAF and UAA education schools upon the failure of the UAA teaching school accreditation, there are similar opportunities for immediate consolidation—precisely because of the current extensive duplication of programs and schools in Anchorage and Fairbanks. With the consolidation of programs, also comes the opportunity to close or sell buildings, particularly ones that have an extensive deferred maintenance backlog.

#### • Research Unit

Next under this scenario, \$37.1 million in UGF funds are eliminated from the Research core service. This function is currently primarily funded with federal and other funds (\$146.6 million from federal, DGF and other funding sources in FY 2019 management plan). Federal funding can continue at this level, and potentially increase—the University is justifiably proud of its ability to attract federal funds; there may be opportunities to increase this funding. Other land grant universities have had substantial success in building out their research functions almost entirely without state funds (Michigan State, for example).

The University has recently asserted that it must have state funds in order to match federal funds. But this argument is undermined by the fact that among the largest recipients of federal research funds are private universities with no state funds (Johns Hopkins, Univ. of Pennsylvania, Stanford, Duke, Yale, and Harvard. See:

https://ncsesdata.nsf.gov/profiles/site?method=rankingBySource&ds=herd). If some additional matching funds are required, the University has an opportunity here to seek private funds to match federal funds to maintain and expand its research unit.

Our basic suggestion here is that the University should seek to replace the \$37mm in reduced UGF funds for the research unit with funds from other sources.

#### Public Service

Also, under this scenario, \$29.7 million in UGF funds are eliminated from the Public Service function. This function consists of publications, cooperative extension and small business assistance. All of these functions can and should be supported entirely through fees and receipts.

Our basic suggestion here is that the University should seek to replace the \$29.7mm in reduced UGF funds for the public service function with fees.



## Community Campuses

Finally, under this scenario, the community campuses experience no UGF reduction. The Legislature fully funded the community campuses, and the Governor has not vetoed this line-item. This includes the entirety of UAS. As noted above, taken as a whole, the community campuses are more cost-effective, and there are opportunities here to leverage the community campuses in a cost-effective manner to provide remedial instruction. There is also an opportunity to consider reducing the tuition at community campuses, at the same time as launching a targeted marketing campaign for career and technical education to high school students to increase enrollment.

#### Outcomes:

Possibly because of the extensive duplication in programs, and the lack of academic and administrative focus, the University has experienced questionable outcomes in terms of retention, graduation rates and national rankings.

		Gra	duation Rat	es
	1st year retention	4 yr	6 yr	
University of Alaska - Fairbanks	75%	15.3%	30.5%	39.2%
University of Alaska - Anchorage	71%	7.3%	17.3%	24.9%
University of Alaska - Southeast	64%	11.6%	15.7%	19.0%
Source: CollegeResults.Org, 2016 dat	a			

	6 yr Graduation Rates Over Time					
	2011	2012	2013	2014	2015	2016
University of Alaska - Fairbanks	30.8%	33.2%	37.3%	42.3%	40.6%	39.2%
University of Alaska - Anchorage	25.3%	25.7%	27.8%	27.6%	26.6%	24.9%
University of Alaska - Southeast	25.8%	10.1%	12.2%	13.8%	24.7%	19.0%
Source: CollegeResults.Org						

The 2011 Fisher Report noted these concerns as well. Poor retention reflects a "waste both of human and financial resources." Fisher Report, p. 12, 2011. "University is substantially an unknown quantity in many academic disciplines and professional schools"; failure to focus on core academic programs is likely to result in "mediocrity." Fisher Report, p. 11, 2011. These concerns need to be addressed.



### Summary:

The historic funding of the University has led to extensive duplication of programs in multiple locations. This in turn has led to duplication of administrative costs, and a decline in the quality of the University's programs. The de-accreditation of the UAA teaching program this year is evidence of this. As reported in the 2011 Fisher report, this issue is a long-standing one.

The State of Alaska needs to reduce its spending, particularly in areas that are inefficiently administered. The University needs to participate meaningfully in this process. The reduction in funding also gives the University an opportunity to improve its outcomes by consolidating its many duplicative programs and making its core programs stronger.

There is no question that the reduction in state funding will be disruptive. Nevertheless, with the reduction comes the opportunity to implement a laser focus on fewer but higher quality core programs. The low retention and low graduation rates need to end—this represents a poor return on the investment of state money. The administration has committed to working closely with the University on improving outcomes in the future.