



Legislative Requirement:

A Report on Administrative Salaries at General Academic Institutions

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The State Auditor's Office obtained salary information and student data for 38 general academic institutions to determine compliance with Rider 61, page III-316, the General Appropriations Act (89th Legislature).

• *Project Objective* | p. 4

Rider 61 requires the total average annual amount spent on salary for full-time individuals classified in certain U.S. Bureau of Labor Statistics Standard Occupational Classifications (SOC) be below a certain dollar amount per full-time student per year. The rider identified the following SOC positions and dollar amounts per full-time student per year:

- SOC 11 – Management Occupations shall be no more than \$4,000.
- SOC 13 – Business and Financial Operations Occupations shall be no more than \$1,600.
- SOC 43 – Office and Administrative Support Occupations shall be no more than \$1,600.

AVERAGE ANNUAL ADMINISTRATIVE SALARIES

All 38 general academic institutions spent below the average salary amounts prescribed in Rider 61 for each SOC.

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Average Annual Administrative Salaries

Figure 1 includes the total annual salaries per full-time student equivalency (FTSE) for each U.S. Bureau of Labor Statistics Standard Occupational Classification (SOC) at each general academic institution.

Figure 1

General Academic Institutions that Complied with Rider Requirements

Institution Name	SOC 11	SOC 13	SOC 43
	Management Occupations	Business and Financial Operations Occupations	Office and Administrative Support Occupations
	<i>No more than \$4,000 per FTSE</i>	<i>No more than \$1,600 per FTSE</i>	<i>No more than \$1,600 per FTSE</i>
Angelo State University	\$753	\$214	\$254
East Texas A&M University	\$683	\$99	\$260
Lamar Institute of Technology	\$649	\$54	\$168
Lamar State College – Orange	\$629	\$71	\$188
Lamar State College – Port Arthur	\$1,026	\$44	\$307
Lamar University	\$915	\$37	\$310
Midwestern State University	\$737	\$134	\$410
Prairie View A&M University	\$1,708	\$433	\$832
Sam Houston State University	\$1,191	\$366	\$608
Stephen F. Austin State University	\$965	\$419	\$294
Sul Ross State University (including Rio Grande College)	\$1,725	\$67	\$441
Tarleton State University	\$1,030	\$142	\$256
Texas A&M International University	\$626	\$141	\$244
Texas A&M University (including Galveston)	\$1,824	\$358	\$950
Texas A&M University – Central Texas	\$1,718	\$226	\$464
Texas A&M University – Corpus Christi	\$1,056	\$325	\$375
Texas A&M University – Kingsville	\$1,445	\$291	\$445
Texas A&M University – San Antonio	\$1,345	\$243	\$380

Institution Name	SOC 11	SOC 13	SOC 43
	Management Occupations	Business and Financial Operations Occupations	Office and Administrative Support Occupations
	<i>No more than \$4,000 per FTSE</i>	<i>No more than \$1,600 per FTSE</i>	<i>No more than \$1,600 per FTSE</i>
Texas A&M University – Texarkana	\$1,661	\$260	\$404
Texas A&M University – Victoria ¹	\$1,482	\$172	\$386
Texas Southern University	\$1,937	\$81	\$1,333
Texas State University	\$883	\$343	\$322
Texas Tech University	\$1,458	\$260	\$744
Texas Woman’s University	\$1,632	\$318	\$318
The University of Texas at Arlington	\$1,126	\$509	\$276
The University of Texas at Austin	\$2,387	\$1,477	\$968
The University of Texas at Dallas	\$1,892	\$589	\$572
The University of Texas at El Paso	\$1,274	\$532	\$218
The University of Texas at San Antonio	\$1,197	\$731	\$189
The University of Texas at Tyler	\$771	\$121	\$408
The University of Texas Permian Basin	\$1,256	\$116	\$137
The University of Texas Rio Grande Valley	\$1,036	\$279	\$340
University of Houston	\$2,640	\$247	\$451
University of Houston – Clear Lake	\$1,679	\$495	\$498
University of Houston – Downtown	\$1,261	\$479	\$253
University of North Texas	\$1,138	\$160	\$299
University of North Texas at Dallas	\$1,885	\$352	\$293
West Texas A&M University	\$954	\$189	\$295

¹ Texas A&M University – Victoria was formerly the University of Houston – Victoria.



Appendix 1

Objective, Scope, and Methodology

Objective

The objective of this project was to collect salary information from general academic institutions to report to the Legislature as required by Rider 61, page III-316, the General Appropriations Act (89th Legislature).

Scope

The scope of this project included the Fall 2025, Spring 2026, and Summer 2026 semesters.

Methodology

We conducted this review from June 2026 through September 2026. This project was not an audit, and the information in this report was not subject to all the tests and confirmations that would be performed in an audit. However, the information in this report was subjected to certain quality control procedures to ensure accuracy.

The project methodology included calculating the salary-to-student ratio for each general academic institution (GAI) by dividing the total annual salary for

The following members of the State Auditor's staff performed the project:



- Alana Montoro (Project Manager)
- Emilie Scanlon
- Andrew Mohr
- Brenda Zamarripa, CIA, CGAP
- Bianca Pineda, CFE, CGAP, CIA, CISA (Quality Control Reviewer)
- Jennifer Brantley, MS, CPA (Audit Manager)

each Standard Occupations Code (SOC) position included in Rider 61 by the total full-time student equivalent (FTSE) at each GAI. This included:

- Calculating the FTSE for each GAI and semester by dividing the total semester credit hours at each education level, as reported to the Higher Education Coordinating Board, by the full-time workload requirement for that education level and semester. See Figure 1 below.

Figure 1

Full-time Workload per Education Level

Education Level	Spring and Fall Semesters	Summer Semester (Less than or equal to 6 weeks)	Summer Semester (Greater than 6 weeks)
Undergraduate	12	6	12
Graduate (Master’s and Doctoral)	9	3	6

- Collecting annual salary data for all fund types as of June 1, 2026, for each GAI for all SOC positions, as reported by the GAI. SOC positions in Rider 61 included:
 - **SOC 11, Management Occupations:** University President; Chief Financial Officer; Chief Information Officer; University Registrar; Provosts, Deans, and Department Chairs; and other similar positions.
 - **SOC 13, Business and Financial Operations Occupations:** Staff within Human Resources; Internal Audit; Budget Office; Student Financial Aid; Student Recruiting; Institutional Research; and other similar positions.
 - **SOC 43, Office and Administrative Support Occupations:** Executive and Administrative Assistants; Receptionists; Mail Clerks; Warehouse Clerks; Telephone Operators; Payroll and Timekeeping Clerks; and other similar positions.



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