

**FACULTY
/STAFF
SALARY
INCREASE BY
PERCENT**

1989	4%
1990	4%
1991	5%
1992	5%
1993	4%
1994	2%
1995	3%
1996	4%
1997	4%
1998	4%
1999	3%
2000	4%
2001	4%
2002	4%
2003	4%
2004	4%
2005	4%
2006	4%
2007	4%
2008	4%
2009	4%
2010	4%
2011	4%
2012	4%
2013	2%
2014	4%
2015	4%

**TOTAL COMPOUNDED INCREASE
177%**

FINANCIAL STABILITY AND IMPROVEMENT

When Dr. Gary Cook arrived as president, the school had been suffering through years of perpetual debt, which by 1988 had grown to \$5.8 million. Within his first year, Dr. Cook was forced to make difficult decisions in order to retire the debt and place DBU on sound financial ground. Thanks to the use of prudent financial management; the help of wonderful administrators, such as Harold Norris, who served as senior vice president for financial affairs from 1988-2000; and generous friends of the University, the school was able to turn its attention away from the plaguing debt and onto growing the institution.

FACULTY/STAFF BENEFITS

- Annual Salary Increases
- 10% Matching Retirement
- Life Insurance Added
- Fitness Center and Trails
- DBU Wellness Program



Dr. Cook addresses the DBU family during a DBU chapel service, held in the sanctuary of the Patty and Bo Pilgrim Chapel.



Dr. Gary Cook, along with Dr. Blair Blackburn, former DBU executive vice president, break ground on the new Pilgrim Chapel along with Patty and Bo Pilgrim at a special service held on August 23, 2006.

**27 YEARS OF A
BALANCED BUDGET**

**UNIVERSITY NET ASSETS HAVE GROWN FROM
\$19.9 MILLION TO \$171.5 MILLION**

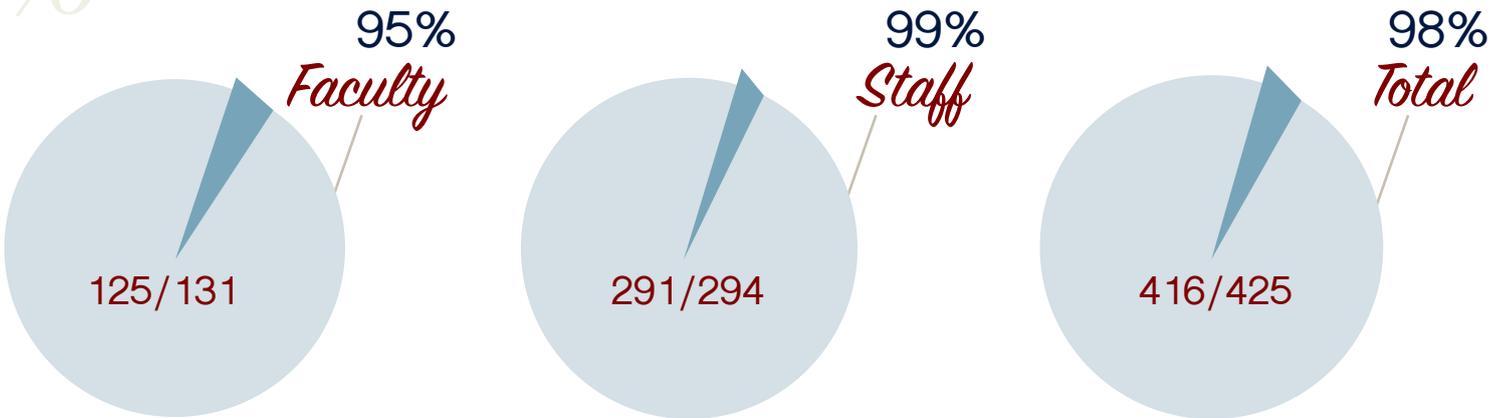
DBU IS DEBT FREE

34 BUILDING PROJECTS
AT A TOTAL COST OF
\$125.27 MILLION
ALL PAID FOR

NEW LAND TO UNIVERSITY HILL

- In 1988, Dallas Baptist University property totaled 200 acres
- In 1991, the University purchased two acres from TXU
- In 1992, DBU began working with veterans to establish the DFW National Cemetery on 600 acres surrounding DBU to the north and the east
- In 1994, the property expanded, thanks to the generous donation of approximately 86 acres by the Hexter Family
- In 1999, four more acres were purchased, bringing the total property owned to 292 acres
- In 2002, an additional 50 acres of land between Mountain Creek Parkway and Mountain Creek Lake were leased to DBU

Percentage of Current DBU Employees hired since Dr. Cook's arrival



Adjunct Faculty Pay Increases

	undergraduate	graduate
1988	\$1,200	\$2,000
1990	\$1,200	\$2,000
1995	\$1,500	\$2,300
2000	\$1,800/\$2,400*	\$2,400
2005	\$2,100/\$2,600*	\$2,600
2010	\$2,650/\$3,150*	\$3,150
2015	\$3,500/\$4,000*	\$4,000

*Faculty with their doctorate degree



DBU trustee Patsy Smith, along with her daughter Vicki Smith Weinberg, and Dr. Cook and Dr. Blair Blackburn at the opening of the Patsy and Herman Smith Center, located in Hurst, which was made possible through generous support of Mrs. Smith.