

Report on Information Regarding Staff Compensation
Texas Government Code 659.026

Sul Ross State University

- 1) **Full-Time Equivalent Employees:**

	FY 2019	486.91
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- 2) **Legislative Appropriations (All Funds):**

	FY 2019 -	20,071,991
	FY 2020 -	20,717,839

- 3) **Executive Staff Compensation Methodology:**

Executive Staff Compensation Methodology: The President's salary is established by the Board of Regents. The executive staff salaries are established by the President and are based on multiple factors which include, but are not limited to: performance; complexity of work; educational and professional experience required for the position; number of staff supervised; and, where the information is available, salaries for executive staff in similar positions at other universities within Texas.

- 4) **Salary Supplements for Executive Staff:**

The President was the only one eligible to receive a salary supplement as defined by the GAA, Article IX, Section 3.02.

- 5) **Market Average Comparison of Executive Staff:**

The University does not have market analysis data of compensation for similar executive staff in the private and public sectors. Instead, the President uses CUPA College and University Professional Association salary survey data for similar positions at other universities.

- 6) **Average Compensation of non-executive staff:**

	FY 2019	36,150
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- 7) **Executive Staff Compensation Increase as a Percentage (5 years):**

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Executive Staff Compensation:	5.58%	2.54%	2.07%	2.75%	2.05%

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Legislative Appropriation Increases as a Percentage (5 Years):					
Legislative Appropriations:	-0.09	-0.01	0.20	0.01	0.03