

**Report on Information Regarding Staff Compensation
Texas Government Code 659.026**

**Sul Ross State University
FY 19-20**

1) **Full-Time Equivalent Employees:**
FY 2020 - 439.12

2) **Legislative Appropriations (All Funds):**
FY 2019 - \$ 19,031,970.00
FY 2020 - \$ 19,188,679.00

3) **Executive Staff Compensation Methodology:**

The President's salary is established by the Chancellor. 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 university systems within Texas.

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

The President was the only one to receive a salary supplement as defined by 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 salary survey data for similar positions at other universities.

6) **Average Compensation of non-Executive Staff:**
FY 2020 - 26,685

7) **Executive Staff Compensation Increase as a Percentage (5 years):**

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Average		254%	207%	275%	205%	200%

Legislative Appropriation Increases as a Percentage (5 Years)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Legislative Appropriations:		0%	0%	-3%	-6%	1%