

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

***Sul Ross State University***

- |   |   |   |         |         |         |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
|---|---|---|---------|---------|---------|--|--|--|---------|---------|---------|---------|---------|-------------------------------|-------|-------|-------|-------|-------|---|--|--|--|--|--|--|--------|---------|---------|---------|---------|-----------------------------|------|-------|-------|-------|------|
| 1)  | <b>Full-Time Equivalent Employees:</b><br>FY 2016 - 523.28  |   |         |         |         |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
| 2)  | <b>Legislative Appropriations (All Funds):</b><br>FY 2017 - \$ 20,876,887<br>FY 2016 - \$ 20,843,346  |   |         |         |         |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
| 3)  | <b>Executive Staff Compensation Methodology:</b><br><br><b>Executive Staff Compensation Methodology:</b><br>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)  | <b>Salary Supplements for Executive Staff:</b><br>The President was the only one eligible to receive a salary supplement as defined by the Senate Bill 1 (83rd Legislative Session), Article IX, Section 3.02.  |   |         |         |         |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
| 5)  | <b>Market Average Comparison of Executive Staff:</b><br><br>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)  | <b>Average Compensation of non-Executive Staff:</b><br>FY 2016- \$33,397  |   |         |         |         |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
| 7)  | <table style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="6"><b>Executive Staff Compensation Increase as a Percentage (5 years):</b></td> </tr> <tr> <td></td> <td align="center">FY 2013</td> <td align="center">FY 2014</td> <td align="center">FY 2015</td> <td align="center">FY 2016</td> <td align="center">FY 2017</td> </tr> <tr> <td>Executive Staff Compensation:</td> <td align="center">4.24%</td> <td align="center">3.53%</td> <td align="center">5.58%</td> <td align="center">2.54%</td> <td align="center">2.07%</td> </tr> <tr> <td colspan="6"><b>Legislative Appropriation Increases as a Percentage (5 Years):</b></td> </tr> <tr> <td></td> <td align="center">FY2013</td> <td align="center">FY 2014</td> <td align="center">FY 2015</td> <td align="center">FY 2016</td> <td align="center">FY 2017</td> </tr> <tr> <td>Legislative Appropriations:</td> <td align="center">0.00</td> <td align="center">-1.90</td> <td align="center">-0.09</td> <td align="center">-0.01</td> <td align="center">0.20</td> </tr> </table> | <b>Executive Staff Compensation Increase as a Percentage (5 years):</b> |         |         |         |  |  |  | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | Executive Staff Compensation: | 4.24% | 3.53% | 5.58% | 2.54% | 2.07% | <b>Legislative Appropriation Increases as a Percentage (5 Years):</b> |  |  |  |  |  |  | FY2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | Legislative Appropriations: | 0.00 | -1.90 | -0.09 | -0.01 | 0.20 |
| <b>Executive Staff Compensation Increase as a Percentage (5 years):</b> |   |   |         |         |         |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
|   | FY 2013   | FY 2014   | FY 2015 | FY 2016 | FY 2017 |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
| Executive Staff Compensation:   | 4.24%   | 3.53%   | 5.58%   | 2.54%   | 2.07%   |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
| <b>Legislative Appropriation Increases as a Percentage (5 Years):</b>   |   |   |         |         |         |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
|   | FY2013  | FY 2014   | FY 2015 | FY 2016 | FY 2017 |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |
| Legislative Appropriations:   | 0.00  | -1.90   | -0.09   | -0.01   | 0.20    |  |  |  |         |         |         |         |         |                               |       |       |       |       |       |   |  |  |  |  |  |  |        |         |         |         |         |                             |      |       |       |       |      |