

Report on Information Regarding Staff Compensation

Texas Government Code 659.026

Stephen F. Austin State University

(1) The number of full-time equivalent employees employed by SFA:

- FY2017 – 1,701.3 (average of four quarters as reported in the SAO FTE Report)

(2) The amount of legislative appropriations to SFA for each fiscal year of the current state fiscal biennium:

- FY2017 - \$39,732,191
- FY2018 – \$40,145,767

(3) SFA's methodology, including any employment market analysis, for determining the compensation of executive staff employed by SFA, along with the name and position of the person who selected the methodology:

- The methodology for determining SFA's executive compensation was determined by a 'Salary Equity Committee', appointed in 2001 by former SFA President Tito Guerrero. The committee recommended using the CUPA-HR Administrative Survey average of national public and private institutions in comparison to SFA's executive salaries. This recommendation was accepted and implemented in 2002.

(4) Whether SFA's executive staff are eligible for a salary supplement:

- SFA's executive staff employees are not eligible for salary supplements.

(5) The market average for compensation of similar executive staff in the private and public sectors:

- Market data from CUPA-HR 2016-17 Administrative Salary Survey

SFA Title	Texas Market Average	National Market Average
President	398,000	331,500
VP Academic Affairs/Provost	247,341	210,000
VP Finance & Administration	240,883	200,000
VP University Advancement	199,384	183,600
VP University Affairs	175,000	154,135

(6) The average compensation paid to SFA employees who are not executive staff:

- The average total compensation paid to SFA employees, excluding executive staff, for FY2017 was \$54,345.

(7) The percentage increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage increase in legislative appropriations to SFA each fiscal year of the five preceding fiscal years:

- The following chart shows the percent increase in the average salary for SFA's executive staff in comparison to the percent increase in legislative appropriations for SFA during the past five fiscal years.

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Percent increase in Executive Staff Compensation	2.69%	9.29%	4.5%	6.55%	3.54%
Percent increase in Legislative Appropriations	.12%	3.35%	.40%	.89%	.30%