

# 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:

- FY2020 – 1,639.0

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

- FY2020 - \$39,106,062
- FY2021 - \$38,039,484

(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 Administrators Salary Survey average of state and national public and private institutions in comparison to SFA’s executive staff salaries. This recommendation was accepted and implemented in 2002 and remained the methodology for 2020.

(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 public and private institutions:

- Market data from CUPA-HR 2019-20 Administrators Salary Survey

<b>SFA Title</b>	<b>Texas Market Average</b>	<b>National Market Average</b>
President	\$581,195	\$415,185
VP Academic Affairs/Provost	307,144	256,498
VP Finance & Administration	307,975	246,644
VP University Advancement	252,369	233,967
VP University Affairs	203,179	178,007

(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 FY2020 was \$55,965.

(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 for 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 2016	FY 2017	FY 2018	FY 2019	FY 2020
Percent increase in Executive Staff Compensation	6.55%	3.54%	0.0%	5.06%	0.0%
Percent increase (decrease) in Legislative Appropriations	.89%	.30%	1.04%	.14%	(-2.72%)