

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

**Texas State University
FY17-18**

1)	Full-Time Equivalent Employees:	FY 2018 - 4630.09
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2)	Legislative Appropriations (All Funds):	FY 2017 - \$ 150,343,981.00	
		FY 2018 - \$ 161,545,759.00	

3)	Executive Staff Compensation Methodology:	
		<p>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 university systems within Texas.</p>

4)	Salary Supplements for Executive Staff:	
		None

5)	Market Average Comparison of Executive Staff:	
		<p>Texas State University conducts an annual review of executive staff salaries through the use of median salary data purchased from and provided by the College and University Professional Association (CUPA). Data from the 3rd Quartile of the "Unweighted Median Salary By Total Expense Quartile for Doctoral Institutions" is used.</p>

6)	Average Compensation of non-Executive Staff:	
		FY 2018 - \$68,248.67

7)	Executive Staff Compensation Increase as a Percentage (5 years):					
		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
	Average	7.00	7.60	7.00	6.54	3.77
	Legislative Appropriation Increases as a Percentage (5 Years)					
		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
	Legislative Appropriations:	8.53	-0.04	8.35	-0.04	7.45