

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

Lamar University

- 1) **Full-Time Equivalent Employees:**
FY 2020 - 1056.9

- 2) **Legislative Appropriations (All Funds):**
FY 2020 - \$ 67,643,344
FY 2021 - \$ 67,594,103

- 3) **Executive Staff Compensation Methodology:**

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 of executive staff in similar positions at other university systems within Texas.

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

The President was the only one eligible to receive a salary supplement as defined by the GAA, Article IX, Section 3.02.

- 5) **Market Average Comparison of Executive Staff:**

College and University Professional Association for Human Resources (CUPA)
Administrators in Higher Education Salary Survey

- 6) **Average Compensation of non-Executive Staff:**
FY 2020 - \$53,442.26

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

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Executive Staff Compensation:	3.23%	3.44%	2.00%	0.00%	3.00%

Legislative Appropriation Increases as a Percentage (5 Years):

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Legislative Appropriations:	17.21%	0.69%	2.79%	-0.51%	-0.61%