

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

Lamar Institute of Technology

1) Full-Time Equivalent Employees:
FY 2020 - 187.1

2) Legislative Appropriations (All Funds):
FY 2020 - \$ 16,828,086
FY 2021 - \$ 16,814,503

3) Executive Staff Compensation Methodology:
<p>The President's salary is established by the Chancellor. The executive staff salaries are established by the President and are based on multiple factors which include, but are not limited to: performance; complexity 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 in Texas.</p>

4) Salary Supplements for Executive Staff:
<p>The President was the only one eligible to receive a salary supplement as defined by the GAA, Article IX, Section 3.02.</p>

5) Market Average Comparison of Executive Staff:
<p>Lamar Institute of Technology does not have market analysis data of compensation for similar executive staff in the private and public sectors. Instead, on an annual basis, LIT uses College and University Professional Association for Human Resources and Administrators in Higher Education Salary Survey for executive staff in similar positions at other campuses.</p>

6) Average Compensation of non-Executive Staff:
FY 2020 - 46,196.17

7) Executive Staff Compensation Increase as a Percentage (5 years):												
<table> <tr> <td></td> <td align="center">FY 2016</td> <td align="center">FY 2017</td> <td align="center">FY 2018</td> <td align="center">FY 2019</td> <td align="center">FY 2020</td> </tr> <tr> <td>Executive Staff Compensation:</td> <td align="center">5.69%</td> <td align="center">5.85%</td> <td align="center">0.83%</td> <td align="center">1.40%</td> <td align="center">2.83%</td> </tr> </table>		FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	Executive Staff Compensation:	5.69%	5.85%	0.83%	1.40%	2.83%
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Legislative Appropriation Increases as a Percentage (5 Years):												
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