

is adjusted using cost of living information related to a respondent's geographic region. The survey is conducted every three years. In non-survey years, the Office of the Board of Regents is to obtain information concerning general changes in executive compensation in the marketplace, and the comprehensive survey is to be adjusted accordingly.

In August 2020, a Higher Education Leadership Compensation Survey was prepared by Korn Ferry related to key executives and presented to the U. T. System Board of Regents. The Office of the Board of Regents selected Korn Ferry through a competitive process to prepare the compensation analysis. The updated report indicated that U. T. System continues to maintain a competitive position relative to market medians for health and academic peer organizations (comparable public and private higher education systems and institutions).

Compensation for executive staff, other than the President, employed at The University of Texas at El Paso is recommended by the President of the University, Heather A. Wilson, to the U.T. System Administration for approval. This methodology adheres to the U.T. System Administration Budget Rules and Procedures, specifically rule B.2.f. Appointments and promotions involving administrative and professional personnel reporting directly to the president require approval of U.T. System of Administration.

Source: Korn Ferry; U. T. System Regents'

IV. whether executive staff are eligible for a salary supplement;

The President is the only individual receiving a salary supplement meeting the requirements of the _____, Article IX, Section 3.02. The President is eligible for a salary supplement per the _____, Article III, Special Provisions, Section 5, Paragraph 2. It is not the current policy of the U. T. System to accept gifts, grants, donations, or other consideration specifically designated by a donor for salary supplements.

V. the market average for compensation of similar executive staff in the private and public sectors;

An analysis was performed by Korn Ferry of peer institutions and this analysis found that the president's total direct compensation as it relates to the study period was found to be between the 50th and 75th percentile of peers.

Source: Korn Ferry;

VI. the average compensation paid to employees employed by the agency who are not executive staff; and

	Fiscal Year 2020
Average compensation paid to staff	54,028

Source: UT El Paso HR Data

- VII. 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 the agency each fiscal year of the five preceding fiscal years.

Executive Staff	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
President	0.00%	0.00%	0.00%	0.00%	17.16%
Provost/ Vice-President for Academic Affairs	0.00%	0.00%	5.26%	1.67%	-1.64%
Chief of Staff	10.00%	0.00%	0.00%	3.64%	3.00%
Vice-President for Business Affairs	0.00%	0.00%	0.00%	5.00%	3.00%
Vice-President for Information Resources	2.00%	0.00%	0.00%	2.94%	3.00%
Vice-President for Research	2.08%	0.00%	0.00%	3.51%	3.00%
Vice-President for Student Affairs	2.96%	0.00%	0.00%	6.82%	3.00%
Vice-President for Institutional Advancement		0.00%	0.00%	2.50%	3.00%
Athletic Director	4.83%	0.00%	0.00%	15.45%	3.00%

Note: Percentage of salary increases are based on salaries for positions on September 1st of each year. Some