TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA

COMMITTEE: Personnel & Litigation

ITEM: Request Approval of the Incentive Plan terms for the University Advancement Division

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:
Request approval of the Incentive Plan terms for the University Advancement Division, effective fiscal year 2027, aligned with higher education industry standards and designed to incentivize high levels of advancement outcomes. The plan establishes a holistic, performance-based approach that rewards fundraising success and encourages increased philanthropic support to advance the University's strategic priorities.

APPLICABLE FEDERAL OR STATE STATUTE(S) AND/OR REGULATION(S): N/A

FISCAL IMPACT: Not-to-Exceed (NTE) | $435,000.00
1744-51000-7010-70 | Non-State-Appropriated Funds

SUPPORTING DOCUMENTATION:
Plan Outline with Examples

RELATED BOARD BYLAW, POLICY AND/OR MAPP:
MAPP Policy: 02.02.01-Pay Guidelines for Staff Employees

ACTION REQUESTED: The Administration recommends approval of this item.

ASCEND 2030 UNIVERSITY STRATEGIC INITIATIVES ALIGNMENT:
3.5 Ensure long-term legacy — diversify revenues, grow endowment

Legal Certification: Based on available information to date, this agenda item and its implementation will not be in violation of any applicable federal, state, or local law or regulation.

	10/23/2026
GENERAL COUNSEL	**DATE**

Fiscal Certification: This fiscal note, shown above, details the true and actual positive or negative fiscal effect that implementation of this agenda item will have and the detailed reasons for such effect.

J Maine Chubb	10/23/2026
CHIEF FINANCIAL OFFICER	**DATE**
James Crawford (Oct 26, 2026 19:56:34 CDT)	10/26/2026
PRESIDENT	**DATE**