Development Department Incentive Plan

Position	Base Salary	Maximum Incentive	% of Base	Maximum Cash Compensation	# of Positions	Total Max Cash Comp.	Number of Incumbents
VP & Chief Dev. Officer	$250,000	$125,000	50%	$375,000	1	$375,000	0
Sr. Associate VP Dev.	$200,000	$80,000	40%	$280,000	1	$280,000	1
Associate VP Ath.Dev. & Strategic Opp.	$195,000	$58,500	30%	$253,500	1	$253,500	1
Assitant VP Development	$130,000	$26,000	20%	$156,000	1	$156,000	1
Executive/Senior Director of Development	$115,000	$17,250	15%	$132,250	3	$396,750	3
Development Officer	$90,000	$9,000	10%	$99,000	10	$990,000	7
Sub Totals	$2,020,000				17	$2,451,250	13
Benefit Load	$535,300		26.50%				
					Max. Incentive Plan Exp.	$431,250	$279,250
					Max Dept. Comp. Exp.	$2,986,550	$1,779,250

Plan Element	% Incentive Opp.
Meet or Exceed Development Goal	50%
Meet or Exceed New Revenue Goal	30%
Meet or Exceed Strategic Performance Goal	20%
TOTAL	100%

TEXAS SOUTHERN UNIVERSITY UNIVERSITY ADVANCEMENT FY 2027 GOALS

DEVELOPMENT	Q1	Q2	Q3	Q4	Total Per Staff	Total Goal By Staff
VP Advancement (1 max)		$1,500,000	$1,500,000	$1,500,000	$4,500,000	$4,500,000
SAVP University Advancement (1 max)	$750,000	$1,000,000	$1,000,000	$750,000	$3,500,000	$3,500,000
Associate Vice President (1 max)	$750,000	$750,000	$500,000	$750,000	$2,750,000	$2,750,000
Assistant Vice President (1 max)	$550,000	$550,000	$550,000	$550,000	$2,200,000	$2,200,000
Executive Director/Sr. Director of Development (	$400,000	$400,000	$400,000	$400,000	$1,600,000	$8,000,000
Development Officer (8 max)	$250,000	$350,000	$350,000	$300,000	$1,250,000	$10,000,000
TOTAL	$2,700,000	$4,550,000	$4,300,000	$4,250,000	$15,800,000	$30,950,000