

Texas Tech University System Administration

Texas Government Code, Section 659.026 Report

1. The number of full-time equivalent employees employed by the agency;

FY 2014 – 155

2. The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

FY 2014

FY 2015

\$1,425,000

\$1,425,000

3. The agency's methodology, including any employment market analysis, for determining the compensation of executive staff employed by the agency, along with the name and position of the person who selected the methodology;

Salary for executive staff within the Texas Tech University System is determined by a comparison to similar staff positions within the State of Texas (Administrative Accountability Reports), National Salary Survey (College and University Personnel Association Surveys and Association of Academic Health Centers Survey), and current executive staff within the Texas Tech University System. Executive staff members are usually recruited and hired after a national recruiting effort which frequently includes input from an internal search committee and/or TTUSA Board of Regents.

The final salary determination is made by the hiring authority using the above criteria, negotiations with the successful candidate, and consideration of prior experience.

4. Whether executive staff are eligible for a salary supplement;

Only the chancellor is eligible for salary supplements.

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

The Texas Tech University System Administration executive staff is 5% lower than the CUPA (College and University Personnel Association) median of Doctorate Granting Institutions for nine similar executive positions.

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

\$ 55,492.00 for FY 2014

7. 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.

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Percent Increase in Executive Staff Compensation	3.00%	5.56%	2.60%	5.47%	2.51%
Percent Increase in Legislative Appropriation	357.78%	-2.63%	-22.97%	0.00%	0.00%