

Texas Government Code Section 659.026 Report

(b) A state agency shall make available to the public by posting on the agency's Internet website:

(1) the number of full-time equivalent employees employed by the agency;

Full-time equivalent employees

FY 2019	6,784.7
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(2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

Legislative Appropriations for Current Biennium

FY 2019	\$219,559,534
FY 2020	\$228,055,659

(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 president is eligible for salary supplements. The TTUS Board of Regents' Rule 06.01.5 prohibits the acceptance of gifts, grants, donation, or other consideration designated by a donor for the sole purpose of salary supplementation for a designated employee, person, or position within the TTU System.

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

Texas Tech University's executive staff average compensation is 3.43% higher than the CUPA (College and University Personnel Association) 60th percentile for six similar executive positions.

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

Average compensation paid to staff

FY 2019	\$49,188.82
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(Source: Texas State Auditor Workforce Summary Document)

(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 2015	FY 2016	FY 2017	FY 2018	FY 2019
Percent Increase in Executive Staff Compensation	2.16%	3.05%	2.50%	4.08%	4.06%
Percent Increase in Legislative Appropriations	.27%	5.08%	.28%	2.13%	1.63%