



Texas Government Code, Section 659.026 Report Information Regarding Staff Compensation

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

FY 2020 – 170.5

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

**FY 2020
\$1,368,000**

**FY 2021
\$1,368,000**

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 (TTUS) 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 TTUS. Executive staff members are usually recruited and hired after a national recruiting effort which frequently includes input from an internal search committee and/or TTUS 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. The TTUS Board of Regents' Rule 06.01.5 prohibits the acceptance of gifts, grants, donations, or other forms of consideration designated by the donor to be used 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:

The Texas Tech University System Administration executive staff compensation is 1% lower than a comparison of similar executive positions within the State and Texas and the CUPA (College and University Personnel Association) median of Doctorate Granting Institutions for eleven similar executive positions.



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

\$80,410 for FY 2020

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 2016	FY 2017	FY 2018	FY 2019	FY 2020
Percent Increase in Executive Staff Compensation	8.08%	5.70%	-1.04%	4.70%	-0.47%
Percent Increase in Legislative Appropriation	0.00%	0.00%	-4.00%	0.00%	0.00%