

HB12 requires the following information be posted on the agency's website annually:

(a) the amount of each gift, grant, donation, or other consideration provided by the person that is designated to be used as a salary supplement for an employee of MSU

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

FTE based on the state auditor's report is 758.6

(c) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

FY20 27,501,468

FY21 27,416,325

(d) 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;

Compensation is contingent upon availability of funds and based on internal and external market equity as determined by the Human Resources Department in consultation with the divisional vice presidents and with the approval of the President and Board of Regents. Salary survey and comparison rankings to determine market equity is based on peer institutions and local area.

(e) whether executive staff are eligible for a salary supplement;

Executive staff employees are not eligible for salary supplements without specific approval of the Board of Regents.

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

Market data from CUPA HR 2019-2020 Administrative Salary Survey

Title	Texas Market Avg	National Market Avg
President	\$581,195	\$415,185
VP Academic Affairs/Provost	\$307,144	\$256,498

House Bill 12 83rd Legislature Report

VP Finance & Administration	\$307,975	\$246,644
VP University Advancement	\$252,369	\$233,967
VP University Affairs	\$203,179	\$178,007

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

The average compensation paid to employees, excluding executive staff, for FY2020 was \$42,940 Staff, \$74,698 Faculty.

(h) 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.

<u>Year</u>	<u>Percentage Change In Appropriation</u>	<u>Percentage Change in Executive Compensation</u>
FY16	6.10%	7.01%
FY17	0.45%	4.93%
FY18	14.27%	-0.41%
FY19	0.26%	0.51%
FY20	-5.56%	6.77%
FY21	-0.31%	0.00%