

Texas Government Code Section 659.026 Report

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

FTE based on the state auditor's report is 762.83

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

FY22 \$24,623,372

FY23 \$24,626,904

(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;

Salary for the 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.

(e) 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, donations, 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.

(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

House Bill 12 83rd Legislature Report

VP Academic Affairs/Provost	\$307,144	\$256,498
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 FY2022 was \$44,105 Staff, \$76,518 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%
FY22	-10.18%	-5.76%