

**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 773.33

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

FY18 = \$29,046,001

FY19 = \$29,121,865

(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 2014-2015 Administrative Salary Survey

Title	Texas Market Avg	National Market Avg
President	\$420,894	\$342,994
VP Academic Affairs/Provost	\$258,740	\$223,930

House Bill 12 83<sup>rd</sup> Legislature Report

VP Finance & Administration	\$243,842	\$210,355
VP University Advancement	\$174,318	\$191,470
VP University Affairs	\$153,005	\$153,309

(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 FY2018 was \$40,756 Staff, \$71,369 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>	Percentage Change in Appropriations	Percentage Change in Executive Compensation
FY14	-2.87%	0.00%
FY15	0.38%	2.41%
FY16	6.10%	7.01%
FY17	0.45%	4.93%
FY18	14.27%	-0.41%
FY19	0.26%	20.61%