



Texas Tech University Health Sciences Center 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;

TTUHSC response:

4,537.03 FTE's

Source: Quarterly FTE reports filed with the Texas State Auditor's Office and based on the FY 2018 four-quarter average.

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

TTUHSC response:

FY 2019 - \$146,368,543

FY 2020 - \$157,079,032

Source: 85th & 86th Legislative Sessions, General Appropriations Act, Article III. The amounts shown include direct appropriations from all funds.

- (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;

TTUHSC response:

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 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;

TTUHSC Response:

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.

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

TTUHSC Response:

Texas Tech University Health Sciences Center's executive staff average compensation is 23.2% below the market mean for peer institutions.

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

TTUHSC Response:

The average salary of faculty and staff who are not executive staff as of 09/01/2017 is \$76,575. This includes both faculty and staff.

(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.

TTUHSC Response:

	FY 2015	2016	2017	2018	2019
Percent Increase in Executive Staff Compensation	0.25%	4.38%	2.30%	-3.37%	-0.07%
Percent Increase in Legislative Appropriations	-0.02%	8.33%	0.07%	3.00%	7.32%