

Angelo State University
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;

ASU response:

FY 2020: 970.8 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;

ASU response:

FY 2019 - \$39,312,879

FY 2020 - \$41,195,601

(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;

ASU 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 TTUSA 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;

ASU 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.

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

ASU response:

Angelo State University's executive staff average compensation is 7.98% above the CUPA (College and University Personnel Association) Unweighted Median Salary by Carnegie Classification of Master's granting institutions.

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

ASU response:

The average salary of faculty and staff who are not executive staff as of FY 2020 is \$57,129.

(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.

ASU response:

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Percent Increase in Executive Staff Compensation	13.74%	9.27%	0.53%	4.19%	10.88%
Percent Increase in Legislative Appropriations	-0.90%	-0.35%	17.44%	-3.44%	4.79%