



TEXAS SOUTHERN UNIVERSITY

Texas Government Code, Section 659, as amended by HB 12 (84th Legislature)

Texas Government Code, Section 659.026(3)(b)(1) – Full-time Equivalent Employees

Full-time equivalent employee reports are submitted quarterly to the Texas State Auditor’s Office. Quarterly data may be queried directly from the Texas State Auditor’s Office Full-Time Equivalent Employee System at <http://www.sao.state.tx.us/apps/ftesystem/>.

Texas Government Code, Section 659.026(3)(b)(2) – Legislative Appropriations to the Agency

	For the Years Ending	
	August 31, 2020	August 31, 2021
Method of Financing:		
General Revenue Fund	\$ 51,561,004	\$ 51,491,043
<u>General Revenue fund - Dedicated</u>		
Estimated Board Authorized Tuition Increases Account No. 704	4,346,342	4,346,342
Estimated Other Educational and General Income Account No. 770	25,275,709	25,356,715
Subtotal, General Revenue Fund - Dedicated	\$ 29,622,051	\$ 29,703,057
Total, Method of Financing	\$ 81,183,055	\$ 81,194,100

This bill pattern represents an estimated 31.9% of this agency’s estimated total available funds for the biennium.

(Source: Texas Legislature General Appropriations Act, Article III)

Texas Government Code, Section 659.026(3)(b)(3) – Executive Staff Compensation

The Texas Southern University Board of Regents sets the initial salary and conditions of employment for board-appointed positions. Board-appointed positions include the executive staff positions of Vice Presidents. Such appointments are recommended by the President, and confirmed by the Board. The salaries of other executive staff positions are established by the President and are based on multiple factors, which may include, but are not limited to: performance; complexity of work; education and professional experience required for the position; scope of responsibility; and where the information is available, salaries for executive staff in similar positions at comparable institutions/agencies.

Texas Government Code, Section 659.026(3)(b)(4) – Executive Staff Supplement Eligibility

Executive staff are eligible for a salary supplement in accordance with TSU policy. These salary supplements do not include gifts as defined by the Texas Government Code Sec. 659.0201.

Texas Government Code, Section 659.026(3)(b)(5) – Market Average Compensation for Similar Executive Staff

Texas Southern University uses multiple sources of readily available salary survey data. The College and University Professional Association (CUPA) for HR – Administrators in Higher Education salary survey is found at: <http://www.cupahr.org/surveys/ahc.aspx>

Texas Government Code, Section 659.026(3)(b)(6) – Average compensation Paid to Non-Executive Staff

(Source: Texas State Auditor’s Office, Legislative Workforce Summary – will be updated as soon as the FY2020 report is available online)

FY2018	\$71,791
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Texas Government Code, Section 659.026(3)(b)(7) – Percentage Increase in Compensation of Executive Staff and the Percentage Increase in Legislative Appropriations

Position	FY15	FY16	FY17	FY18	FY19
President	-	-2.12 %	-	-	3.00%
Associate Vice President Marketing/Communications					-
Chief of Staff	-	0.19 %	-	-	-
Executive Director of Public Safety/Police Chief				33%	-
General Counsel	-	10.00 %	0.6%	-4.33%	6.51%
Senior Associate VP, Enrollment Management					1.96%
Senior Associate VP/CHRO					17.05%
Special Assistant to the President	-	33.47%	-	-	-
VP Academic Affairs/Provost	14.81 %	-	-	-	4.08%
VP Advancement	-	-3.16 %	14.10%	-	-
VP Athletics	-	-	-	1.70%	-12.40%
VP Finance & Administration/CFO	-9.09 %	-	-	-	-
VP Information Technology	-	-	-	-	-
VP Student Services	-	-	-7.63%	-	-

(Source: TSU Department of Human Resources)

	FY15	FY16	FY17	FY18	FY19
Legislative Appropriation Increase	- .30%	- .82%	- .22%	4.74%	.22%

(Source: Texas Legislature General Appropriations Act, Article III)