

**Texas Higher Education Coordinating Board  
Information Regarding Staff Compensation and Related Information**

Texas Government Code 659.026 requires state agencies to make available on the agency’s website certain information concerning agency staffing, budget and compensation.

**Full-Time Equivalents**

As of August 31, 2019 the Texas Higher Education Coordinating Board (THECB) employed 233.5 full-time equivalent employees.

**Appropriations**

THECB received the following legislative appropriations for each fiscal year of the current biennium.

FY2020	FY2021
\$898,587,780	\$890,536,019

**Compensation Methodology**

The Commissioner of Higher Education’s salary is not to exceed the rate indicated in Article III, of the General Appropriates act for each fiscal year. The Board approves changes to the Commissioners salary. Dr. Harrison Keller, Commissioner of Higher Education determines the salary of the executive staff within the THECB salary group based on current and past performance with consideration to the years of experience.

**Salary Supplements**

The agency’s executive staff are not eligible for salary supplement as described in Section 659.0201 or 659.026(a)(1).

**Market Average Compensation**

Public sector market average comparison can be found in the State Auditor’s Office Biennial Report of State Positions. Additional, market comparisons for higher education related positions is found in data collected by the College and University Professional Association for Human Resources (CUPA-HR), as well as college and university websites.

**Non-Executive Staff Compensation**

The average agency salary for non-executive staff was \$70,712.92 in fiscal year 2019.

**Percentage Increase in Executive Staff Compensation and Legislative Appropriation**

	FY 2015	FY 2016	FY 2017	FY 2018	FY2019
Total Executive Compensation	\$193,808.00	\$205,159.92	\$205,159.92	\$212,134.92	\$212,134.92
% Change from Prior Year	2.1%	4.8%	0%	3.29%	0%
Appropriations y/y growth	\$679,127,080	\$960,568,429	\$1,046,720,209	\$806,145,970	\$769,057,315
% Change from Prior Year	-16%	29.3%	8.23%	-23%	4.6%