

University of North Texas Health Science Center

Texas Government Code, Section 659.026 Report

1. The number of full-time equivalent employees employed by the agency:

FY2017 – 1,563.9¹

2. The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium:

FY2016 -- \$95,770,527

FY2017 -- \$95,540,108

3. The agency's methodology, including any employment market analysis, for determining the compensation of executive staff² employed by the agency, along with the name and position of the person who selected the methodology:

In an effort to recruit and retain high-performing Executive Staff members, UNTHSC seeks to provide market competitive salaries. The methodology utilized for salary determinations includes, but is not limited to, a review of comparable peer and market positions and salaries through the Chronicle of Higher Education, the College and University Professional Association of Human Resources (CUPA) database nationally, and the LBB Administrative Accountability Report data in Texas. The methodology used to determine salaries for Executive Staff members is determined by the University President. Dr. Michael Williams was President at the time the reported salaries were determined. Compensation for the UNTHSC President is determined by recommendation of the UNT System Chancellor and approval of the UNT System Board of Regents.

4. Whether executive staff are eligible for a salary supplement:

Executive Staff members are eligible for supplemental compensation either as stipulated by statutory authority, by contract provision, or for the performance of additional or interim responsibilities, in accordance with UNT System policies for supplemental payments.

5. The market average for compensation of similar executive staff in the private and public sectors:

The average compensation of University of North Texas Health Science Center Executive Staff is 10.13% lower than the 50th percentile of the CUPA and LBB data reflecting comparably sized institutions.

6. The average compensation paid to non-executive staff employed by the agency:

\$52,876.00

7. The percent 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:

	FY2017 Total Compensation	FY2016 Total Compensation	FY2015 Total Compensation	FY2014 Total Compensation	FY2013 Total Compensation
% Change to Prior Year	10.17%	18.75%	10%	4%	1%
Total Exec. FTE Positions	13	13	12	11	10

An increase to the President's salary approved by the board and two changes to the executive team with higher salary hires contributed to the yearly change in total compensation.

	FY2017 % Change from FY2016	FY2016 % Change from FY2015	FY2015 % Change from FY2014	FY2014 % Change from FY2013	FY2013 % Change from FY2012
Legislative Appropriations (GR + GR – D)	-0.24%	18.87%	0.1%	26.5%	-7.4%

¹ Source: Texas State Auditor's Office, FTE Employee System, 4th Quarter Data

² "Executive Staff" is defined as the President and the President's direct reports, not including any direct reports serving an Administrative Assistant role.