

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:

FY2018 – 1,332.9¹

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

FY2018 -- \$102,142,587²

FY2019 -- \$101,894,845

3. The agency's methodology, including any employment market analysis, for determining the compensation of executive staff³ 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 14.78% 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:

\$85,464⁴

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:

	FY2018 Total Compensation	FY2017 Total Compensation	FY2016 Total Compensation	FY2015 Total Compensation	FY2014 Total Compensation
% Change to Prior Year	-12.53%	10.17%	18.75%	10.00%	4.00%
Total Exec. FTE Positions	11	13	13	12	11

Two changes to the executive team contributed to the yearly change in total compensation. VP Administration was vacated and not filled. VP Operations is currently vacant.

	FY2018 % Change from FY2017	FY2017 % Change from FY2016	FY2016 % Change from FY2015	FY2015 % Change from FY2014	FY2014 % Change from FY2013
Legislative Appropriations (GR + GR – D)	6.91%	-0.24%	18.87%	0.10%	26.50%

¹ FTE actuals are represented as the average of Q1 through Q3 for FY2017 from the State Auditor’s Quarterly FTE Report. This gives a more accurate picture of FTE because those on 9 month contracts are not considered in the Q4 report.

² Source: 85th Legislature SB1 Conference Bill Article III pg. 198. Total Method of Finance for each institution.

³ “Executive Staff” is defined as the President and the President’s direct reports, not including any direct reports serving an Administrative Assistant role.

⁴ All faculty and staff excluding reported executives and student titles