

## University of North Texas System Administration

### Texas Government Code, Section 659.026 Report

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

**FY2018 – 542.5<sup>1</sup>**

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

**FY2018 -- \$6,159,752<sup>2</sup>**

**FY2019 -- \$6,158,252**

3. The agency's methodology, including any employment market analysis, for determining the compensation of executive staff<sup>3</sup> 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, UNT System Administration 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 LBB Administrative Accountability Report data in Texas. The UNT System also uses additional national and regional peer data, where relevant, from sources such as the CUPA database. The methodology used to determine the salaries for Executive Staff is determined by the University of North Texas System Chancellor. Lee F. Jackson was Chancellor at the time the information in this report was compiled. The UNT System Board of Regents determines compensation methodology for the Chancellor per Regents Rule 04.900.**

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 System Administration Executive Staff is 14.15% lower than the 50<sup>th</sup> percentile of the CUPA and LBB data reflecting comparably sized institutions.**

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

**\$73,386<sup>4</sup>**

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
<b>% Change to Prior Year</b>	6.12%	-2.34%	8.00%	-6.00%	1.00%
<b>Total Exec. FTE Positions</b>	7	7	8	9	9

**Raises given at the discretion of the Chancellor and a change in reporting structure that removed one executive from this report affected the yearly change in total compensation.**

	FY2018 % Change from FY2017	FY2017 % Change from FY2016	FY2016 % Change from FY2015	FY2015 % Change from FY2014	FY2014 % Change from FY2013
<b>Legislative Appropriations (GR + GR – D)</b>	-15.70%	11.48%	94.71% <sup>5</sup>	0.00%	0.00%

<sup>1</sup> 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.

<sup>2</sup> Source: 85th Legislature SB1 Conference Bill Article III pg. 133. Total Method of Finance for each institution.

<sup>3</sup> “Executive Staff” is defined as the Chancellor and the Chancellor’s direct reports, not including any direct reports serving an Administrative Assistant role. This includes, but is not limited to, Vice Chancellors, Chief Internal Auditor.

<sup>4</sup> All faculty and staff excluding reported executives and student titles