

## **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:

**FY2014 -- 374.22**

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

**FY2014 -- \$3,366,113**

**FY2015 -- \$3,366,113**

3. The agency's methodology, including any employment market analysis, for determining the compensation of executive staff<sup>1</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 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 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 13.29% 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:

**\$62,083**

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:

|   | FY2014 Total Compensation | FY2013 Total Compensation | FY2012 Total Compensation | FY2011 Total Compensation | FY 2010 Total Compensation |
|---|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|
| <b>% Change to Prior Year<sup>2</sup></b> | 1%                        | 23%                       | 7%                        | -7%                       | 21%                        |
| <b>Total Exec. FTE Positions</b>          | 9                         | 9                         | 8                         | 7                         | 8                          |

**The UNT System Administration executive staff increased in number from 7 FTE positions in FY09 to 9 FTE positions in FY14, due to the growth of the System and the need for greater support to the campuses in the areas of Administration, Finance, and Academic Affairs. In addition, during this period the UNT Dallas College of Law began operations and necessitated the hiring of the Founding Dean as well, as two positions being transferred to UNT Dallas upon their transition to operation as a general academic institution. For the majority of these years, there were few or no compensation increases for individual employees but the total executive staff compensation changed due to the addition/deletion of the FTE positions previously mentioned.**

|   | FY2015 % Change from FY2014 | FY2014 % Change from FY2013 | FY2013 % Change from FY2012 | FY2012 % Change from FY2011 | FY2011 % Change from FY2010 |
|---|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| <b>Legislative Appropriations (GR + GR – D)</b> | 0.00%                       | 0.00%                       | 0.00%                       | -77.24% <sup>3</sup>        | 11.00%                      |

<sup>1</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, Academic Deans, and Special Assignment appointments.

<sup>2</sup> For the purpose of comparison to prior year, salaries are considered for the incumbent for the entirety of FY14. For those positions which changed incumbents mid-year, the salary is pro-rated based on the length of time the previous occupant held the position during that fiscal year, up to the point the current incumbent was appointed. For instances where positions are vacant but expected to be filled, salaries are held flat into the next fiscal year. Where a position is dissolved, the salary is stated as was expensed during that fiscal year.

<sup>3</sup> Until this period, UNT Dallas’ State Appropriations were included in the UNT System Administration Appropriations, at the beginning of FY12 UNTD began receiving State Appropriations apart from the System Administration.