

## University of North Texas at Dallas

### Texas Government Code, Section 659.026 Report

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

**FY2017 – 211.5<sup>1</sup>**

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

**FY2016 -- \$16,800,148**

**FY2017 -- \$21,683,544<sup>2</sup>**

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 Dallas 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 President. Compensation for the UNT Dallas 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 Dallas Executive Staff is 3.14% 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:

**\$53,494**

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 <sup>4</sup>	FY2015 Total Compensation	FY2014 Total Compensation	FY2013 Total Compensation
<b>% Change to Prior Year</b>	16.93% <sup>5</sup>	-2.67% <sup>6</sup>	0.22%	0.3%	5.3%
<b>Total Exec. FTE Positions</b>	5	5	4	4	4

A lower salary for an Interim Provost along with filling the previously vacant VP University Advancement role contribute to the yearly change in total compensation.

	FY 2017 % Change from FY 2016	FY 2016 % Change from FY 2015	FY 2015 % Change from FY 2014	FY 2014 % Change from FY 2013	FY 2013 % Change from FY 2012
<b>Legislative Appropriations (GR + GR – D)</b>	0.06%	4.27%	0.04%	5.64%	0.32%

<sup>1</sup> Source: Texas State Auditor’s Office, FTE Employee System, 4<sup>th</sup> Quarter Data

<sup>2</sup> FY 2017 Appropriation adjusted to include \$4,872,779 of debt service to be used for the Student Learning and Success Center; not originally included in HB0001.

<sup>3</sup> “Executive Staff” is defined as the President, Provost/VP of Academic Excellence and Student Success, VP for University Advancement, VP Student Access and Success and Chief Financial Officer.

<sup>4</sup> Methodology updated beginning with the FY 2017 report which reduced the number of executive FTE reported positions.

<sup>5</sup> Increase of 16.93% due to filling previously vacant VP University Advancement.

<sup>6</sup> Decrease of -2.67% due to addition of new FTE position, VP Student Access and Success, and VP University Advancement vacancy.