



THE UNIVERSITY OF TEXAS SYSTEM ADMINISTRATION REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with *Texas Government Code Sec. 659.026*, INFORMATION REGARDING STAFF COMPENSATION, the following information is made available:

- I. the number of full-time equivalent employees employed by the agency;

	Fiscal Year 2018
Full-time equivalent employees	668.1

Source: Quarterly FTE reports filed with the Texas State Auditor’s Office and based on four-quarter average.

- II. the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

	Fiscal Year 2018	Fiscal Year 2019
Total Appropriation All Funds	\$10,740,706	\$10,094,153

Source: 85th Legislative Session, *General Appropriations Act*, Article III. The amounts shown include direct appropriations from all funds.

- III. the agency’s methodology, including any employment market analysis, for determine the compensation of executive staff employed by the agency, along with the name and position of the person who selected the methodology;

The U. T. System Board of Regents has adopted *Regents’ Rules and Regulations*, Rule 20203, relating to compensation for key executives. Key executives are defined as the Chancellor, Deputy Chancellor, General Counsel to the Board, Chief Audit Executive, Executive Vice Chancellors, presidents of each of the U. T. System academic and health institutions, and Vice Chancellors. Rule 20203 states that the elements of compensation for key employees “may include and are limited to base salary; short and long-term incentive pay; supplemental retirement plans, such as deferred compensation plans; one-time merit pay; special provisions necessary to recruit an individual to a key executive position, such as salary supplement for a limited time or one-time relocation payment as necessary and prudent to recruit the top talent for the position; and perquisites such as memberships, parking privileges, and provision of or allowance for cell phone and/or other mobile communication devices as determined necessary for business purposes and as covered in individual agreements.”

Rule 20203, Section 2 outlines procedures for the Office of the Board of Regents to oversee and conduct a comprehensive survey and analysis to obtain current and reliable market data on total compensation of key executives in comparable positions at peer institutions. Market data

is adjusted using cost of living information related to a respondent's geographic region. The survey is conducted every three years. In non-survey years, the Office of the Board of Regents is to obtain information concerning general changes in executive compensation in the marketplace, and the comprehensive survey is to be adjusted accordingly.

In August 2016, a Report of Executive Compensation was prepared by Buck Consultants related to key executives and presented to the U. T. System Board of Regents. The Office of the Board of Regents selected Buck Consultants through a competitive process to prepare the compensation analysis. In June 2018, Conduent Human Resource Consulting Services (formerly Buck Consultants) prepared a Report of President Compensation, an update to the 2016 study for institution presidents. The updated report indicated that U. T. System continues to maintain a competitive position relative to market medians for health and academic peer organizations (comparable public and private higher education systems and institutions).

Source: Conduent Human Resource Consulting Services (formerly Buck Consultants); U. T. System Regents' *Rules and Regulations*

IV. whether executive staff are eligible for a salary supplement;

The President is the only individual receiving a salary supplement meeting the requirements of the *General Appropriations Act (GAA)*, Article IX, Section 3.02. While the Chancellor is eligible for a salary supplement per the *GAA*, Article III, Special Provisions, Section 5, Paragraph 2, he is not paid from appropriated funds and as such does not technically receive a salary supplement as defined by the *GAA*. It is not the current policy of the U. T. System to accept gifts, grants, donations, or other consideration specifically designated by a donor for salary supplements.

V. the market average for compensation of similar executive staff in the private and public sectors;

An analysis was performed by Buck Consultants in 2016 of peer institutions and this analysis found the following for compensation as it relates to the study period:

- a. Total direct compensation for the Executive Vice Chancellor for Business Affairs, Vice Chancellor and Chief Governmental Relations Officer, Vice Chancellor for Federal Relations, Vice Chancellor for External Relations, Chief Audit Executive was found to be at or above the 90th percentile of peers.
- b. Total direct compensation for the Executive Vice Chancellor for Academic Affairs and the Vice Chancellor and General Counsel was found to be at or above the 75th percentile.
- c. There were insufficient comparative data for the Deputy Chancellor, Executive Vice Chancellor for Health Affairs, Vice Chancellor for Academic and Health Affairs, the Vice Chancellor for Strategic Initiatives and the General Counsel to the Board of Regents.

Source: Conduent Human Resource Consulting Services (formerly Buck Consultants)

- VI. the average compensation paid to employees employed by the agency who are not executive staff; and

	Fiscal Year 2018
Average compensation paid to staff	\$93,412

Source: Legislative Workforce Summary Survey 2018

- VII. the percentage 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.

Executive Staff	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Chancellor	15.0%	-7.2%	137.5%	0.0%	-15.8%
Deputy Chancellor	n/a	n/a	n/a	0.0%	0.0%
Executive Vice Chancellor – Academic Affairs	7.3%	2.0%	6.6%	11.9%	0.0%
Executive Vice Chancellor – Health Affairs	8.4%	12.5%	27.0%	-15.0%	0.0%
Executive Vice Chancellor – Business Affairs	4.0%	4.0%	22.2%	-24.2%	0.0%
Vice Chancellor – External Relations	25.5%	7.4%	11.4%	-19.6%	0.0%
Vice Chancellor and General Counsel	-30.8%	23.8%	16.0%	-13.8%	0.0%
Vice Chancellor – Governmental Relations	7.1%	1.2%	13.8%	-18.6%	0.0%
Vice Chancellor – Federal Relations	5.5%	1.8%	8.8%	-14.0%	0.0%
Vice Chancellor – Strategic Initiatives	-5.4%	12.8%	7.9%	-3.8%	0.0%
Vice Chancellor – Academic & Health Affairs	n/a	n/a	21.2%	-14.0%	0.0%
Vice Chancellor for Health Affairs and Chief Medical Officer*	n/a	n/a	n/a	n/a	n/a
General Counsel to the Board of Regents	15.2%	2.5%	3.4%	0.0%	-14.6%
Chief Audit Executive	41.8%	4.8%	-9.1%	0.0%	0.0%

* Vice Chancellor for Health Affairs and Chief Medical Officer employed 9/1/17.

Note: With the exception of FY 2014, percentage of salary increases are based on salaries for positions on September 1st of each year including budgeted amounts when vacant. For 2014, the percentage considers merit awarded by the Board of Regents effective 9/12/13. Incentive compensation payments, one-time merit, deferred compensation and supplements are included if awarded by the Regents during the year.

Legislative Appropriations	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Percent Increase in Total Appropriation All Funds	101.4%	-50.5%	13.2%	0.0%	5.0%

Source: *General Appropriations Act* from Legislative Appropriations from each biennium's and includes direct appropriations from all funds net of legislatively mandated reductions.