

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:

FY2017 – 543.9¹

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

FY2016² -- \$6,554,243

FY2017 -- \$7,306,722

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, 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 13.28% 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:

\$70,117

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	FY2015 Total Compensation	FY2014 Total Compensation	FY2013 Total Compensation
% Change to Prior Year	-2.34%	8%	-6%	1%	23%
Total Exec. FTE Positions	7	8	9	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.

	FY2017 % Change from FY2016	FY2016 % Change from FY2015	FY2015 % Change from FY2014	FY2014 % Change from FY2013	FY2013 % Change from FY2012
Legislative Appropriations (GR + GR – D)	11.48%	94.71% ⁴	0.00%	0.00%	-77.24% ⁵

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

² Of these amounts, \$4,658,130 and \$5,410,609 respectively will be transferred to UNT Dallas for the transfer of College of Law from UNT System to UNT Dallas

³ “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, and Special Assignment appointments.

⁴ See endnote 2

⁵ 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.