



THE UNIVERSITY OF TEXAS AT DALLAS
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 2015
Full-time equivalent employees	3,962.1

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 2016	Fiscal Year 2017
Total Appropriation All Funds	\$147,740,639	\$148,226,420

Source: 84th 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, 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 that includes

both public and private 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 November 2013, a summary of Key Executive Compensation was prepared by Buck Consultants and presented to the U. T. System Board of Regents. Market data from the survey indicated that U. T. System maintains a competitive market position relative to the market for cash compensation, however, somewhat less emphasis on security-related programs like retirement plans, health and welfare benefits, deferred compensation arrangements and other practices. The Office of the Board of Regents selected Buck Consultants through a competitive process to prepare the compensation analysis.

Market data is collected and analyzed by Human Resources for key executive positions upon job posting, internal promotion, or at the request of the President or Provost to address retention or reorganization based on business need. Human Resources obtains information concerning general changes in executive compensation in the marketplace, and the comprehensive survey is to be adjusted accordingly. The survey data is collected annually and as needed using a variety of survey sources, including but not limited to the following:

- US Mercer Benchmark Database
- EDUCOMP
- College and University Professional Associate of Human Resources (CUPA- HR)
- Compdata
- Bureau of Labor Statistics (BLS)
- Salary.com
- Payscale.com
- Schools within the UT System
- Other public institutions of higher education
- Texas Higher Education Human Resource Association (THEHRA)

Market data indicates that UT Dallas maintains a competitive market position relative to the market for cash compensation. Market comparisons on security-related programs like retirement plans, health and welfare benefits, deferred compensation arrangements and other practices are reviewed as available and applied in accordance with applicable UT Dallas policy, UT System policy, Board of Regents rules, and State of Texas rules and regulations.

Source: 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. The President is eligible for a salary supplement per the *GAA*, Article III, Special Provisions, Section 5, Paragraph 2. 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;

Executive positions are typically compensated between the 50th and 75th percentile based on market median. Factors such as years of experience, education, unique skills or knowledge base that will benefit to the university and market demand are considered when making compensation decisions for key executives. This methodology was selected by Colleen Dutton, SPHR, Associate Vice President of Human Resources.

- a. VP/CIO – 90%
- b. VP Development – 75%
- c. VP Research – 90%
- d. VP Budget/Finance – 90%
- e. VP Public Affairs - 75%
- f. VP Student Affairs -25%
- g. VP Admin – 75%
- h. VP Diversity* – 50% (combined position)

Source: CUPA

An analysis was performed by Buck Consultants of peer institutions and this analysis found that the president’s total cash compensation as it relates to the study period was found to be at the 75th percentile of peers.

Source: Buck Consultants;

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

	Fiscal Year 2015
Average compensation paid to staff	\$54,235

Source: University of Texas at Dallas Office of Human Resources

- 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 2011	FY 2012	FY 2013	FY 2014	FY 2015
President	2.1%	0.0%	2.5%	0.0%	0.0%
Executive Vice President and Provost	2.0%	0.0%	3.1%	6.8%	9.7%
Vice President for Administration	4.0%	0.0%	-5.5%	4.9%	1.0%
Vice President for Budget & Finance	N/A	0.0%	3.1%	2.3%	1.0%
Vice President for Student Affairs	2.0%	0.0%	5.2%	3.4%	1.0%
Vice President for Communications	10.5%	0.0%	3.2%	4.6%	1.0%
Vice President for Development and Alumni Relations	5.1%	0.0%	3.0%	3.4%	1.0%
Vice President for Diversity and Community Engagement	2.0%	0.0%	3.1%	2.4%	2.1%
Vice President for Information Resources	12.6%	0.0%	3.1%	2.3%	1.0%
Vice President for Public Affairs	2.0%	0.0%	3.1%	3.2%	1.0%
Vice President for Research	3.0%	0.0%	3.0%	3.0%	1.0%

Note: Percentage of salary increases are based on salaries for positions on September 1st of each year. Some administrators have academic appointments. The percentage changes presented are reflective only of their administrative appointments.

Legislative Appropriations	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Percent Increase in Total Appropriation All Funds	0.2%	2.9%	-2.4%	19.5%	0.3%

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