

2016

# University of North Texas Health Science Center Texas Government Code, 2016 Section 659.026 Report

University of North Texas Health Science Center at Fort Worth

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## Recommended Citation

University of North Texas Health Science Center at Fort Worth, "University of North Texas Health Science Center Texas Government Code, 2016 Section 659.026 Report" (2016). *Office of Finance*. Paper 9.  
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## University of North Texas Health Science Center

### Texas Government Code, Section 659.026 Report

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

**FY2016 – 1460.15**

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

**FY2016 -- \$95,770,527**

**FY2017 -- \$95,540,108**

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, UNTHSC 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 salaries for Executive Staff members is determined by the University President. Dr. Michael Williams was President at the time the reported salaries were determined. Compensation for the UNTHSC 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 Health Science Center Executive Staff is 3.31% 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:

**\$49,476.00**

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:

|                                  | FY2016 Total Compensation | FY2015 Total Compensation | FY2014 Total Compensation | FY2013 Total Compensation | FY2012 Total Compensation |
|----------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| <b>% Change to Prior Year</b>    | 18.75%                    | 10%                       | 4%                        | 1%                        | -1%                       |
| <b>Total Exec. FTE Positions</b> | 13                        | 12                        | 11                        | 10                        | 10                        |

**The UNT Health Science Center Executive Staff increased in number by one FTE FY15. Raises given at the discretion of the President also affected the yearly change in total compensation.**

|   | FY2016 % Change from FY2015 | FY2015 % Change from FY2014 | FY2014 % Change from FY2013 | FY2013 % Change from FY2012 | FY2012 % Change from FY2011 |
|---|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| <b>Legislative Appropriations (GR + GR – D)</b> | 18.87%                      | 0.1%                        | 26.5%                       | -7.4%                       | -4.9%                       |

<sup>1</sup> “Executive Staff” is defined as the President and the President’s direct reports, not including any direct reports serving an Administrative Assistant role.