

## University of North Texas

### Texas Government Code, Section 659.026 Report

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

**FY2016 – 3,551.67**

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

**FY2016 -- \$159,286,845**

**FY2017 -- \$159,903,841**

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, UNT 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 members is determined by the University President. Dr. Neal J. Smatresk became President for UNT on February 1, 2014. Prior to that Dr. V. Lane Rawlins was President for the time period of the reported salaries. Compensation for the UNT 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 Executive Staff is 16.82% 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:

**\$45,768**

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>	13.97%	-3.86%	0.81%	17.03%	-.73%
<b>Total Exec. FTE Positions</b>	11	12	12	12	11

**The increase in FY2016 Total Compensation was driven filling a vacancy in the executive team and performance based bonuses paid to the Athletic Director for athletic team achievement. Raises given at the discretion of the President also affected the yearly change in total compensation.**

	FY 2016 % Change from FY 2015	FY 2015 % Change from FY 2014	FY 2014 % Change from FY 2013	FY 2013 % Change from FY 2012	FY 2012 % Change from FY 2011
<b>Legislative Appropriations (GR + GR – D)</b>	2.88%	0.54%	3.75%	0.32%	-4.94%

<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. This includes, but is not limited to Vice Presidents, Provost, Athletic Director and Special Assignment appointments.