



## THE UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL CENTER REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with *Texas Government Code Sec. 659.026*, INFORMATION REGARDING STAFF COMPENSATIONS, The University of Texas System Administration is making available the following information:

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

	Fiscal Year 2013
Full-time equivalent employees	11,638

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 2014	Fiscal Year 2015
Total Appropriation All Funds	151,456,550	151,510,917

Source: 83<sup>rd</sup> 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. The definition of key executives includes the presidents of each of the U. T. System academic and health institutions, among others. 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 July 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.

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 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 of peer institutions and this analysis found that the president's total cash compensation was found to be between the 50<sup>th</sup> and 75th percentile of peers.

Source: Buck Consultants

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

	<b>Fiscal Year 2013</b>
Average compensation paid to staff	<b>71,267</b>

Source: Agency's internal Human Capital Management system (Peoplesoft).

- 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 2009	FY 2010	FY 2011	FY 2012	FY 2013
President	3.9%	0%	2.0%	0%	5.6%
Executive Vice President – Business Affairs	10.4%	0%	9.6%	(23.4%)	5.5%
Executive Vice President – Academic Affairs, Provost & Dean	5%	(18.5%)	10.3%	0%	4.3%
Executive Vice President – Health System Affairs	6%	(1.7%)	14.4%	0%	16.2%
Vice President – Technology Development	3.7%	0%	2.2%	vacant	vacant
Vice President – Communication, Marketing & Public Affairs	vacant	vacant	6.3%	0%	2.3%
Vice President – Information Resources	2.7%	0%	2.4%	0%	3.5%
Vice President – Legal Affairs	28.8%	0%	6.9%	1.5%	3.8%
Vice President – Community & Corporate Relations	9.1%	0%	2.9%	0%	3.8%
Vice President & Chief of Staff	vacant	vacant	4.8%	0%	3.7%
Director – Internal Audit	3%	0%	3%	3%	0%
Vice President – Government Affairs	4.2%	0%	9.3%	3.8%	(47.7%)
Vice President – External Relations	16.8%	0%	7%	0%	2.5%
Vice President – Development	vacant	vacant	6.85%	0%	(58.2%)
Director – Office of the President	7.1%	0%	3.0%	vacant	vacant

Note: Large variances in percentage primarily due to change in incumbent for President, EVP for Academic Affairs, EVP for Health System Affairs, EVP for Business Affairs, VP for Government Affairs and VP for Development.

Legislative Appropriations	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Percent Increase in Total Appropriation All Funds	(10.4%)	8.5%	0.3%	(13.2%)	(8.6%)

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