



## 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 2014
Full-time equivalent employees	11,714

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. 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 Administration 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 as it relates to the study period was found to be between the 50th 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 2014</b>
Average compensation paid to staff	80,258

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.

<b>Executive Staff</b>	<b>FY 2010</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
President	0%	2.0%	0%	5.6%	0.1%
Executive Vice President – Business Affairs	0%	9.6%	(23.4%)	5.5%	13.8%
Executive Vice President – Academic Affairs, Provost & Dean	(18.5%)	10.3%	0%	4.3%	5.7
Executive Vice President – Health System Affairs	(1.7%)	14.4%	0%	16.2%	(1.1)
Vice President – Technology Development	0%	2.2%	vacant	vacant	10.8%
Vice President – Communication, Marketing & Public Affairs	vacant	6.3%	0%	2.3%	3.0%
Vice President – Information Resources	0%	2.4%	0%	3.5%	3.2%
Vice President – Legal Affairs	0%	6.9%	1.5%	3.8%	3.4%
Vice President – Community & Corporate Relations	.1%	2.9%	0%	3.8%	3.1%
Vice President & Chief of Staff	Vacant	4.8%	0%	3.7%	3.5%
Assistant Vice President – Internal Audit	0%	3%	3%	0%	71.3%
Vice President – Government Affairs	.1%	9.3%	3.8%	(47.7%)	4.4%
Vice President – Development	vacant	6.85%	0%	(58.2%)	3.0%
Assistant Vice President – Information Security	n/a	n/a	n/a	2.5%	8.49%
Director – Office of the President	0%	3.0%	1.5%	2.5%	(6.7%)

Note: Percentage of salary increases are based on salaries for positions on September 1<sup>st</sup> of each year. Large variances in percentage primarily due to change in incumbent for EVP for Business Affairs, EVP for Academic Affairs, EVP for Health System Affairs, VP for Technology Development, Asst. VP for Internal Audit, VP for Government Affairs, VP for Development and Director – Office of the President.

<b>Legislative Appropriations</b>	<b>FY 2010</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
Percent Increase in Total Appropriation All Funds	8.48%	0.27%	(13.15%)	(8.62%)	13.98%

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