



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 COMPENSATION, the following information is made available:

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

	Fiscal Year 2018
Full-time equivalent employees	16,167

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 2018	Fiscal Year 2019
Total Appropriation All Funds	172,272,822	172,304,908

Source: 85th 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, Deputy 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. 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 August 2016, a Report of Executive Compensation was prepared by Buck Consultants related to key executives and presented to the U. T. System Board of Regents. The Office of the Board of Regents selected Buck Consultants through a competitive process to prepare the compensation analysis. In June 2018, Conduent Human Resource Consulting Services (formerly Buck Consultants) prepared a Report of President Compensation, an update to the 2016 study for institution presidents. The updated report indicated that U. T. System continues to maintain a competitive position relative to market medians for health and academic peer organizations (comparable public and private higher education systems and institutions).

For other institution executives, UT Southwestern utilizes a couple of methodologies to ensure compensation is in line with the market. Aon is used to obtain a fair market value opinion for executives and faculty with total compensation packages exceeding \$500K. This also includes any positions that report directly to the president. For all other executives, a market analysis is conducted using multiple survey options, depending on the particular area of expertise required for the role. The 50th percentile of the market is generally used as the target salary. These market analyses occur when a new job is created, a job is posted for backfill or at the request of leadership throughout the year.

Source: Conduent Human Resource Consulting Services (formerly 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;

An analysis was performed by Conduent Human Resource Consulting Services of peer institutions and this analysis found that the president's total direct compensation as it relates to the study period was found to be at the 25th percentile of peers.

Source: Conduent Human Resource Consulting Services

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

	Fiscal Year 2018
Average compensation paid to staff	86,681

Source: Average compensation paid to staff for FY18 is determined using data based on all employees, excluding the Executive Staff listed below.

- 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 2014	FY 2015	FY 2016	FY 2017	FY 2018
President	0.1%	5.1%	7.9%	0.8%	0.0
Executive Vice President – Business Affairs	13.8%	7.8%	40.9%	2.1%	4.2%
Executive Vice President – Academic Affairs, Provost & Dean	5.7%	3.5%	5.9%	12.4%	2.0%
Executive Vice President – Health System Affairs	(1.1%)	3.5%	8.1%	19.1%	(6.6%)
Executive Vice President – Institutional Advancement	N/A	N/A	N/A	N/A	1.8%
Sr. Executive Officer – SW Health Resources	N/A	N/A	N/A	N/A	1.7%
Vice President – Technology Development	10.8%	3.2%	2.8%	2.3%	2.8%
Vice President – Legal Affairs	3.4%	2.5%	2.7%	2.7%	1.8%
Vice President – Strategic Initiatives	N/A	N/A	N/A	5.4%	2.0%
Vice President & Chief of Staff	3.5%	2.5%	3.0%	3.0%	2.0%
Associate Vice President – Internal Audit	71.3%	2.5%	4.0%	3.0%	11.5%
Associate Vice President – Information Security	N/A	N/A	9.8%	34.3%	2.0%
Asst/Assoc Vice President – Institutional Compliance	3.2%	(14.8%)	16.6%	3.0%	(4.8%)

Note: Percentage of salary increases are based on salaries for positions on September 1st of each year.

Legislative Appropriations	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Percent Increase in Total Appropriation All Funds	14.0%	.04%	9.69%	.03%	3.6%

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