



THE UNIVERSITY OF TEXAS AT ARLINGTON 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	4,228

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	\$183,450,075	\$183,905,648

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;

A strategic role of the HR Compensation department is to provide guidelines and recommendations for total compensation that will allow The University of Texas at Arlington to attract, retain, and motivate high quality executive staff. Salary levels for executive staff are determined by the review and analysis of pay practices of other institutions of higher learning and all relevant markets. Compensation staff utilizes average or median salaries reported from published survey sources including EduComp, CUPA, and the Chronicle of Higher Education to determine the competitive labor market for individual positions. These sources report various cuts of data for public sector and/or Doctoral institutions based on student population and/or budget.

This methodology was selected by Jean Hood, Vice President of Human Resources in consultation with Vistasp M. Karbhari, President.

Source: UT Arlington Human Resources Business Procedure

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 50th 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	\$54,891

Source: UT Arlington Office of Human Resources

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.

Job Title	FY 12 Increases	FY 13 Increases	FY 14 Increases	FY 15 Increases	FY16 Increases	FY17 Increases	FY18 Increases
ASSIST VICE PROVOST INSTITUTIONAL EFFECTIVENESS	4.12%	0.00%	-1.04%	3.00%	4.00%	4.56%	0.00%
ASSISTANT DEAN ARCHITECTURE	N/A	N/A	N/A	4.00%	4.00%	4.00%	0.00%
ASSISTANT DEAN EDUCATION	0.11%	0.00%	1.50%	6.00%	4.50%	3.00%	0.00%
ASSISTANT DEAN ENGINEERING	0.19%	0.00%	2.51%	2.45%	4.78%	2.50%	0.00%
ASSISTANT DEAN LIBERAL ARTS	N/A	0.00%	1.00%	4.03%	3.20%	10.44%	0.00%
ASSISTANT DEAN LIBERAL ARTS	-0.32%	0.00%	1.24%	3.54%	3.00%	10.97%	0.00%
ASSISTANT DEAN NURSING	2.03%	0.00%	1.98%	13.59%	0.00%	1.10%	0.00%
ASSISTANT DEAN SCIENCE	0.76%	0.00%	0.91%	2.99%	3.00%	2.50%	0.00%
ASSISTANT PROVOST RESEARCH	2.50%	0.00%	0.91%	0.00%	3.00%	3.00%	0.00%
ASSIST VICE PRESIDENT ACAD RESOURCES PLANNING	NA	NA	NA	NA	NA	NA	0.00%
ASSISTANT VICE PRESIDENT ENTERPRISE DEVELOPMENT	1.67%	5.89%	0.00%	N/A	0.00%	5.00%	0.00%

ASSISTANT VICE PRESIDENT HR MGT & DEV	-1.07%	0.69%	0.80%	4.34%	3.59%	6.60%	0.00%
ASSISTANT VICE PRESIDENT STRATEGIC INIT	NA	NA	NA	NA	400.00%	320.00%	0.00%
ASSOCIATE DEAN BUSINESS	-0.01%	39.59%	-12.12%	3.77%	6.36%	6.33%	0.00%
ASSOCIATE DEAN BUSINESS	N/A	N/A	N/A	0.00%	3.63%	3.25%	0.00%
ASSOCIATE DEAN BUSINESS	N/A	N/A	N/A	0.00%	3.75%	4.82%	0.00%
ASSOCIATE DEAN EDUCATION	0.98%	0.00%	1.00%	9.09%	3.00%	4.83%	6.64%
ASSOCIATE DEAN ENGINEERING	N/A	N/A	N/A	3.14%	5.46%	4.50%	0.00%
ASSOCIATE DEAN ENGINEERING	N/A	N/A	N/A	3.44%	3.06%	3.09%	0.00%
ASSOCIATE DEAN GRADUATE STUDIES	0.89%	0.00%	1.00%	3.00%	3.00%	2.50%	0.00%
ASSOCIATE DEAN KINESIOLOGY	1.29%	0.00%	1.50%	0.00%	4.00%	8.00%	66.00%
ASSOCIATE DEAN LIBERAL ARTS	0.73%	0.00%	0.69%	0.00%	5.00%	14.20%	0.00%
ASSOCIATE DEAN NURSING	-1.96%	N/A	N/A	0.00%	9.37%	19.77%	41.50%
ASSOCIATE DEAN SCIENCE	-1.73%	0.00%	0.00%	2.39%	3.56%	3.00%	0.00%
ASSOCIATE DEAN SCIENCE	N/A	N/A	N/A	2.39%	8.46%	6.00%	0.00%
ASSOCIATE DEAN SOCIAL WORK	5.76%	0.00%	0.89%	2.97%	1.76%	NA	NA
ASSOCIATE VICE PRESIDENT ACCOUNTING SERVICES	NA	NA	NA	0.00%	2.81%	5.00%	4.66%
ASSOCIATE VICE PRESIDENT BUDGET & PUBLIC POLICY	NA	NA	NA	NA	0.00%	3.50%	0.00%
ASSOCIATE VICE PRESIDENT COMMUNICATION	NA	NA	NA	NA	NA	0.00%	0.00%
ASSOCIATE VICE PRESIDENT HUMAN RESOURCES	NA	NA	NA	NA	NA	NA	0.00%
ASSOCIATE VICE PRESIDENT RESEARCH	NA	NA	NA	NA	NA	3.13%	0.00%
ASSOCIATE VICE PRESIDENT STUDENT AFFAIRS	6.40%	0.00%	0.67%	2.63%	46.72%	4.50%	0.00%
ASSOCIATE VICE PROVOST FACULTY AFFAIRS	N/A	N/A	N/A	0.00%	14.70%	4.00%	7.71%
ASSOCIATE VICE PROVOST UNIVERSITY COLLEGE	N/A	N/A	0.00%	3.13%	6.06%	NA	NA
ASSOCIATE VP/CHIEF OF STAFF	NA	NA	NA	21.47%	10.40%	3.85%	0.00%
ASST VICE PRESIDENT ACADEMIC FINANCIAL AFFAIRS	6.35%	0.71%	1.28%	3.92%	4.53%	2.00%	NA
ASST VICE PRESIDENT BUDGET	4.25%	-2.67%	1.24%	2.95%	3.59%	2.00%	NA
ASST VICE PRESIDENT BUSINESS SERVICES	N/A	N/A	N/A	2.95%	3.28%	4.00%	6.78%
ASST VICE PRESIDENT DEVELOPMENT	3.13%	-2.86%	1.25%	3.18%	3.70%	3.00%	0.00%
ASST VICE PRESIDENT DEVELOPMENT	N/A	N/A	N/A	N/A	0.00%	1486.00%	0.00%
ASST VICE PRESIDENT FACILITIES MANAGEMENT	-0.16%	0.66%	0.00%	2.50%	2.27%	3.75%	0.00%
ASST VICE PRESIDENT RESEARCH ADMINISTRATION	5.20%	4.94%	9.21%	3.28%	1.99%	0.00%	0.00%
ASST VICE PRESIDENT STUDENT AFFAIRS	-3.37%	N/A	N/A	N/A	3.78%	26.76%	0.00%
CHIEF ANALYTICS OFFICER	NA	NA	NA	NA	NA	0.00%	0.00%
CHIEF INFORMATION OFFICER	22.34%	0.49%	24.64%	2.79%	N/A	35.75%	0.00%
DEAN ARCHITECTURE	0.28%	0.00%	1.93%	18.00%	0.00%	3.00%	1.40%
DEAN BUSINESS	-6.11%	28.18%	0.00%	1.50%	2.65%	NA	23.50%

DEAN EDUCATION			0.00%	2.88%	2.80%	NA	30.30%
DEAN ENGINEERING	12.11%	50.00%	-21.67%	3.19%	3.19%	33.20%	0.00%
DEAN HONORS COLLEGE	0.90%	0.00%	1.12%	3.02%	3.06%	NA	NA
DEAN LIBERAL ARTS	-2.48%	0.64%	1.26%	60.80%	0.00%	-21.40%	0.00%
DEAN LIBRARY	-0.88%	14.85%	0.00%	4.03%	4.17%	4.00%	0.00%
DEAN NURSING AND HEALTH INNOVATIONS	NA	NA	NA	0.00%	1.29%	4.00%	0.00%
DEAN SCIENCE	0.00%	-1.83%	1.87%	6.60%	0.00%	4.00%	0.00%
DEAN SOCIAL WORK	0.36%	0.00%	2.06%	3.86%	3.06%	4.00%	0.00%
DIRECTOR ATHLETICS	-1.09%	107.40%	0.80%	3.00%	3.50%	7.46%	0.00%
EXECUTIVE DIRECTOR FORT WORTH CENTER	-0.50%	0.88%	0.93%	2.40%	2.00%	2.00%	0.00%
EXECUTIVE DIRECTOR RESEARCH INSTITUTE	7.19%	33.33%	0.00%	0.00%	3.00%	2.50%	0.00%
PRESIDENT	0.00%	0.00% *	13.57%	0.00%	0.00%	0.00%	0.00%
PROV & VP ACADEMIC AFF.	0.00%	0.00%	3.80%	3.45%	0.00%	31.23%	0.00%
SENIOR ASSOCIATE DEAN NURSING	0.81%	0.00%	1.50%	5.25%	4.00%	17.18%	36.18%
SENIOR ASSOCIATE DEAN SOCIAL WORK	2.00%	0.00%	0.00%	4.80%	4.40%	5.69%	0.00%
SR ASSOC DEAN ENGINEERING	0.56%	0.00%	1.59%	3.56%	4.47%	3.91%	0.00%
SR ASSOC VP ACADEMIC ANALYTICS & OPERATIONS	-0.81%	0.66%	10.06%	4.01%	4.07%	NA	NA
SR ASSOCIATE VICE PRESIDENT STUDENT AFFAIRS	0.57%	1.14%	0.57%	2.22%	34.84%	6.00%	NA
VICE PRESIDENT AND CFO	4.54%	0.66%	4.90%	3.37%	3.75%	13.73%	3.85%
VICE PRESIDENT COMMUNICATIONS	-0.94%	0.73%	1.63%	1.33%	4.00%	3.10%	0.00%
VICE PRESIDENT DEVELOPMENT	-0.58%	0.67%	1.09%	0.00%	3.00%	2.50%	0.00%
VICE PRESIDENT FIN & CAMPUS OPS	-0.25%	0.66%	1.45%	3.50%	3.50%	15.73%	0.00%
VICE PRESIDENT FOR STUDENT AFFAIRS	4.05%	-3.10%	9.02%	-4.80%	5.00%	3.00%	0.00%
VICE PRESIDENT GEOES	N/A	N/A	N/A	0.00%	3.00%	3.00%	0.00%
VICE PRESIDENT HUMAN RESOURCES	-1.08%	0.66%	1.36%	3.99%	3.75%	3.10%	0.00%
VICE PRESIDENT RESEARCH	-18.62%	-6.61%	11.11%	45.00%	0.00%	3.40%	0.00%
VICE PROVOST - ACADEMIC PLANNING/POLICY	NA	NA	NA	NA	NA	4.00%	0.00%
VICE PROVOST DISTANCE EDUCATION	-0.18%	-4.63%	23.80%	4.19%	4.00%	NA	NA
VICE PROVOST EXEC DIR CHINA PROGRAM	N/A	0.00%	0.74%	3.00%	3.00%	3.00%	0.00%
VICE PROVOST FACULTY AFFAIRS	NA	NA	NA	NA	NA	NA	10.36%

Note: Percentage of salary increases are based on salaries for positions on September 1st of each year. Some administrators have academic appointments. The percentage changes presented are reflective only of their administrative appointments.

Legislative Appropriations	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
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Percent Increase in Total Appropriation All Funds	7.9%	0.36%	10.7%	0.35%	7.3%
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Source: *General Appropriations Act* from Legislative Appropriations from each biennium's and includes direct appropriations from all funds net of legislatively mandated reductions.