



THE UNIVERSITY OF TEXAS AT ARLINGTON 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	3,935.78

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	\$153,354,784	\$153,878,838

Source: 83rd 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: Human Resources Internal Procedures

IV. whether executive staff are eligible for a salary supplement;

Yes. Executive staff are eligible for a salary supplement when performing duties outside of the normal scope of their administrative responsibilities.

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 at the 90th percentile of peers.

Complete the sentence based on the following:

- ARL – at the 90th
- MDA – between the 75th and 90th
- AUS, BRW, DAL, P-A, TYL, P-B, THC, SAH, HHS – at the 75th
- SWM – between the 50th and 75th
- ELP, S-A, GMB – at the 50th

Source: Buck Consultants

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

	Fiscal Year 2014
Average compensation paid to staff	\$48,147

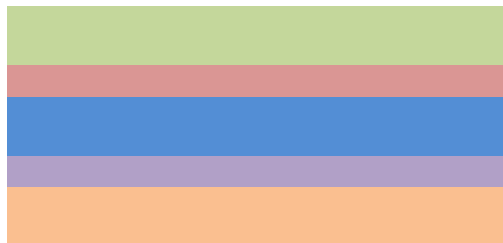
Source: Texas State Auditor Workforce Summary Document using self-reported information from the institution (note: institutions may find this report at <http://www.hr.sao.state.tx.us/Publications/wfsummaries.aspx> - current data will need to be obtained from your HR Office)

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 14 Increases	FY 13 Increases	FY 12 Increases	FY 11 Increases	FY 10 Increases
PRESIDENT	13.57%	0.00% *	0.00%	2.00%	0.00%
PROV & VP ACADEMIC AFF.	3.80%	0.00%	0.00%	0.00%	0.00%
VICE PRESIDENT DEVELOPMENT	1.09%	0.67%	-0.58%	1.96%	0.00%
VICE PRESIDENT RESEARCH	11.11%	-6.61%	-18.62%	1.89%	0.00%
VICE PRESIDENT COMMUNICATIONS	1.63%	0.73%	-0.94%	2.44%	-5.26%
VICE PRESIDENT HUMAN RESOURCES	1.36%	0.66%	-1.08%	2.44%	0.00%
VICE PRESIDENT BUS AFF. & CONT.	4.90%	0.66%	4.54%	-8.83%	-7.38%
VICE PRESIDENT FIN & CAMPUS OPS	1.45%	0.66%	-0.25%	9.02%	-7.30%
DEAN LIBERAL ARTS	1.26%	0.64%	-2.48%	3.87%	6.52%
DEAN LIBRARY	0.00%	14.85%	-0.88%	1.91%	2.30%

DEAN SOCIAL WORK	2.06%	0.00%	0.36%	2.00%	0.00%
DEAN SCIENCE	1.87%	-1.83%	0.00%	3.81%	22.60%
DEAN ARCHITECTURE	1.93%	0.00%	0.28%	1.97%	2.88%
DEAN ENGINEERING	-21.67%	50.00%	12.11%	-20.32%	0.00%
DEAN URBAN & PUBLIC AFFAIRS	0.82%	0.00%	-0.16%	1.83%	0.00%
DEAN HONORS COLLEGE	1.12%	0.00%	0.90%	2.15%	0.00%
DEAN BUSINESS	0.00%	28.18%	-6.11%	4.25%	-1.89%
DEAN NURSING	-9.80%	0.00%	0.26%	2.11%	0.00%
EXECUTIVE DIRECTOR RESEARCH INSTITUTE	0.00%	33.33%	7.19%	2.00%	-2.37%
DIRECTOR INTERNAL AUDIT	1.00%	0.50%	-0.50%	1.52%	2.00%
EXECUTIVE DIRECTOR FORT WORTH CENTER	0.93%	0.88%	-0.50%	2.30%	2.50%
DIRECTOR ATHLETICS	0.80%	107.40%	-1.09%	2.01%	1.70%
VICE PROVOST FACULTY AFFAIRS	23.05%	0.00%	2.36%	0.00%	2.00%
VICE PROVOST DISTANCE EDUCATION	23.80%	-4.63%	-0.18%	1.85%	2.18%
VICE PROVOST ACADEMIC ANALYTICS	10.06%	0.66%	-0.81%	2.16%	0.00%
VICE PROVOST EXEC DIR CHINA PROGRAM	0.74%	0.00%	N/A	N/A	N/A
VICE PRESIDENT FOR STUDENT AFFAIRS	9.02%	-3.10%	4.05%	1.97%	0.00%
VICE PRESIDENT OIT	24.64%	0.49%	22.34%	-14.97%	0.00%
ASST VICE PRESIDENT DEVELOPMENT	1.25%	-2.86%	3.13%	7.04%	0.00%
ASSC VICE PRESIDENT ENTERPRISE DEVELOPMENT	0.00%	5.89%	1.67%	2.00%	2.31%
ASSC VICE PRESIDENT COMMUNICATION	1.05%	0.67%	-0.84%	-1.29%	0.63%
ASSC VICE PRESIDENT DEVELOPMENT	1.50%	-3.08%	3.08%	2.70%	9.04%
ASSC VICE PRESIDENT BUDGET & PUBLIC POLICY	0.77%	0.66%	-0.45%	1.79%	0.00%
ASSC VICE PRESIDENT COMMUNICATION	1.15%	-7.93%	9.04%	-7.56%	12.00%
ASSIST VICE PROVOST INSTITUTIONAL EFFECTIVENESS	-1.04%	0.00%	4.12%	0.00%	2.00%
ASSISTANT DEAN SCIENCE	0.91%	0.00%	0.76%	2.10%	2.00%
ASSISTANT DEAN ENGINEERING	2.51%	0.00%	0.19%	1.15%	1.97%
ASSISTANT DEAN BUSINESS	1.00%	0.00%	0.75%	1.98%	2.00%
ASSISTANT DEAN LIBERAL ARTS	1.00%	0.00%	N/A	N/A	N/A
ASSISTANT DEAN LIBERAL ARTS	1.24%	0.00%	-0.32%	2.33%	2.60%
ASSISTANT DEAN EDUCATION	1.50%	0.00%	0.11%	2.89%	12.00%
ASSISTANT DEAN SCIENCE RESEARCH	N/A	N/A	N/A	N/A	N/A
ASSISTANT DEAN ARCHITECTURE	N/A	N/A	N/A	N/A	N/A
ASSISTANT DEAN NURSING	1.98%	0.00%	2.03%	2.00%	2.00%
ASSISTANT PROVOST RESEARCH	0.91%	0.00%	2.50%	0.00%	N/A
ASSOCIATE DEAN NURSING	N/A	N/A	0.00%	N/A	N/A
ASSOCIATE DEAN NURSING	1.50%	0.00%	0.81%	1.68%	2.00%
ASSOCIATE DEAN SCIENCE	0.00%	0.00%	-1.73%	1.77%	2.00%
ASSOCIATE DEAN SCIENCE	N/A	N/A	N/A	N/A	N/A
ASSOCIATE DEAN ENGINEERING	N/A	N/A	N/A	2.00%	0.00%
ASSOCIATE DEAN SOCIAL WORK	0.00%	0.00%	2.00%	0.00%	N/A
ASSOCIATE DEAN GRADUATE STUDIES	1.00%	0.00%	0.89%	1.12%	2.00%
ASSOCIATE DEAN NURSING	1.50%	0.00%	1.29%	2.00%	2.00%
ASSOCIATE DEAN EDUCATION	N/A	N/A	0.00%	2.00%	29.86%
ASSOCIATE DEAN ENGINEERING	N/A	N/A	N/A	N/A	N/A
ASSOCIATE DEAN NURSING	N/A	N/A	-1.96%	2.00%	3.70%
ASSOCIATE DEAN EDUCATION	1.00%	0.00%	0.98%	2.00%	2.00%
ASSOCIATE DEAN SOCIAL WORK	0.89%	0.00%	5.76%	10.19%	0.00%

ASSOCIATE DEAN ARCHITECTURE	0.00%	0.00%	-0.45%	1.71%	1.10%
ASSOCIATE DEAN BUSINESS	-12.12%	39.59%	-0.01%	2.01%	2.62%
ASSOCIATE DEAN LIBERAL ARTS	0.69%	0.00%	0.73%	1.73%	2.00%
ASST VICE PRESIDENT STUDENT AFFAIRS	N/A	N/A	-3.37%	1.16%	6.30%
ASST VICE PRESIDENT STUDENT AFFAIRS	0.57%	1.14%	0.57%	2.36%	5.13%
ASST VICE PRESIDENT DEVELOPMENT	N/A	N/A	N/A	N/A	N/A
ASST VICE PRESIDENT FACILITIES MANAGEMENT	0.00%	0.66%	-0.16%	1.45%	2.05%
ASST VICE PRESIDENT ACADEMIC FINANCIAL AFFAIRS	1.28%	0.71%	6.35%	2.21%	4.43%
ASST VICE PRESIDENT STUDENT AFFAIRS	0.67%	0.00%	6.40%	1.39%	6.47%
ASST VICE PRESIDENT STUDENT AFFAIRS	1.06%	0.00%	10.20%	1.37%	6.65%
ASST VICE PRESIDENT BUDGET	1.24%	-2.67%	4.25%	2.00%	2.29%
ASST VICE PRESIDENT COMMUNICATION	1.17%	0.67%	-0.89%	2.27%	42.90%
ASST VICE PRESIDENT RESEARCH ADMINISTRATION	9.21%	4.94%	5.20%	3.49%	4.50%
ASST VICE PRESIDENT BUSINESS SERVICES	N/A	N/A	N/A	N/A	N/A
ASST VICE PROVOST FACULTY AFFAIRS	N/A	N/A	N/A	N/A	N/A
ASST VICE PROVOST FACULTY AFFAIRS	N/A	N/A	N/A	N/A	N/A
ASSISTANT VICE PRESIDENT HR MGT & DEV	0.80%	0.69%	-1.07%	2.94%	4.09%
SR ASSOC DEAN ENGINEERING	1.59%	0.00%	0.56%	1.93%	2.00%
SR ASSOC VP ACADEMIC ANALYTICS & OPERATIONS	1.62%	1.09%	0.45%	-2.32%	6.28%



New incumbent in existing position
Interim
New position
Partial salary in prior year
Partial salary in current year

* Transition period between two Presidents effective 6/1/2013

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

Legislative Appropriations	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Percent Increase in Total Appropriation All Funds	-9.94%	2.81%	8.16%	-1.84%	0.34

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