



## THE UNIVERSITY OF TEXAS RIO GRANDE VALLEY 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 2019
Full-time equivalent employees	<b>3,837.1</b>

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 2020	Fiscal Year 2021
Total Appropriation All Funds	\$167,539,619	\$167,547,401

Source: 86<sup>th</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. 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 2019, a Higher Education Leadership Compensation Survey was prepared by Korn Ferry related to key executives and presented to the U. T. System Board of Regents. The Office of the Board of Regents selected Korn Ferry through a competitive process to prepare the compensation analysis. 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).

Additional resources utilized include:

- College and University Professional Association for Human Resources:  
<https://www.cupahr.org/surveys/results/>
  - o UTRGV purchased 2018 surveys for Administrators as well as Professionals
- Subscription to PayFactors, <http://payfactors.com/>

Source: Korn Ferry; U. T. System Regents' *Rules and Regulations*; <http://payfactors.com/>; CUPA HR

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 Korn Ferry 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 above the 80<sup>th</sup> percentile of peers.

Source: Korn Ferry;

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

	<b>Fiscal Year 2019</b>
Average compensation paid to staff	48,075

Source: HR Office – EEO report September 1, 2019

- 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 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>
President	N/A	Initial YR	0%	0%	0%
EVP for Academic Affairs	N/A	Initial YR	0%	-9%	0%
VP Medical Affairs Dean of the School of Medicine	N/A	Initial YR	0%	51%	0%
EVP Finance and Administration	N/A	Initial YR	32%	0%	3%
EVP of Research, Graduate Studies and New Programs	N/A	Initial YR	0%	0%	0%
EVP for institutional Advancement	N/A	Initial YR	0%	6%	0%
VP for Governmental and Community Relations	N/A	Initial YR	0%	0%	11%
VP for Strategic Enrollment	N/A	Initial YR	0%	0%	9%

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

<b>Legislative Appropriations</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>
Percent Increase in Total Appropriation All Funds	N/A	Initial YR	.26%	-4.24%	.18%

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