



## THE UNIVERSITY OF TEXAS AT SAN ANTONIO 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	4210.7

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	157,642,006	157,653,418

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).

For UTSA executive positions, other than the President, relevant market data is based on the College and University Professional Association for Human Resources (CUPA) Administrative Salary Survey. Within the survey, the specific comparator group of Doctoral/Research Universities provides market data.

Source: Korn Ferry; U. T. System Regents' *Rules and Regulations*; College and University Professional Association for Human Resources: <https://www.cupahr.org/>

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 at or below the 45<sup>th</sup> percentile of peers.

Market data from the 2018-2019 CUPA Salary Survey provides market data for the remaining UTSA executive level positions below:

- a) Salary for the Provost and Senior Vice President Academic Affairs is between the 70<sup>th</sup> and 80<sup>th</sup> percentiles.
- b) Salary for the Senior Vice President, Business Affairs is between the 80<sup>th</sup> to 90<sup>th</sup> percentiles.
- c) The Vice President for External Relations is currently vacant.
- d) The Vice President for Research position is currently vacant. Salary of the Interim Vice President Research is between the 25<sup>th</sup> and 30<sup>th</sup> percentile.
- e) Salary for the Vice President of Intercollegiate Athletics is between the 50<sup>th</sup> to 60<sup>th</sup> percentiles.

- f) Salary for the Vice President, Information Technology Management is between 40<sup>th</sup> to 50<sup>th</sup> percentiles.
- g) Salary for the Vice President for Inclusive Excellence is not available.
- h) The Vice President for University Relations is currently vacant.

Source: Korn Ferry; College and University Professional Association for Human Resources: <https://www.cupahr.org/>

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

	Fiscal Year 2019
Average compensation paid to staff	\$51,267

Source: HR Office salary data report

- 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 2015	FY 2016	FY 2017	FY 2018	FY 2019
President	21.7%	-9.3%	1.9%	9.4%	7.0%
Provost and Vice President, Academic Affairs	0%	6.3%	17.7%	1.9%	25.0%
Vice President, Business Affairs	0%	5.3%	0%	2.0%	0.8%
Vice President, Student Affairs	7.0%	6.5%	0%	2.0%	6.3%
Vice President, External Relations	0%	11.3%	0%	2.0%	0.9%
Vice President, Community Services	11.7%	3.0%	0%	2.0%	n/a
Vice President, Research	0%	3.0%	-27.6%	13.3%	0.6%
Vice President, Intercollegiate Athletics	n/a	n/a	n/a	n/a	0%
Vice President, Strategic Enrollment	n/a	n/a	n/a	n/a	0%
Vice President, Student Success	n/a	n/a	n/a	n/a	0%

Note: Percentage of increases are based on compensation for positions on September 1<sup>st</sup> of each year. Some administrators have academic appointments. The percentage changes presented are reflective only of their administrative appointments. The Vice President for Student Affairs position is being eliminated in FY 2020. The Vice President for Community Services position was eliminated in FY 2019. Prior to FY 2019, the Vice President for Intercollegiate Athletics was a Director position. The Vice President for Strategic Enrollment and Vice President for Student Success were new positions in FY 2019, however are being converted to Vice Provost positions in FY 2020.

Legislative Appropriations	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Percent Increase in Total Appropriation All Funds	.3%	.65%	.37%	(.05%)	.24%

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