



**THE UNIVERSITY OF HOUSTON SYSTEM
REPORT ON INFORMATION REGARDING STAFF COMPENSATION**

In compliance with *Texas Government Code Sec. 659.026*, INFORMATION REGARDING STAFF COMPENSATIONS, The University of Houston System Administration is making available the following information:

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

	Fiscal Year 2017
Full-time equivalent employees	5,536

Source: Quarterly FTE reports filed with the Texas State Auditor’s Office and based on four-quarter average of all funds for UH and UHS

- II. The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

	Fiscal Year 2016	Fiscal Year 2017
Total Appropriation All Funds	245,777,112	246,627,899

Source: 83rd Legislative Session, General Appropriations Act, Article III. The amounts shown include direct appropriations form all funds for UH and UHS

- 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;

In accordance with University of Houston System Board of Regents policy 02.02, the executive officers of the System are the Vice Chancellors, the Presidents, and the General counsel. The Vice Chancellors are responsible for the management and operation of the System under the direction of the Chancellor. The Chief Executive Officers of the component university bear the title of President. Each President is responsible for the management and operation of the University to which he/she is appointed under the direction of the Chancellor, the General Counsel is responsible for overseeing legal services for the System. The Board appoints the Executive Officers upon recommendation of the Chancellor. The board is responsible for the

employment, evaluation, and dismissal of the Executive Officers; However the Chancellor has the authority to make recommendation of the Board of employment, evaluation and dismissal of the Executive Officers.

IV. Whether executive staff are eligible for salary supplement;

The Chancellor/President is the only individual receiving a salary supplement meeting the requirements of the *General Appropriations Act (GAA), Article IX, Section 3.02*. The Chancellor/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 University of Houston System to accept gifts, grants, donations, or other consideration designated by a donor for the salary supplements.

V. The market average for compensation of similar executive staff in the private and public sectors;

Based upon the salary market analysis conducted by the department of Human Resources, the average salary comparison of the executive officer salaries to the external market is 86%

Source: Department of Human Resources Market Analysis

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

	Fiscal Year 2017
Average compensation paid to staff	56,568.75

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 2013	FY 2014	FY 2015	FY 2016	FY 2017
Chancellor/President	40.0%	0.0%	0.0%	0.0%	0.7%
Senior Vice President, Academic Affairs/Provost	0.0%	0.0%	0.0%	4.3%	10.6%

Executive Vice President, Administration & Finance	0.0%	0.0%	0.0%	0.0%	0.0%
Vice Chancellor/Vice President, Legal Affairs/ General Counsel	5.3%	5.5%	0.0%	4.0%	3.7%
Vice Chancellor/Vice President, Student Affairs	0.0%	36.3%	0.0%	4.2%	2.5%
Vice Chancellor/President , Research	0.0%	0.0%	0.0%	0.0%	0.0%
Vice Chancellor/Vice President, University Advancement	0.0%	0.0	0.0%	4.2%	8.1%

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

Legislative Appropriations	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Percent Increase in Total Appropriation All Funds	-9.85%	0.24%	9.39%	0.30%	6.50%

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