



**UNIVERSITY OF HOUSTON-SYSTEM/UNIVERSITY OF HOUSTON
REPORT ON INFORMATION REGARDING STAFF COMPENSATION**

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

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

	Fiscal Year 2019
Full-time equivalent employees	6,958

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	267,998,932	267,815,418

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, to 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 universities bear the title of President. Each President is responsible for the management and operation of the component 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 recommendations to the Board on the employment, evaluation and dismissal of the Executive Officers.

The Vice Chancellor/Vice President for Legal Affairs/General Counsel is responsible for providing the Chancellor with executive staff salary recommendations upon review and advice by the Department of Human Resources and external consulting firms, when required.

In May 2019, the Department of Human Resources conducted a salary market analysis of executive officer salaries to determine the relationship of executive officer salaries to the external salary market. The resulting report indicated University of Houston System executive officer salaries were competitive with the external market, and the report was submitted to the Vice Chancellor/Vice President for Legal Affairs/General Counsel for review and submission to the Chancellor.

The salary market analysis surveyed peer institutions in the State of Texas and included market salary data from the following executive compensation surveys: College and University Personnel Associate (CUPA) Administrative Salary Survey.

Source: University of Houston System Board of Regents Policies; Peer Institution Survey; list surveys

IV. whether executive staff are eligible for a 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 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 116%

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 2019
Average compensation paid to staff	59,781.98

- 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
Chancellor/President	0.0%	0.0%	0.7%	0.0%	27.7%
Senior Vice President, Academic Affairs/Provost	0.0%	4.3%	10.6%	0.0%	4.0%
Executive Vice President, Administration & Finance	0.0%	0.0%	0.0%	0.0%	4.0%
Vice Chancellor/Vice President, Legal Affairs/General Counsel	0.0%	4.0%	3.8%	15.2%	3.5%
Vice Chancellor/Vice President, Research	0.0%	0.0%	0.0%	0.0%	2.0%
Vice Chancellor/Vice President, Student Affairs	0.0%	4.2%	2.6%	0.0%	4.0%
Vice Chancellor/Vice President, University Advancement	0.0%	4.2%	8.1%	0.0%	4.0%

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

Legislative Appropriations	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Percent Increase in Total Appropriation All Funds	0.29%	6.10%	0.34%	7.97%	-0.07%

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