



THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT TYLER 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 2020
Full-time equivalent employees	1,242.6

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	52,076,864	52,076,664

Source: 86th 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 2020, 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).

The University of Texas Health Science Center at Tyler (UTHSCT) follows U.T. System Regents' Rules and Regulations, Rule 20203 for methodology relating to compensation for key executives. UTHSCT targets the 75th percentile of the competitive market for Northeast Texas. Annual market studies are conducted to evaluate and set comparable institutions and markets. Executive salaries are reviewed annually, and analyses are conducted to obtain current and reliable market data on total compensation of key executives in comparable positions at peer institutions.

Source: Korn Ferry; U. T. System Regents' *Rules and Regulations*; Mercer; Willis Towers Watson; Sullivan Cotter; GroupONE; TSHHRAE

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 80th percentile of peers.

Based on the market analysis, key executive total cash compensation was found to fall between the 50th and 75th percentile of peer institutions.

Source: Korn Ferry; U. T. System Regents' *Rules and Regulations*; Mercer; Willis Towers Watson; Sullivan Cotter; GroupONE; TSHHRAE

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

	Fiscal Year 2020
Average compensation paid to staff	52,457

Source: U.T. Health Science Center at Tyler Human Resource department

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 2016	FY 2017	FY 2018	FY 2019	FY 2020
President	0.0%	31.2%	0.5%	29.2%	23.6%
Executive VP, COO/CBO	9.8%	0.0%	10.1%	23.0%	15.0%
Sr. VP, CMO/Physician in Chief	12.8%	0.0%	0.0%	0.0%	4.3%
Sr. VP, Chief Research Officer	2.9%	0.0%	0.0%	0.0%	8.0%
Sr. VP, Clinical and Academic Affairs	4.3%	5.1%	6.1%	0.0%	4.4%
Sr. VP, Business Affairs/COO**	26.7%	0.0%	5.3%	70.0%**	2.9%
VP, Finance/Chief Financial Officer	N/A	0.0%	10.0%	16.9%	9.9%
VP Human Resources, Chief HR Officer*	0.0%	55.3%*	5.2%	10.3%	0.0%
VP, Chief Legal Officer	30.0%	0.0%	2.6%	0.0%	0.0%
VP, Medical Educ & Educational Planning***	N/A	N/A	N/A	N/A	0.0%
VP, Information Technology/CIO***	N/A	N/A	N/A	N/A	0.0%
Sr. VP, CAO, Hospital and Clinics	33.9%	0.0%	0.0%	0.0%	N/A
Sr. VP, Population Health	0.0%	18.5%	N/A	N/A	N/A

* Change in incumbents between FY2016 and FY2017.

**Promotion to Senior Vice President effective 2/18/2018.

***Positions added to Executive Council in FY2020.

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

Legislative Appropriations	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Percent Increase in Total Appropriation All Funds	23.1%	0.0%	-5.3%	0.0%	12.1%

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