INFORMATION REGARDING STAFF COMPENSATION

Texas Woman’s University provides the following information in accordance with Texas Government Code 659.026:

**Full-time Equivalent Employees**

|  |  |
| --- | --- |
| FY 2019 | 1,848.88 |

**Legislative Appropriations for Current Biennium**

|  |  |
| --- | --- |
| FY 2019 | $77,261,548 |
| FY 2020 | $81,849,901 |

(Source: Texas Legislature General Appropriations Act, Article III, includes GR and GR-Dedicated.)

**Methodology for Determining the Staff Compensation of Executive Staff**

The Board of Regents for Texas Woman’s University sets the salary and conditions of employment for the Chancellor and President.

The Chancellor and President is responsible for the administration and maintenance of the Executive Management Compensation Plan for other executive staff positions. The salaries of the executive staff positions are determined by a job analysis of the duties, level of responsibilities, minimum required qualifications, reporting relationships, compensable work factors, and availability of resources for the positions.

**Salary Supplements**

Executive staff members are eligible for supplemental compensation either as specified by statutory authority, by contract provision, or for additional or interim duties, in accordance with the policy for supplemental payments. The University prohibits the acceptance of gifts, grants, donation, or other consideration designated by a donor for the sole purpose of salary supplementation for a designated employee, person, or position.

**Market Average Comparison of Executive Staff**

Texas Woman's University's uses multiple sources for salary survey data including PayScale and the College & University Professional Association for Human Resources (CUPA). PayScale data can be found at <http://www.payscale.com/> and CUPA’s salary survey for Administrators in Higher Education is available at: <http://www.cupahr.org/surveys/ahe.aspx>.

Texas Woman’s University’s executive staff average compensation is 19.4% lower than College and University Personnel Association (CUPA) for similar executive positions.

**Average Compensation for Employees Who Are Not Executive Staff**

|  |  |
| --- | --- |
| FY 2020 | $48,549.20 |

**Percentage Increase in Compensation of Executive Staff**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
| 3.34% | 2.5% | 6.78% | 11.33% | 1.25% |

Source: Administrative Accountability Report

**Percentage Increase in Legislative Appropriations**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
| .30% | 2.24% | .32% | 6.13% | .21% |

Based on General Revenue appropriated per fiscal year