

# 769 - University of North Texas System

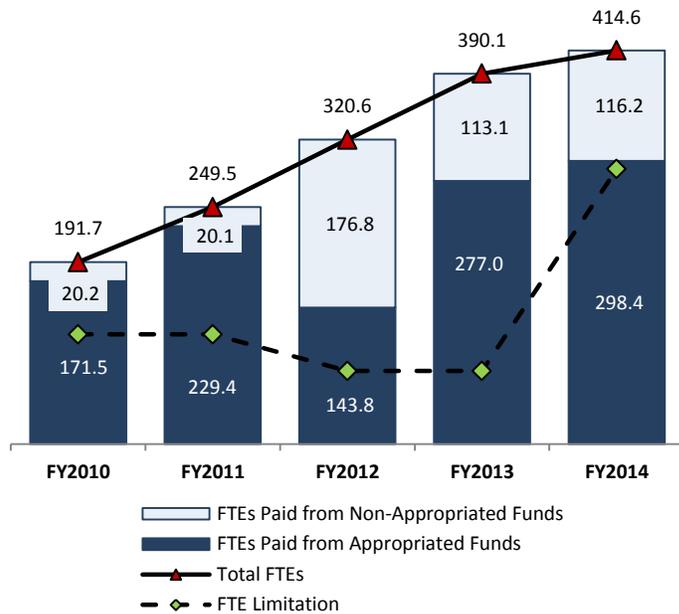
Workforce Summary Document Prepared by the State Auditor's Office.

Based on a review of information self-reported by the institution, the following items are worth noting.

## Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation increased by 276.1 percent to 289.6 FTEs in fiscal year 2014 compared to fiscal year 2013. As of August 31, 2014, 13.3 FTEs were administrator positions. The institution's 414.6 total FTEs represent an increase of 222.9 (116.3 percent) in the total number of FTEs since fiscal year 2010. Over the past three fiscal years, FTE positions have been transferred from the University of North Texas, the University of North Texas - Dallas, and University of North Texas Health Science Center to the University of North Texas System as part of the System's shared services.

In fiscal year 2014, 28.0 percent of FTEs were paid from non-appropriated funds. This is an increase of 475.2 percent in FTEs paid from non-appropriated funds since fiscal year 2010. Only FTEs paid from appropriated funds count against the FTE limitation.



Source: State Auditor's Office Full-time Equivalent System.

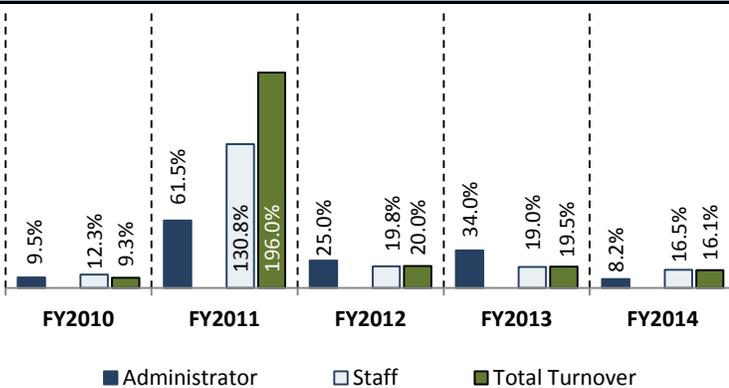
### FTEs Below/Above FTE Limitation

	FY2010	FY2011	FY2012	FY2013	FY2014
FTE Limitation	115.5	115.5	77.0	77.0	289.6
Number Below or Above Limitation	+56.0	+113.9	+66.8	+200.0	+8.8
Percent Below or Above Limitation	+48.5%	+98.6%	+86.8%	+259.7%	+3.0%

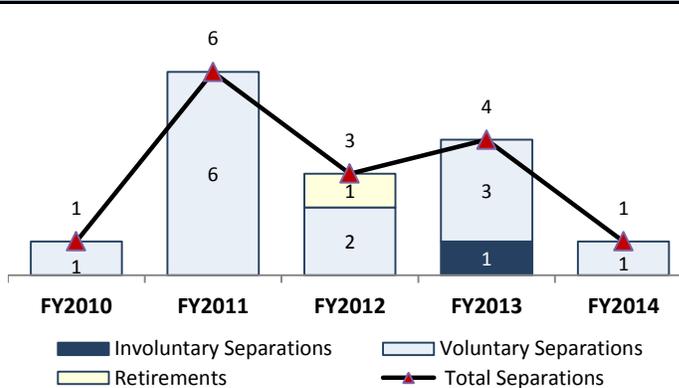
## Employee Turnover<sup>a</sup>

In fiscal year 2014, the total turnover rate for the institution was 16.1 percent. This was lower than in fiscal year 2013, when the total turnover rate was 19.5 percent. The turnover rate in fiscal year 2014 for administrators (8.2 percent) was lower than in fiscal year 2013, and turnover for staff positions (16.5 percent) was lower than in fiscal year 2013.

### Turnover Rates



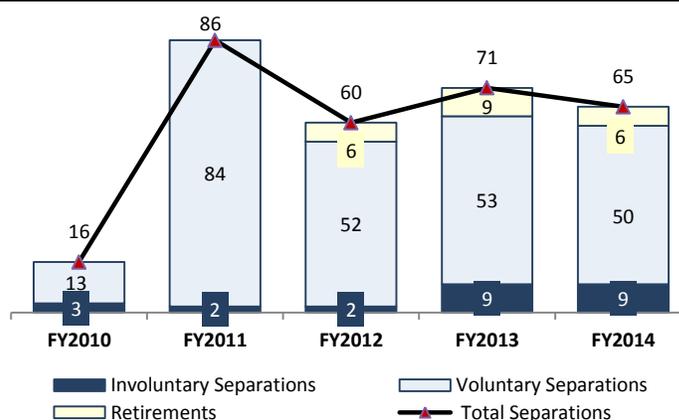
### Administrator Separations



### Faculty Separations

Senate Bill 956 (81st Legislature, Regular Session) established the University of North Texas at Dallas College of Law. Until fiscal year 2016, the College of Law will be administered as a professional school within the University of North Texas System Administration Office. Therefore, while the University of North Texas System has employed faculty at various times from fiscal years 2010 through 2014, turnover rates and separations are not reported for faculty for the University of North Texas System Administration Office.

### Staff Separations



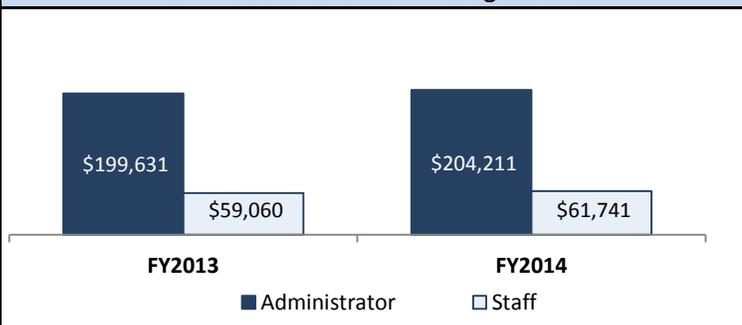
<sup>a</sup> Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Faculty positions include all faculty regardless of tenure or benefits eligibility. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

## Compensation Information<sup>c</sup>

The average salary for staff employees increased by 4.5 percent and for administrators it increased by 2.3 percent when compared to the average salaries in fiscal year 2013. Compared to fiscal year 2010, salary and benefits expenditures increased by 49.7 percent.

In fiscal year 2014, the chancellor's salary was \$579,108. This salary was unchanged from fiscal year 2013, when the chancellor's salary was \$579,108.

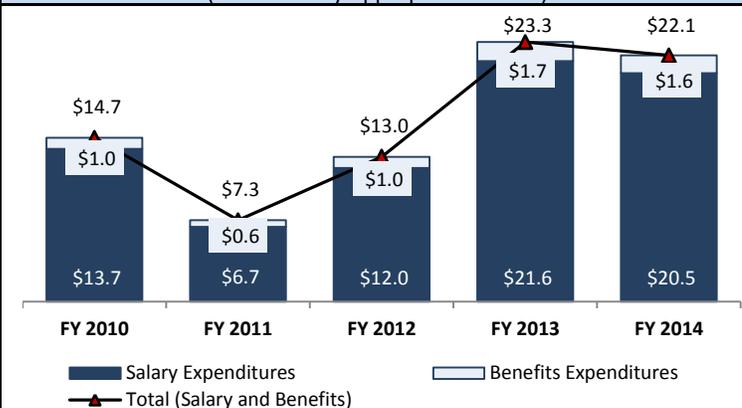
### Administrator and Staff Average Salaries



### Faculty Average Salary

Faculty average salary was not available through the Higher Education Accountability System.

### Salary and Benefits Expenditures (In Millions) (Includes Only Appropriated Funds)



### Number and Dollars Spent on Merit Increases

	Fiscal Year 2013		Fiscal Year 2014	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	0	\$ 0	0	\$ 0
Faculty	Not Applicable			
Staff	0	\$ 0	1	\$ 1,000
<b>Totals</b>	<b>0</b>	<b>\$ 0</b>	<b>1</b>	<b>\$ 1,000</b>

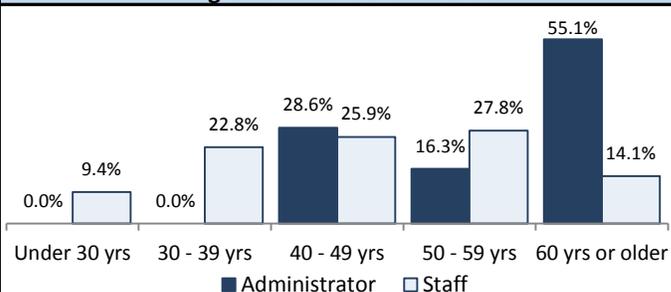
In fiscal year 2014, the institution used appropriated funds to pay for 100.0 percent of staff merit increases. The institution reported that it did not award administrator merit increases in fiscal year 2014.

## Fiscal Year 2014 Workforce Demographics<sup>bc</sup>

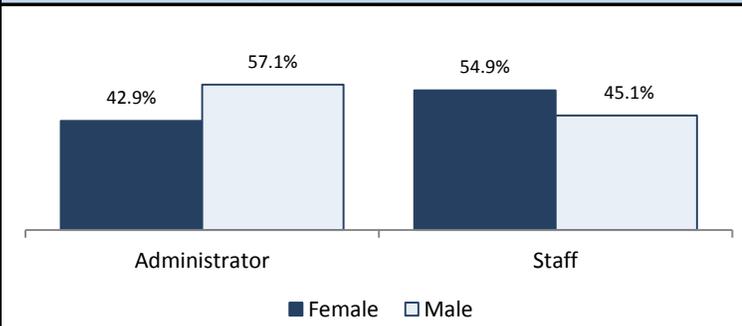
### Summary

Of the institution's administrators, 100.0 percent were 40 years of age and older, and of the institution's staff employees, 67.8 percent were 40 years of age or older. The average length of employment at the institution for administrators was 6.0 years, and for staff employees it was 2.6 years.

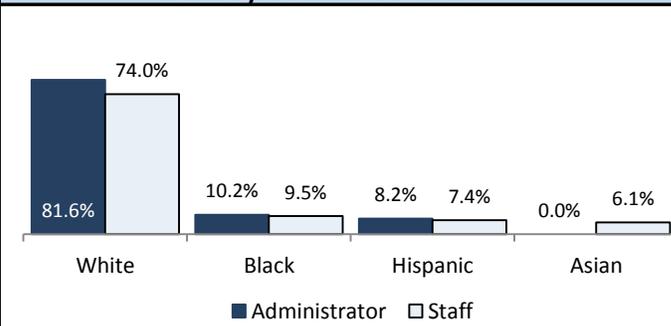
### Age: Administrator and Staff



### Gender: Administrator and Staff



### Ethnicity: Administrator and Staff



<sup>b</sup> Administrator and staff data is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

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