

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 noteworthy.

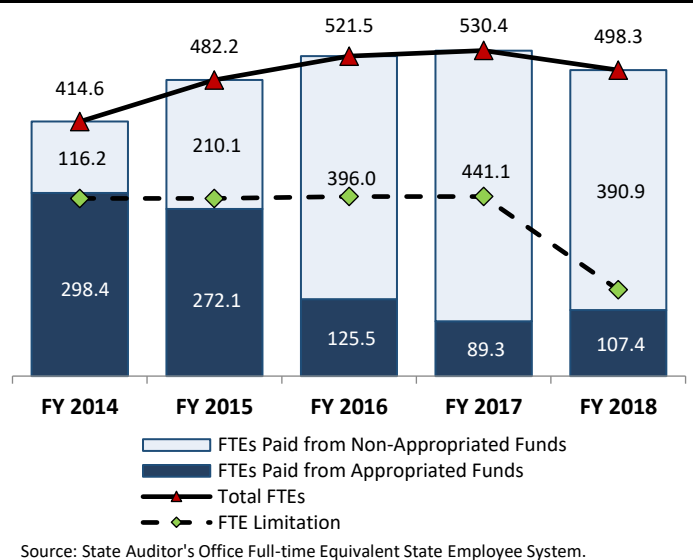
Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation decreased by 52.0 percent to 140.5 FTEs in fiscal year 2018 compared to fiscal year 2017 (see table below). As of August 31, 2018, 16.3 FTEs were administrator positions. The institution's 498.3 total FTEs represents an increase of 83.7 (20.2 percent) in the total number of FTEs since fiscal year 2014.

In fiscal year 2018, 78.4 percent of FTEs were paid from non-appropriated funds. This was an increase of 236.4 percent in FTEs paid from non-appropriated funds since fiscal year 2014 (see bar chart to the right). Only FTEs paid from appropriated funds counted against the FTE limitation.

FTEs Below/Above FTE Limitation

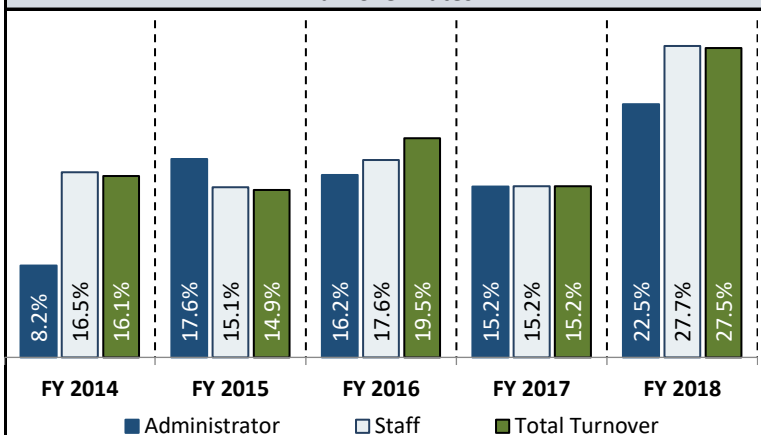
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
FTE Limitation	289.6	289.6	292.5	292.5	140.5
Number Below or Above Limitation	+8.8	-17.5	-167.0	-203.2	-33.1
Percent Below or Above Limitation	+3.0%	-6.0%	-57.1%	-69.5%	-23.6%



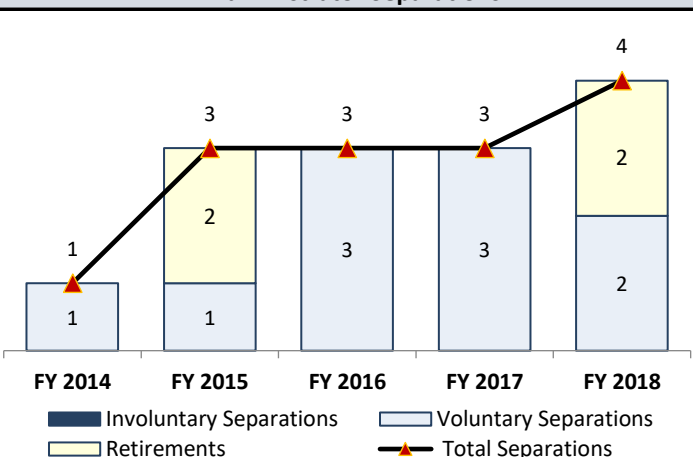
Employee Turnover^a

In fiscal year 2018, the total turnover rate for the institution was 27.5 percent. This was higher than in fiscal year 2017, when the total turnover rate was 15.2 percent. The turnover rate in fiscal year 2018 for administrators (22.5 percent) was higher than in fiscal year 2017, and turnover for staff positions (27.7 percent) was higher than in fiscal year 2017.

Turnover Rates



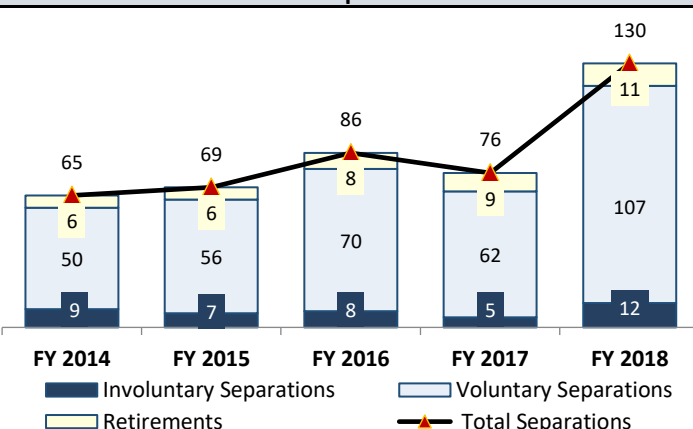
Administrator Separations



Faculty Separations

Senate Bill 956 (81st Legislature, Regular Session) established the University of North Texas at Dallas College of Law. The establishment of the College of Law resulted in the transfer of 10 faculty employees from the University of North Texas System Administration Office to 773 - University of North Texas-Dallas on September 1, 2015. Prior to the establishment of the College of Law, the University of North Texas System Administration Office employed faculty at various times from fiscal years 2012 through 2015, but did not report turnover rates and separations for these faculty.

Staff Separations



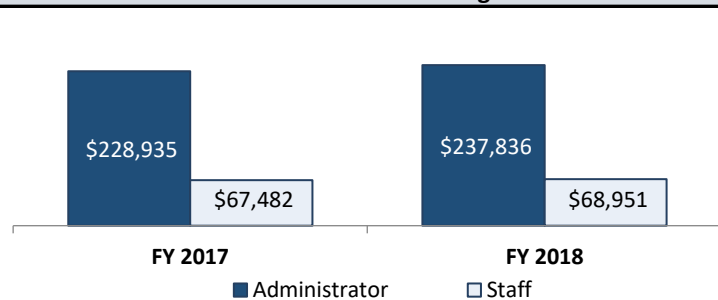
^a Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

Compensation Information ^b

Compared to the average salaries in fiscal year 2017, the average salary for staff employees increased by 2.2 percent and for administrators it increased by 3.9 percent. Compared to fiscal year 2014, salary and benefits expenditures decreased by 60.6 percent.

In fiscal year 2018, the chancellor's salary was \$624,751. This salary increased from fiscal year 2017, when the chancellor's salary was \$608,100.

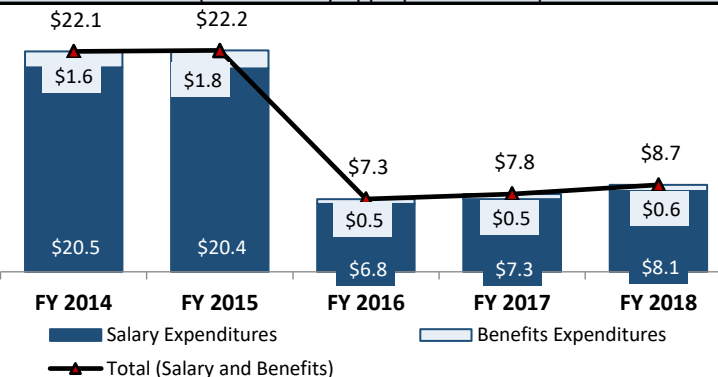
Administrator and Staff Average Salaries



Faculty Average Salary

**The University of North Texas System
Administration Office Does Not Employ Faculty
Positions**

Salary and Benefits Expenditures (in Millions) ^c (Includes Only Appropriated Funds)



Number and Dollars Spent on Merit Increases

	Fiscal Year 2017		Fiscal Year 2018	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	1	\$ 50,000	9	\$ 125,043
Faculty	Not Applicable			
Staff	1	\$ 2,500	413	\$ 601,039
Totals	2	\$ 52,500	422	\$ 726,082

In fiscal year 2018, the institution used appropriated funds to pay for 0.0 percent of administrator merit increases and 28.4 percent of staff merit increases.

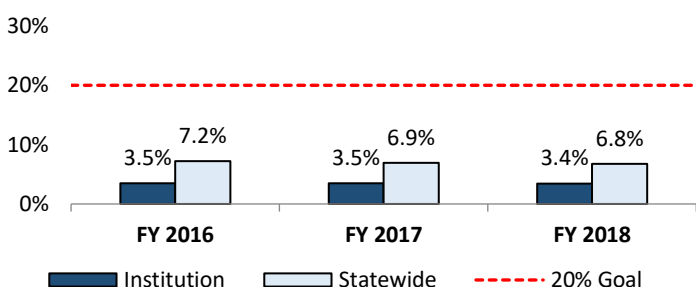
Fiscal Year 2018 Workforce Demographics and Veteran Employment ^{b d}

Of the institution's administrators, 90.1 percent were 40 years of age or older, and of the institution's staff employees, 67.0 percent were 40 years of age or older. The average length of employment at the institution for administrators was 7.6 years, and for staff employees it was 9.0 years.

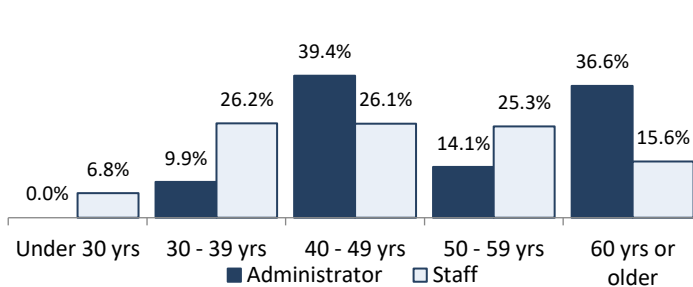
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

In fiscal year 2018, the institution's total percent of veterans employed was lower than the statewide average and had decreased since fiscal year 2017.

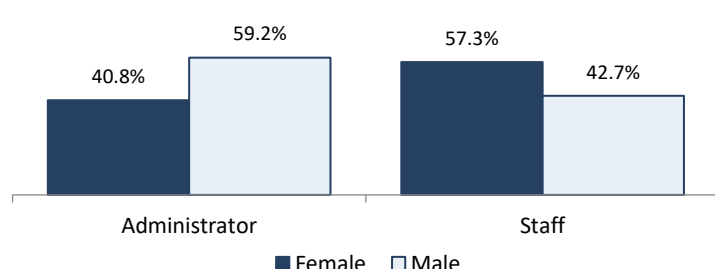
Veteran Employment



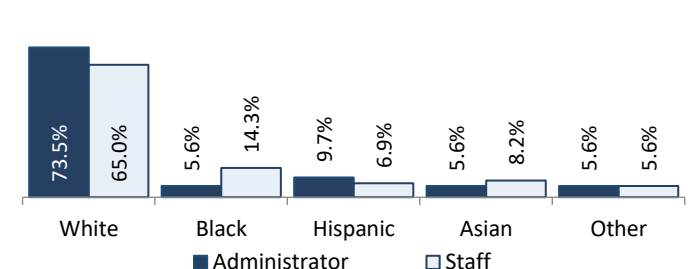
Age: Administrator and Staff



Gender: Administrator and Staff



Ethnicity: Administrator and Staff



^b Age, gender, ethnicity, and merit data is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate or assistant chancellor, dean, associate or 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. Senate Bill 956 (81st Legislature, Regular Session) established the University of North Texas at Dallas College of Law. Prior to fiscal year 2016, the College of Law was administered as a professional school within the University of North Texas System Administration Office. On September 1, 2015, the College of Law was transferred to 773 - University of North Texas - Dallas.

^c Each component institution within the University of North Texas (UNT) system pays an assessment/allocation for central operations housed in System Administration. During fiscal year 2015, UNT and UNT Health Science Center used appropriated funds to pay a portion of their assessments/allocations. System Administration salaries were paid with these funds. In fiscal year 2016, UNT used institutional funds to cover its full assessment/allocation. This resulted in the significant decrease in the appropriated funds portion of the System Administration's salaries and benefits expenditures between fiscal years 2015 and 2016.

^d Information on veteran employment was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.