

INFORMATION REGARDING STAFF COMPENSATION  
for Agency 731

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

**1) Full-time Equivalent Employees**

FY 2016	1,796.56
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**2) Legislative Appropriations for Current Biennium**

FY2016	\$72,410,961
FY2017	\$72,645,826

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

**3) 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.

**4) 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>.

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

FY 2016	\$45,852.34
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**6) Percentage Increase in Compensation of Executive Staff**

FY2013	FY2014	FY2015	FY2016	FY2017
5.68%	2.48%	3.34%	5.16%	1.28%

Source: Administrative Accountability Report (calculated on filled positions at 9/1/xx)

**Percentage Increase in Legislative Appropriations**

FY2013	FY2014	FY2015	FY2016	FY2017
-0.37%	1.82%	-0.11%	-2.91%	0.04%

Based on General Revenue appropriated per fiscal year