



THE UNIVERSITY OF TEXAS MD ANDERSON CANCER CENTER REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with *Texas Government Code Sec. 659.026*, INFORMATION REGARDING STAFF COMPENSATIONS, The University of Texas System Administration is making available the following information:

- I. the number of full-time equivalent employees employed by the agency;

	Fiscal Year 2013
Full-time equivalent employees	18,963.08

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 2014	Fiscal Year 2015
Total Appropriation All Funds	\$180,847,800	\$180,839,146

Source: 83rd 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;

MD Anderson follows UT System Regents' Rules and Regulations, Rule 20203 for methodology relating to compensation for key executives. MD Anderson targets the 75th percentile of the competitive market. An annual market study is conducted to set total cash compensation market targets and total cash compensation paid is within +/- 15% of the target.

- IV. whether executive staff are eligible for a salary supplement;

No executive staff receive a salary supplement pursuant to General Appropriations Act (GAA), Article IX, Section 3.02. It is not the current policy of MD Anderson to accept gifts, grants, donations, or other consideration designated by a donor for salary supplements.

- V. the market average for compensation of similar executive staff in the private and public sectors;

Based on the most recent market analysis, key executive total cash compensation was found to be at the 75th percentile of peers.

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

	Fiscal Year 2013
Average compensation paid to staff	\$86,217

Source: Texas State Auditor Workforce Summary Document using self-reported information from the institution
(note: institutions may find this report at <http://www.hr.sao.state.tx.us/Publications/wfsummaries.aspx>)

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 2009	FY 2010	FY 2011	FY 2012	FY 2013
President*	10.0%	0.0%	2.0%	38.6%	2.5%
Executive Vice President	4.0%	0.0%	12.3%	10.2%	5.7%
Executive Vice President and Physician in Chief	4.0%	0.0%	12.3%	10.3%	4.0%
Provost and Executive Vice President	4.0%	0.0%	12.3%	14.6%	4.0%
Vice President, Executive Operations**	4.0%	0.0%	6.1%	15.0%	4.0%
Vice President, Development	4.0%	0.0%	5.8%	3.0%	4.0%
Vice President, Government Relations	4.0%	0.0%	8.2%	6.4%	5.8%

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

*Change in incumbent from FY11 to FY12

**Title change from Vice President, Center Programs effective 11/1/11

Legislative Appropriations	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Percent Increase in Total Appropriation All Funds	10.09%	-4.68%	9.01%	11.08%	4.84%

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