

Academic Component Institutions:
The University of Texas at Arlington
The University of Texas at Austin
The University of Texas at Brownsville
The University of Texas at Dallas
The University of Texas at El Paso
The University of Texas-Pan American
The University of Texas at the Permian Basin
The University of Texas at San Antonio
Institute of Texas Cultures
The University of Texas at Tyler



Health Component Institutions:
The University of Texas Southwestern Medical Center at Dallas
The University of Texas Medical Branch at Galveston
The University of Texas Health Science Center at Houston
The University of Texas Health Science Center at San Antonio
The University of Texas M.D. Anderson Cancer Center
The University of Texas Health Center at Tyler

BOARD OF REGENTS
of
THE UNIVERSITY OF TEXAS SYSTEM

Arthur H. Dilly, Executive Secretary
201 West Seventh Street
Austin, Texas 78701-2981
(512) 499-4402

February 16, 1998

Mr. Albert Hawkins
Director
Office of Budget and Planning
Office of the Governor
State Capitol Building
Austin, Texas 78711
INTERAGENCY MAIL

Mr. John Keel
Director, Legislative Budget Board
John H. Reagan Building
Third Floor
Austin, Texas 78701
INTERAGENCY MAIL

Dear Mr. Hawkins and Mr. Keel:

On behalf of the Board of Regents and as required by Article IX, Section 35 of the current General Appropriations Act, it is requested that you approve an increase in the authorized number of full-time equivalent (FTE) employees for selected components of The University of Texas System as set forth on Attachments A and B.

Attachment A is the recommendation by the Business Affairs and Audit Committee which was approved without objection by the Board of Regents in regular session on February 12, 1998. The Minutes reflecting this approval will be formally approved at the next regular meeting of the Board in May 1998.

Attachment B, which was also before the Board in support of the action recommended in Attachment A, sets forth for each component the justification for the increased number of FTEs and the source of funds for their compensation.

Your approval of these employee increases will be greatly appreciated.

Sincerely yours,

Arthur H. Dilly
Executive Secretary

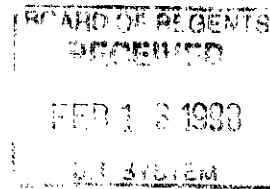
AHD/cf
Attachments

cc: Chancellor Cunningham
Executive Vice Chancellor Burck

cc: Mr. Ken Caskey
Attachments

DRAFT

February 13, 1998



Mr. John Keel
Director
Legislative Budget Board
P. O. Box 12666
Austin, Texas 78711

Mr. Albert Hawkins
Director
Office of Budget and Planning
Governor's Office
P. O. Box 12428
Austin, Texas 78711

A handwritten "OK" inside a hand-drawn circle. A large curly bracket is drawn to the left of the circle, extending from the top of the circle down to the bottom, and pointing towards the recipient's address.

Dear Sirs:

In accordance with the provisions of Article IX, Section 35 of the General Appropriations Act, components of The University of Texas System listed on the attachment are requesting authority to exceed the full-time equivalent (FTE) limitation established for those institutions in the General Appropriations Act.

University personnel have been reallocated to the extent possible, and in some cases, positions have been eliminated. However, for reasons which are identified by each component on the attached requests, additional personnel are required to achieve the goals established by the Board of Regents of The University of Texas System. This request was authorized at the February 12, 1998 meeting of The University of Texas System Board of Regents.

If we can provide further information, please contact Chancellor William H. Cunningham at 499-4201.

Sincerely,

BUSINESS AFFAIRS AND AUDIT COMMITTEE

SUPPLEMENTAL MATERIAL

FEBRUARY 12, 1998

6. U. T. System: Request for Approval to Exceed the Full-Time Equivalent Limitation on Employees as Required by the General Appropriations Act of the 75th Legislature, Article IX, Section 35.--

RECOMMENDATION

The Chancellor concurs in the recommendation of the U. T. System Executive Officers and the chief administrative officers of certain U. T. System component institutions that the U. T. Board of Regents approve those institutions, as set forth in the table on Page BAAC - 9b, to exceed the number of full-time equivalent (FTE) employees that are authorized in the General Appropriations Act. Also, as required by Article IX, Section 35 of the General Appropriations Act, it is recommended that the U. T. Board of Regents submit a request to the Governor's Office and the Legislative Budget Board to grant approval for these institutions to exceed the authorized number of FTE employees.

BACKGROUND INFORMATION

The proposed request is in accordance with Article IX, Section 35 of House Bill 1 (General Appropriations Act) passed by the 75th Legislature, Regular Session. This rider places a limit on the number of full-time equivalent (FTE) employees that an institution may employ without written approval of the Governor and the Legislative Budget Board. In order to exceed the FTE limitation, a request must be submitted by the governing board and must include the date on which the board approved the request, a statement justifying the need to exceed the limitation, the source of funds to be used to pay the salaries, and an explanation as to why the functions of the proposed additional FTEs cannot be performed within current staffing levels.

The University of Texas System
REQUEST TO EXCEED FULL-TIME EQUIVALENT LIMITATION
(House Bill No. 1, Article IX, Section 35)

Component	H. B. 1 FTE Limitation	Estimated Average FTE for 4 Quarterly Reports	Requested Increase in Number of FTEs	By Fund Source	
				Appropriated Funds	All Other Funds
U. T. Dallas	1,351.5	1,411.5	60.0	43.0	17.0
U. T. El Paso	2,107.5	2,318.9	211.4	27.8	183.6
U. T. Pan American	1,502.0	1,576.0	74.0	63.0	11.0
U. T. Brownsville	280.0	812.0	532.0	409.0	123.0
U. T. Permian Basin	216.5	263.0	46.5	28.0	18.5
U. T. San Antonio	1,932.0	2,033.0	101.0	101.0	-
U. T. MB - Galveston	12,942.0	15,040.4	2,098.4	550.0	1,548.4
U. T. HSC - San Antonio	3,990.0	4,266.0	276.0	123.5	152.5
U. T. MDA Cancer Center	6,788.0	7,868.4	1,080.4	475.2	605.2
U. T. HC - Tyler	1,170.0	1,253.0	83.0	11.0	72.0

BAAC - 9b

THE UNIVERSITY OF TEXAS SYSTEM
LIMITATION ON STATE EMPLOYMENT LEVELS
1998 - 1999

PRESENTATION TO THE UNIVERSITY OF TEXAS SYSTEM BOARD OF REGENTS

February 12, 1998

REQUEST TO EXCEED FTE LIMITATION
 The University of Texas at Dallas
APPROPRIATED FUNDS

Function/Activity	FTE Increase	Salary Increase	Source of Funds	Justification
New Faculty	23.0	1,855,976	Educational and General	Provide additional tenure/tenure-track faculty to aid in attaining AACSB Accreditation in the School of Management and to reestablish a more reasonable faculty/student ratio in the Schools of Management and Engineering and Computer Science, and to maintain the faculty/student ratio in the Schools of Human Development, Arts and Humanities, Social Sciences, Natural Sciences and Mathematics, and General Studies.
Academic Support	9.0	201,216	Educational and General	Secretarial/technical support for various academic departments due to student and faculty growth. As outlined in new faculty positions.
Administrative Support	5.0	137,140	Educational and General	Additional support to improve student services in Admissions and Records, and business services in Payroll, Budget, Internal Audits, and Financial Reporting.
Computing Support	6.0	231,000	Educational and General	Computer technician support for the new software systems and technicians for campus support.
Total	43.0	2,425,332		

Request to Exceed FTE Limitation
 The University of Texas at Dallas
ALL OTHER FUNDS

Function/Activity	FTE Increase	Salary Increase	Source of Funds	Justification
Management/Engineering Advising	7.0	178,020	Institutional Designated	Provide additional advising support in the Schools of Management and Engineering and Computer Science. Funded by a fee assessed to students in the schools.
Varsity Sports/Recreational Sports	4.0	113,000	Institutional Auxiliary	Funded by Student Service Fee - expansion of varsity athletic programs and administrative support for new building.
Tax Compliance Office	1.0	40,000	Institutional Designated	Additional support required for the monitoring of non-resident aliens to ensure compliance with Federal Reporting laws.
Contract and Grants	5.0	111,180	Institutional Contract and Grants	New T.I. Grant supports secretarial and post-doctoral students. New Welch Foundation Grant supports post-doctoral students.
Total	17.0	442,200		

Request to exceed FTE limitation
 The University of Texas at El Paso
 APPROPRIATED FUNDS

Function/Activity	FTE Increase	Salary Increase	Source of Funds	Justification
Academic Program Development	27.75	851,996	E&G	Provide additional terminal degreed faculty and support staff for the new Occupational/Physical therapy program, and additional positions funded from Program Development and Academic Infrastructure in keeping with the intent of these special items for new program development.
Total	27.75	851,996		

These requests reflect the prime areas of importance established by the University as being of the highest priority for improvement in order to better serve the students, faculty and staff of UT El Paso. The additional FTE's are the minimal requisite to achieve the performance goals established by the Board of Regents. Additional FTE's are carefully scrutinized and only allowed if essential.

Please note that the projected FTE's submitted by the University in its Legislative Appropriations Request were not used by the LBB as the FTE's for the Appropriations Bill. Instead data from the 1996-97 appropriations bill was utilized which is unrealistic as it allows for no growth during a time of significant new program development

Request to exceed FTE limitation
The University of Texas at El Paso
ALL OTHER FUNDS

Function/Activity	FTE Increase	Salary Increase	Source of Funds	Justification
Information Technology Support	5.89	193,730	Institutional (Service Dept)	Additional support for technology infrastructure
Central Energy Plant	16.2	426,108	Institutional (Service Dept)	Management of the Central Energy Plant was taken over by the University from an independent contractor effective FY 97/98
Student Support Services	6.07	167,473	Institutional (Designated)	Additional support to improve or increase level of student service and access to technology (student labs) and Financial Aid
Sponsored Projects	155.44	4,088,072	Institutional (Restricted)	Additional administrative and support staff to achieve goals outlined in grant awards for Model Institutions for Excellence, Fort Bliss Project, Future Aerospace Science & Technology, Center for Environmental Resource Management, Partnership for Excellence in Teacher Education and Alliance for Minority Participation.
Total	183.6	4,875,383		

These requests reflect the prime areas of importance established by the University as being of the highest priority for improvement in order to better serve the students, faculty and staff of UT El Paso. The additional FTE's are the minimal requisite to achieve the performance goals established by the Board of Regents. Additional FTE's are carefully scrutinized and only allowed if essential.

Please note that the projected FTE's submitted by the University in its Legislative Appropriations Request were not used by the LBB as the FTE's for the Appropriations Bill. Instead data from the 1996-97 appropriations bill was utilized which is unrealistic as it allows for no growth during a time of significant new program development.

**Request To Exceed FTE Limitation for FY 1998
The University Of Texas - Pan American**

APPROPRIATED FUNDS

<u>Function / Activity</u>	<u>FTE Increase</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>
Library	4	93,752	E&G	Library expansion and increased use of electronic library media necessitate the creation of 2 Librarians and 2 Clerks to maintain an effective level of Library services.
Financial Aid Office	3	64,140	E&G	New NCAA oversight requirements and expansion of financial aid programs necessitate the creation of 2 Financial Aid Officers and 1 Financial Aid Assistant to effective level of services.
Diabetes Registry	2	33,408	E&G	New academic research program to study high incidence of diabetes in the Rio Grande Valley area necessitates creation of 1 Research Associate and 1 Clerk.
Community Service Program	2	35,184	E&G	New Netmobile community service program to empower the rural community and schools by bringing a mobile internet facility to them necessitates 1 Driver and 1 Computer Specialist.
Environmental Health & Safety	2	42,318	E&G	New department created in response to adverse audit finding - 1 Safety Specialist and 1 Secretary.
Computer Center	5	137,604	E&G	Increased security measures as required by audit findings -1 Systems Security Manager, 1 Operator, 1 Tape Librarian, 1 Control Clerk, & 1 Programmer Analyst II.
Recruitment & Orientation	1	29,628	E&G	Increased concentration of recruitment efforts and increased complexity of computer systems necessitate creation of 1 Systems Analyst I.
Purchasing	1	20,868	E&G	Campus expansion and new buildings necessitate the creation of an additional Buyer III to meet demand for Purchasing services.
Admissions & Records	1	20,868	E&G	New NCAA oversight requirements necessitate the creation of 1 Assistant to the Registrar to monitor NCAA eligibility regulations.
Communication Disorders	1	20,232	E&G	Increased usage of electronic media in academic areas necessitates creation of an additional TV & Electronic Control Technician I to meet demand for services.

(continued)

**Request To Exceed FTE Limitation for FY 1998
The University Of Texas - Pan American**

APPROPRIATED FUNDS

General Support Staff	6	134,876	E&G	General clerical and administrative support staff for various University departments.
Interactive Video Services	2	37,320	E&G	Increased usage of interactive video technology for academic and administrative purposes necessitates creation of 1 Supervisor of Audio/Visual Services & 1 Clerk.
University Police Dept.	3	61,668	E&G	Campus expansion and new buildings necessitate the creation of 3 additional Police Officer I positions for maintaining adequate safety and security of facilities.
Buildings & Grounds Maint.	7	86,736	E&G	Campus expansion and new buildings necessitate the creation of 4 Maintenance Workers, 1 Groundskeeper, 1 Building Attendant, & 1 Clerk to support adequate level of maintenance.
General Construction & Support	10	107,120	E&G	Campus expansion and remodeling of existing buildings to meet usage demands necessitates the hiring of various temporary and/or part time construction/maintenance workers.
General Support Staff	10	107,120	E&G	Overall campus and facilities growth necessitates the hiring of various temporary and/or part time clerical workers.
Technology Support	3	95,568	E&G	Increasing complexity and usage of computers and the Internet necessitates the creation of 3 Computer Support Specialists for various areas of campus.
<u>Total Appropriated Funds</u>	<u>63</u>	<u>1,128,410</u>		

**Request To Exceed FTE Limitation for FY 1998
The University Of Texas - Pan American**

ALL OTHER FUNDS

<u>Function / Activity</u>	<u>FTE Increase</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>
Community Service Programs	5	175,708	Grants & Local	Expanding community service programs in the Center for Entrepreneurship & Economic Development, funded by grants and local funds, creates various research and development positions for furthering area economic development.
General Support Staff	5	90,036	Grants & Local	General clerical and administrative support staff for various University departments, funded by grants and local funds.
Technology Support	1	29,628	Local	Increasing complexity and usage of computers and the Internet necessitates the creation of 1 Computer Support Specialist.
<u>Total All Other Funds</u>	<u>11</u>	<u>119,664</u>		
COMBINED TOTAL APPROPRIATED FUNDS & ALL OTHER FUNDS	<u>74</u>	<u>1,248,074</u>		

Every effort will be made to utilize current staff to keep up with the projected growth and expansion of facilities, programs and services. However, in light of the projected growth and expansion, the additional FTEs are the minimal required to maintain effective University services for the students, staff, and the community which we serve.

Request to exceed FTE limitation
 The University of Texas at Brownsville
ALL OTHER FUNDS

Function/Activity	FTE Increase	Salary Increase	Source of Funds	Justification
Various Grants	123	\$1,858,581	Restricted Funds	Institution is involved in numerous Grant Activities such as Skills Dev., Workforce Training via TWC, Americorp, and Empowerment Zone activities, pursuant to partnership agreement between TSC & UTB.
Total	123	\$1,858,581		

Request to Exceed FTE Limitation
The University of Texas of the Permian Basin
All Funds

<u>Function/Activity</u>	<u>FTE Increases</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification ¹</u>
Faculty Salaries	1.0	61,100	E & G	
Departmental Operating	5.0	60,000	E & G	
Instructional Administration	5.0	12,000	E & G	
Library	3.0	17,257	E & G	
Institutional Support	4.0	50,000	E & G	
Student Services	3.0	76,202	E & G	
Plant Support Services	2.0	26,000	E & G	
Building Maintenance	2.0	20,000	E & G	
Grounds Maintenance	1.0		E & G	
Special Item - John Ben Sheppard	1.0	29,695	E & G	
Special Item - REACH	1.0		E & G	
	28.0	352,254		
Departmental Operating	6.0		Institutional	
Instructional Administration	1.0		Institutional	
Library			Institutional	
Institutional Support	4.0		Institutional	
Student Services	4.5		Institutional	
Plant Support Services	1.0		Institutional	
Building Maintenance	1.0		Institutional	
Grounds Maintenance	1.0		Institutional	
	18.5			

¹ The increase is due to incorrect reporting in previous years. There has been no increase in our employee FTE count between the first quarter of 1996-97 and the first quarter of 1997-98. The numbers reported for the last two years did not include the hourly individuals. Since the Legislative Appropriation Request was required to match the state auditor FTE reports, it was significantly understated.

**Request to Exceed FTE Limitation
The University of Texas at San Antonio
ALL FUNDS**

<u>Function/Activity</u>	<u>FTE Increase</u>		<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>
FY 1998 (Estimated)					
Opening of new downtown campus	Cap	1932			
	Increase	<u>41</u>			
	Subtotal	1973	\$903,476	Appropriated	Opening of new downtown campus, includes instruction, institutional support, student services and physical plant.
FY 1999 (Estimated)					
Expansion of downtown campus	Subtotal	1973			
	Increase	<u>60</u>	\$1,322,160	Appropriated	We are carrying forward money from our downtown special item allocation plus fees into FY99 to cover needed expenses including the hiring of new faculty and staff, as the campus grows and the second building is opened.
	Total	2033			

The University of Texas Medical Branch at Galveston**APPROPRIATED FUNDS**

<u>Function/Activities</u>	<u>FTE Increases</u>	<u>Salary Increases</u>	<u>Source of Funds</u>	<u>Justification</u>
FTEs reported for the UTMB Hospitals in the Legislative Request were reduced due to Revenue Projections at that time				
Human Resources	19.00	285,000	E & G	Expanded Language Assistant Program in Hospital
Mail Services	2.00	36,000	E & G	Increased Mail deliveries
School of Medicine	67.00	1,675,000	E & G	Support for various departments
School of Allied Health	15.00	300,000	E & G	Support for various departments
School of Nursing	6.00	90,000	E & G	Support for various departments
Clinical Affairs	10.00	150,000	E & G	Support for Departments
Hospital Patient Financial System	18.00	432,000	E & G	Collections and System Support
Nursing Service Operating Room	11.00	330,000	E & G	Increased Patient Volumns
Outpatient Clinical Services	156.00	553,610	E & G	Increased Patient Volumns
Transportation	6.00	90,000	E & G	Support Patient Transportaiton Services
Health Information Management	18.00	630,000	E & G	Volumn of Increased Patient Data
Health Care Financial System	8.00	280,000	E & G	Support Patient Care Activities
Primary Care Outpatient Clinic-Extended Hours	20.00	600,000	E & G	New Clinic
Texas University Health Plan	2.00	46,000	E & G	New Clinic
Medicaid Managed Care	8.00	184,000	E & G	New Program
Offsite Day Surgery Unit	17.00	578,000	E & G	New Unit
Ob/Gyn Regional Perinatal Out-Reach Clinic	40.00	1,320,000	E & G	New Outreach Clinics
Pathology Services	10.00	200,000	E & G	Increased Patient Volumns
After Hours Recovery	6.00	198,000	E & G	New Unit

The University of Texas Medical Branch at Galveston

APPROPRIATED FUNDS

Function/Activity	FTE Increases	Salary Increases	Source of Funds	Justification
Pharmacy	20	800,000	E & G	Increased Patient Volumn
Pharmacy - Cash Collections	7	126,000	E & G	New Programs for Pharmacy Cash Collections
Environmental Services	19	285,000	E & G	Increased square feet
Radiology	29	725,000	E & G	Increased Patient Volumn
Pulmonary Therapy Services	16	400,000	E & G	Increased Patient Volumn
Healthcare Infor- mation Systems	20	800,000	E & G	Increased Patient Computer Support
Total	550	11,113,610		

*Activities in the University of Texas Medical Branch Hospitals has increased significantly during this period. The increase in FTE's are mainly reflective in the Patient Care Areas.

	1995	1996	1997	Percent Increase
Inpatient Admissions	34,717	35,856	36,229	4.40%
Patient Visits to Emergency Facility	66,249	74,157	88,378	33.00%
Patient Visits to Clinics and Outpatient Depts.	584,000	723,156	776,423	33.00%

Request to Exceed FTE Limitation

The University of Texas Medical Branch at Galveston

ALL OTHER FUNDS

<u>Function/Activities</u>	<u>FTE Increase</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>	
<u>Fiscal Year 1995-96</u>					
Gist Unit	44.33	1,418,560	Designated	New Unit opened by TDCJ	Oct. 95
San Saba Unit	13.00	416,000	Designated	New Unit opened by TDCJ	Feb. 96
Segovia Unit	25.94	830,080	Designated	New Unit opened by TDCJ	Mar. 96
Hodge Unit	57.00	1,824,000	Designated	New Unit opened by TDCJ	Mar. 96
Burnet Unit	13.70	438,400	Designated	New Unit opened by TDCJ	Mar. 96
Hutchins Unit	42.00	1,344,000	Designated	New Unit opened by TDCJ	Apr. 96
Henley Unit	14.88	476,160	Designated	New Unit opened by TDCJ	May. 96
Plane Unit	49.62	1,587,840	Designated	New Unit opened by TDCJ	May. 96
Moore Unit	27.00	864,000	Designated	New Unit opened by TDCJ	May. 96
LeBlanc Unit	25.03	800,960	Designated	New Unit opened by TDCJ	Jun. 96
Telford Unit	72.28	2,312,960	Designated	New Unit opened by TDCJ	Jul. 96
Goodman Unit	19.13	612,160	Designated	New Unit opened by TDCJ	Jul. 96
Connally Unit	81.30	2,601,600	Designated	New Unit opened by TDCJ	Jul. 96
Cole Unit	19.00	608,000	Designated	New Unit opened by TDCJ	Jul. 96
Lynchner Unit	37.32	1,194,240	Designated	New Unit opened by TDCJ	Jul. 96
Various TYC Units	70.00	2,240,000	Designated	Took Over TYC Contract	Sept. 95
Texac City Sheltered Housing	70.00	2,100,000	Designated	New Unit Opened by TDCJ	10-96/7/97
<u>Fiscal Year 1996-97</u>					
School of Medicine Education Cancer Center	110.00	3,630,000	Current Restricted	Private Grants	
School of Medicine School of Nursing	2.00	66,000	Federal	Federal Grant	
School of Allied Health Sciences	90.00	2,970,000	Federal	Federal Grant	
Sealy Center for Molecular Science	1.00	33,000	Federal	Federal Grant	
Home Health Care Primary Care Satellite Clinics	1.00	33,000	Federal	Federal Grant	
Practice Plans	7.00	231,000	Federal	Federal Grant	
Federal Prison	44.00	1,452,000	Designated	New Home Health Branches	
Hamilton Unit	99.00	3,267,000	Designated	New Clinics Opened	
	151.00	4,983,000	Designated	Increased Patient Volumns	
	76.32	2,442,240	Designated	New Managed Care Contract	Sept. 96
	13.00	54,080	Designated	New Unit Opened by TYC	Feb. 97

Request to Exceed FTE Limitation

The University of Texas Medical Branch at Galveston

ALL OTHER FUNDS

<u>Function/Activity</u>	<u>FTE Increases</u>	<u>Salary Increases</u>	<u>Source of Funds</u>	<u>Justification</u>	
Woodman Unit	29.80	956,600	Designated	New Unit Opened by TYC	Jun. 97
Estelle Unit	32.50	1,040,000	Designated	Additional High Security Beds Added	Aug. 97
<u>Fiscal Year 1997-98</u>					
School of Medicine	31.00	1,023,000	Federal	Government Grant	
School of Nursing	3.00	99,000	Federal	Government Grant	
School of Medicine	20.00	660,000	Current Restricted	Private Grant	
School of Nursing	6.00	198,000	Current Restricted	Private Research Grant	
School of Medicine	8.00	264,000	Current Restricted	Research Grant	
Education Cancer Center	14.00	462,000	Current Restricted	Research Grant	
Auxilliary Enterprise	18.00	594,000	Auxilliary	Catering and Special Events	
Kegan Unit	9.40	300,800	Designated	New Unit Opened by TDCJ	Oct. 97
Lopez Unit	28.70	918,400	Designated	New Unit Opened by TDCJ	Nov. 97
Dominguez Unit	41.10	1,315,200	Designated	Business Decision no longer subcontract, hiring own staff as of 1-19-98	Jan. 98
Hamilton Unit	3.00	96,000	Designated	Population to Ramp Up to Capacity - TYC	
<u>Fiscal Year 1998-99</u>					
Federal Prison	28.00	896,000	Designated	Additional Unit to Open at the Federal Prison Compound-Beaumont	Fall 98
Total	1,548.35	49,653,280			

Request to exceed FTE limitation
The University of Texas Health Science Center at San Antonio
Appropriated Funds

<u>Function/Activity</u>	<u>FTE Increase</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>
Nursing Faculty	59.40	\$ 2,694,518	E&G Funds	Instructions for the preparation of the 1998-99 Legislative Appropriations Request required that Nursing School Faculty Salaries and faculty FTE's be excluded from UTHSCSA's LAR totals due to the fact that funding and FTEs were to be determined through the formula funding process. However, the application of the formula funding process for UTHSCSA's Nursing School funding was subsequently abandoned. Nevertheless, Nursing School Faculty FTE's and Faculty Salaries sub strategy remained excluded from the summary of request totals. Although Schedule 9 of UTHSCSA's LAR indicated total E&G FTE's of 2,138.775 for FY 98, the FTE CAP for UTHSCSA for FY98 was taken from the Summary of Request (Part A) which excluded Nursing School faculty FTE's. Therefore, the FTE CAP needs to be increased by 59.4 Nursing School Faculty FTE's.
Security and Building Maintenance support for New Allied Health Building	13.80	\$ 333,270	E& G Funds	UTHSCSA will open a new Allied Health Facility in March 1998. This facility will house UTHSCSA's Allied Health programs, faculty, staff and students. As this building, which is located several blocks from UTHSCSA's main campus, is occupied, additional building maintenance and support staff (8.8 fte's) and campus security staff (5 fte) are required to provide operations support for this new facility.
South Texas and Border Region Initiatives	28.30	\$ 2,248,794	E&G Funds	Continued growth in teaching programs and other educational, patient care and public service initiatives related to UTHSCSA's South Texas and Border Region Initiatives have required the addition of 26.3 new faculty fte's. Additionally, extension of registrar's and financial aid administrative support to UTHSCSA's growing South Texas and Border Region student populations have required the addition of 2 fte's in the Student Services Office.
Support of Expanding Sponsored Research Programs	4.90	\$ 118,335	E&G Funds	UTHSCSA has experienced a 12.4% growth in Sponsored Research awards during the past year and a 34.1% growth in Sponsored Research awards over the past (5) years. The result has been increased burden on Sponsored Research administrative support staff to handle the increased workload created by this rapid growth in federal and other external research awards to the institution. It is necessary to increase administrative staff in support of UTHSCSA's expanding research efforts by 4.9 fte's.

Request to exceed FTE limitation
The University of Texas Health Science Center at San Antonio
Appropriated Funds

<u>Function/Activity</u>	<u>FTE Increase</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>
Additional Teaching Faculty	6.10	\$ 510,381	E&G Funds	Growth in faculty teaching workloads over the past years have resulted in the need to add 6.1 faculty FTE's within UTHSCSA's Instruction Budget. These FTE's will primarily support the Graduate School of Biomedical Sciences curriculum as well as UTHSCSA's Basic Science curriculum offerings in support of both Medical and Dental education.
Administrative Support	11.00	\$ 482,339	E&G Funds	Additional Institutional Support staffing is needed to support the overall growth in UTHSCSA's operations. Specifically, UTHSCSA plans to enhance staffing of Information Technology, including the addition of a Chief Information Officer. Furthermore, UTHSCSA is in need of additional staffing in many core Institutional Support Departments (including Human Resources, Financial Services, Physical Plant etc.). Finally, the institution has plans to increase professional managerial staffing within the Executive Vice President's Office. The additions of these support staff positions will enable the institution to keep pace with the impact of organizational and program growth on administrative requirements and more adequately address new legislative responsibilities impacting administration. Most importantly, these additional staff will enhance the quality of administrative services provided to our faculty, staff, students and external constituencies.
Total	<u>123.50</u>	<u>\$ 6,387,637</u>		

Request to exceed FTE limitation
The University of Texas Health Science Center at San Antonio
All Other Funds

<u>Function/Activity</u>	<u>FTE Increase</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>
Expansion of Service Departments Support	13.10	\$ 574,422	Designated Funds	UTHSCSA's primary Service Department support functions include Lab Animal Resources, Central Stores, Computing Resources, Telephone/Telecommunications Services, Printing Services, Research Instrumentation Support, etc. As UTHSCSA has experienced growth in our Sponsored Research programs, South Texas and Border Region Initiatives, Medical and Dental Practice Plan operations and overall geographic growth of our campus facilities, the need for expanded Service Department support is resulting in the need to add additional staffing in these support services. Funding will be provided through charge backs to the various Restricted Funds and Designated Funds programs supported.
Growth in Sponsored Research Programs	96.20	\$ 4,218,274	Restricted Funds	Sponsored Research awards have increased by 12% over the past year and 34% over the past (5) years. This increase in Sponsored Research funding support has resulted in the need to fund additional faculty and research support staff within various new sponsored projects. The additional 96.2 FTEs represents an 8% increase in the number of FTEs supported from sponsored Research funds from the previous year. Funding in support of additional FTEs, salary and Staff Benefits is being provided from additional grant and contract and other Restricted Funds awards.
Growth in Designated Funds Programs	34.90	\$ 1,530,330	Designated Funds	Funding for UTHSCSA's Designated Funds operations is anticipated to grow approximately 5.3% in FY 98. Specifically, we project that UTHSCSA's patient care services will experience a 4.7% growth and various other designated programs (Continuing Education, Teleconferencing, Patents and Intellectual Property, etc.) will experience an 8% growth during FY98. Growth in these programs will necessitate additional staffing. The 34.9 FTEs to be added in Designated staffing represents a 6.7% increase in FTEs from FY97. All salary, benefits and other costs of these additional staff will be funded from increased Designated Funds revenues.

Request to exceed FTE limitation
The University of Texas Health Science Center at San Antonio
All Other Funds

<u>Function/Activity</u>	<u>FTE Increase</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>
Expansion of Auxiliary Enterprises	2.00	\$ 48,300	Auxiliary Funds	UTHSCSAs Parking facilities function as an auxiliary Enterprise operation. With the completion of the new Allied Health Building this Spring at our secondary campus site new parking spaces will be created to support the Allied Health faculty, staff and students who will occupy this facility. This will necessitate the addition of (2) additional staff to manage this parking as well as handling the overall growth in the demand for scarce parking through the institution. These additional fte's will be funded from parking fees revenue in Auxiliary Funds.
Increase in Faculty Support Provided to the V.A. Hospital	6.30	\$ 276,249	Restricted Funds	The Audie Murphy Veterans Administration Hospital is one of UTHSCSA's primary teaching hospitals. As such, UTHSCSA faculty provide support to the V.A. Hospital for various of their patient care and research programs. UTHSCSA faculty are compensated by the V.A. Hospital for providing these services. The level of faculty support services provided to the V.A. hospital is expected to increase by the equivalent of 6.3 faculty fte's during FY98. Funding for this increased level of faculty support will be provided to UTHSCSA by the V.A. Hospital.
Total	<u>152.50</u>	<u>\$ 6,647,575</u>		

Request to Exceed FTE Limitation
The University of Texas M.D. Anderson Cancer Center
APPROPRIATED FUNDS

FUNCTION ACTIVITY	FTE INCREASE	SALARY INCREASE	SOURCE OF FUNDS	JUSTIFICATION
Research Enhancement	17.09	598,150	E&G	These FTEs are attributable to ARP/ATP funding not included in the LAR submittal
Patient Care Activities	128.50	3,900,700	E&G	* Reactivation of B6 West & Alkek Opening: Nursing
Patient Care Activities	2.25	41,900	E&G	* Reactivation of B6 West & Alkek Opening: Nutrition & Food
Patient Care Activities	5.00	207,000	E&G	* Reactivation of B6 West & Alkek Opening: Operating Room
Patient Care Activities	2.00	180,000	E&G	* Reactivation of B6 West & Alkek Opening: Anesthesiology & Critical Care
Patient Care Activities	10.00	150,000	E&G	Nutrition & Food Pilot Project: Temporary Personnel for On-Demand Call Service
Patient Care Activities	5.00	200,000	E&G	** Alkek Opening: Emergency Center
Patient Care Activities	100.10	3,111,236	E&G	Hospital & Clinics net revenues are forecasted \$60.7 million above the LAR estimated revenues. The FTEs continue to support the activity levels that generate this revenue.
Institutional Support	10.50	294,000	E&G	** Alkek Opening: Police Departments
Institutional Support	10.00	550,000	E&G	** Alkek Opening & High Demand for Information Services Support
Physical Plant	60.00	1,200,000	E&G	** Alkek Opening: Building Services
Physical Plant	10.00	350,000	E&G	** Alkek Opening: Physical Plant Operations
Physical Plant	2.50	100,000	E&G	** Alkek Opening: Capital Planning (Interior Design, Construction Project Coordinators, etc)
Instruction	35.00	700,000	E&G	Summer Temporaries: Externs, Trainees, Students, etc . . .
Instruction	7.50	262,500	E&G	Cancer Prevention Departmental Operating Support
Instruction	5.00	175,000	E&G	Academic Programs Departmental Operating Support
Instruction	5.00	175,000	E&G	Patient Care Departmental Operating Support
Instruction	59.76	2,091,600	E&G	Hospital & Clinics net revenues are forecasted \$60.7 million above the LAR estimated revenues. The FTEs continue to support the activity levels that generate this revenue.
	<u>475.20</u>	<u>13,688,936</u>		

* These adjustments are due to volume increases, the reopening of beds on B6W, and the increase in operating room capacity from 18 to 20 rooms. The FTEs are required to meet existing inpatient staffing needs.

** Additional staffing required for the support of the new Alkek Hospital opening in the Summer of 1998.

Request to Exceed FTE Limitation
The University of Texas M.D. Anderson Cancer Center
ALL OTHER FUNDS

FUNCTION ACTIVITY	FTE INCREASE	SALARY INCREASE	SOURCE OF FUNDS	JUSTIFICATION
Research	377.88	8,862,918	Grants & Contracts/ Gifts	Increase in Contracts & Grant Awards and a concerted effort to move salaries from E&G funds. Since the implementation of the PeopleSoft HRMS system the All Funds FTE data is more accurately captured and reported.
Patient Care Activities	180.12	6,300,000	PRS	Physician Referral Service revenues were forecasted in the LAR to decline due to the impact of managed care. The revenues continue to increase and therefore the FTE did not decline as forecasted in the LAR. Since the implementation of the PeopleSoft HRMS system the All Funds FTE data is more accurately captured and reported.
Patient Care Activities	14.67	513,450	Institutional	Since the implementation of the PeopleSoft HRMS system the All Funds FTE data is more accurately captured and reported. This increase is reflective of the inaccuracies in estimating the FTE in the previous system.
Patient Care Activities	10.00	150,000		Nutrition & Food Pilot Project: Temporary Personnel for On-Demand Call Service
Physical Plant	5.00	200,000		Alkek Opening: Capital Planning (Interior Design, Construction Project Coordinators)
Instruction	7.50	262,500		Cancer Prevention Departmental Operating Support
Instruction	5.00	175,000		Academic Programs Departmental Operating Support
Instruction	5.00	175,000		Patient Care Departmental Operating Support
	<u>605.17</u>	<u>16,638,868</u>		

Request to Exceed FTE Limitation
The University of Texas Health Center at Tyler
APPROPRIATED FUNDS

Function/Activity	FTE Increase	Salary Increase	Source of Funds	Justification
Provide a new Patient Care Program - Transitional Care Unit	11.00	\$314,611	E&G	The East Texas area has had an increasing shortage of Skilled Nursing beds available. Patients requiring transitional care at the time of discharge have had to remain in an acute bed for up to several days until a Skilled bed became available. Therefore, in order to reduce the expense of retaining a DRG patient in an acute bed longer than necessary, the opening of a Skilled unit was essential. The original plan for the Skilled unit was to be a 50 bed unit with 30 patients coming from Mother Francis Hospital, but that has not materialized. In January 1998 the Health Center will seek a recertification of a 27 bed unit instead of a 50 bed unit.
Total	11.00	\$314,611		

Request to Exceed FTE Limitation
The University of Texas Health Center at Tyler
ALL OTHER FUNDS

<u>Function/Activity</u>	<u>FTE Increase</u>	<u>Salary Increase</u>	<u>Source of Funds</u>	<u>Justification</u>
New Faculty	5.00	\$600,000	Institutional - Designated	Provide additional primary and specialty care services for East Texas patients.
University of Texas at Tyler Services	5.00	\$154,265	Institutional - Designated	The Health Center provides Stores, Printing/Publications, Copier, Nurse Practitioner and Police Services to the University of Texas at Tyler Campus.
UT Extended Medical Services	2.50	\$88,280	Institutional - Auxiliary	A new program to help supply the Skilled Nursing patients when they are discharged from the unit.
TCB Residency Contract	2.00	\$65,000	Institutional - Grants and Contracts	Received more funding from the Texas Coordinating Board for the Health Center's Residency Program.
TDH Contracts	3.50	\$87,135	Institutional - Grants and Contracts	The Health Center has three (3) contracts with The Texas Department of Health. One contract is for TB Primary Care and two are for Immunizations.
New Research Grants (NIH):	16.50	\$578,625	Institutional - Grants and Contracts	The Health Center has experienced an increase in research grants and contracts. This has relieved some E&G FTEs but has also required The Health Center to hire more FTEs to conduct the research.
Existing Positions for Designated and Grants/Contracts Funds	37.50	\$975,000	Institutional - Designated and Grants and Contracts	Existing Designated and Grants/Contracts FTEs that were left off of LAR request
<p>** According to the FTE State Employee Quarterly Report, The University of Texas Health Center was over the FTE Cap in All Other Funds by 72 FTEs . The General Appropriations Bill only allowed us a total of 85 FTEs for all our other funds. The Health Center feels that 85 FTEs was a low amount considering for our MSRDP, Designated Other, Service, Auxiliary, Grants/Contracts , and Restricted Funds. The first 6 items listed above on this spreadsheet are the Health Center's major increases for All other Funds. The Health Center feels that if the cap reflected a more realistic number, we would not have gone over the cap by 72 FTEs.</p>				
Total	72.00	\$2,548,305		