

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 of the Permian Basin  
The University of Texas at San Antonio  
Institute of Texan 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

V. L. B. B.  
H. C. K. S. L.

BOARD OF REGENTS  
of  
THE UNIVERSITY OF TEXAS SYSTEM

Francie A. Frederick, Executive Secretary  
201 West Seventh Street, Suite 820  
Austin, Texas 78701-2981  
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August 23, 2000

Mailed  
8-23-00  
llw

Mr. Wayne Roberts  
Interim 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. Roberts and Mr. Keel:

On behalf of the Board of Regents and as required by Article IX, Section 9-6.15 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 August 10, 2000. The Minutes reflecting this approval will be formally approved at the next regular meeting of the Board in November.

Attachment B, which was presented to the Business Affairs and Audit Committee of 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,

Francie A. Frederick  
Executive Secretary

FAF/cjp  
Attachments  
c w/attach: Chancellor R. D. Burck  
Executive Vice Chancellor Kerry Kennedy  
Assistant Vice Chancellor and Controller Randy Wallace

7. U. T. System: Request for Approval to Exceed the Full-Time Equivalent Limitation on Employees Paid from Appropriated Funds as Required by the General Appropriations Act of the 76th Legislature, Article IX, Section 9-6.15

### RECOMMENDATION

The Chancellor concurs in the recommendation of the U. T. System Executive Officers and the presidents 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 40, 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 9-6.15 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 paid from Appropriated Funds.

### BACKGROUND INFORMATION

The proposed request is in accordance with Article IX, Section 9-6.15 of House Bill 1 (General Appropriations Act) passed by the 76th Texas Legislature, Regular Session. This rider places a limit on the number of full-time equivalent (FTE) employees paid from Appropriated Funds 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  
 ON EMPLOYEES PAID FROM APPROPRIATED FUNDS  
 (House Bill No. 1, Article IX, Section 9-6.15)  
 Fiscal Year 2001**

Component	H. B. 1 FTE Limitation	Estimated Average FTE FY2001	Requested Increase in Number of FTEs
U. T. Arlington	1,828.00	1,861.50	33.50
U. T. Brownsville	294.00	724.98	430.98
U. T. Dallas	1,044.00	1,141.10	97.10
U. T. El Paso	1,419.00	1,570.72	151.72
U. T. Pan American	1,067.00	1,168.32	101.32
U. T. Permian Basin	241.00	248.50	7.50
U. T. Tyler	345.50	377.50	32.00
U. T. SWMC - Dallas	1,579.50	1,629.50	50.00
U. T. MDA Cancer Center	6,036.00	7,536.00	1,500.00

**THE UNIVERSITY OF TEXAS SYSTEM  
LIMITATION ON STATE EMPLOYMENT LEVELS**

**Fiscal Year 2001**

**PRESENTATION TO THE UNIVERSITY OF TEXAS SYSTEM BOARD OF REGENTS  
BUSINESS AFFAIRS AND AUDIT COMMITTEE**

**July 11, 2000**

**The University of Texas System**  
**REQUEST TO EXCEED FULL-TIME EQUIVALENT LIMITATION**  
**ON EMPLOYEES PAID FROM APPROPRIATED FUNDS**  
**(House Bill No. 1, Article IX, Section 9-6.15)**  
**Fiscal Year 2001**

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U. T. MDA Cancer Center	6,036.00	7,536.00	1,500.00

**Request to Exceed FTE Limitation on Appropriated Funds  
The University of Texas at Arlington  
FY 2000-2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Source of Funds</b>	<b>Justification</b>
Instruction - New Faculty	20.5	\$ 1,653,408	Educational and General	To achieve goals outlined in the Access and Affordability Initiatives by teaching more undergraduates with experienced and professional Faculty.
Student Services	7	231,978	Educational and General	To achieve goals relative to student recruitment and retention programs at UTA.
Institutional Support	6	167,808	Educational and General	To increase accountability and service for the University's customers. To provide increased service to our student body.
<b>Total</b>	<b>33.5</b>	<b>\$ 2,053,194</b>		



**Request to Exceed FTE Limitation on Appropriated Funds  
The University of Texas at Dallas  
FY 2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Source of Funds</b>	<b>Justification</b>
Instruction - New Faculty	45.00	\$ 3,200,000	Education & General	To provide 43 additional Tenure/Tenure-Track Faculty due to the large continuing growth in the School of Engineering and Computer Science and in the School of Management. To provide one additional Tenure/Tenure-Track Faculty in Chemistry and one additional Tenure/Tenure-Track Faculty in the School of Arts & Humanities. These additional faculty are needed to retain UTD's quality of instruction while maintaining a reasonable faculty/student ratio.
Instruction - Teaching Assistants	28.10	506,391	Education & General	To provide additional TA support due to growth in the number of freshmen students and total semester credit hours. Additional TA's will be utilized to maintain the quality of instruction.
Instruction - Academic Support	7.00	275,000	Education & General	To provide support staff for the enhancement of advisement and academic support activities in the Office of the Undergraduate Dean, and in the Schools.
Student Services	13.00	350,388	Education & General	To provide additional student services support due to the large growth in Freshman students. Services increased in counseling, degree planning, administrative support in Admissions and in career guidance. To assist in achieving UTD's goal of increasing undergraduates retention rates.
Institutional Support	4.00	88,980	Education & General	To provide additional support and improve services in Police, Physical Plant Safety and Procurement Management.
<b>Total</b>	<b>97.10</b>	<b>\$ 4,420,759</b>		

**Request to Exceed FTE Limitation on Appropriated Funds  
The University of Texas at El Paso  
FY 2000/2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Source of Funds</b>	<b>Justification</b>
Entering Student Program	21.9102	\$ 312,585	E&G	To improve recruitment and retention of first-time, transfer and returning students. The majority of the FTEs are for student leaders (wage support).
Academic Advising	29.6805	633,288	E&G	To improve recruitment and retention of first-time, transfer and returning students.
Center for Law and Border Studies	13.4450	225,954	E&G	New program approved by 76th Legislature.
Immigration Research Center	2.0000	100,000	E&G	New program approved by 76th Legislature.
Institutional Enhancement	19.8340	637,251	E&G	Positions required to support initiatives in Research Infrastructure, Distance Learning and Recruitment.
Pharmacy Program	3.2000	143,113	E&G	Additional Faculty for special item.
Academic Program Enhancement	16.7192	927,914	E&G	The majority (11.0) of the FTEs are for additional faculty needed in the College of Business Administration, Engineering, Liberal Arts, Health Sciences and College of Science.
Institutional Support	44.9298	1,124,399	E&G	Positions are needed for increasing demands in support of Accounting, Contracts and Grants, Financial Services, Audit/Consulting Services, Institutional Advancement. 50% of the FTEs are for Facility maintenance and custodial support.
<b>Total</b>	<b>151.7187</b>	<b>\$ 4,104,504</b>		

NOTE: The Appropriation Bill FTE cap is set at 1,419, approximately 20 less than what we reported for the biennium in the Legislative Appropriations Request. Additionally, it is important to note that the vast majority of these FTE's are related to new programs/monies allocated by the Texas Legislature since the time the cap was established.

**Request to Exceed FTE Limitation on Appropriated Funds  
The University of Texas - Pan American  
FY 2000-2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Funds</b>	<b>Justification</b>
Center for Distance Learning Teaching Excellence	2.00	\$ 91,100	E & G	To provide training and education to university faculty concerning distance learning and through technology: Instructional Designer/Developer, Programmer Analyst II
Operations & Maintenance	6.00	86,580	E & G	Overall campus and facilities growth: Locksmith Assistant, Utilities Operations manager, 3 Maintenance Worker I, Groundskeeper
Admissions & Records	5.00	104,328	E & G	Increase in various educational programs and complexity of administration: Assistant Computer User Services Specialist I, Assistant to the Registrar, Clerk I, Clerk III
University Relations	1.00	28,248	E & G	Expand departmental function: Public Affairs Specialist II
Development Office	2.00	140,000	E & G	Restructure Development Office to improve foundation donations: Director of Corporate/Foundation Relations, Director of Stewardship/Annual Giving
Recruitment Office	3.00	71,100	E & G	Improve recruitment & retention: 2 Admissions Counselor, 1 Student Development Specialist
Financial Aid Office	7.00	189,612	E & G	Increase in financial aid volume and complexity, NCAA Compliance: 1 Student Financial Aid Officer II, 2 Student Financial Aid Officer I, 1 Assistant Director, 1 System Analyst II, 1 Administrative Associate, 1 Administrative Coordinator
Dean Of Students	1.50	34,900	E & G	Increase in student assistance programs: Foreign Student Advisor, Student Development Specialist I
Counseling & Advisement Center	1.00	28,704	E & G	Improve recruitment & retention: Asst Director Retention & Advisement
Center for Manufacturing	1.00	14,376	E & G	Expanding public service functions: Clerk I
College Of Health Sciences & Human Services	2.00	41,380	E & G	Increase efficiency in health related professions education: Clinical Coordinator, Secretary I
COSERVE	2.00	43,848	E & G	Public service, community relations: TV Technician III, Secretary II

**Request to Exceed FTE Limitation on Appropriated Funds  
The University of Texas - Pan American  
FY 2000-2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Funds</b>	<b>Justification</b>
Planning & Construction	3.00	\$ 67,284	E & G	Overall campus and facilities growth: Accounting Technician, Records Management Analyst, Project Coordinator
Office of the Provost	1.00	16,956	E & G	Increase office efficiency: Clerk III
Information Resources	2.00	46,704	E & G	Expanding campus service functions: TV Engineering Chief, Clerk I
Computer Center	3.00	94,404	E & G	Increasing complexity and use of technology: Software Systems Specialist II, Programmer II, Computer Operator I
Library	5.00	71,880	E & G	Expanding public and campus service functions: 5 Clerk I
College of Education	1.00	14,376	E & G	Increase office efficiency: Clerk I
College of Business Administration	1.00	31,128	E & G	Assist Faculty in CIS functions/network: Senior LAN Administrator
Assistance for Handicapped	0.20	2,000	E & G	Interpreter services
Additional Faculty	7.50	111,040	E & G	Additional part time faculty to cover increase in enrollment
Teaching Assistants	10.25	287,422	E & G	Regular Spring allocation - excluded from budget salary allocations
Office of President / COSERVE	0.25	17,910	E & G	Funding for Special Projects
Academic Services	2.25	131,711	E & G	Reassignments of key administrators, appointment of Interim Dean COA&H, Part Time Support
Testing Center	3.37	75,976	E & G	New Student Service Dept: Program Coordinator, Testing Specialist, Clerk III, Part Time
General Support Staff	15.00	160,680	E & G	Overall campus and facilities growth - Various temporary / part time construction /

**Request to Exceed FTE Limitation on Appropriated Funds  
The University of Texas - Pan American  
FY 2000-2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Funds</b>	<b>Justification</b>
				clerical employees
College Of Science &	1.00	\$ 32,832	E & G	Supervisor/Coordinator Increased academic laboratory usage for classes - improve lab TA effectiveness: Laboratory
University Police	2.00	46,524	E & G	Overall campus and facilities growth, larger Police patrol areas: Sergeant, Guard
Academic Affairs	2.00	37,932	E & G	Increased administrative work: Secretary II, Administrative Associate
Physical Plant	3.00	51,474	E & G	Increased administrative work: Clerk I, Computer Equipment Maintenance Technician,
University Relations	1.00	26,856	E & G	Overall campus and media activities growth: Graphics Designer III
Mother / Daughter Program	1.00	16,380	E & G	Clerical support for new program: Secretary I
High School to University Services	3.00	70,920	E & G	New Student Service Dept: 2 Student Development Specialist, 1 Computer Support Staff
<b>TOTAL</b>	<b>101.32</b>	<b>\$ 2,286,565</b>		

**Request to Exceed FTE Limitation on Appropriated Funds  
The University of Texas of the Permian Basin  
FY 2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Source of Funds</b>	<b>Justification</b>
Instruction - New faculty	2	\$ 71,500	Education & General	To achieve goals enumerated in the Access and Affordability Initiatives by teaching more undergraduates with tenure track faculty.
Instruction - Other Programs	2.4	57,133	Education & General	Provide additional support in Information Resources to improve reporting abilities and to keep up with technical support with distance education & web services.
Student Services	1.5	45,865	Education & General	Provide additional student services in financial aid, to ensure prompt, accurate service.
Institutional Support	1.5	45,993	Education & General	Provide for new requirements in Customer Service, Historically Underutilized Business, and compliance with state reporting.
<b>Requesting New Positions</b>	<b>7.4</b>			
Total FTE for Current Staff	241			
Current FTE Cap	241			
<b>Requested FTE Increase</b>	<b>7.5</b>	<b>\$ 220,491</b>		

**Request to Exceed FTE Limitation on Appropriated Funds  
 THE UNIVERSITY OF TEXAS AT TYLER  
 FY 2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Source of Funds</b>	<b>Justification</b>
<b>Instruction - New Faculty</b>				
Longview University Ctr	7.00	\$ 315,000	Education and General	To provide adequate resources for the Longview University Center opening in Fall 2000.
UTT Main Campus	8.00	430,000	Education and General	
<b>Library</b>				
	2.00	70,000	Education and General	To provide adequate resources for the Longview University Center opening in Fall 2000.
<b>Institutional Support</b>				
Longview University Ctr	11.00	260,000	Education and General	To provide adequate resources for the Longview University Center opening in Fall 2000.
UTT Main Campus	3.00	30,000	Education and General	
<b>Physical Plant Support</b>				
	1.00	30,000	Education and General	To provide adequate resources for the Longview University Center opening in Fall 2000.
<b>TOTAL</b>	<b>32.00</b>	<b>\$ 1,135,000</b>		



**Request to Exceed FTE Limitation on Appropriated Funds  
The University of Texas M. D. Anderson Cancer Center  
FY 2000-2001**

<b>Function/Activity</b>	<b>Appropriated Funds FTE Increase</b>	<b>Salary Increase</b>	<b>Source of Funds</b>	<b>Justification</b>
Instruction - Medical Education	317.63	\$ 23,738,794	Estimated Other Educational and General Income	To continue to provide our standard of care and service to our increasing number of patients and to improve our capacity to deliver cancer care
Research - Research Enhancement	38.25	3,101,467	Estimated Other Educational and General Income	To provide our research programs with financial support and resources to grow and prosper
Research - Science Park	10.53	714,254	Estimated Other Educational and General Income	To provide our research programs with financial support and resources to grow and prosper
Health Care - Patient Care Activities	1,015.30	42,780,096	Estimated Other Educational and General Income	To continue to provide our standard of care and service to our increasing number of patients and to improve our capacity to deliver cancer care
Institutional Support	52.35	2,372,671	Estimated Other Educational and General Income	Provide the infrastructure to effectively manage the resources and information systems needed to support our mission areas
Plant Support Services	65.94	2,079,945	Estimated Other Educational and General Income	To support the addition of the Alkek Hospital and Research Facility
<b>TOTALS</b>	<b>1,500.00</b>	<b>\$ 74,787,227</b>		