

# 708 - Texas A&M System Shared Services Center

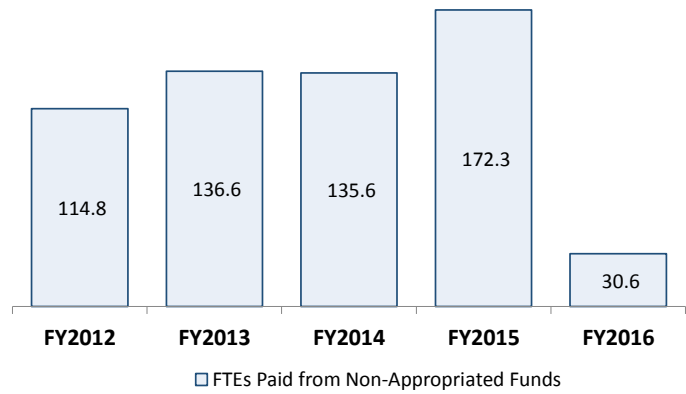
Workforce Summary Document Prepared by the State Auditor's Office.

*Effective September 1, 2015, this agency's name was changed to Texas A&M System Shared Services Center from Texas A&M System - Office of Sponsored Research.*

Based on a review of information **self-reported** by the institution, the following items are worth noting.

## Full-Time Equivalent (FTE) Employees

The institution does not have a full-time equivalent (FTE) employee limitation and in fiscal year 2016, 100.0 percent of FTEs were paid from non-appropriated funds. The institution's 30.6 total FTEs represent a decrease of 84.2 (73.3 percent) in the total number of FTEs since fiscal year 2012. As of August 31, 2016, 0.0 FTEs were administrator positions. FTEs reported for fiscal year 2012 includes data from only the 2nd, 3rd, and 4th quarters.



### FTEs Below/Above FTE Limitation

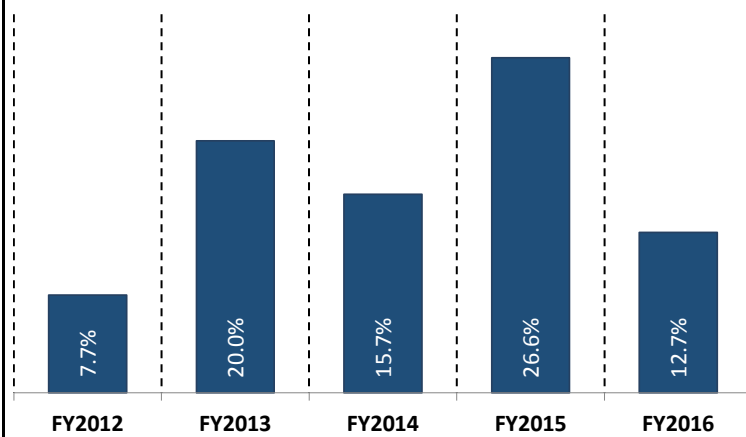
	FY2012	FY2013	FY2014	FY2015	FY2016
FTE Limitation	N/A	N/A	N/A	N/A	N/A
Number Below or Above Limitation	N/A	N/A	N/A	N/A	N/A
Percent Below or Above Limitation	N/A	N/A	N/A	N/A	N/A

Source: State Auditor's Office Full-time Equivalent State Employment System.

## Employee Turnover <sup>a</sup>

In fiscal year 2016, the total turnover rate for the institution was 12.7 percent. This was lower than in fiscal year 2015, when the total turnover rate was 26.6 percent.

### Staff Turnover Rates



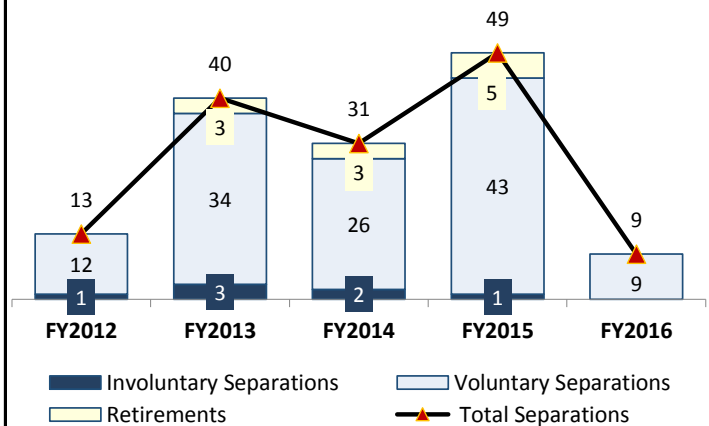
### Administrator Separations

**The Texas A&M System Shared Services Center does not employ Administrator positions. Administrator positions are included in the information reported for the Texas A&M System Administration Office.**

### Faculty Separations

**The Texas A&M System Shared Services Center Does Not Employ Faculty Positions**

### Staff Separations

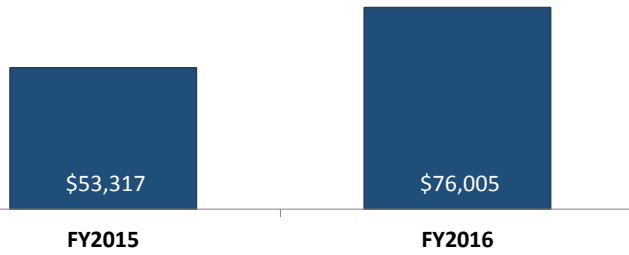


<sup>a</sup> Turnover information is self-reported by the institution. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

## Compensation Information <sup>b</sup>

The average salary for staff employees increased by 42.6 percent when compared to the average salary in fiscal year 2015.

### Staff Average Salaries



### Faculty Average Salary

**The Texas A&M System Shared Services Center Does Not Employ Faculty Positions**

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

**The Texas A&M System Shared Services Center Does Not Receive Appropriated Funds**

### Number and Dollars Spent on Merit Increases

	Fiscal Year 2015		Fiscal Year 2016	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	N/A	N/A	N/A	N/A
Faculty	N/A	N/A	N/A	N/A
Staff	211	\$ 187,819	182	\$ 280,163
<b>Totals</b>	<b>211</b>	<b>\$ 187,819</b>	<b>182</b>	<b>\$ 280,163</b>

In fiscal year 2016, the institution used appropriated funds to pay for 1.0 percent of staff merit increases.

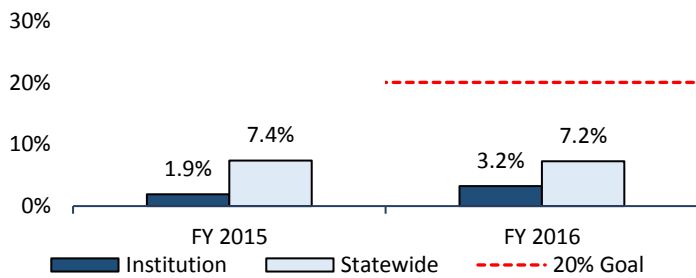
## Fiscal Year 2016 Workforce Demographics and Veteran Workforce Analysis <sup>b c</sup>

Of the institution's staff employees, 66.2 percent were 40 years of age or older. The average length of employment at the institution for staff employees it was 9.0 years.

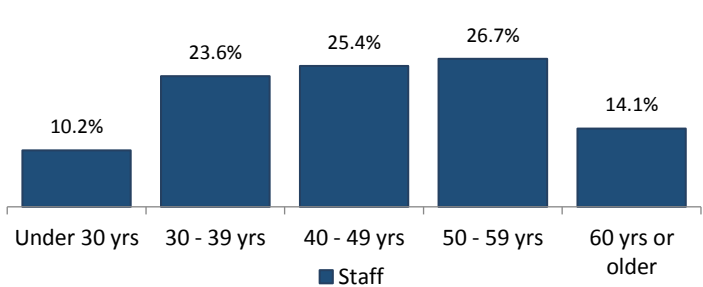
Senate Bill 805 (84th Legislature) amended Texas Government Code, Section 657.004, to set a goal for higher education institutions of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees effective September 1, 2015.

In fiscal year 2016, the institution's total percentage of veterans employed is lower than the state average and has increased since fiscal year 2015.

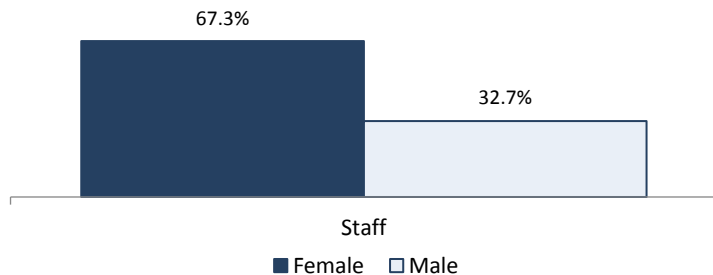
### Veteran Employment



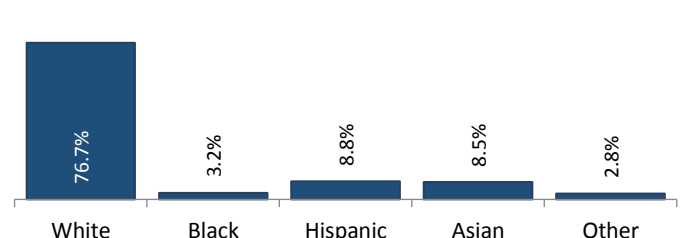
### Age: Staff



### Gender: Staff



### Ethnicity: Staff



<sup>b</sup> Staff data is self-reported by the institution. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

<sup>c</sup> Information on veteran employment was obtained from the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.