

746 - The University of Texas Rio Grande Valley

Workforce Summary Document Prepared by the State Auditor's Office.
Based on a review of information **self-reported** by the institution, the following items are worth noting.

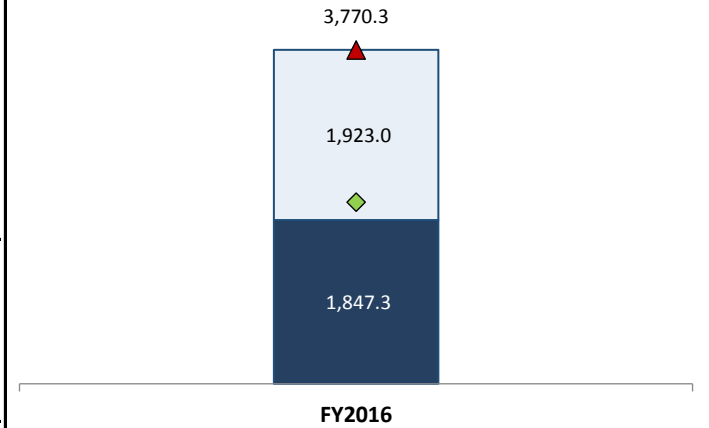
Full-Time Equivalent (FTE) Employees

Senate Bill 24 (83rd Legislature, Regular Session) abolished the University of Texas - Pan American and the University of Texas at Brownsville and established the University of Texas Rio Grande Valley. The University of Texas Rio Grande Valley began reporting workforce data as a separate entity as of September 1, 2015; therefore, five years of trend data for this institution is not available.

In fiscal year 2016, 51.0 percent of FTEs were paid from non-appropriated funds. Only FTEs paid from appropriated funds count against the FTE limitation.

FTEs Below/Above FTE Limitation

	FY2012	FY2013	FY2014	FY2015	FY2016
FTE Limitation	N/A	N/A	N/A	N/A	2,052.3
Number Below or Above Limitation	N/A	N/A	N/A	N/A	-205.0
Percent Below or Above Limitation	N/A	N/A	N/A	N/A	-10.0%



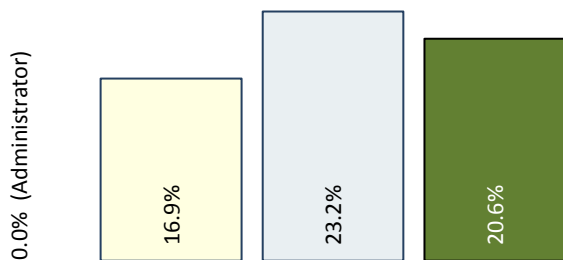
█ FTEs Paid from Non-Appropriated Funds
█ FTEs Paid from Appropriated Funds
▲ Total FTEs
◆ FTE Limitation

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

Employee Turnover ^a

In fiscal year 2016, the total turnover rate for the institution was 20.6 percent. The turnover rate for staff employees was higher than the turnover rate for faculty employees.

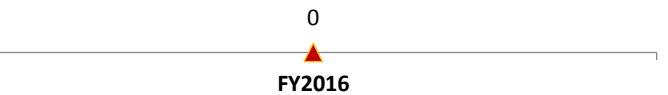
Turnover Rates



█ Administrator
█ Faculty
█ Staff
█ Total Turnover

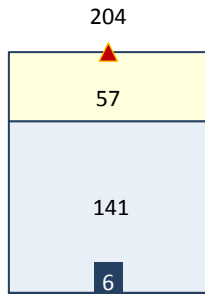
Administrator Separations

The institution reported that no administrators left employment with the institution in fiscal year 2016.



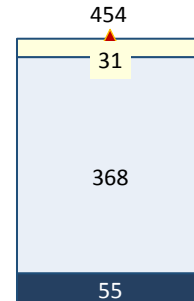
█ Involuntary Separations
█ Voluntary Separations
█ Retirements
▲ Total Separations

Faculty Separations



█ Involuntary Separations
█ Voluntary Separations
█ Retirements
▲ Total Separations

Staff Separations



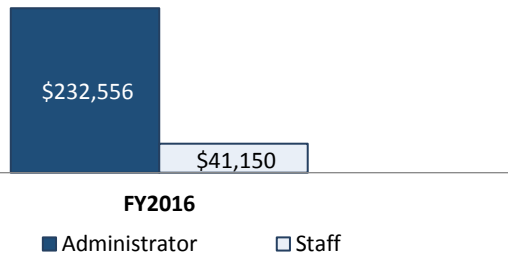
█ Retirements
█ Voluntary Separations
█ Involuntary Separations
▲ Total Separations

^a Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Faculty positions include all faculty regardless of tenure or benefits eligibility. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

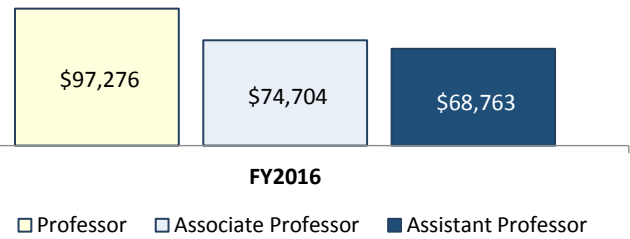
Compensation Information ^b

In fiscal year 2016, the president's salary was \$600,000.

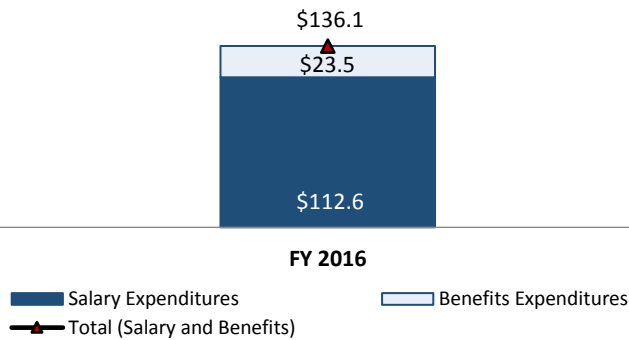
Administrator and Staff Average Salaries



Faculty Average Salary



Salary and Benefits Expenditures (in Millions) (Includes Only 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	0	\$ 0
Faculty	N/A	N/A	0	\$ 0
Staff	N/A	N/A	0	\$ 0
Totals	N/A	N/A	0	\$ 0

In fiscal year 2016, the institution did not award any administrator, faculty, or staff merit increases.

Fiscal Year 2016 Workforce Demographics and Veteran Workforce Analysis ^{b c}

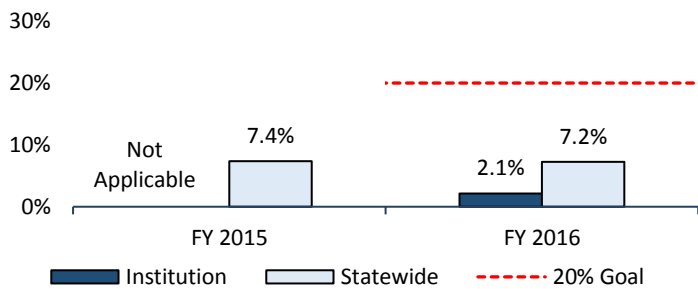
Of the institution's administrators, 96.1 percent were 40 years of age or older, and of the institution's staff employees, 50.8 percent were 40 years of age or older. The average length of employment at the institution for administrators and staff is less than one year.

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.

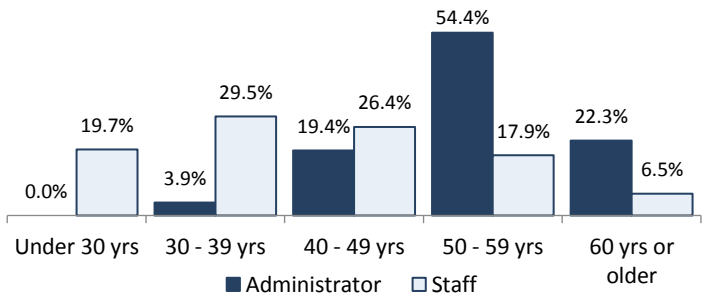
In fiscal year 2016, the institution's total percentage of veterans employed is lower than the state average.

In fiscal year 2016, 49.4 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

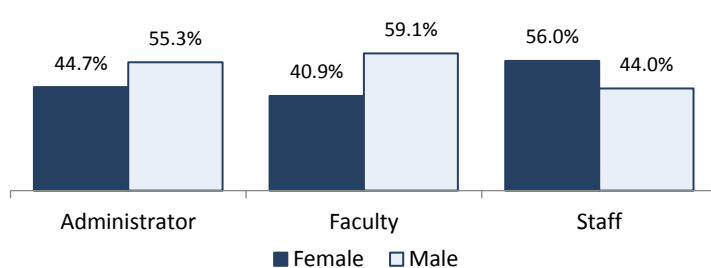
Veteran Employment



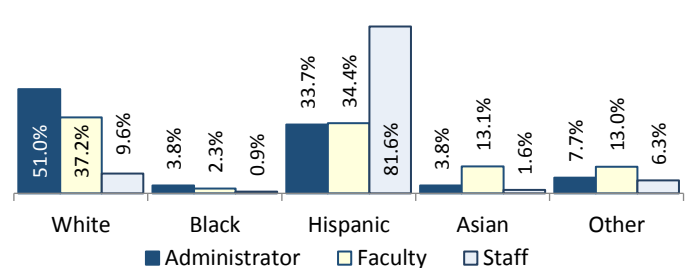
Age: Administrator and Staff



Gender: Administrator, Faculty, and Staff



Ethnicity: Administrator, Faculty, and Staff



^b Administrator and staff data, as well as faculty gender, ethnicity, and merit data, is self-reported by the institution. Faculty data for average salaries comes from the Higher Education Coordinating Board's Accountability System. Administrator positions include officials holding titles such as president, vice president, chancellor, associate or assistant chancellor, dean, associate or assistant dean, and positions with similar responsibilities. Faculty positions include all faculty, regardless of tenure or benefits eligibility. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

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