

# 758 - Texas State University System

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 noteworthy.

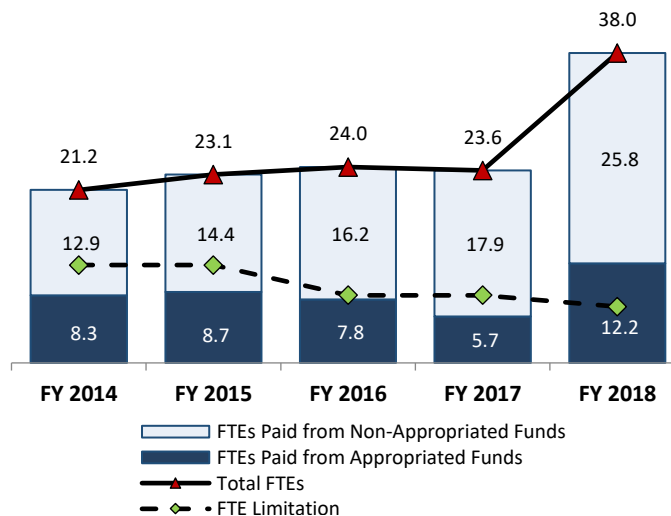
## Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation decreased by 16.9 percent to 6.9 FTEs in fiscal year 2018 compared to fiscal year 2017 (see table below). As of August 31, 2018, 23.4 FTEs were administrator positions. The institution's 38.0 total FTEs represents an increase of 16.8 (79.2 percent) in the total number of FTEs since fiscal year 2014.

In fiscal year 2018, 67.9 percent of FTEs were paid from non-appropriated funds. This was an increase of 100.0 percent in FTEs paid from non-appropriated funds since fiscal year 2014 (see bar chart to the right). Only FTEs paid from appropriated funds counted against the FTE limitation.

### FTEs Below/Above FTE Limitation

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
FTE Limitation	12.0	12.0	8.3	8.3	6.9
Number Below or Above Limitation	-3.7	-3.3	-0.5	-2.6	+5.3
Percent Below or Above Limitation	-30.8%	-27.5%	-6.0%	-31.3%	+76.8%

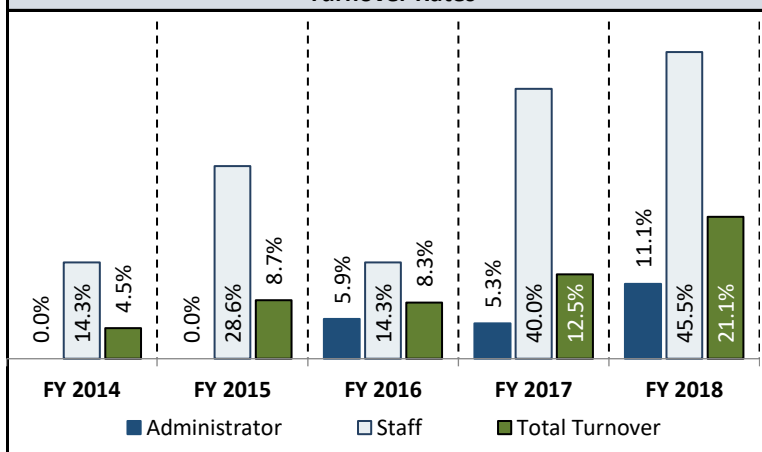


Source: State Auditor's Office Full-time Equivalent State Employee System.

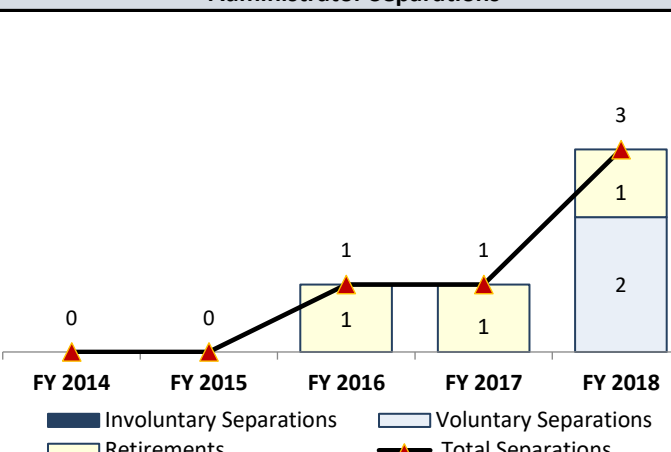
## Employee Turnover<sup>a</sup>

In fiscal year 2018, the total turnover rate for the institution was 21.1 percent. This was higher than in fiscal year 2017, when the total turnover rate was 12.5 percent. The turnover rate in fiscal year 2018 for administrators (11.1 percent) was higher than in fiscal year 2017, and turnover for staff positions (45.5 percent) was higher than in fiscal year 2017.

### Turnover Rates



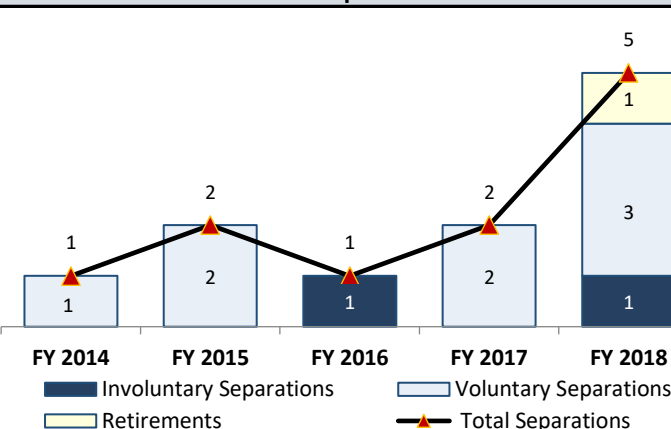
### Administrator Separations



### Faculty Separations

The Texas State University System Office Does Not Employ Faculty Positions

### Staff Separations



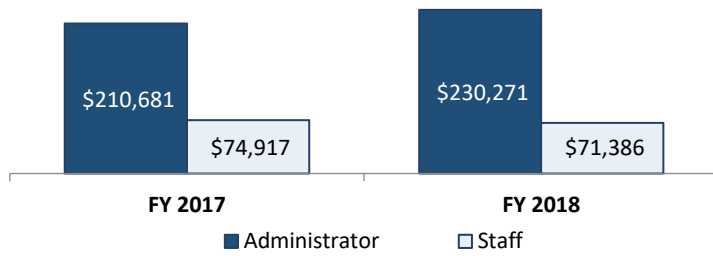
<sup>a</sup> Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. 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>

Compared to the average salaries in fiscal year 2017, the average salary for staff employees decreased by 4.7 percent and for administrators it increased by 9.3 percent. Compared to fiscal year 2014, salary and benefits expenditures did not change.

In fiscal year 2018, the chancellor's salary was \$562,380. This salary increased from fiscal year 2017, when the chancellor's salary was \$546,000.

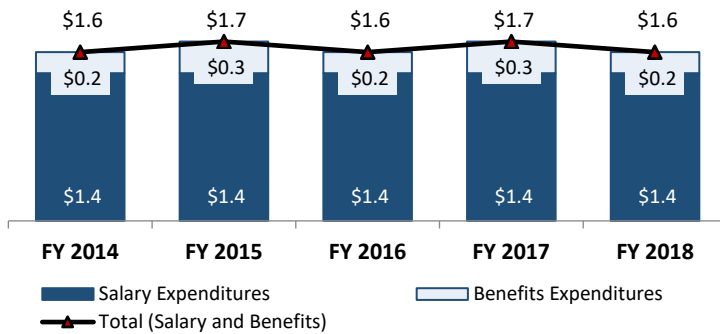
### Administrator and Staff Average Salaries



### Faculty Average Salary

**The Texas State University System Office  
Does Not Employ Faculty Positions**

### Salary and Benefits Expenditures (in Millions) <sup>c</sup> (Includes Only Appropriated Funds)



### Number and Dollars Spent on Merit Increases

	Fiscal Year 2017		Fiscal Year 2018	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	19	\$ 193,967	12	\$ 158,476
Faculty	Not Applicable			
Staff	4	\$ 22,207	4	\$ 14,824
<b>Totals</b>	<b>23</b>	<b>\$ 216,174</b>	<b>16</b>	<b>\$ 173,300</b>

In fiscal year 2018, the institution used appropriated funds to pay for 19.0 percent of administrator merit increases, and 100.0 percent of staff merit increases.

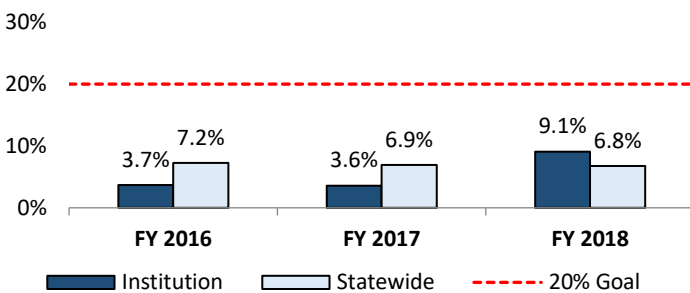
## Fiscal Year 2018 Workforce Demographics and Veteran Employment <sup>b d</sup>

Of the institution's administrators, 88.9 percent were 40 years of age or older, and of the institution's staff employees, 63.7 percent were 40 years of age or older. The average length of employment at the institution for administrators was 15.1 years, and for staff employees it was 6.8 years.

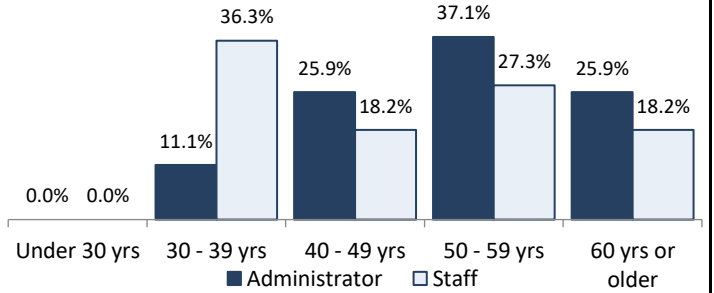
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

In fiscal year 2018, the institution's total percent of veterans employed was higher than the statewide average and had increased since fiscal year 2017.

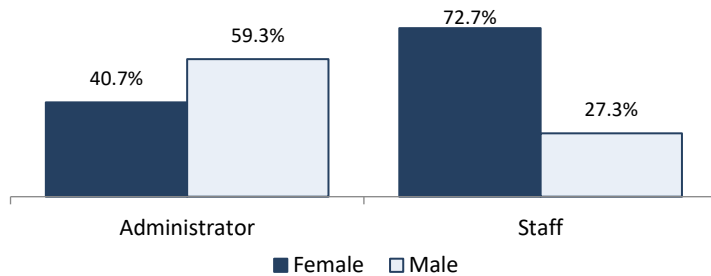
### Veteran Employment



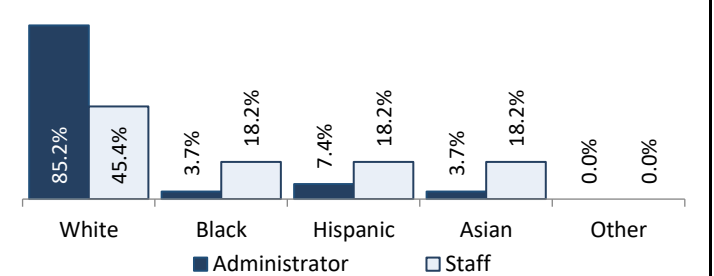
### Age: Administrator and Staff



### Gender: Administrator and Staff



### Ethnicity: Administrator and Staff



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

<sup>c</sup> According to the institution, fiscal year 2015 benefits expenditures included a reimbursement of funds it received for fiscal years 2013 and 2014 related to benefits proportionality, in accordance with the General Appropriations Act (84th Legislature), Rider 8, Page III-41. The institution's net benefits expenditures in fiscal year 2015 was -\$130,435; the institution expended \$276,657 in benefits and was reimbursed \$407,092.

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