

708 - Texas A&M System Shared Services Center

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

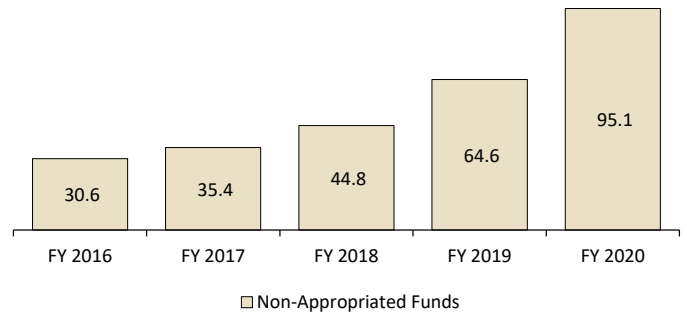
Based on a review of information self-reported by the institution, the following items are noteworthy.

Full-Time Equivalent (FTE) Employees

The institution does not have a full-time equivalent (FTE) employee limitation and in fiscal year 2020, 100.0 percent of FTEs were paid from non-appropriated funds. The institution's 95.1 total FTEs represents an increase of 64.5 (210.8 percent) in the total number of FTEs since fiscal year 2016. As of August 31, 2020, 4.9 FTEs were administrator positions.

FTEs Below/Above FTE Limitation

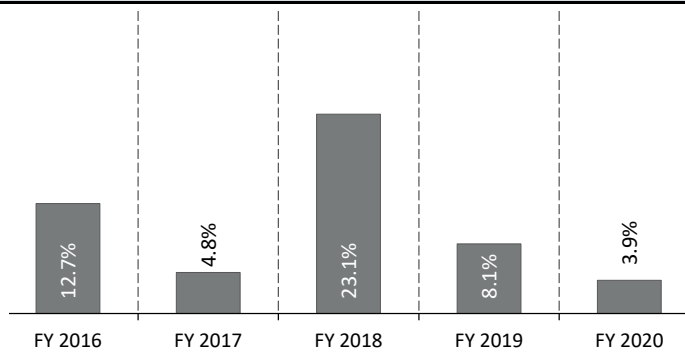
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
FTE Limitation	N/A	N/A	N/A	N/A	N/A
Number Below or Above Limitation	N/A	N/A	N/A	N/A	N/A
Percent Below or Above Limitation	N/A	N/A	N/A	N/A	N/A



Employee Turnover^a

In fiscal year 2020, the total turnover rate for the institution was 3.9 percent. This turnover for staff positions (3.9 percent) was lower than in fiscal year 2019.

Turnover Rates



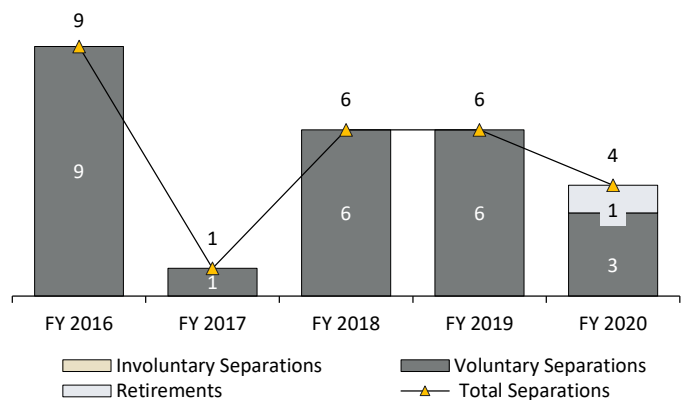
Administrator Separations

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

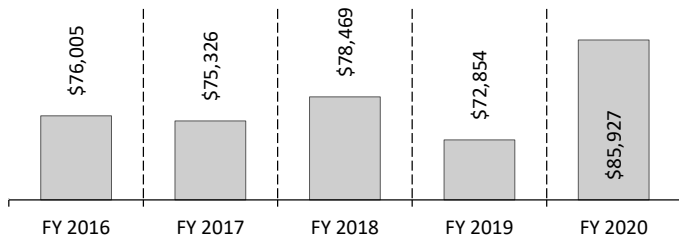


^a Turnover information was self-reported by the institution. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

Compensation Information ^b

Compared with the average salaries in fiscal year 2019, the average salary for staff employees increased by 17.9 percent.

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 2019		Fiscal Year 2020	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	Not Applicable			
Faculty	Not Applicable			
Staff	29	\$ 76,353	68	\$ 200,330
Totals	29	\$ 76,353	68	\$ 200,330

In fiscal year 2020, the institution used appropriated funds to pay for 2.2 percent of staff merit increases.

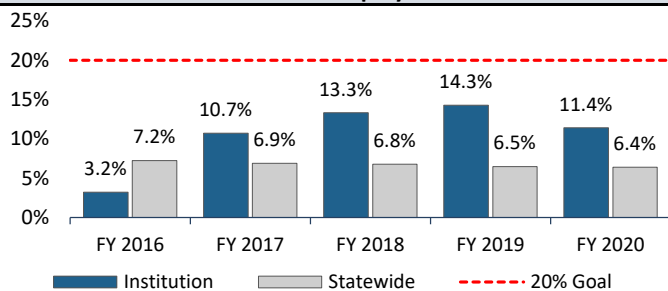
Fiscal Year 2020 Workforce Demographics and Veteran Employment ^{b c}

Of the institution's staff employees, 64.4 percent were 40 years old or older. The average length of employment at the institution for staff employees it was 3.2 years.

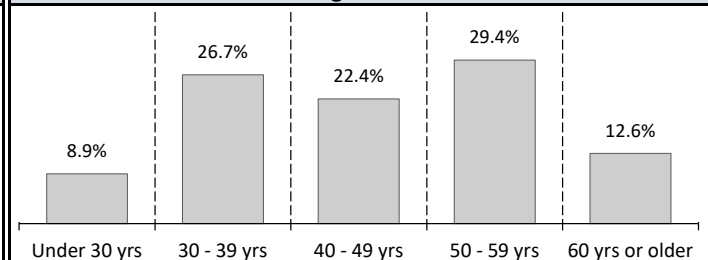
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

In fiscal year 2020, the institution's total percent of veterans employed was higher than the statewide average and had decreased since fiscal year 2019.

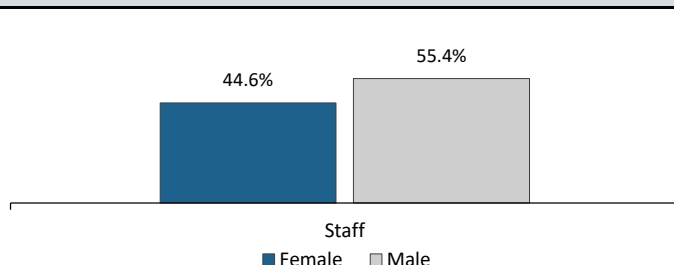
Veteran Employment



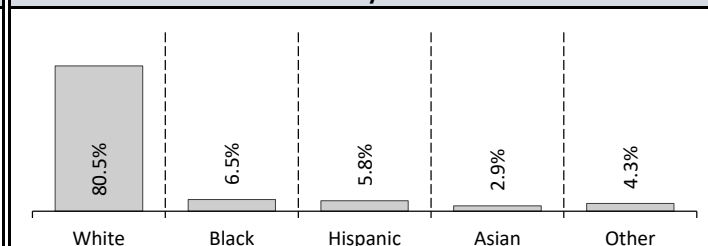
Age: Staff



Gender: Staff



Ethnicity: Staff



^b Age, gender, ethnicity, and merit data was 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.

^c Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.