The institution’s full-time equivalent (FTE) employee limitation decreased by 1.3 percent to 768.2 FTEs in fiscal year 2020 compared with fiscal year 2019. As of August 31, 2020, 127.2 FTEs were administrator positions. The institution’s 1,250.4 total FTEs represents an increase of 12.9 (1.0 percent) in the total number of FTEs since fiscal year 2016.

In fiscal year 2020, 38.0 percent of FTEs were paid from non-appropriated funds. This was an increase of 0.8 percent in FTEs paid from non-appropriated funds since fiscal year 2016. Only FTEs paid from appropriated funds counted against the FTE limitation.

Employee Turnover

In fiscal year 2020, the total turnover rate for the institution was 8.7 percent. This was higher than in fiscal year 2019, when the total turnover rate was 6.4 percent. The turnover rate in fiscal year 2020 for administrators (13.7 percent) was higher than in fiscal year 2019, turnover for faculty positions (4.2 percent) was higher than in fiscal year 2019, and turnover for staff positions (11.0 percent) was higher than in fiscal year 2019.
Compared with the average salaries in fiscal year 2019, the average salary for staff employees increased by 1.9 percent, and for administrators it increased by 7.9 percent. Compared with fiscal year 2016, salary and benefits expenditures increased by 9.7 percent.

In fiscal year 2020, the president's salary was $446,073. This salary increased from fiscal year 2019, when the president's salary was $414,000.

In fiscal year 2020, the institution did not use appropriated funds to pay for administrator or staff merit increases. The institution reported it did not award faculty merit increases.

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 lower than the statewide average and had remained the same since fiscal year 2019.

In fiscal year 2020, 48.8 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

Of the institution's administrators, 86.4 percent were 40 years old or older, and of the institution's staff employees, 68.8 percent were 40 years old or older. The average length of employment at the institution for administrators was 15.2 years, and for staff employees it was 13.4 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 lower than the statewide average and had remained the same since fiscal year 2019.

In fiscal year 2020, 48.8 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

**Veteran Employment**

- **FY 2016**: 2.4%, 2.2%, 2.2%, 0.8%, 0.8%, 6.4%
- **FY 2017**: 2.2%, 6.9%, 6.8%, 6.5%, 0.8%, 6.4%
- **FY 2018**: 2.2%, 6.8%, 6.5%, 0.8%, 6.4%
- **FY 2019**: 2.2%, 6.8%, 6.5%, 0.8%, 6.4%
- **FY 2020**: 2.2%, 6.8%, 6.5%, 0.8%, 6.4%

**Statewide**: 20% Goal

**Gender: Administrator, Faculty, and Staff**

- **Administrator**: 56.8%, 43.2%
- **Faculty**: 55.2%, 44.8%
- **Staff**: 59.3%, 40.7%

**Ethnicity: Administrator, Faculty, and Staff**

- **White**: 72.6%, 82.0%
- **Black**: 4.0%
- **Hispanic**: 82.6%
- **Asian**: 2.2%
- **Other**: 4.0%

**Age: Administrator and Staff**

- **Under 30 yrs**: 1.4%, 12.2%
- **30 - 39 yrs**: 12.2%, 19.0%
- **40 - 49 yrs**: 21.1%, 33.2%
- **50 - 59 yrs**: 33.2%, 29.5%
- **60 yrs or older**: 4.0%, 26.0%

**Institution**: 23.7%, 21.7%

**Statewide**: 20% Goal

**Source**: State Auditor's Office

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**Compensation Information**

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**Number and Dollars Spent on Merit Increases**

**Fiscal Year 2019**

- **Number of Merits**
  - Administrator: 3
  - Faculty: 3
  - Staff: 18

- **Dollars Spent**
  - Administrator: $40,500
  - Faculty: $10,000
  - Staff: $121,000

**Fiscal Year 2020**

- **Number of Merits**
  - Administrator: 2
  - Faculty: 3
  - Staff: 18

- **Dollars Spent**
  - Administrator: $42,840
  - Faculty: $0
  - Staff: $64,098

**Totals**

- **Number of Merits**: 24
- **Dollars Spent**: $171,500

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**Salary and Benefits Expenditures (in Millions)**

Includes Only Appropriated Funds

**Fiscal Year 2019**

- **Salary Expenditures**
  - Administrator: $129,343
  - Staff: $102,902

- **Benefits Expenditures**
  - Administrator: $44,846
  - Staff: $81,500

**Fiscal Year 2020**

- **Salary Expenditures**
  - Administrator: $135,239
  - Staff: $105,051

- **Benefits Expenditures**
  - Administrator: $48,203
  - Staff: $85,422

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**Age, gender, ethnicity, and merit data was self-reported by the institution. Faculty data for average salaries was obtained 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.

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