

719 - Texas State Technical College 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.

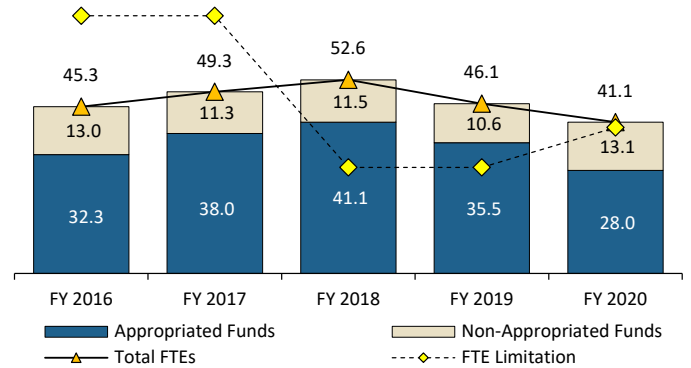
Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation increased by 37.5 percent to 39.6 FTEs in fiscal year 2020 compared with fiscal year 2019. As of August 31, 2020, 17.0 FTEs were administrator positions. The institution's 41.1 total FTEs represents a decrease of 4.2 (9.3 percent) in the total number of FTEs since fiscal year 2016.

In fiscal year 2020, 31.9 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 toward the FTE limitation.

FTEs Below/Above FTE Limitation

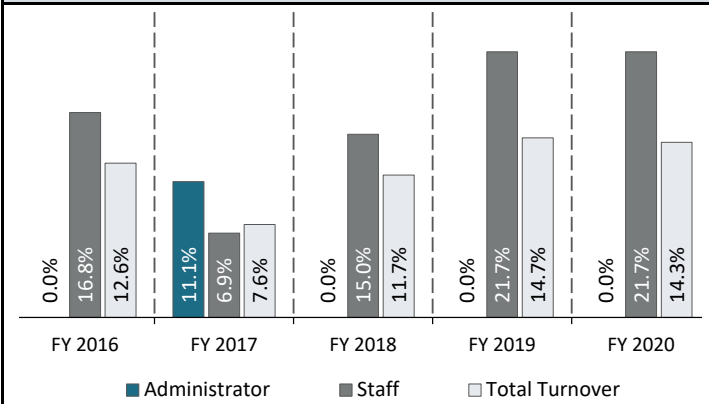
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
FTE Limitation	70.0	70.0	28.8	28.8	39.6
Number Below or Above Limitation	-37.7	-32.0	+12.3	+6.7	-11.6
Percent Below or Above Limitation	-53.9%	-45.7%	+42.7%	+23.3%	-29.3%



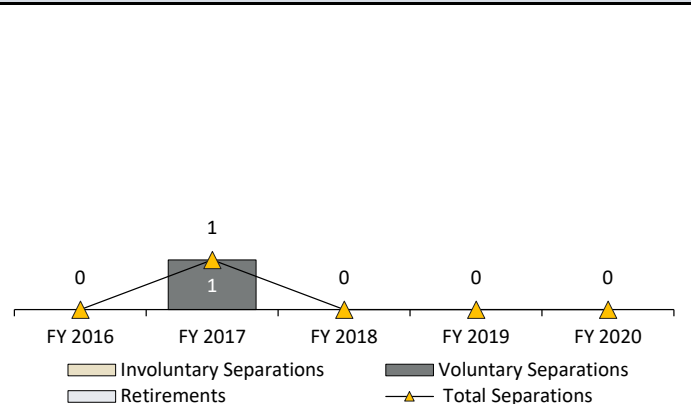
Employee Turnover ^{a b}

In fiscal year 2020, the total turnover rate for the institution was 14.3 percent. This was lower than in fiscal year 2019, when the total turnover rate was 14.7 percent. The turnover rate in fiscal year 2020 for administrators (0.0 percent) was the same as fiscal year 2019, and turnover for staff positions (21.7 percent) was the same as fiscal year 2019.

Turnover Rates



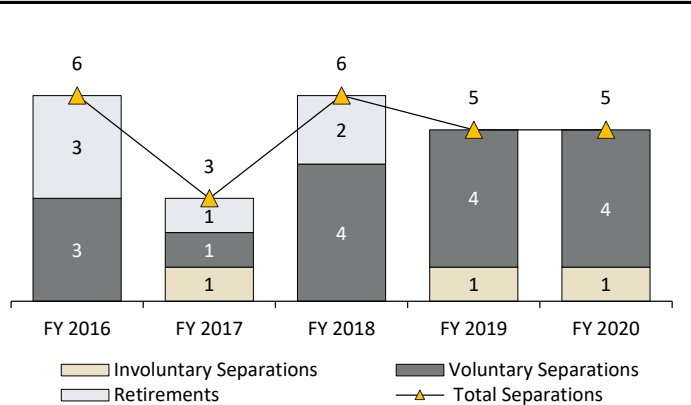
Administrator Separations



Faculty Separations

The Texas State Technical College System Administration Office Does Not Employ Faculty Positions

Staff Separations



^a Turnover information was 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.

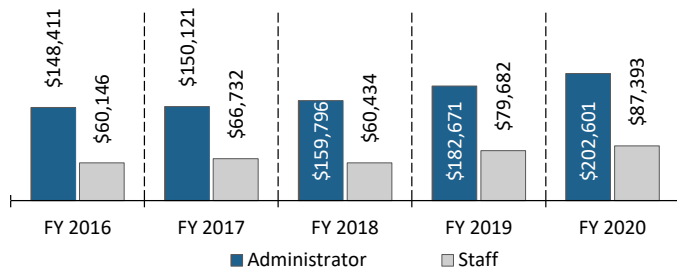
^b During fiscal year 2016, the separate accreditations and operations of the Texas State Technical College System were merged to form a single college. Consequently, there is a single administration and chief executive across the statewide college.

Compensation Information ^{b c}

Compared with the average salaries in fiscal year 2019, the average salary for staff employees increased by 9.7 percent, and for administrators it increased by 10.9 percent. Compared with fiscal year 2016, salary and benefits expenditures increased by 19.7 percent.

In fiscal year 2020, the chancellor's salary was \$490,000. This salary was unchanged from fiscal year 2019, when the chancellor's salary was \$490,000.

Administrator and Staff Average Salaries

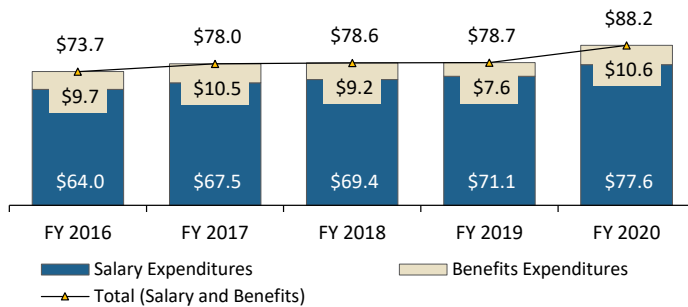


Faculty Average Salary

**The Texas State Technical College System Administration
Office Does Not Employ Faculty Positions**

Salary and Benefits Expenditures (in Millions) ^d

Includes Only 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	5	\$ 127,032	8	\$ 189,396
Faculty	Not Applicable			
Staff	1	\$ 16,428	14	\$ 86,376
Totals	6	\$ 143,460	22	\$ 275,772

In fiscal year 2020, the institution used appropriated funds to pay for 96.6 percent of administrator merit increases and 76.0 percent of staff merit increases.

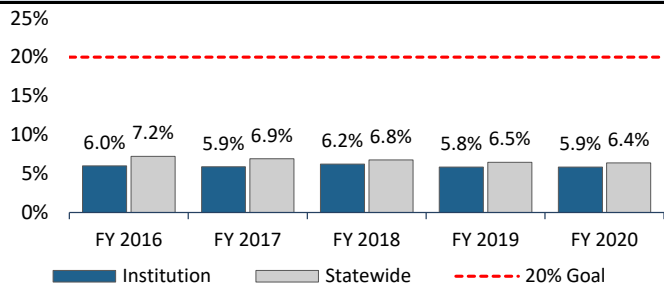
Fiscal Year 2020 Workforce Demographics and Veteran Employment ^{b c e}

Of the institution's administrators, 91.6 percent were 40 years old or older, and of the institution's staff employees, 52.2 percent were 40 years old or older. The average length of employment at the institution for administrators was 14.4 years, and for staff employees it was 5.6 years.

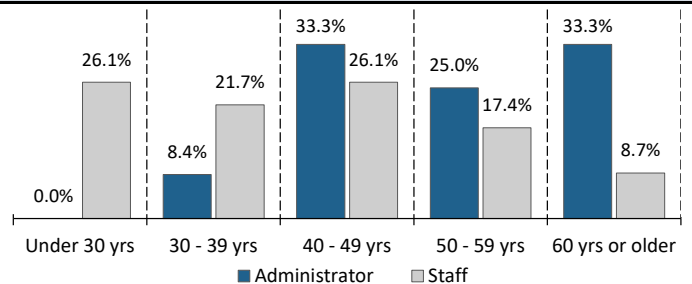
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

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

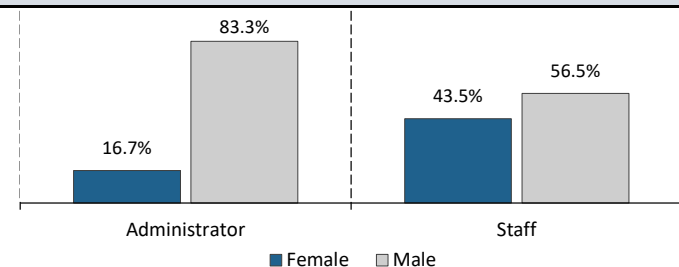
Veteran Employment



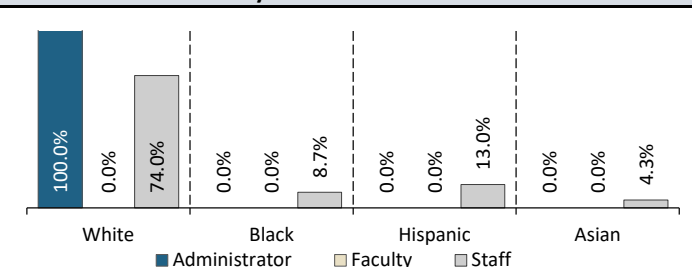
Age: Administrator and Staff



Gender: Administrator and Staff



Ethnicity: Administrator and Staff



^b During fiscal year 2016, the separate accreditations and operations of the Texas State Technical College System were merged to form a single college. Consequently, there is a single administration and chief executive across the statewide college.

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

^d Salary and benefits expenditures for the Texas State Technical College System includes information reported from all Texas State Technical College campuses.

^e Veteran employment was obtained from the Office of the Comptroller of Public Accounts. Veteran employment for the Texas State Technical College System includes information reported from all Texas State Technical College campuses. Statewide totals include state agencies and higher education institutions.