In fiscal year 2020, the total turnover rate for the institution was 10.5 percent. This was lower than in fiscal year 2019, when the total turnover rate was 11.2 percent. The turnover rate in fiscal year 2020 for administrators (6.5 percent) was lower than in fiscal year 2019, turnover for faculty positions (2.9 percent) was lower than in fiscal year 2019, and turnover for staff positions (16.0 percent) was lower than in fiscal year 2019.

Employee Turnover

<table>
<thead>
<tr>
<th>Turnover Rates</th>
<th>Administrator Separations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Involuntary Separations</td>
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<tr>
<td></td>
<td>Retirements</td>
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<tr>
<td>FY 2016</td>
<td>6</td>
</tr>
<tr>
<td>FY 2017</td>
<td>7</td>
</tr>
<tr>
<td>FY 2018</td>
<td>10</td>
</tr>
<tr>
<td>FY 2019</td>
<td>6</td>
</tr>
<tr>
<td>FY 2020</td>
<td>3</td>
</tr>
</tbody>
</table>

Turnover Rates

1. **Percentage Below or Above Limitation**
   - FY 2016: -30.7% Below Limitation
   - FY 2017: -18.2% Below Limitation
   - FY 2018: -0.2% Below Limitation
   - FY 2019: +1.5% Above Limitation
   - FY 2020: -9.8% Below Limitation

2. **Number Below or Above Limitation**
   - FY 2016: -780.7 Below Limitation
   - FY 2017: -462.7 Below Limitation
   - FY 2018: -4.3 Below Limitation
   - FY 2019: +29.5 Above Limitation
   - FY 2020: -221.9 Below Limitation

3. **Full-Time Equivalent (FTE) Employees**
   - FY 2016: 2,275.3 FTEs
   - FY 2017: 2,544.7 FTEs
   - FY 2018: 1,989.2 FTEs
   - FY 2019: 1,989.2 FTEs
   - FY 2020: 2,275.3 FTEs

   *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. 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.*
Compared with the average salaries in fiscal year 2019, the average salary for staff employees increased by 2.5 percent, and for administrators it increased by 2.9 percent. Compared with fiscal year 2016, salary and benefits expenditures increased by 23.0 percent.

In fiscal year 2020, the president's salary was $911,375. This salary increased from fiscal year 2019, when the president's salary was $900,410.

In fiscal year 2020, the institution used appropriated funds to pay for 34.0 percent of administrator merit increases, 70.0 percent of faculty merit increases, and 29.0 percent of staff 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 decreased since fiscal year 2019.

In fiscal year 2020, 61.0 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

Source: State Auditor's Office

January 2021