The institution's full-time equivalent (FTE) employee limitation decreased by 1.3 percent to 2,644.4 FTEs in fiscal year 2020 compared with fiscal year 2019. As of August 31, 2020, 78.2 FTEs were administrator positions. The institution's 6,704.4 total FTEs represents an increase of 182.6 (2.8 percent) in the total number of FTEs since fiscal year 2016.

In fiscal year 2020, 66.3 percent of FTEs were paid from non-appropriated funds. This was an increase of 14.4 percent in FTEs paid from non-appropriated funds since fiscal year 2016. Only FTEs paid from appropriated funds counted toward the FTE limitation.

In fiscal year 2020, the total turnover rate for the institution was 11.7 percent. This was lower than in fiscal year 2019, when the total turnover rate was 13.7 percent. The turnover rate in fiscal year 2020 for administrators (6.3 percent) was higher than in fiscal year 2019, turnover for faculty positions (9.5 percent) was lower than in fiscal year 2019, and turnover for staff positions (12.9 percent) was lower than in fiscal year 2019.
Compared with the average salaries in fiscal year 2019, the average salary for staff employees increased by 2.3 percent, and for administrators it increased by 3.2 percent. Compared with fiscal year 2016, salary and benefits expenditures increased by 6.0 percent.

In fiscal year 2020, the president's salary was $550,000. This salary was unchanged from fiscal year 2019, when the president's salary was $550,000.

In fiscal year 2020, the institution used appropriated funds to pay for 56.0 percent of administrator merit increases, 82.0 percent of faculty merit increases, and 30.0 percent of staff merit increases.

Of the institution's administrators, 90.2 percent were 40 years old or older, and of the institution's staff employees, 53.6 percent were 40 years old or older. The average length of employment at the institution for administrators was 14.7 years, and for staff employees it was 9.0 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.

In fiscal year 2020, 68.4 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

*Source: State Auditor's Office*