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 6.0 percent to 1,873.1 FTEs in fiscal year 2020 compared with fiscal year 2019. As of August 31, 2020, 31.4 FTEs were administrator positions. The institution’s 4,466.6 total FTEs represents an increase of 696.3 (18.5 percent) in the total number of FTEs since fiscal year 2016.

In fiscal year 2020, 60.5 percent of FTEs were paid from non-appropriated funds. This was an increase of 40.5 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

<table>
<thead>
<tr>
<th></th>
<th>FY 2016</th>
<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>FTE Limitation</td>
<td>2,052.3</td>
<td>2,052.3</td>
<td>1,766.5</td>
<td>1,766.5</td>
<td>1,873.1</td>
</tr>
<tr>
<td>Number Below or Above Limitation</td>
<td>-205.0</td>
<td>-268.0</td>
<td>-47.1</td>
<td>+103.9</td>
<td>-108.6</td>
</tr>
<tr>
<td>Percent Below or Above Limitation</td>
<td>-10.0%</td>
<td>-13.1%</td>
<td>-2.7%</td>
<td>+5.9%</td>
<td>-5.8%</td>
</tr>
</tbody>
</table>

#### Employee Turnover

In fiscal year 2020, the total turnover rate for the institution was 11.9 percent. This was lower than in fiscal year 2019, when the total turnover rate was 13.4 percent. The turnover rate in fiscal year 2020 for administrators (6.5 percent) was lower than in fiscal year 2019, turnover for faculty positions (10.4 percent) was lower than in fiscal year 2019, and turnover for staff positions (12.8 percent) was lower than in fiscal year 2019.

#### Administrator Separations

- Administrator Separations:
  - Involuntary: 0 in FY 2016, 1 in FY 2017, 4 in FY 2018, 2 in FY 2019, 2 in FY 2020
  - Voluntary: 1 in FY 2016, 1 in FY 2017, 3 in FY 2018, 2 in FY 2019, 1 in FY 2020
  - Total Separations: 1 in FY 2016, 2 in FY 2017, 7 in FY 2018, 4 in FY 2019, 3 in FY 2020

#### Faculty Separations

- Faculty Separations:

#### Staff Separations

- Staff Separations:

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*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. 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 decreased by 6.1 percent, and for administrators it increased by 5.4 percent. Compared with fiscal year 2016, salary and benefits expenditures increased by 13.0 percent.

In fiscal year 2020, the president’s salary was $630,000. This salary increased from fiscal year 2019, when the president’s salary was $600,000.

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