749 - Texas A&M University - San Antonio

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 59.0 percent to 420.9 FTEs in fiscal year 2020 compared with fiscal year 2019. As of August 31, 2020, 18.3 FTEs were administrator positions. The institution’s 654.0 total FTEs represents an increase of 271.0 (70.8 percent) in the total number of FTEs since fiscal year 2016.

In fiscal year 2020, 42.8 percent of FTEs were paid from non-appropriated funds. This was an increase of 168.8 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

<table>
<thead>
<tr>
<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>232.9</td>
<td>232.9</td>
<td>264.8</td>
<td>264.8</td>
</tr>
<tr>
<td>Number Below or Above Limitation</td>
<td>+46.1</td>
<td>+68.1</td>
<td>+76.7</td>
<td>+65.8</td>
</tr>
<tr>
<td>Percent Below or Above Limitation</td>
<td>+19.8%</td>
<td>+29.2%</td>
<td>+29.0%</td>
<td>+24.8%</td>
</tr>
</tbody>
</table>

### Employee Turnover

In fiscal year 2020, the total turnover rate for the institution was 14.4 percent. This was lower than in fiscal year 2019, when the total turnover rate was 17.3 percent. The turnover rate in fiscal year 2020 for administrators (4.9 percent) was lower than in fiscal year 2019, turnover for faculty positions (12.9 percent) was lower than in fiscal year 2019, and turnover for staff positions (16.5 percent) was lower than in fiscal year 2019.

### Turnover Rates

![Graph showing turnover rates for administrators, faculty, and staff.]

### Administrator Separations

![Graph showing administrator separations for involuntary, voluntary, and total separations.]

### Faculty Separations

![Graph showing faculty separations for involuntary, voluntary, and total separations.]

### Staff Separations

![Graph showing staff separations for involuntary, voluntary, and total 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; however, adjunct faculty is excluded in fiscal years 2016 and 2017. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.
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, 39.5 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

Source: State Auditor’s Office

Fiscal Year 2020 Workforce Demographics and Veteran Employment

Of the institution’s administrators, 87.8 percent were 40 years old or older, and of the institution’s staff employees, 48.4 percent were 40 years old or older. The average length of employment at the institution for administrators was 2.9 years, and for staff employees it was 3.4 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 decreased since fiscal year 2019.

In fiscal year 2020, 39.5 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

Veteran Employment

- FY 2016: 57.3% (Institution), 7.2% (Statewide)
- FY 2017: 53.8% (Institution), 6.9% (Statewide)
- FY 2018: 46.2% (Institution), 6.8% (Statewide)
- FY 2019: 35.3% (Institution), 6.4% (Statewide)
- FY 2020: 35.3% (Institution), 3.0% (Statewide)

Gender: Administrator, Faculty, and Staff

- Administrator: 57.3% Male, 42.7% Female
- Faculty: 53.8% Male, 46.2% Female
- Staff: 64.7% Male, 35.3% Female

Ethnicity: Administrator, Faculty, and Staff

- White: 51.2% (Administrator), 49.8% (Faculty), 50.0% (Staff)
- Black: 6.3% (Administrator), 6.9% (Faculty), 3.0% (Staff)
- Hispanic: 26.7% (Administrator), 36.3% (Faculty), 10.9% (Staff)
- Asian: 7.3% (Administrator), 6.3% (Faculty), 3.0% (Staff)
- Other: 5.9% (Administrator), 6.3% (Faculty), 5.9% (Staff)

In fiscal year 2020, the president’s salary was $365,000. This salary increased from fiscal year 2019, when the president’s salary was $350,000.