

758 - Texas State University 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.

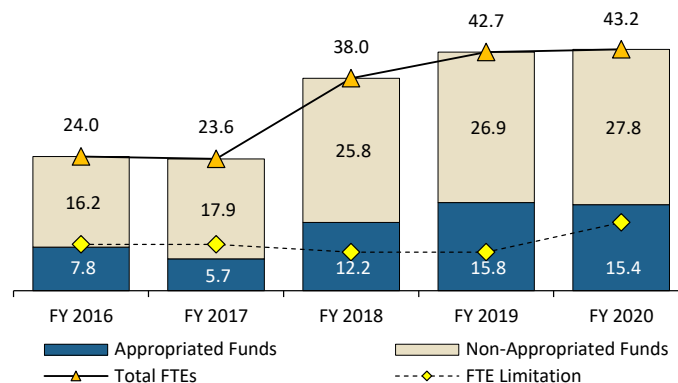
Full-Time Equivalent (FTE) Employees^a

The institution's full-time equivalent (FTE) employee limitation increased by 76.8 percent to 12.2 FTEs in fiscal year 2020 compared with fiscal year 2019. As of August 31, 2020, 26.0 FTEs were administrator positions. The institution's 43.2 total FTEs represents an increase of 19.2 (80.0 percent) in the total number of FTEs since fiscal year 2016.

In fiscal year 2020, 64.4 percent of FTEs were paid from non-appropriated funds. This was an increase of 71.6 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

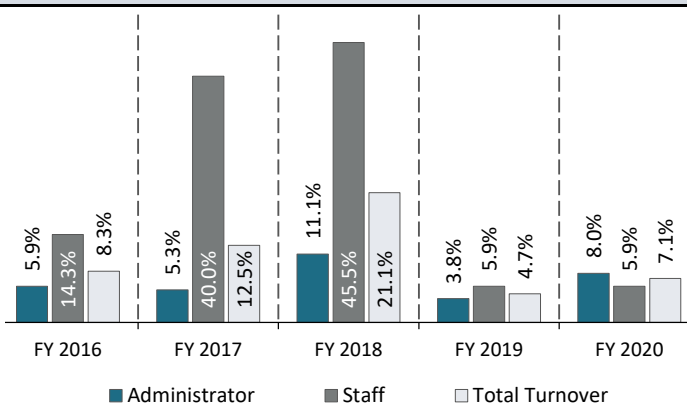
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
FTE Limitation	8.3	8.3	6.9	6.9	12.2
Number Below or Above Limitation	-0.5	-2.6	+5.3	+8.9	+3.2
Percent Below or Above Limitation	-6.0%	-31.3%	+76.8%	+129.0%	+26.2%



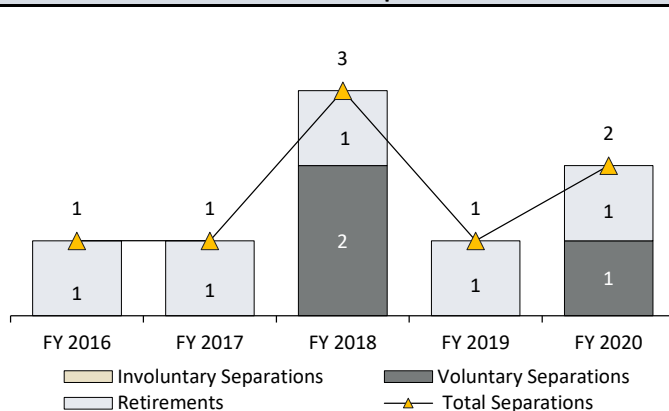
Employee Turnover^b

In fiscal year 2020, the total turnover rate for the institution was 7.1 percent. This was higher than in fiscal year 2019, when the total turnover rate was 4.7 percent. The turnover rate in fiscal year 2020 for administrators (8.0 percent) was higher than in fiscal year 2019, and turnover for staff positions (5.9 percent) was the same as fiscal year 2019.

Turnover Rates



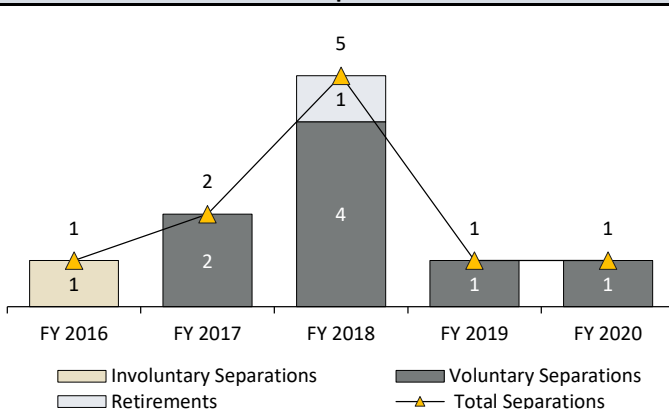
Administrator Separations



Faculty Separations

The Texas State University System Office Does Not Employ Faculty Positions

Staff Separations



^a According to the System, in January 2018, it transitioned approximately 20 employees from two offices at several component institutions to the System Administration Office. This resulted in additional FTEs in fiscal years 2018 and 2019 compared with the levels expected when preparing the 2018–2019 Legislative Appropriations Request (LAR). Although additional FTEs were requested in the 2020–2021 LAR, the estimates for the LAR fell slightly below the actual amounts. However, the System is exempted from the reporting and requesting requirements of the General Appropriations Act, Article IX, Section 6.10, as the number of FTEs allowed in the System's bill pattern is below 50 FTEs.

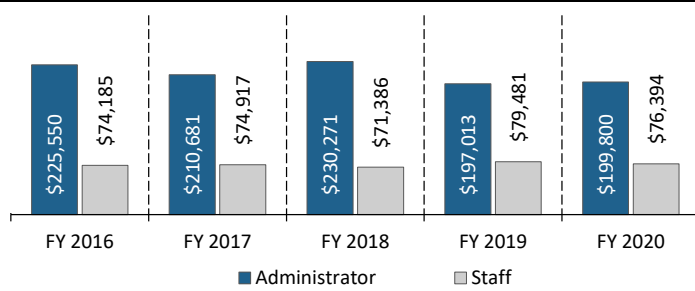
^b Turnover information was self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

Compensation Information ^c

Compared with the average salaries in fiscal year 2019, the average salary for staff employees decreased by 3.9 percent, and for administrators it increased by 1.4 percent. Compared with fiscal year 2016, salary and benefits expenditures decreased by 6.3 percent.

In fiscal year 2020, the chancellor's salary was \$679,251. This salary increased from fiscal year 2019, when the chancellor's salary was \$579,251.

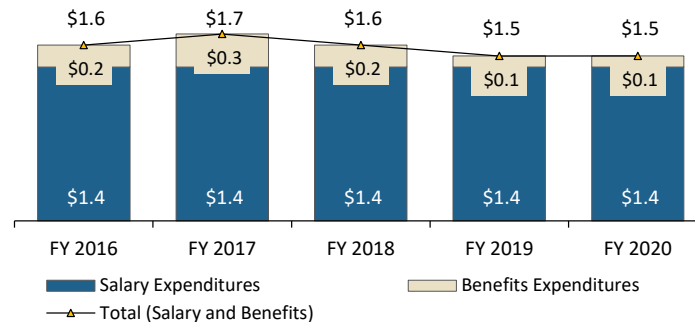
Administrator and Staff Average Salaries



Faculty Average Salary

**The Texas State University System Office
Does Not Employ Faculty Positions**

Salary and Benefits Expenditures (in Millions) 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	23	\$ 363,680	25	\$ 469,327
Faculty	Not Applicable			
Staff	11	\$ 40,881	18	\$ 66,817
Totals	34	\$ 404,561	43	\$ 536,144

In fiscal year 2020, the institution used appropriated funds to pay for 5.0 percent of administrator merit increases and 86.0 percent of staff merit increases.

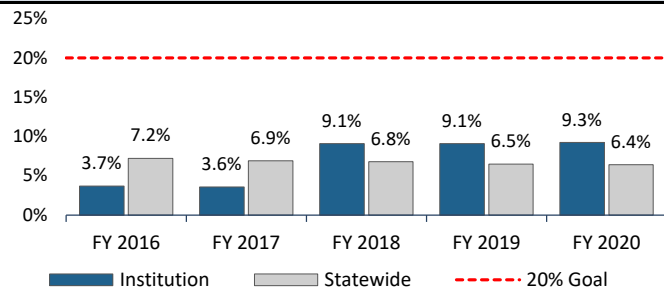
Fiscal Year 2020 Workforce Demographics and Veteran Employment ^{c d}

Of the institution's administrators, 84.0 percent were 40 years old or older, and of the institution's staff employees, 76.5 percent were 40 years old or older. The average length of employment at the institution for administrators was 6.2 years, and for staff employees it was 2.7 years.

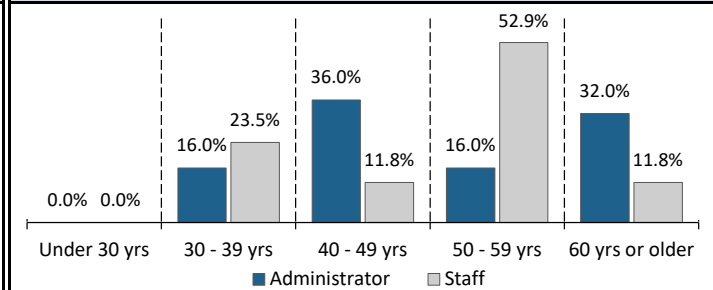
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

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

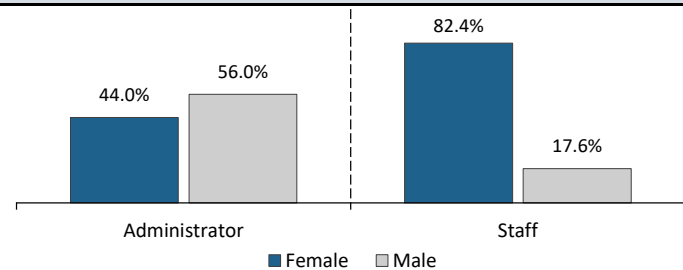
Veteran Employment



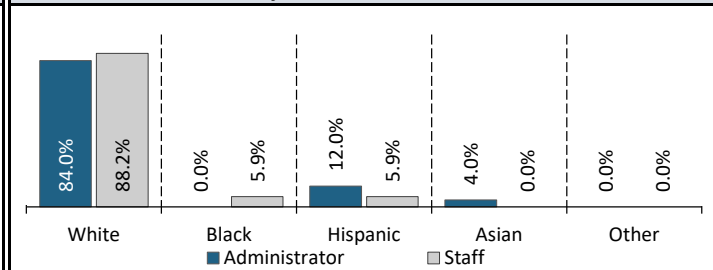
Age: Administrator and Staff



Gender: Administrator and Staff



Ethnicity: Administrator and Staff



^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 Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.