The institution’s full-time equivalent (FTE) employee limitation decreased by 4.4 percent to 827.1 FTEs in fiscal year 2020 compared with fiscal year 2019. As of August 31, 2020, 27.5 FTEs were administrator positions. The institution’s 1,330.3 total FTEs represents a decrease of 247.5 (15.7 percent) in the total number of FTEs since fiscal year 2016.

In fiscal year 2020, 41.1 percent of FTEs were paid from non-appropriated funds. This was a decrease of 31.9 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 16.5 percent. This was higher than in fiscal year 2019, when the total turnover rate was 15.8 percent. The turnover rate in fiscal year 2020 for administrators (11.0 percent) was lower than in fiscal year 2019, turnover for faculty positions (10.5 percent) was lower than in fiscal year 2019, and turnover for staff positions (18.5 percent) was higher than in fiscal year 2019.

Full-Time Equivalent (FTE) Employees

<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>766.8</td>
<td>766.8</td>
<td>865.3</td>
<td>865.3</td>
</tr>
<tr>
<td>Number Below or Above Limitation</td>
<td>+7.6</td>
<td>-25.0</td>
<td>-121.6</td>
<td>-97.4</td>
</tr>
<tr>
<td>Percent Below or Above Limitation</td>
<td>+1.0%</td>
<td>-3.3%</td>
<td>-14.1%</td>
<td>-11.3%</td>
</tr>
</tbody>
</table>

Employee Turnover

In fiscal year 2020, the total turnover rate for the institution was 16.5 percent. This was higher than in fiscal year 2019, when the total turnover rate was 15.8 percent. The turnover rate in fiscal year 2020 for administrators (11.0 percent) was lower than in fiscal year 2019, turnover for faculty positions (10.5 percent) was lower than in fiscal year 2019, and turnover for staff positions (18.5 percent) was higher than in fiscal year 2019.

Faculty Separations

Turnover Rates

<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>Administrator</td>
<td>8.0%</td>
<td>3.3%</td>
<td>2.5%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Faculty</td>
<td>23.8%</td>
<td>23.7%</td>
<td>19.0%</td>
<td>19.0%</td>
</tr>
<tr>
<td>Staff</td>
<td>25.6%</td>
<td>25.0%</td>
<td>19.0%</td>
<td>19.0%</td>
</tr>
<tr>
<td>Total Turnover</td>
<td>8.0%</td>
<td>3.3%</td>
<td>2.5%</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

Administrator Separations

<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>Involuntary Separations</td>
<td>87</td>
<td>33</td>
<td>39</td>
<td>14</td>
</tr>
<tr>
<td>Voluntary Separations</td>
<td>6</td>
<td>4</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>Total Separations</td>
<td>93</td>
<td>37</td>
<td>45</td>
<td>15</td>
</tr>
</tbody>
</table>

Staff Separations

<table>
<thead>
<tr>
<th>FY 2016</th>
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<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involuntary Separations</td>
<td>88</td>
<td>33</td>
<td>39</td>
<td>14</td>
</tr>
<tr>
<td>Voluntary Separations</td>
<td>20</td>
<td>10</td>
<td>18</td>
<td>13</td>
</tr>
<tr>
<td>Total Separations</td>
<td>108</td>
<td>43</td>
<td>57</td>
<td>27</td>
</tr>
</tbody>
</table>

*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 3.7 percent, and for administrators it decreased by 5.0 percent. Compared with fiscal year 2016, salary and benefits expenditures increased by 11.3 percent.

In fiscal year 2020, the president's salary was $1,327,886. This salary increased from fiscal year 2019, when the president's salary was $1,070,748.

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

Of the institution's administrators, 93.9 percent were 40 years old or older, and of the institution's staff employees, 55.8 percent were 40 years old or older. The average length of employment at the institution for administrators was 8.2 years, and for staff employees it was 7.9 years.

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