

# 923 - Texas State Technical College - Harlingen

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.

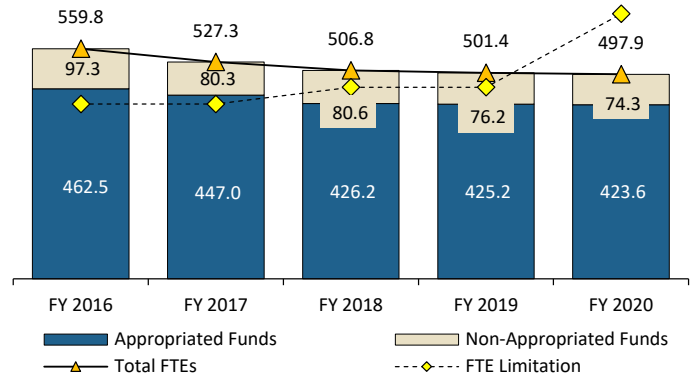
## Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation increased by 38.2 percent to 644.5 FTEs in fiscal year 2020 compared with fiscal year 2019. As of August 31, 2020, 3.0 FTEs were administrator positions. The institution's 497.9 total FTEs represents a decrease of 61.9 (11.1 percent) in the total number of FTEs since fiscal year 2016.

In fiscal year 2020, 14.9 percent of FTEs were paid from non-appropriated funds. This was a decrease of 23.6 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

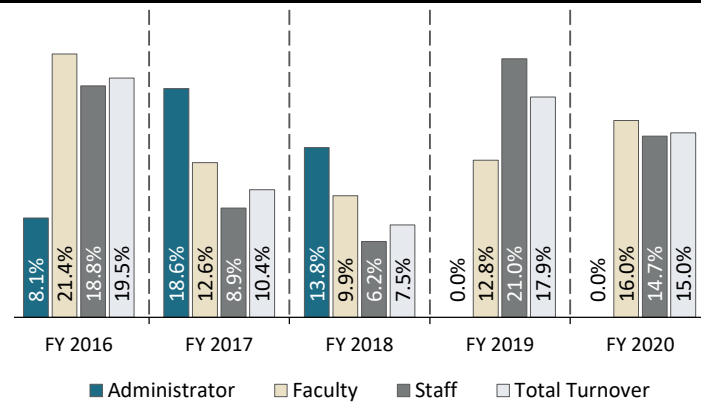
|                                   | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 |
|-----------------------------------|---------|---------|---------|---------|---------|
| FTE Limitation                    | 425.4   | 425.4   | 466.2   | 466.2   | 644.5   |
| Number Below or Above Limitation  | +37.1   | +21.6   | -40.0   | -41.0   | -220.9  |
| Percent Below or Above Limitation | +8.7%   | +5.1%   | -8.6%   | -8.8%   | -34.3%  |



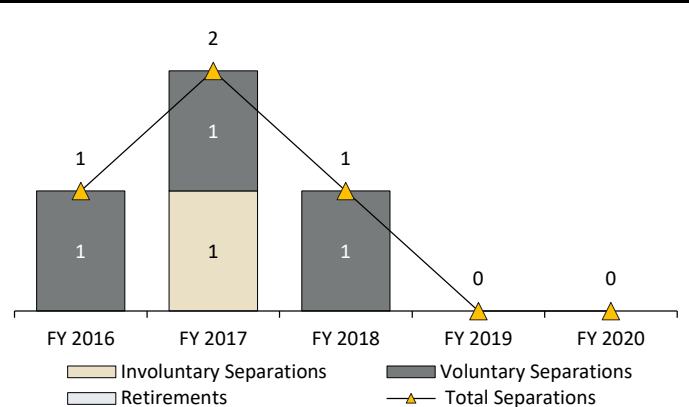
## Employee Turnover<sup>a</sup>

In fiscal year 2020, the total turnover rate for the institution was 15.0 percent. This was lower than in fiscal year 2019, when the total turnover rate was 17.9 percent. The turnover rate in fiscal year 2020 for administrators (0.0 percent) was the same as fiscal year 2019, turnover for faculty positions (16.0 percent) was higher than in fiscal year 2019, and turnover for staff positions (14.7 percent) was lower than in fiscal year 2019.

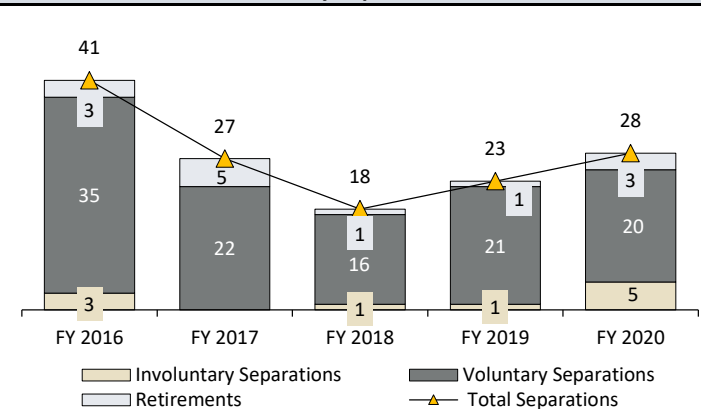
### Turnover Rates



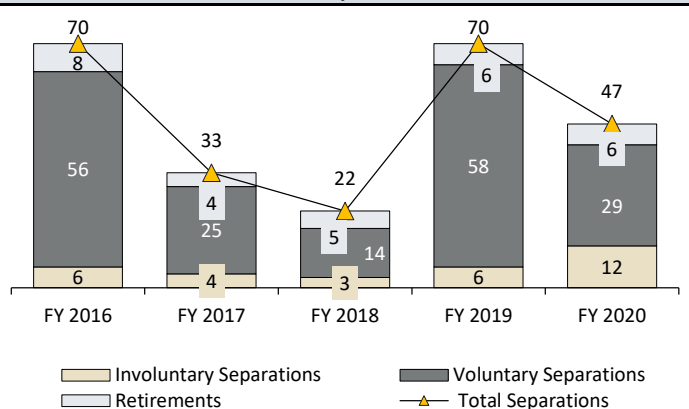
### Administrator Separations



### Faculty Separations



### Staff Separations



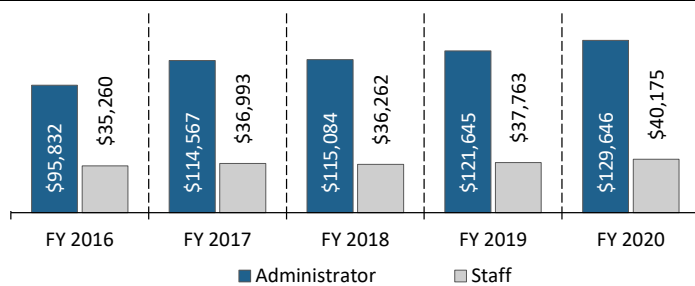
<sup>a</sup> Turnover information was self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. 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.

## Compensation Information <sup>b</sup>

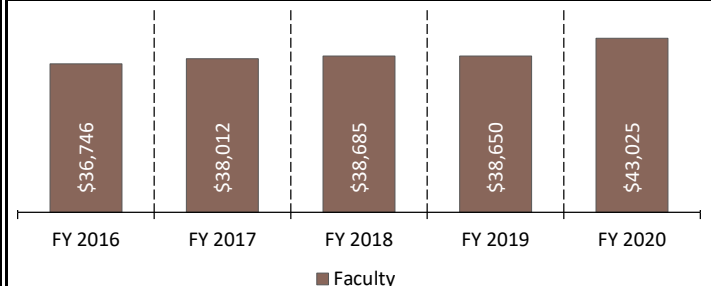
Compared with the average salaries in fiscal year 2019, the average salary for staff employees increased by 6.4 percent, and for administrators it increased by 6.6 percent.

During fiscal year 2016, the separate accreditations and operations of the Texas State Technical College System were merged to form a single college. Consequently, there is a single administration and chief executive across the statewide college. In fiscal year 2020, the provost's salary for this college was \$118,164.

### Administrator and Staff Average Salaries



### Faculty Average Salary



### Salary and Benefits Expenditures (in Millions) Includes Only Appropriated Funds

**Salary and Benefits Expenditures Are Included in the Information Reported for the Texas State Technical College System Administration**

### Number and Dollars Spent on Merit Increases

|               | Fiscal Year 2019 |                  | Fiscal Year 2020 |                   |
|---------------|------------------|------------------|------------------|-------------------|
|               | Number of Merits | Dollars Spent    | Number of Merits | Dollars Spent     |
| Administrator | 1                | \$ 15,468        | 4                | \$ 88,476         |
| Faculty       | 0                | \$ 0             | 3                | \$ 40,332         |
| Staff         | 4                | \$ 46,728        | 211              | \$ 652,724        |
| <b>Totals</b> | <b>5</b>         | <b>\$ 62,196</b> | <b>218</b>       | <b>\$ 781,532</b> |

In fiscal year 2020, the institution used appropriated funds to pay for 100.0 percent of administrator merit increases, 100.0 percent of faculty merit increases, and 88.1 percent of staff merit increases.

## Fiscal Year 2020 Workforce Demographics and Veteran Employment <sup>b</sup>

Of the institution's administrators, 83.3 percent were 40 years old or older, and of the institution's staff employees, 62.7 percent were 40 years old or older. The average length of employment at the institution for administrators was 21.0 years, and for staff employees it was 11.0 years.

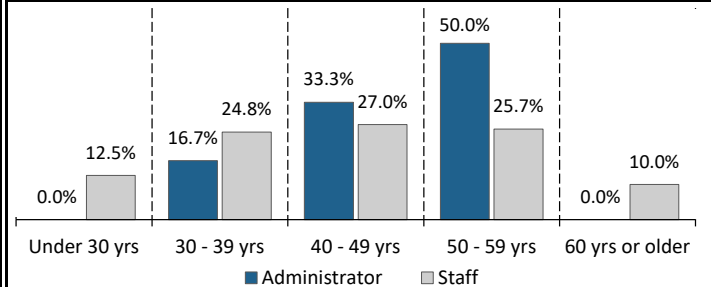
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

Veteran employment data is included in the information reported for the Texas State Technical College System Administration.

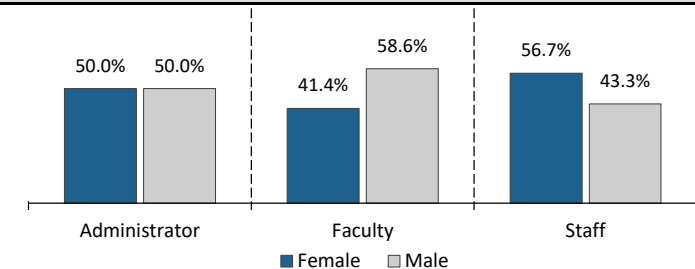
### Veteran Employment

**Veteran Employment Data Is Included in the Information Reported for the Texas State Technical College System Administration**

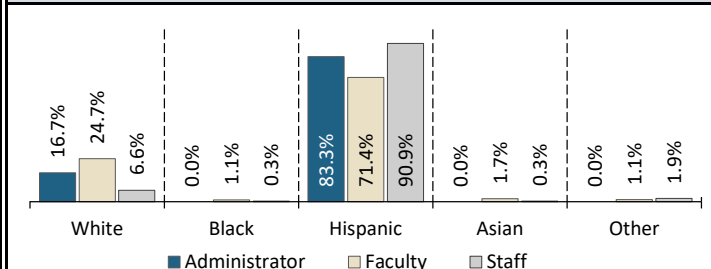
### Age: Administrator and Staff



### Gender: Administrator, Faculty, and Staff



### Ethnicity: Administrator, Faculty, and Staff



<sup>b</sup> Age, gender, ethnicity, and merit data was self-reported by the institution. Faculty data for average salaries was obtained from the Higher Education Coordinating Board's Accountability System. 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. 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.