Full-Time Equivalent (FTE) Employees

The institution’s full-time equivalent (FTE) employee limitation increased by 1.8 percent to 790.0 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 6.5 FTEs were administrator positions. The institution’s 1,518.2 total FTEs represents a decrease of 67.9 (4.3 percent) in the total number of FTEs since fiscal year 2018.

In fiscal year 2022, 56.1 percent of FTEs were paid from non-appropriated funds. This was an increase of 2.3 percent in FTEs paid from non-appropriated funds since fiscal year 2018. Only FTEs paid from appropriated funds counted toward the FTE limitation.

Employee Turnover

In fiscal year 2022, the total turnover rate for the institution was 17.4 percent. This was higher than in fiscal year 2021, when the total turnover rate was 15.5 percent. The turnover rate in fiscal year 2022 for administrators (22.5 percent) was higher than in fiscal year 2021, turnover for faculty positions (2.8 percent) was lower than in fiscal year 2021, and turnover for staff positions (21.2 percent) was higher than in fiscal year 2021.

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**FTEs Below/Above FTE Limitation**

<table>
<thead>
<tr>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>FY 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>FTE Limitation</td>
<td>759.1</td>
<td>759.1</td>
<td>776.0</td>
<td>776.0</td>
</tr>
<tr>
<td>Number Below or Above Limitation</td>
<td>-6.3</td>
<td>-46.0</td>
<td>-95.2</td>
<td>-139.1</td>
</tr>
<tr>
<td>Percent Below or Above Limitation</td>
<td>-0.8%</td>
<td>-6.1%</td>
<td>-12.3%</td>
<td>-17.9%</td>
</tr>
</tbody>
</table>

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**Employee Turnover**

In fiscal year 2022, the total turnover rate for the institution was 17.4 percent. This was higher than in fiscal year 2021, when the total turnover rate was 15.5 percent. The turnover rate in fiscal year 2022 for administrators (22.5 percent) was higher than in fiscal year 2021, turnover for faculty positions (2.8 percent) was lower than in fiscal year 2021, and turnover for staff positions (21.2 percent) was higher than in fiscal year 2021.

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**Turnover Rates**

**Administrator Separations**

- Involuntary Separations
- Voluntary Separations
- Retirements
- Total Separations

**Faculty Separations**

- Involuntary Separations
- Voluntary Separations
- Retirements
- Total Separations

**Staff Separations**

- Involuntary Separations
- Voluntary Separations
- Retirements
- Total Separations

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*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 2021, the average salary for staff employees increased by 0.2 percent, and for administrators it decreased by 6.0 percent. Compared with fiscal year 2018, salary and benefits expenditures increased by 4.3 percent.

In fiscal year 2021, the salary for the individual that held the positions of Director, Dean, and Vice Chancellor was $426,360. In fiscal year 2022, those three positions were split. As a result, in fiscal year 2022, the salary of the individual serving as Director was $246,868.

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 2022, the institution’s total percent of veterans employed was lower than the statewide average and had increased since fiscal year 2021.