557 - Texas A&M Veterinary Medical Diagnostic Laboratory

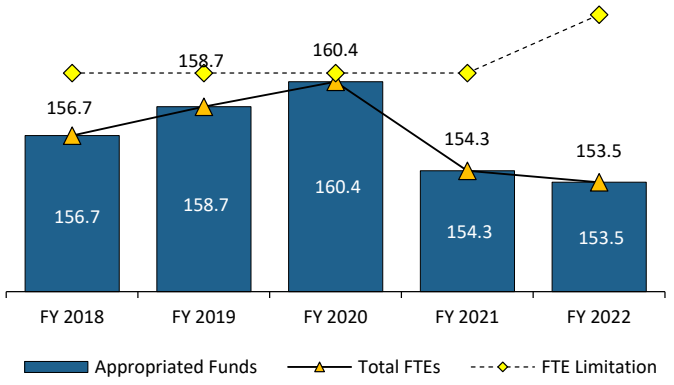
Workforce Summary Document Prepared by the State Auditor's Office.
Based on a review of information **self-reported** by the institution, the following items are noteworthy.

Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation increased by 2.5 percent to 165.0 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 6.9 FTEs were administrator positions. The institution's 153.5 total FTEs represents a decrease of 3.2 (2.0 percent) in the total number of FTEs since fiscal year 2018.

FTEs Below/Above FTE Limitation

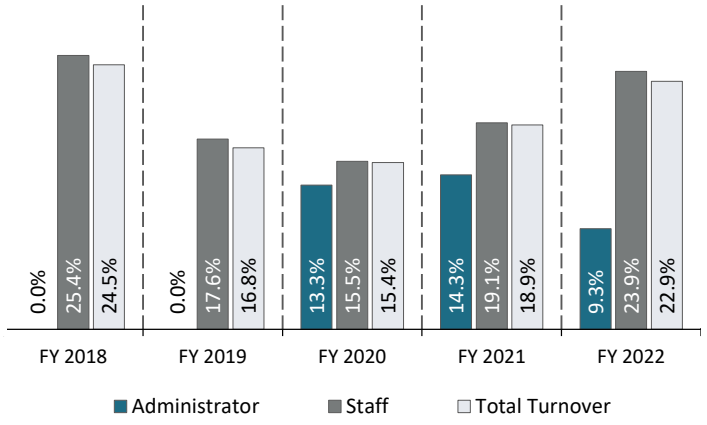
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
FTE Limitation	161.0	161.0	161.0	161.0	165.0
Number Below or Above Limitation	-4.3	-2.3	-0.6	-6.7	-11.5
Percent Below or Above Limitation	-2.7%	-1.4%	-0.4%	-4.2%	-7.0%



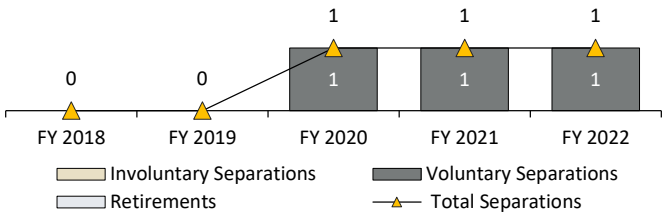
Employee Turnover [a]

In fiscal year 2022, the total turnover rate for the institution was 22.9 percent. This was higher than in fiscal year 2021, when the total turnover rate was 18.9 percent. The turnover rate in fiscal year 2022 for administrators (9.3 percent) was lower than in fiscal year 2021 and turnover for staff positions (23.9 percent) was higher than in fiscal year 2021.

Turnover Rates



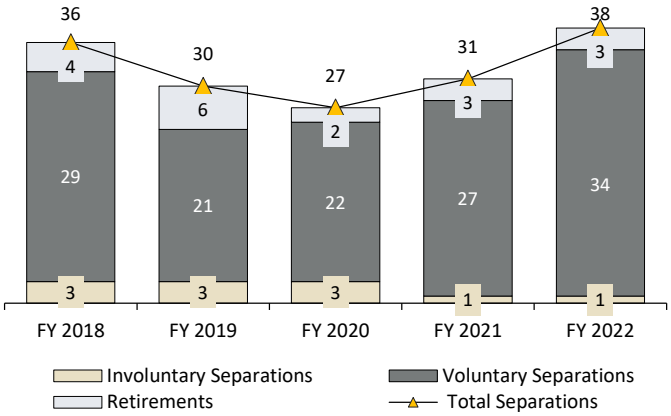
Administrator Separations



Faculty Separations

The Texas A&M Veterinary Medical Diagnostic Laboratory Does Not Employ Faculty Positions

Staff Separations



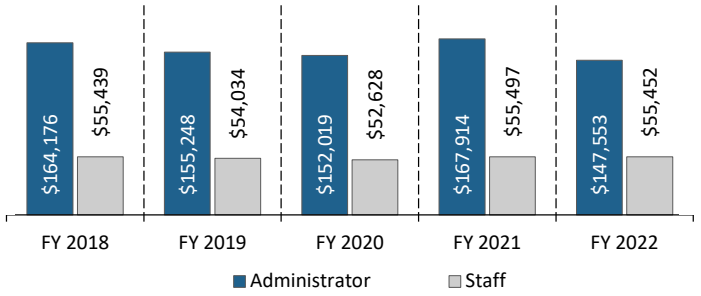
[a] Turnover information was self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions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

Compensation Information [b]

Compared with the average salaries in fiscal year 2021, the average salary for staff employees decreased by 0.1 percent, and for administrators it decreased by 12.1 percent. Compared with fiscal year 2018, salary and benefits expenditures increased by 97.2 percent.

In fiscal year 2022, the director's salary was $215,000. This salary increased from fiscal year 2021, when the director's salary was $200,000.

Administrator and Staff Average Salaries

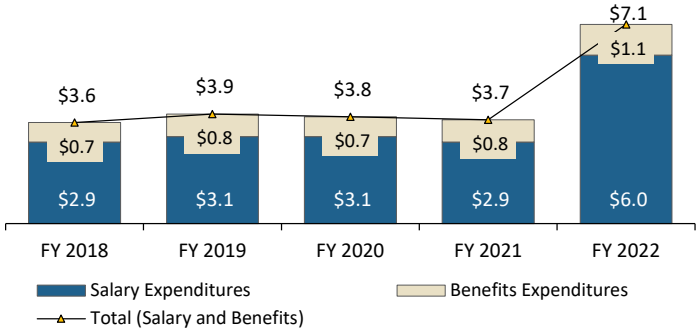


Faculty Average Salary

The Texas A&M Veterinary Medical Diagnostic Laboratory Does Not Employ Faculty Positions

Salary and Benefits Expenditures (in Millions)

Includes Only Appropriated Funds



Number of Merit Increases

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Administrator	0	3	6	4	3
Faculty	Not Applicable				
Staff	1	98	68	129	122
Totals	**1**	**101**	**74**	**133**	**125**

In fiscal year 2022, the institution used appropriated funds to pay for 68.0 percent of administrator merit increases and 61.0 percent of staff merit increases.

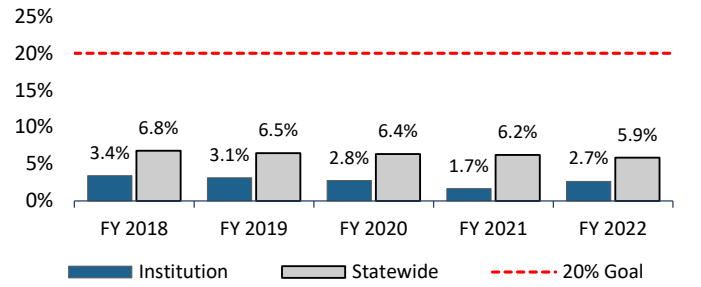
Fiscal Year 2022 Workforce Demographics and Veteran Employment [b c]

Of the institution's administrators, 86.0 percent were 40 years of age or older, and of the institution's staff employees, 40.4 percent were 40 years of age or older. The average length of employment at the institution for administrators was 13.9 years, and for staff employees it was 7.6 years.

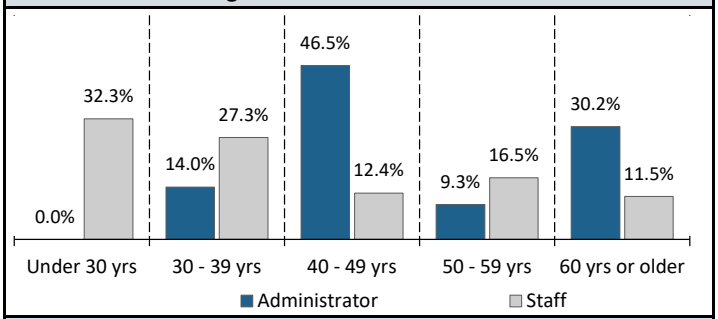
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

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

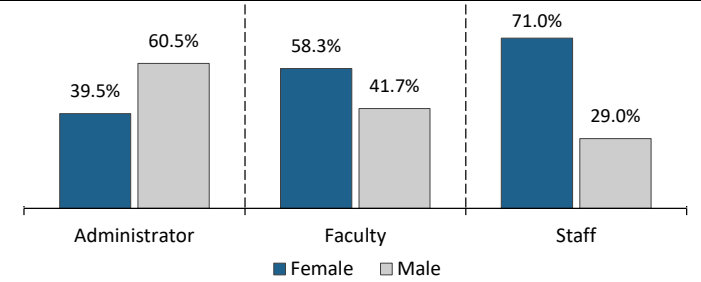
Veteran Employment



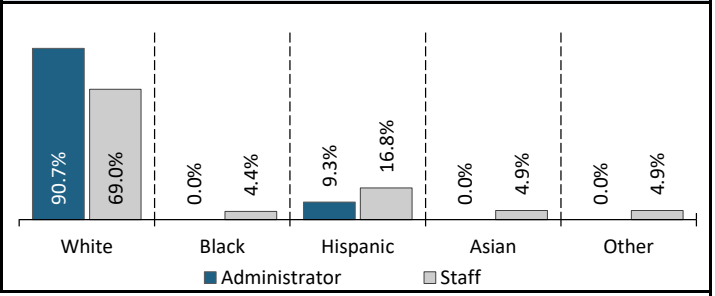
Age: Administrator and Staff



Gender: Administrator and Staff



Ethnicity: Administrator and Staff



[b] 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.

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