The institution's full-time equivalent (FTE) employee limitation decreased by 0.1 percent to 951.3 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 23.3 FTEs were administrator positions. The institution's 1,311.2 total FTEs represents a decrease of 144.7 (9.9 percent) in the total number of FTEs since fiscal year 2018.

In fiscal year 2022, 31.6 percent of FTEs were paid from non-appropriated funds. This was a decrease of 35.5 percent in FTEs paid from non-appropriated funds since fiscal year 2018. Only FTEs paid from appropriated funds counted toward the FTE limitation.

In fiscal year 2022, the total turnover rate for the institution was 19.3 percent. This was lower than in fiscal year 2021, when the total turnover rate was 25.6 percent. The turnover rate in fiscal year 2022 for administrators (6.0 percent) was higher than in fiscal year 2021, turnover for faculty positions (12.2 percent) was lower than in fiscal year 2021, and turnover for staff positions (26.6 percent) was lower than in fiscal year 2021.

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**Employee Turnover**

In fiscal year 2022, the total turnover rate for the institution was 19.3 percent. This was lower than in fiscal year 2021, when the total turnover rate was 25.6 percent. The turnover rate in fiscal year 2022 for administrators (6.0 percent) was higher than in fiscal year 2021, turnover for faculty positions (12.2 percent) was lower than in fiscal year 2021, and turnover for staff positions (26.6 percent) was lower than in fiscal year 2021.

**Full-Time Equivalent (FTE) Employees**

The institution’s full-time equivalent (FTE) employee limitation decreased by 0.1 percent to 951.3 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 23.3 FTEs were administrator positions. The institution’s 1,311.2 total FTEs represents a decrease of 144.7 (9.9 percent) in the total number of FTEs since fiscal year 2018.

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In fiscal year 2022, the president's salary was $498,502. This salary was unchanged from fiscal year 2021, when the president's salary was $498,502.

<table>
<thead>
<tr>
<th>Administrator and Staff Average Salaries</th>
<th>Faculty Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FY 2018</strong></td>
<td><strong>FY 2019</strong></td>
</tr>
<tr>
<td>$103,201</td>
<td>$100,239</td>
</tr>
<tr>
<td>$58,665</td>
<td>$58,661</td>
</tr>
</tbody>
</table>

Salary and Benefits Expenditures (in Millions)

Includes Only Appropriated Funds

- **FY 2018**: $57.0, $9.6
- **FY 2019**: $55.7, $10.1
- **FY 2020**: $63.9, $7.0
- **FY 2021**: $51.3, $8.9
- **FY 2022**: $62.9, $8.5

Number of Merit Increases

- **Administrator**: 0, 0, 0, 0, 0
- **Faculty**: 0, 0, 404, 0, 0
- **Staff**: 0, 0, 0, 0, 0
- **Totals**: 0, 0, 404, 0, 0

For fiscal year 2022, the institution reported that it did not award administrator, faculty, or staff 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 2022, the institution's total percent of veterans employed was lower than the statewide average and had decreased since fiscal year 2021.

In fiscal year 2022, 58.7 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

**Veteran Employment**

- **Institution**: 4.0%, 6.8%, 4.0%, 6.5%, 4.0%, 6.4%
- **Statewide**: 3.6%, 6.2%, 3.5%, 5.9%

- **20% Goal**: 0%, 16.6%, 11.5%, 29.4%, 21.3%, 35.3%, 34.1%, 22.9%

**Gender: Administrator, Faculty, and Staff**

- **Male**: 43.5%, 56.5%, 55.8%, 44.2%, 59.6%
- **Female**: 56.5%, 43.5%, 44.2%, 55.8%, 40.4%

**Ethnicity: Administrator, Faculty, and Staff**

- **White**: 71.8%, 70.4%, 58.5%, 55.6%, 58.5%
- **Black**: 12.9%, 12.9%, 12.9%, 12.9%, 12.9%
- **Hispanic**: 12.9%, 12.9%, 12.9%, 12.9%, 12.9%
- **Asian**: 2.4%, 2.4%, 2.4%, 2.4%, 2.4%
- **Other**: 2.4%, 2.4%, 2.4%, 2.4%, 2.4%

**Age: Administrator and Staff**

- **Under 30 yrs**: 0.0%, 0.0%, 0.0%, 0.0%, 0.0%
- **30 - 39 yrs**: 16.6%, 11.5%, 29.4%, 21.3%, 35.3%
- **40 - 49 yrs**: 12.9%, 12.9%, 12.9%, 12.9%, 12.9%
- **50 - 59 yrs**: 34.1%, 22.9%, 34.1%, 22.9%, 34.1%
- **60 yrs or older**: 34.1%, 22.9%, 34.1%, 22.9%, 34.1%

**Source**: State Auditor's Office

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January 2023