In fiscal year 2022, 62.1 percent of FTEs were paid from non-appropriated funds. This was a decrease of 2.6 percent in FTEs paid from non-appropriated funds since fiscal year 2018. Only FTEs paid from appropriated funds counted toward the FTE limitation.

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 decreased by 4.2 percent to 2,066.9 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 101.8 FTEs were administrator positions. The institution's 5,465.9 total FTEs represents an increase of 101.8 (1.9 percent) in the total number of FTEs since fiscal year 2018.

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<table>
<thead>
<tr>
<th>FTE Limitation</th>
<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>Number Below or Above Limitation</td>
<td>-509.4</td>
<td>-427.3</td>
<td>-312.0</td>
<td>-504.1</td>
<td>+2.8</td>
</tr>
<tr>
<td>Percent Below or Above Limitation</td>
<td>-21.4%</td>
<td>-17.9%</td>
<td>-14.5%</td>
<td>-23.4%</td>
<td>+0.1%</td>
</tr>
</tbody>
</table>

**Employee Turnover**

In fiscal year 2022, the total turnover rate for the institution was 17.0 percent. This was higher than in fiscal year 2021, when the total turnover rate was 8.9 percent. The turnover rate in fiscal year 2022 for administrators (13.3 percent) was higher than in fiscal year 2021, turnover for faculty positions (5.9 percent) was higher than in fiscal year 2021, and turnover for staff positions (23.9 percent) was higher than in fiscal year 2021.

**Involuntary Separations**

In fiscal year 2022, 8.8% of all separations were involuntary. This was higher than in fiscal year 2021, when the percentage was 7.0%. Turnover for administrators was 13.3% in fiscal year 2022, compared with 7.0% in fiscal year 2021. Turnover for faculty positions was 5.9% in fiscal year 2022, compared with 8.0% in fiscal year 2021. Turnover for staff positions was 23.9% in fiscal year 2022, compared with 17.0% in fiscal year 2021.

**Voluntary Separations**

The percentage of voluntary separations in fiscal year 2022 was 4.9%. This was lower than in fiscal year 2021, when the percentage was 8.9%. Voluntary turnover for administrators was 4.8% in fiscal year 2022, compared with 7.0% in fiscal year 2021. Voluntary turnover for faculty positions was 5.9% in fiscal year 2022, compared with 8.0% in fiscal year 2021. Voluntary turnover for staff positions was 16.2% in fiscal year 2022, compared with 11.6% in fiscal year 2021.

**Retirements**

The percentage of retirements in fiscal year 2022 was 0.0%. This was lower than in fiscal year 2021, when the percentage was 0.0%. Retirement turnover for administrators was 0.0% in fiscal year 2022, compared with 0.0% in fiscal year 2021. Retirement turnover for faculty positions was 0.0% in fiscal year 2022, compared with 0.0% in fiscal year 2021. Retirement turnover for staff positions was 12.8% in fiscal year 2022, compared with 13.1% in fiscal year 2021.

**Total Turnover**

The total turnover rate for the institution was 17.0% in fiscal year 2022, compared with 8.9% in fiscal year 2021. The turnover rate for administrators was 13.3% in fiscal year 2022, compared with 7.0% in fiscal year 2021. The turnover rate for faculty positions was 5.9% in fiscal year 2022, compared with 8.0% in fiscal year 2021. The turnover rate for staff positions was 23.9% in fiscal year 2022, compared with 17.0% in fiscal year 2021.

*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.*
In fiscal year 2022, the institution used appropriated funds to pay for 31.1 percent of administrator merit increases, 61.3 percent of faculty merit increases, and 35.9 percent of staff merit increases.

Of the institution's administrators, 96.2 percent were 40 years of age or older, and of the institution's staff employees, 55.0 percent were 40 years of age or older. The average length of employment at the institution for administrators was 14.7 years, and for staff employees it was 9.0 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. 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.

In fiscal year 2022, 67.0 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

Compared with the average salaries in fiscal year 2021, the average salary for staff employees increased by 1.3 percent, and for administrators it decreased by 1.2 percent. Compared with fiscal year 2018, salary and benefits expenditures increased by 18.3 percent.

In fiscal year 2022, the president's salary was $608,573. This salary increased from fiscal year 2021, when the president's salary was $596,649.

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