

# 757 - West Texas A&M University

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.

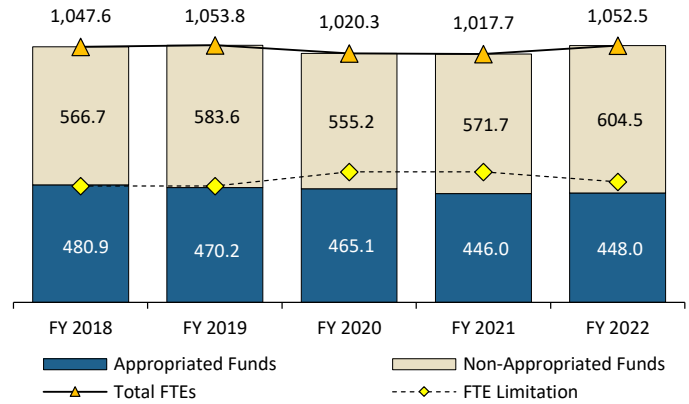
## Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation decreased by 7.8 percent to 493.4 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 37.4 FTEs were administrator positions. The institution's 1,052.5 total FTEs represents an increase of 4.9 (0.5 percent) in the total number of FTEs since fiscal year 2018.

In fiscal year 2022, 57.4 percent of FTEs were paid from non-appropriated funds. This was an increase of 6.7 percent in FTEs paid from non-appropriated funds since fiscal year 2018. Only FTEs paid from appropriated funds counted toward the FTE limitation.

### FTEs Below/Above FTE Limitation

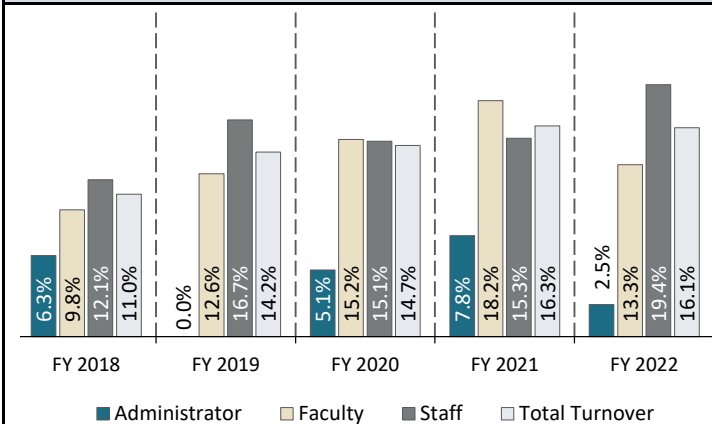
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
FTE Limitation	476.8	476.8	534.9	534.9	493.4
Number Below or Above Limitation	+4.1	-6.6	-69.8	-88.9	-45.4
Percent Below or Above Limitation	+0.9%	-1.4%	-13.0%	-16.6%	-9.2%



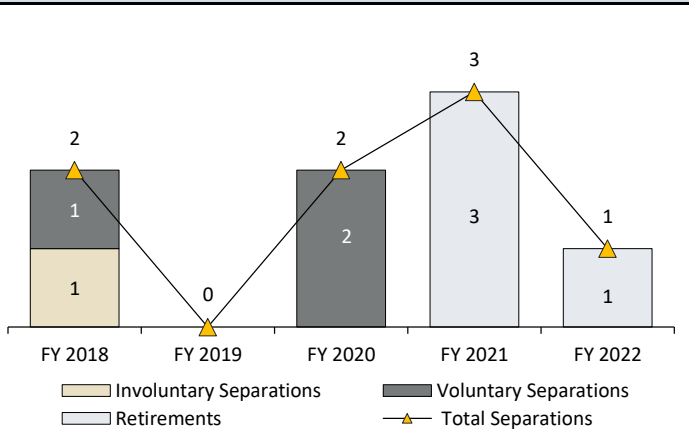
## Employee Turnover<sup>a</sup>

In fiscal year 2022, the total turnover rate for the institution was 16.1 percent. This was lower than in fiscal year 2021, when the total turnover rate was 16.3 percent. The turnover rate in fiscal year 2022 for administrators (2.5 percent) was lower than in fiscal year 2021, turnover for faculty positions (13.3 percent) was lower than in fiscal year 2021, and turnover for staff positions (19.4 percent) was higher than in fiscal year 2021.

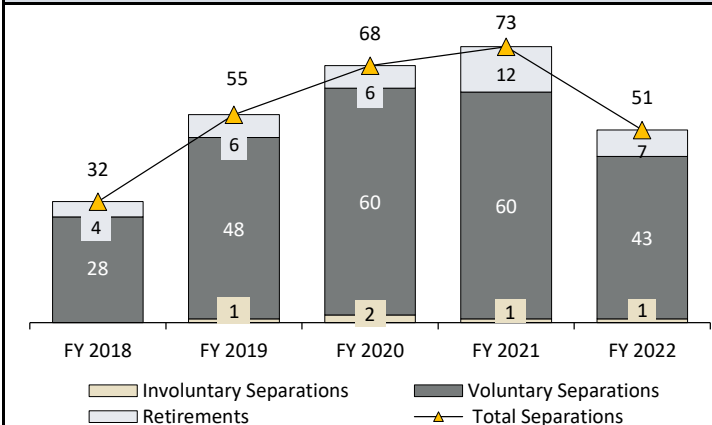
### Turnover Rates



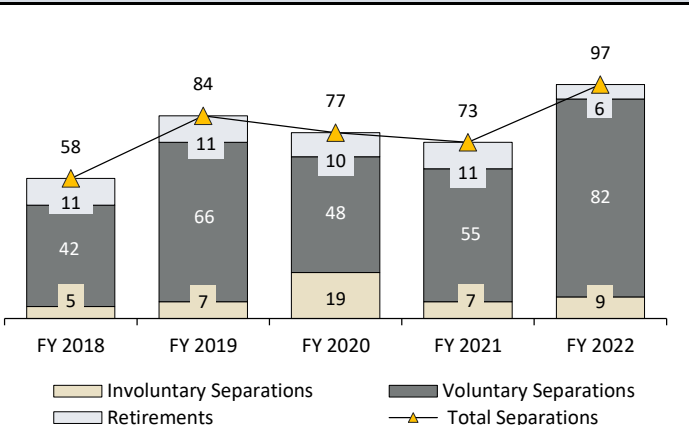
### Administrator Separations



### Faculty Separations



### Staff Separations



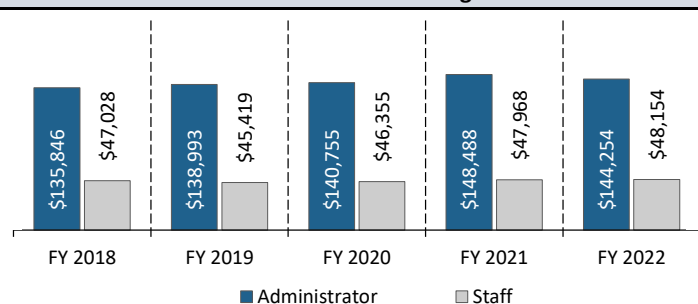
<sup>a</sup> Turnover information was self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities.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

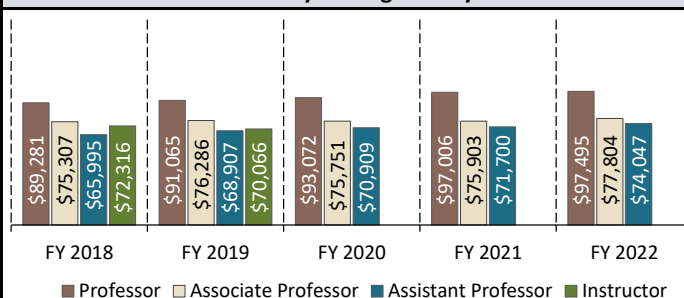
Compared with the average salaries in fiscal year 2021, the average salary for staff employees increased by 0.4 percent, and for administrators it decreased by 2.9 percent. Compared with fiscal year 2018, salary and benefits expenditures increased by 3.6 percent.

In fiscal year 2022, the president's salary was \$400,000. This salary was unchanged from fiscal year 2021, when the president's salary was \$400,000.

### Administrator and Staff Average Salaries

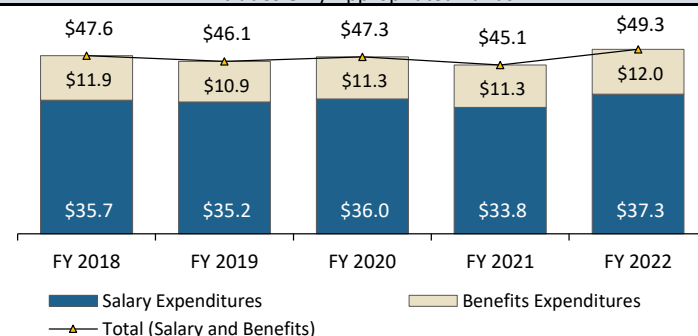


### Faculty Average Salary



### 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	29	0	31	0	35
Faculty	257	0	277	0	288
Staff	239	0	342	0	340
<b>Totals</b>	<b>525</b>	<b>0</b>	<b>650</b>	<b>0</b>	<b>663</b>

In fiscal year 2022, the institution used appropriated funds to pay for 80.0 percent of administrator merit increases, 79.0 percent of faculty merit increases, and 34.0 percent of staff merit increases.

## Fiscal Year 2022 Workforce Demographics and Veteran Employment <sup>b c</sup>

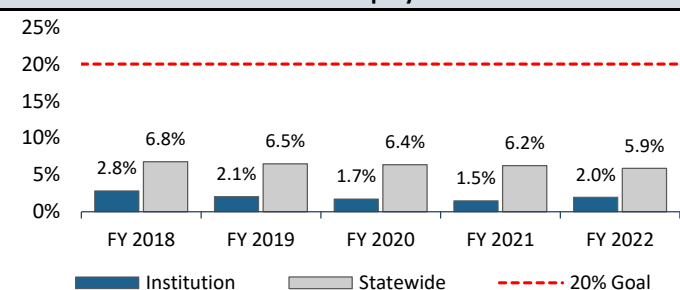
Of the institution's administrators, 92.6 percent were 40 years of age or older, and of the institution's staff employees, 52.1 percent were 40 years of age or older. The average length of employment at the institution for administrators was 14.9 years, and for staff employees it was 8.0 years.

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.

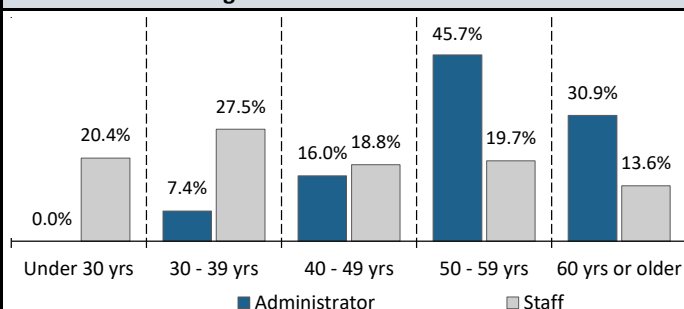
In fiscal year 2022, the institution's total percent of veterans employed was lower than the statewide average and had increased since fiscal year 2021.

In fiscal year 2022, 38.3 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

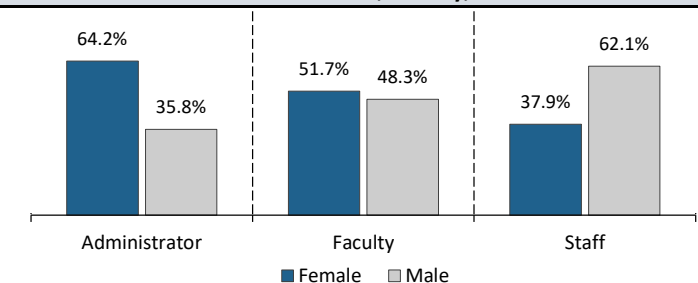
### Veteran Employment



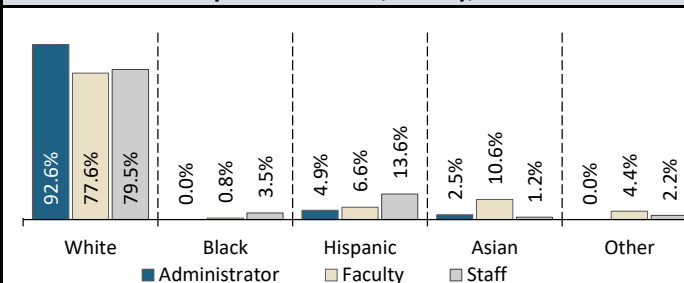
### Age: Administrator and Staff



### 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.

<sup>c</sup> Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.