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 total turnover rate for the institution was 18.7 percent. This was higher than in fiscal year 2021, when the total turnover rate was 18.2 percent. The turnover rate in fiscal year 2022 for administrators (8.7 percent) was higher than in fiscal year 2021, turnover for faculty positions (14.1 percent) was lower than in fiscal year 2021, and turnover for staff positions (23.3 percent) was higher than in fiscal year 2021.

<table>
<thead>
<tr>
<th>FTEs Below/Above FTE Limitation</th>
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</thead>
<tbody>
<tr>
<td>FY 2018</td>
</tr>
<tr>
<td>FTE Limitation</td>
</tr>
<tr>
<td>Number Below or Above Limitation</td>
</tr>
<tr>
<td>Percent Below or Above Limitation</td>
</tr>
</tbody>
</table>

In fiscal year 2022, the total turnover rate for the institution was 18.7 percent. This was higher than in fiscal year 2021, when the total turnover rate was 18.2 percent. The turnover rate in fiscal year 2022 for administrators (8.7 percent) was higher than in fiscal year 2021, turnover for faculty positions (14.1 percent) was lower than in fiscal year 2021, and turnover for staff positions (23.3 percent) was higher than in fiscal year 2021.

Employee Turnover

In fiscal year 2022, the total turnover rate for the institution was 18.7 percent. This was higher than in fiscal year 2021, when the total turnover rate was 18.2 percent. The turnover rate in fiscal year 2022 for administrators (8.7 percent) was higher than in fiscal year 2021, turnover for faculty positions (14.1 percent) was lower than in fiscal year 2021, and turnover for staff positions (23.3 percent) was higher than in fiscal year 2021.

Turnover Rates

Administrator Separations

Faculty Separations

Staff Separations

*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, 60.2 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

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.

**Fiscal Year 2022 Workforce Demographics and Veteran Employment**

Of the institution’s administrators, 98.9 percent were 40 years of age or older, and of the institution's staff employees, 42.4 percent were 40 years of age or older. The average length of employment at the institution for administrators was 13.4 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, 60.2 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

**Compensation Information**

Compared with the average salaries in fiscal year 2021, the average salary for staff employees increased by 0.2 percent, and for administrators it increased by 2.3 percent. Compared with fiscal year 2018, salary and benefits expenditures increased by 9.9 percent.

In fiscal year 2022, the president's salary was $410,550. This salary increased from fiscal year 2021, when the president's salary was $391,000.

**Administrator and Staff Average Salaries**

- 2012: $410,550
- 2019: $391,000
- 2022: $355,560

**Salary and Benefits Expenditures (in Millions)**

- FY 2018: $151,327
- FY 2019: $151,342
- FY 2020: $151,938
- FY 2021: $156,154
- FY 2022: $159,785

**Number of Merit Increases**

- Administrator: 22
- Faculty: 174
- Staff: 359

In fiscal year 2022, the institution used appropriated funds to pay for 48.0 percent of administrator merit increases, 96.0 percent of faculty merit increases, and 33.0 percent of staff merit increases.

**Veteran Employment Information**

- Statewide totals include state agencies and higher education institutions.

**Source:** State Auditor's Office

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January 2023