The institution's full-time equivalent (FTE) employee limitation decreased by 6.0 percent to 227.1 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 12.4 FTEs were administrator positions. The institution's 283.3 total FTEs represents an increase of 9.7 (3.5 percent) in the total number of FTEs since fiscal year 2018. In fiscal years 2018 and 2019, the institution employed 3.8 and 7.8 federally funded FTEs, respectively. Those FTEs do not count toward the limitation.

In fiscal year 2022, 27.3 percent of FTEs were paid from non-appropriated funds. This was a decrease of 7.8 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 16.0 percent. This was lower than in fiscal year 2021, when the total turnover rate was 18.5 percent. The turnover rate in fiscal year 2022 for administrators (24.0 percent) was higher than in fiscal year 2021, turnover for faculty positions (14.6 percent) was lower than in fiscal year 2021, and turnover for staff positions (16.8 percent) was higher than in fiscal year 2021.

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**FTEs Below/Above FTE Limitation**

<table>
<thead>
<tr>
<th></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>FTE Limitation</td>
<td>218.0</td>
<td>218.0</td>
<td>241.6</td>
<td>241.6</td>
<td>227.1</td>
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<tr>
<td>Number Below or Above Limitation</td>
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<td>-41.0</td>
<td>-41.1</td>
<td>-36.0</td>
<td>-21.1</td>
</tr>
<tr>
<td>Percent Below or Above Limitation</td>
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<td>-18.8%</td>
<td>-17.0%</td>
<td>-14.9%</td>
<td>-9.3%</td>
</tr>
</tbody>
</table>

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**Employee Turnover**

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

Based on a review of information self-reported by the institution, the following items are noteworthy.

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

Based on a review of information self-reported by the institution, the following items are noteworthy.
Compensation Information

Compared with the average salaries in fiscal year 2021, the average salary for staff employees increased by 0.5 percent, and for administrators it increased by 4.2 percent. Compared with fiscal year 2018, salary and benefits expenditures increased by 17.2 percent.

In fiscal year 2022, the president's salary was $320,000. This salary increased from fiscal year 2021, when the president's salary was $300,000.

In fiscal year 2022, 46.0 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

In fiscal year 2022, the institution used appropriated funds to pay for 80.0 percent of administrator merit increases, 91.0 percent of faculty merit increases, and 75.0 percent of staff merit increases.

Of the institution’s administrators, 100.0 percent were 40 years of age or older, and of the institution’s staff employees, 55.2 percent were 40 years of age or older. The average length of employment at the institution for administrators was 12.8 years, and for staff employees it was 7.0 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, 46.0 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

Gender: Administrator, Faculty, and Staff

Ethnicity: Administrator, Faculty, and Staff

Age: Administrator and Staff

Salary and Benefits Expenditures (in Millions)

Includes Only Appropriated Funds

In fiscal year 2022, the institution used appropriated funds to pay for 80.0 percent of administrator merit increases, 91.0 percent of faculty merit increases, and 75.0 percent of staff merit increases.

Fiscal Year 2022 Workforce Demographics and Veteran Employment

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Gender: Administrator, Faculty, and Staff

Ethnicity: Administrator, Faculty, and Staff

Age: Administrator and Staff

Veteran Employment

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