The institution's full-time equivalent (FTE) employee limitation increased by 6.9 percent to 323.9 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 14.0 FTEs were administrator positions. The institution's 1,411.9 total FTEs represents an increase of 10.4 (0.7 percent) in the total number of FTEs since fiscal year 2018.

In fiscal year 2022, 23.2 percent of FTEs were paid from non-appropriated funds and 58.6 percent of FTEs were paid from patient income. This was an increase of 27.3 percent in FTEs paid from non-appropriated funds and a decrease of 6.0 percent in FTEs paid from patient income since fiscal year 2018. FTEs paid from non-appropriated funds and patient income do not count toward the FTE limitation.

In fiscal year 2022, the total turnover rate for the institution was 31.4 percent. This was higher than in fiscal year 2021, when the total turnover rate was 19.8 percent. The turnover rate in fiscal year 2022 for administrators (13.8 percent) was higher than in fiscal year 2021, turnover for faculty positions (12.3 percent) was lower than in fiscal year 2021, and turnover for staff positions (38.1 percent) was higher than in fiscal year 2021.

**Employee Turnover**

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In fiscal year 2022, the president's salary was $1,217,956. This salary was unchanged from fiscal year 2021, when the president's salary was $1,217,956.

Fiscal Year 2022 Workforce Demographics and Veteran Employment

Of the institution's administrators, 74.1 percent were 40 years of age or older, and of the institution's staff employees, 61.8 percent were 40 years of age or older. The average length of employment at the institution for administrators was 13.0 years, and for staff employees it was 5.7 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 decreased since fiscal year 2021.