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.

### 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>58.4</td>
<td>58.4</td>
<td>79.0</td>
<td>79.0</td>
<td>79.3</td>
</tr>
<tr>
<td>Number Below or Above Limitation</td>
<td>+6.3</td>
<td>+11.7</td>
<td>-1.3</td>
<td>-2.2</td>
<td>-2.6</td>
</tr>
<tr>
<td>Percent Below or Above Limitation</td>
<td>+10.8%</td>
<td>+20.0%</td>
<td>-1.6%</td>
<td>-2.8%</td>
<td>-3.3%</td>
</tr>
</tbody>
</table>

### Employee Turnover

In fiscal year 2022, the total turnover rate for the institution was 33.9 percent. This was higher than in fiscal year 2021, when the total turnover rate was 24.7 percent. The turnover rate in fiscal year 2022 for administrators (0.0 percent) was the same as fiscal year 2021, turnover for faculty positions (45.2 percent) was higher than in fiscal year 2021, and turnover for staff positions (26.5 percent) was lower than in fiscal year 2021.

### Full-Time Equivalent (FTE) Employees

The institution’s full-time equivalent (FTE) employee limitation increased by 0.4 percent to 79.3 FTEs in fiscal year 2022 compared with fiscal year 2021. As of August 31, 2022, 2.0 FTEs were administrator positions. The institution’s 80.9 total FTEs represents an increase of 8.4 (11.6 percent) in the total number of FTEs since fiscal year 2018.

In fiscal year 2022, 5.2 percent of FTEs were paid from non-appropriated funds. This was a decrease of 46.2 percent in FTEs paid from non-appropriated funds since fiscal year 2018. Only FTEs paid from appropriated funds counted toward the FTE limitation.

### Turnover Rates

<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>Administrator</td>
<td>16.7%</td>
<td>18.9%</td>
<td>17.0%</td>
<td>15.2%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Faculty</td>
<td>0.0%</td>
<td>3.1%</td>
<td>3.3%</td>
<td>6.7%</td>
<td>7.7%</td>
</tr>
<tr>
<td>Staff</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Total</td>
<td>16.7%</td>
<td>18.9%</td>
<td>17.0%</td>
<td>15.2%</td>
<td>13.3%</td>
</tr>
</tbody>
</table>

### Administrator Separations

- **Total Separations**: FY 2018 - 10, FY 2019 - 14, FY 2020 - 8, FY 2021 - 6, FY 2022 - 4

### Faculty Separations

- **Total Separations**: FY 2018 - 10, FY 2019 - 14, FY 2020 - 8, FY 2021 - 6, FY 2022 - 4

### Staff Separations

- **Involuntary Separations**: FY 2018 - 2, FY 2019 - 2, FY 2020 - 3, FY 2021 - 1, FY 2022 - 4
- **Voluntary Separations**: FY 2018 - 2, FY 2019 - 2, FY 2020 - 3, FY 2021 - 1, FY 2022 - 4
- **Total Separations**: FY 2018 - 4, FY 2019 - 4, FY 2020 - 6, FY 2021 - 2, FY 2022 - 8

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*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.*
Compared with the average salaries in fiscal year 2021, the average salary for staff employees increased by 1.8 percent, and for administrators it increased by 4.2 percent.

There is a single administration and chief executive across the Texas State Technical College System. In fiscal year 2022, the head chancellor’s salary for this college was $490,000. This salary was unchanged from fiscal year 2021, when the head chancellor’s salary was $490,000.

Salary and Benefits Expenditures Are Included in the Information Reported for the Texas State Technical College System Administration

Salary and Benefits Expenditures Are Included in the Information Reported for the Texas State Technical College System Administration

In fiscal year 2022, the institution used appropriated funds to pay for 100.0 percent of administrator merit increases, 100.0 percent of faculty merit increases, and 94.0 percent of staff merit increases.

Ineffective 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. Veteran employment data is included in the information reported for the Texas State Technical College System Administration.

Fiscal Year 2022 Workforce Demographics and Veteran Employment

Of the institution’s administrators, 100.0 percent were 40 years of age or older, and of the institution’s staff employees, 58.9 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 4.8 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. Veteran employment data is included in the information reported for the Texas State Technical College System Administration.

Veteran Employment Data Is Included in the Information Reported for the Texas State Technical College System Administration

Veteran Employment Data Is Included in the Information Reported for the Texas State Technical College System Administration

Source: State Auditor’s Office

922 - Texas State Technical College - Fort Bend

January 2023