

708 - Texas A&M System Shared Services Center

Workforce Summary Document Prepared by the State Auditor's Office.

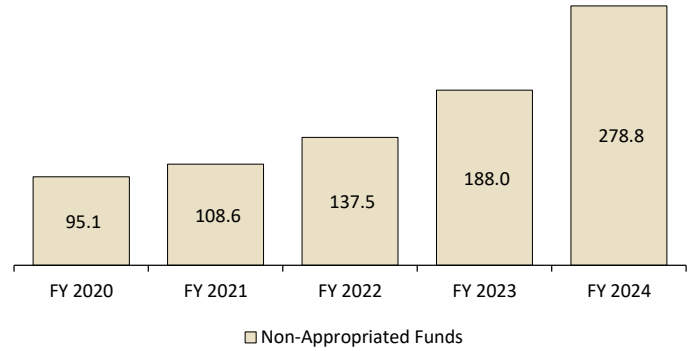
Based on a review of information self-reported by the institution, the following items are noteworthy.

Full-Time Equivalent (FTE) Employees

The institution does not have a full-time equivalent (FTE) employee limitation, and in fiscal year 2024, 100.0 percent of FTEs were paid from non-appropriated funds. The institution's 278.8 total FTEs represents an increase of 183.7 (193.2 percent) in the total number of FTEs since fiscal year 2020. As of August 31, 2024, 11.9 FTEs were administrator positions. Only FTEs paid from appropriated funds count toward the FTE limitation.

FTEs Below/Above FTE Limitation

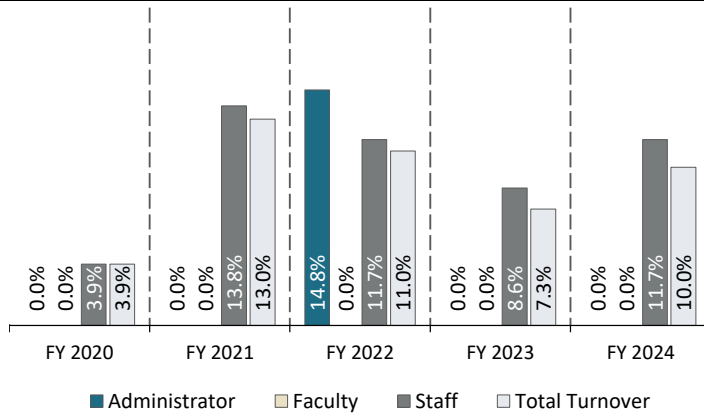
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	N/A	N/A	N/A	N/A	N/A
Number Below or Above Limitation	N/A	N/A	N/A	N/A	N/A
Percent Below or Above Limitation	N/A	N/A	N/A	N/A	N/A



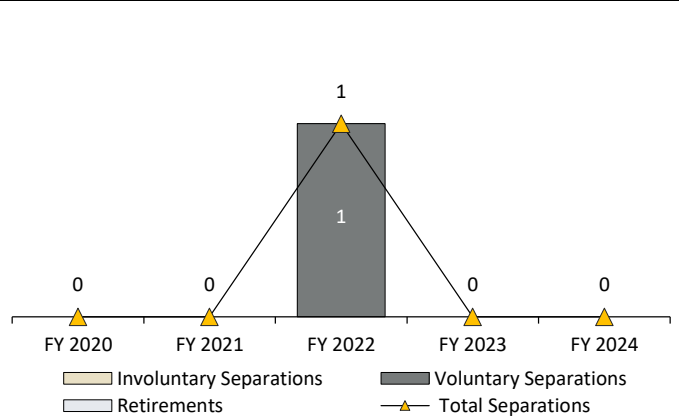
Employee Turnover^a

In fiscal year 2024, the total turnover rate for the institution was 10.0 percent. This was higher than in fiscal year 2023, when the total turnover rate was 7.3 percent. The turnover rate in fiscal year 2024 for administrators (0.0 percent) was the same as fiscal year 2023, and turnover for staff positions (11.7 percent) was higher than in fiscal year 2023.

Turnover Rates



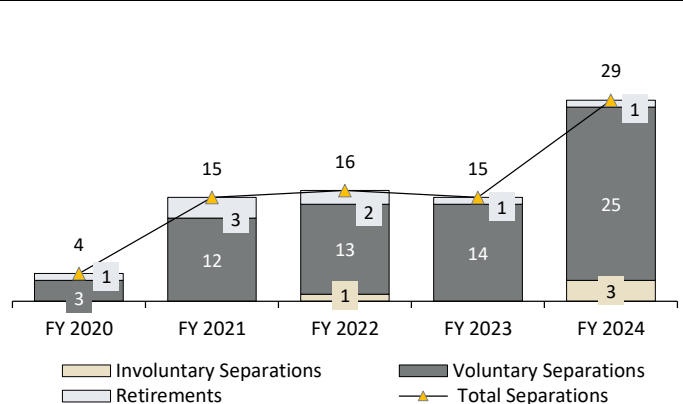
Administrator Separations



Faculty Separations

**Texas A&M System Shared Services Center
Did Not Have Any Faculty Separations Between
Fiscal Years 2020 and 2024**

Staff Separations

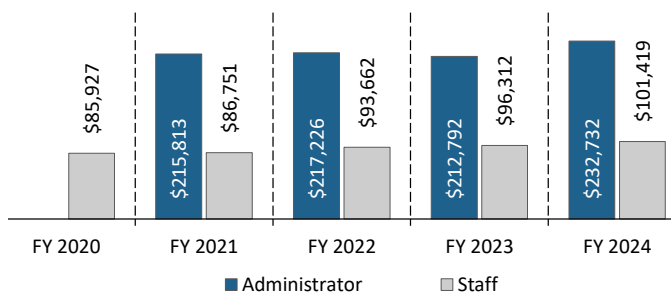


^a Turnover information was self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Faculty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

Compared with the average salaries in fiscal year 2023, the average salary for staff employees increased by 5.3 percent, and for administrators it increased by 9.4 percent.

Administrator and Staff Average Salaries



Faculty Average Salary

Average Faculty Salary Information Was Not Available Through The Higher Education Coordinating Board

Salary and Benefits Expenditures Includes Only Appropriated Funds

The Texas A&M System Shared Services Center Does Not Receive Appropriated Funds

Number of Merit Increases

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Administrator	0	5	8	7	8
Faculty	N/A	0	0	0	1
Staff	68	72	78	104	144
Totals	68	77	86	111	153

In fiscal year 2024, the institution did not use appropriated funds to pay for administrator, faculty, and staff merit increases.

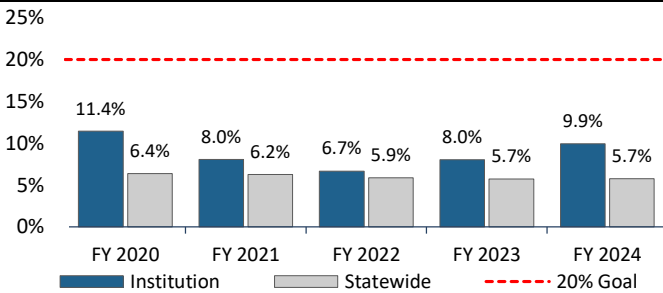
Fiscal Year 2024 Workforce Demographics and Veteran Employment ^{b c}

Of the institution's administrators, 100.0 percent were 40 years of age or older, and of the institution's staff employees, 63.2 percent were 40 years of age or older. The average length of employment at the institution for administrators was 12.4 years, and for staff employees it was 6.7 years.

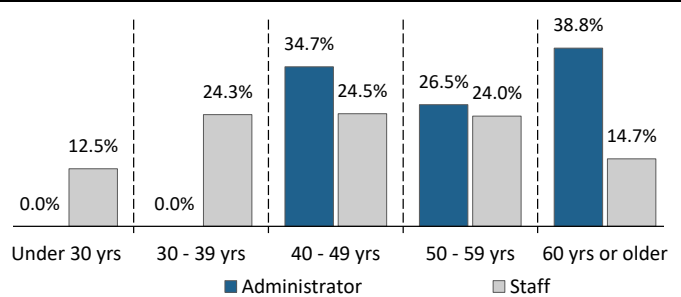
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

In fiscal year 2024, the institution's total percent of veterans employed was higher than the statewide average and had increased since fiscal year 2023.

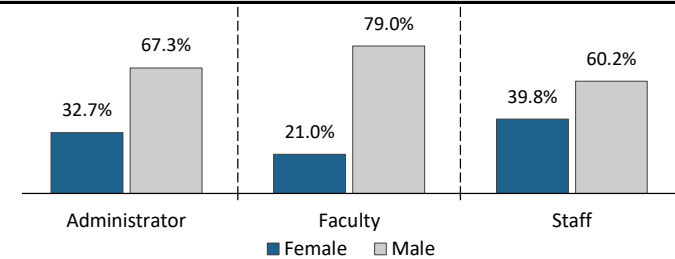
Veteran Employment



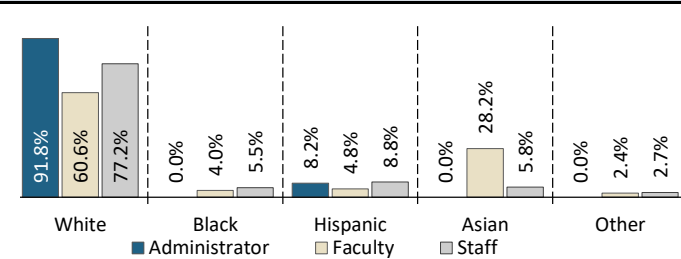
Age: Administrator and Staff



Gender: Administrator, Faculty, and Staff



Ethnicity: Administrator, Faculty, and Staff



^b 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. 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.

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