

924 - Texas State Technical College - West Texas

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.

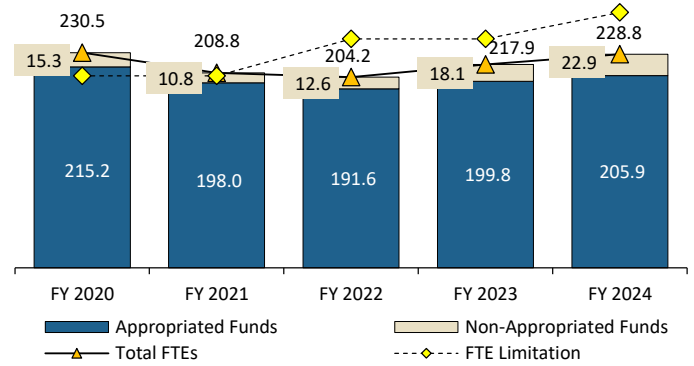
Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation increased by 11.5 percent to 273.5 FTEs in fiscal year 2024 compared with fiscal year 2023. As of August 31, 2024, 1.0 FTE was an administrator position. The institution's 228.8 total FTEs represents a decrease of 1.7 (0.7 percent) in the total number of FTEs since fiscal year 2020.

In fiscal year 2024, 10.0 percent of FTEs were paid from non-appropriated funds. This was an increase of 49.7 percent in FTEs paid from non-appropriated funds since fiscal year 2020. Only FTEs paid from appropriated funds counted toward the FTE limitation.

FTEs Below/Above FTE Limitation

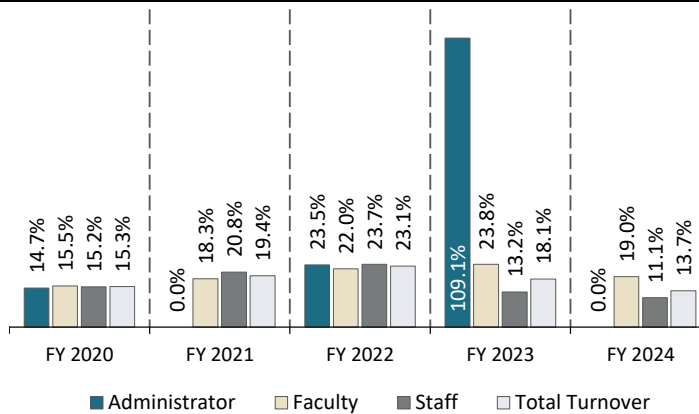
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	205.6	205.6	245.3	245.3	273.5
Number Below or Above Limitation	+9.6	-7.6	-53.7	-45.5	-67.6
Percent Below or Above Limitation	+4.7%	-3.7%	-21.9%	-18.5%	-24.7%



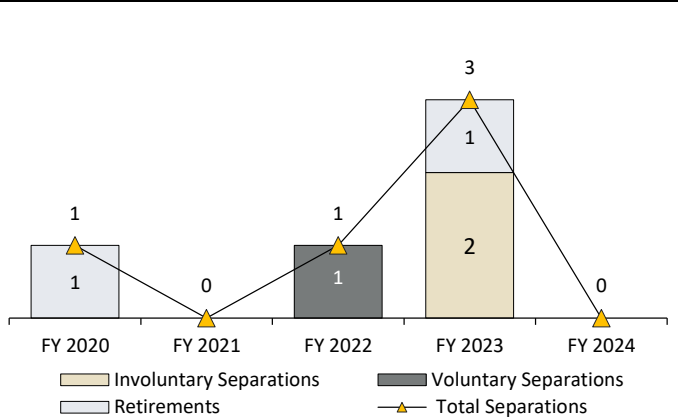
Employee Turnover^a

In fiscal year 2024, the total turnover rate for the institution was 13.7 percent. This was lower than in fiscal year 2023, when the total turnover rate was 18.1 percent. The turnover rate in fiscal year 2024 for administrators (0.0 percent) was lower than in fiscal year 2023; turnover for faculty positions (19.0 percent) was lower than in fiscal year 2023; and turnover for staff positions (11.1 percent) was lower than in fiscal year 2023.

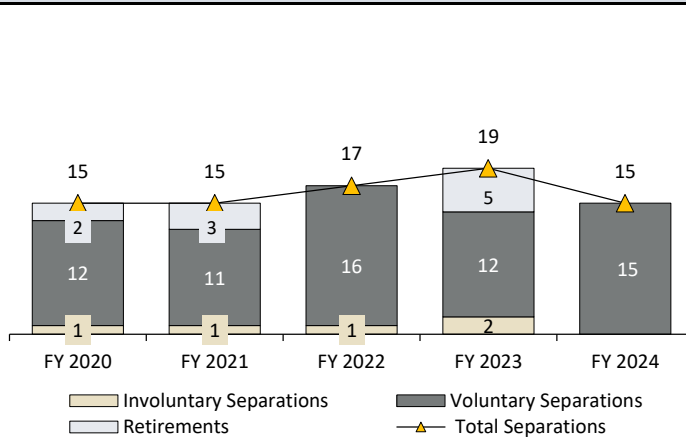
Turnover Rates^b



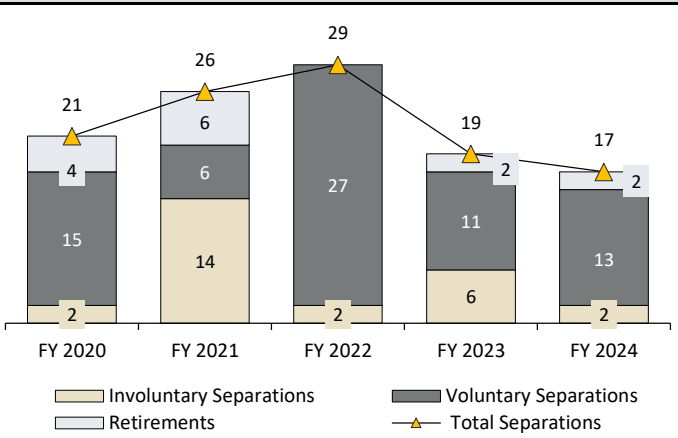
Administrator Separations



Faculty Separations



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.

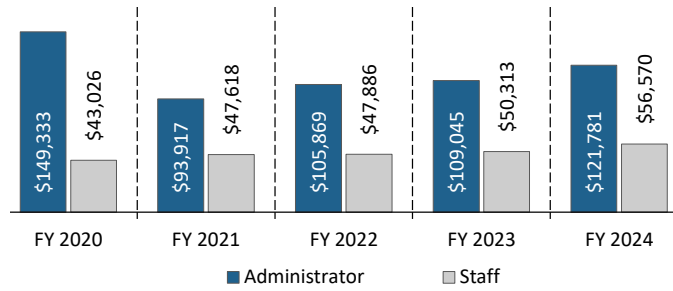
^b The administrator turnover rate for fiscal year 2023 may appear skewed due to the number of administrator position separations exceeding the average headcount during the fiscal year. The average headcount for administrator positions in fiscal year 2023 was 2.75, while the number of administrator separations was 3, which resulted in a turnover rate greater than 100 percent.

Compensation Information ^c

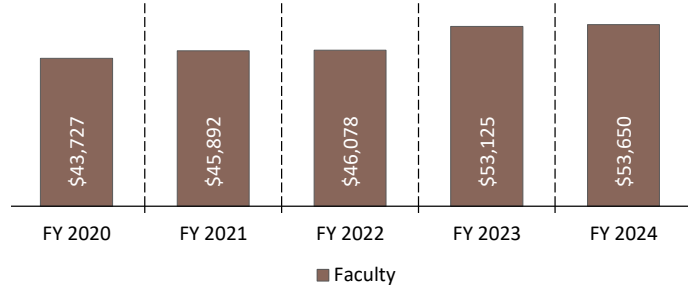
Compared with the average salaries in fiscal year 2023, the average salary for staff employees increased by 12.4 percent, and for administrators it increased by 11.7 percent.

There is a single administration and chief executive across the Texas State Technical College System. In fiscal year 2024, the head chancellor's salary for this college was \$520,376. This salary increased from fiscal year 2023, when the head chancellor's salary was \$489,996.

Administrator and Staff Average Salaries



Faculty Average Salary



Salary and Benefits Expenditures (in Millions) Includes Only Appropriated Funds

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

Number of Merit Increases

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Administrator	4	2	5	0	0
Faculty	3	19	76	96	11
Staff	84	65	138	183	29
Totals	91	86	219	279	40

In fiscal year 2024, the institution used appropriated funds to pay for 100.0 percent of faculty merit increases and 79.0 percent of staff merit increases.

Fiscal Year 2024 Workforce Demographics and Veteran Employment ^c

Of the institution's administrators, 100.0 percent were 40 years of age or older, and of the institution's staff employees, 65.1 percent were 40 years of age or older. The average length of employment at the institution for administrators was 23.6 years, and for staff employees it was 8.2 years.

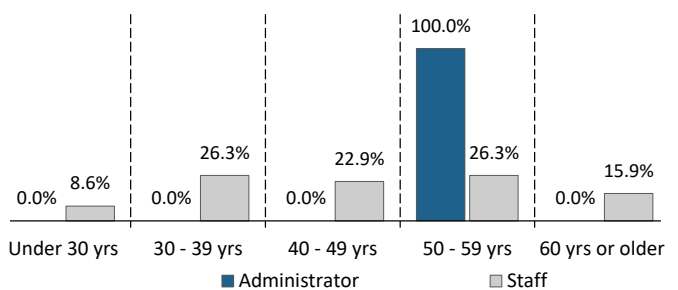
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

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

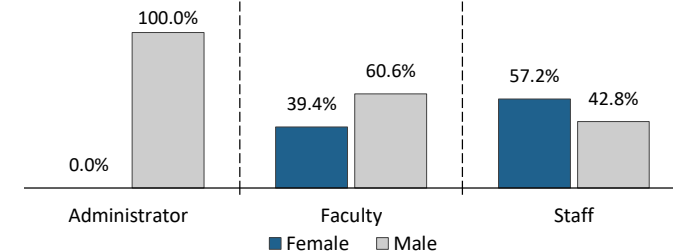
Veteran Employment

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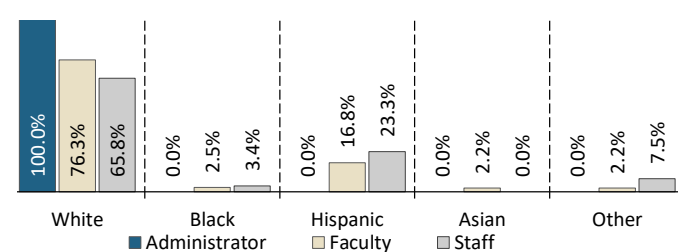
Age: Administrator and Staff



Gender: Administrator, Faculty, and Staff



Ethnicity: Administrator, Faculty, and Staff



^c 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.