



Fiscal Year 2024 Legislative Workforce Summaries Legend: Higher Education Institutions

Overview

The legislative workforce summaries provide a snapshot of higher education institutions' workforce demographics, as well as other relevant information related to human resources. The summaries for fiscal year 2024 include information about a higher education institution's full-time equivalent (FTE) employees, employee turnover, compensation, and workforce demographics, most of which were self-reported by the institution. Although the summaries are presented in a standardized format, there may be differences in how each institution reported the data.

Please refer to the footnotes in each summary for clarification about what is included in the reported data for each higher education institution, since the information presented throughout the summaries may vary based on the data that each institution reported.

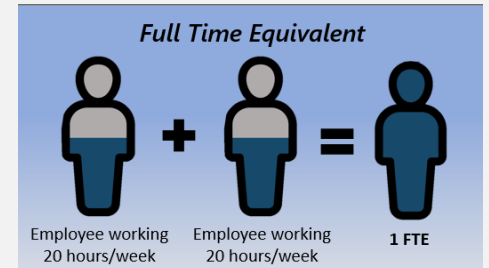
Full-Time Equivalent (FTE) Employees

This section provides trend data on the institution's FTE employees, including the average FTE limitation established on employment levels by the General Appropriations Act, otherwise known as the *FTE cap*, for the five most recent fiscal years. The FTE limitation is presented as stated in the biennium's General Appropriations Act or, if applicable, as adjusted during the corresponding biennium.

The number of administrator positions referenced in the paragraph is as of August 31, 2024. The institutions self-reported this data during the 4th quarter FTE reporting period of fiscal year 2024.

Unless otherwise noted, total FTEs in each bar chart represent both the FTEs subject to the limitation on state employment levels (paid from appropriated funds) and FTEs paid from other funding

FTE Calculations/Definitions



A **full-time equivalent (FTE) employee** is a ratio that represents the number of hours that an employee works compared to 40 hours a week. One FTE is any combination of employees whose hours total 40 hours a week.

FTEs do not equate to employee headcount. For example, 2 employees who each work 20 hours a week together equal 1 FTE. The number of FTEs for a higher education institution is equal to the total hours paid divided by the total work hours in a quarter.

Appropriated funds refers to money appropriated by the General Appropriations Act or another act of the Texas Legislature that creates an appropriation (as opposed to outside funding sources).

Non-appropriated funds refers to any monies that are at the disposal of the higher education institution, including institutional funds or grant monies, that are not appropriated.

Patient income refers to revenue generated through the operation of a hospital, clinic, or dental clinic (inpatient and outpatient charges).

sources (non-appropriated funds). For more information, see Section 6.10, Article IX, General Appropriations Act of the corresponding biennium.

The table that reflects the percentage of FTEs over or under the FTE limitation only includes FTEs paid from appropriated funds that are subject to the FTE limitation. FTEs paid from patient income and non-appropriated funds do not count against the FTE limitation; therefore, those are not included in the calculation.

Source: Updated information on FTE limitations was provided by the Legislative Budget Board. Information on FTE employees was extracted from the State Auditor's Office's FTE State Employee System. Data in that system is self-reported by higher education institutions each quarter.

Employee Turnover

Data for employees in this section provides the following:

- Five-year trend data for the type and number of separations at the institution.
- Five-year turnover rate trend data for administrators, faculty, and staff employees, as well as the institution's overall turnover rates during those years.

For the purposes of this section, unless otherwise noted, an administrator position includes 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 status or benefits eligibility. Titles include (but are not limited to) professor, associate professor, assistant professor, lecturer, and instructor positions. Staff positions include **only** non-faculty employees who work at least 20 hours per week for a period of at least 4.5 months, excluding students employed in positions that require student status as a condition of employment.

Source: Turnover information was self-reported by higher education institutions.

Compensation Information

Data for employees in this section provides the following:

Average Salaries

This section provides trend data for the average salaries for administrator and staff employees and for faculty employees for the five most recent fiscal years.

According to the Higher Education Coordinating Board's instructions for reporting, faculty positions for most higher education institutions include only tenure-track or tenured professor, associate professor, assistant professor, and instructor positions as reported by the institution.

Average salaries represent each employee's base salary rate and do not include other supplemental pay, salary stipends, or endowments.

For the purposes of this section, unless otherwise noted, an administrator position includes an official holding a title such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who work at least 20 hours per week for a period of at least 4.5 months, excluding students employed in positions that require student status as a condition of employment.

Salary and Benefits Expenditures

This section shows the amount that each institution spent on salaries and benefits during the five most recent fiscal years. Salary and benefits expenditure data includes only appropriated funds and only funds expended during the fiscal years shown.

Number of Merit Increases

This section provides the number of merit increases given to administrators, faculty, and staff employees for the five most recent fiscal years.

For the purposes of this section, unless otherwise noted, an administrator position includes 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 status or benefits eligibility, excluding temporary faculty. Staff positions include **only** non-faculty employees who work at least 20 hours per week for a period of at least 4.5 months, excluding students employed in positions that require student status as a condition of employment.

Source: Merit data and salary trends for presidents, chancellors, administrators, and staff were self-reported by higher education institutions. Salary trends information for faculty (including part-time positions) was provided by the Higher Education Coordinating Board's Higher Education Accountability System. Salary and benefits expenditures information was extracted using established expenditure codes from the Office of the Comptroller of Public Accounts' Manual of Accounts and Uniform Statewide Accounting System.

Fiscal Year 2024 Workforce Demographics & Veteran Employment

Workforce Demographics

Workforce demographic information includes administrators, staff, and faculty. Percentages in graphs were rounded. Workforce demographics are averages based on fiscal year 2024 data. Information includes age, gender, ethnicity, length of service, and tenured/tenure-track status.

Veteran Employment

In accordance with Texas Government Code, Section 657.004, each higher education institution shall establish a goal of hiring, in full-time positions, a number of veterans equal to at least 20 percent of the total number of employees at that institution.

This section provides the total percentage of employees who self-reported as veterans for each higher education institution and statewide. Statewide totals include both state agencies and higher education institutions.

Source: Demographic information was self-reported by higher education institutions. Tenure information was provided by the Higher Education Coordinating Board. Information about the employment of veterans was obtained from the Office of the Comptroller of Public Accounts' veteran workforce summary reports.