

SCHEDULE F: AGENCY WORKFORCE PLAN

The Cancer Prevention and Research Institute of Texas (CPRIT) is authorized to:

- Make grants to provide funds to public or private persons to implement the Texas Cancer Plan, and may make grants to institutions of learning and to advanced medical research facilities and collaborations in this state for:
 - ▷ Research into the causes of and cures for all types of cancer in humans;
 - ▷ Facilities for use in research into the causes of and cures for cancer;
 - ▷ Research, including translational research, to develop therapies, protocols, medical pharmaceuticals, or procedures for the cure or substantial mitigation of all types of cancer in humans; and
 - ▷ Cancer prevention and control programs in this state to mitigate the incidence of all types of cancer in humans;
- Support institutions of learning and advanced medical research facilities and collaborations in this state in all stages in the process of finding the causes of all types of cancer in humans and developing cures, from laboratory research to clinical trials and including programs to address the problem of access to advanced cancer treatment;
- Establish the appropriate standards and oversight bodies to ensure the proper use of funds authorized under this chapter for cancer research and facilities development.
- Employ a chief executive officer as determined by the Oversight Committee;
- Employ necessary staff to provide administrative support;
- Monitor contracts and agreements; and
- Implement the Texas Cancer Plan and continually monitor and revise the Texas Cancer Plan as necessary.

Agency Workforce – Core Functions

Led by CPRIT's Chief Executive Officer, the agency has 54 budgeted full-time equivalent (FTE) positions who oversee three core areas: grant programs, operations, and legal and compliance.

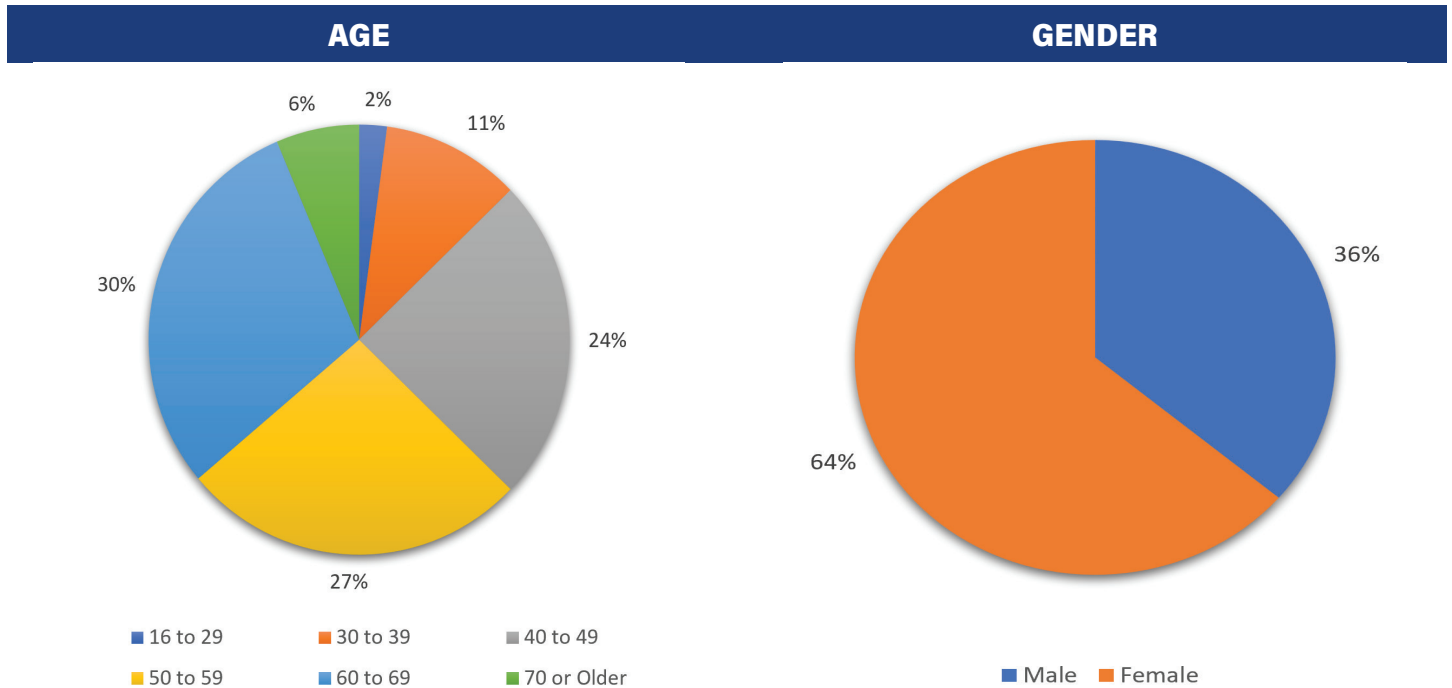
All core areas are integral to support the agency's grant-making capabilities. The grant programs central to the agency's mission are academic research, prevention, and product development research. The agency's operation and legal and compliance core areas support these three grant programs.

Agency operations include information technology, human resources, finance, and procurement

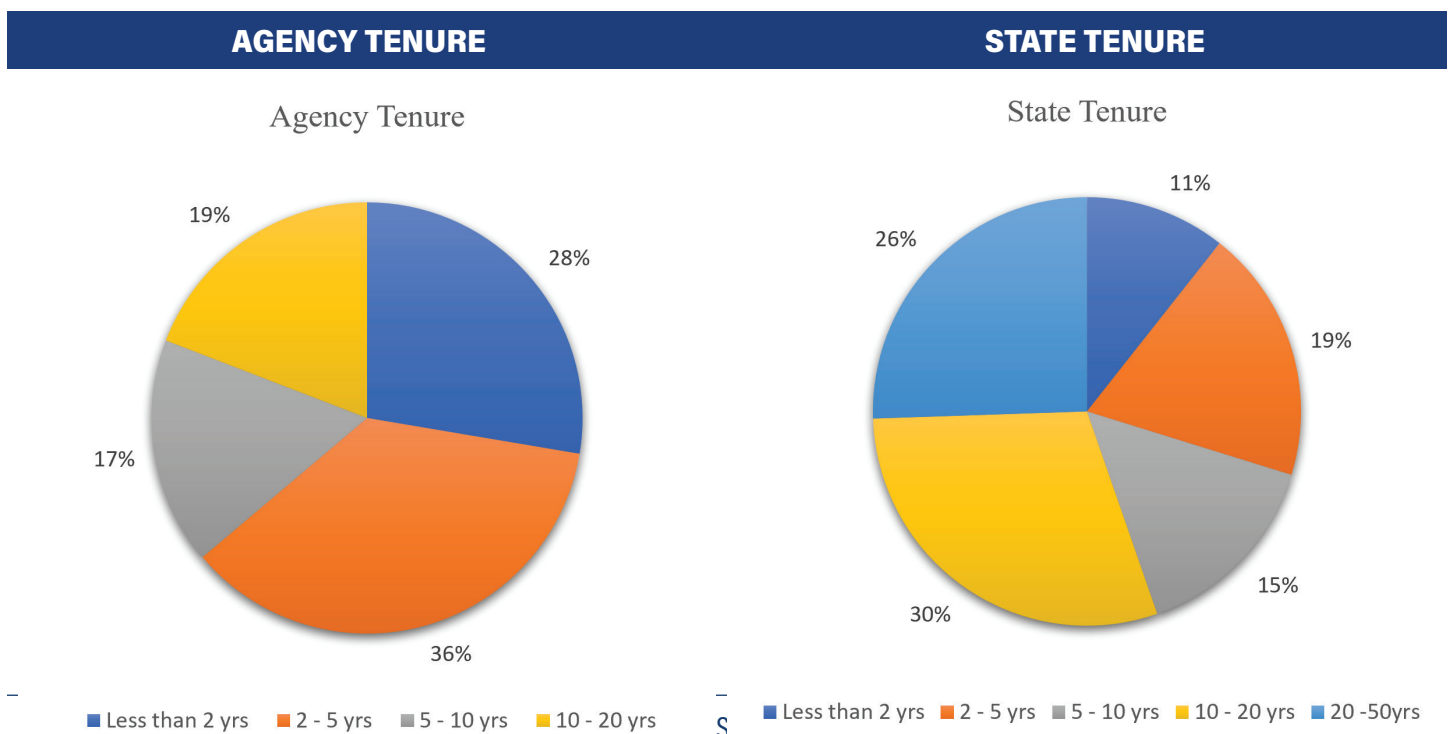
functions. The legal and compliance area fulfills applicable requirements for general agency administration as well as grant administration and monitoring.

Agency Workforce Demographics

The following charts profile CPRIT's total workforce. Thirty-six percent of CPRIT's employees are over the age of 60. The agency workforce is comprised of 64 percent females and 36 percent males.

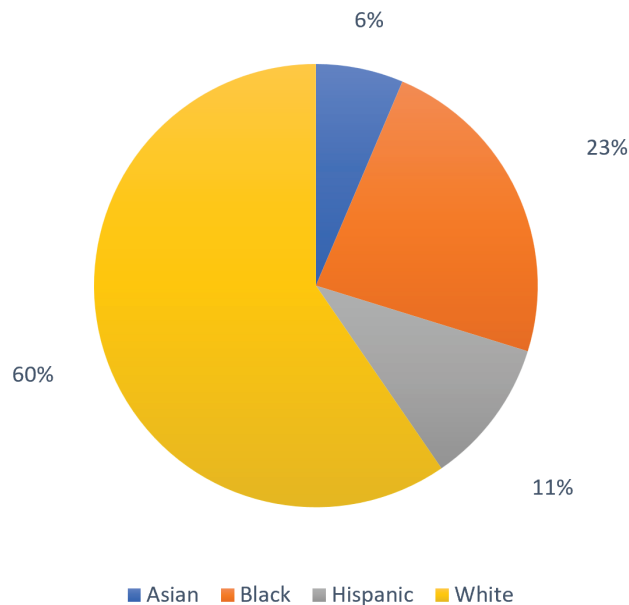


Twenty-eight percent of employees have less than two years of service with CPRIT. Fifty-six percent have more than 10 years of state service. All employees have the potential for continued service with the agency.



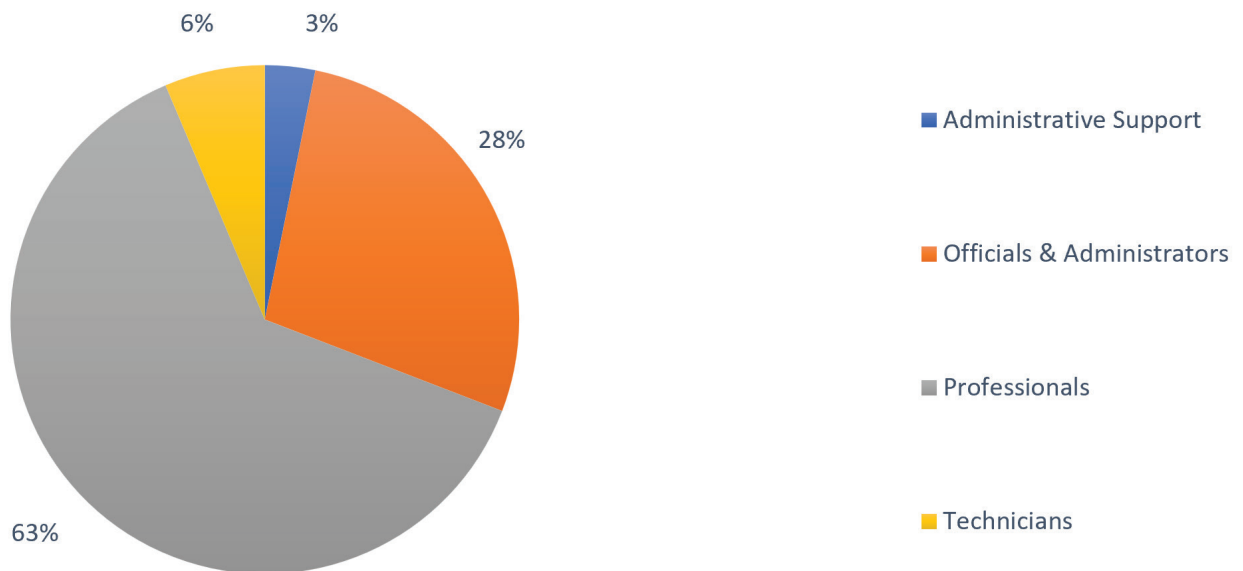
Agency Workforce by Ethnicity

Over half of CPRIT's workforce is white, while 11 percent is Hispanic, 23 percent is Black/African American, and six percent is Asian.



Agency Workforce by Job Category

The following illustrates the occupational job category for CPRIT's current workforce as of May 2026.

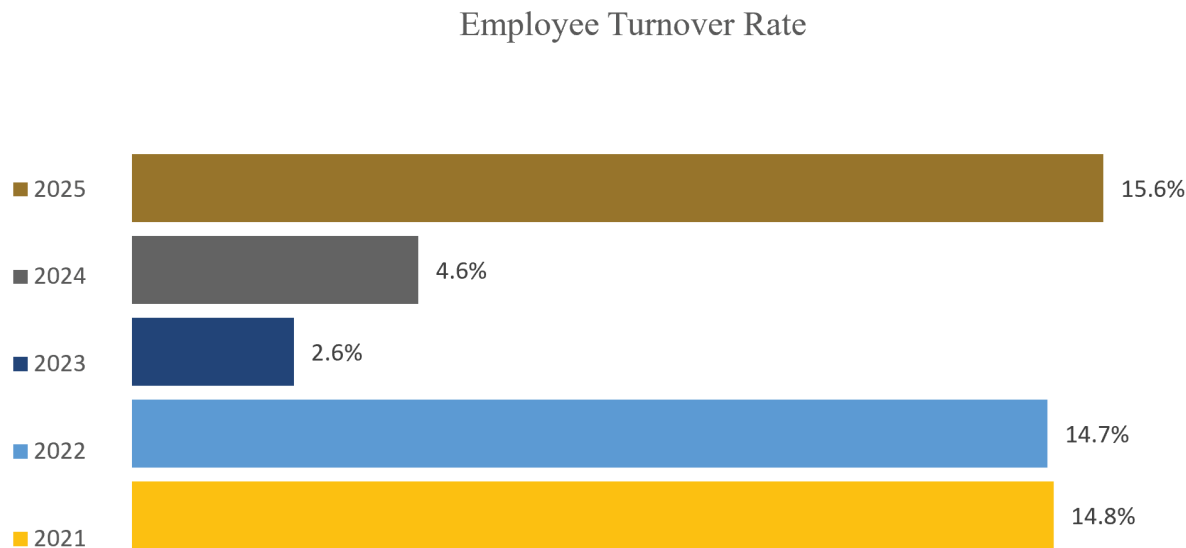


Retirement Eligibility

Approximately 26 percent of CPRIT employees are currently eligible to retire and nine percent are return to work retirees. The agency recognizes that the potential loss of employees due to retirement can result in the loss of expertise and institutional knowledge. Therefore, CPRIT strives to document business knowledge and practices along with long-term, strategic planning for any change in key positions to limit organizational disruption when staffing changes occur.

Employee Turnover

The following chart shows CPRIT turnover during fiscal years 2021 through 2025. During this period, the turnover rate varied from less than three percent (one FTE) to 15.6 percent (seven FTEs).



Essential Critical Workforce Skills Necessary for Institute Mission

CPRIT requires a workforce with a broad range of experience. It is essential in a small agency to have staff with diverse skills and experience because it is likely that an employee will perform more than one job function. The agency has qualified, talented, dependable employees with the skills necessary to meet the unique requirements of the agency. CPRIT is committed to providing employees training in their area of expertise to maintain their job performance.

To maintain quality services for Texas and carry out essential functions, the agency will continue to hire and retain employees with experience and skills in science, medicine, cancer prevention, life sciences industry product development, leadership, management, human resources, legal, operations, administration, information technology, information security, finance, accounting, compliance, and grant monitoring.

Future Workforce Profile (Demand and Gap Analysis)

CPRIT management will review an ongoing analysis of agency job demands to ensure that an adequate and effective workforce is in place to carry out the agency mission. Currently, CPRIT does not anticipate a gap in full-time employees over the next five years.

Strategy Development

There are no surpluses in workforce numbers or skills. CPRIT ensures that staff have the necessary and appropriate knowledge and skills to effectively accomplish the agency’s mission by providing training opportunities; supporting staff attendance at job relevant seminars and conferences; encouraging employees who seek new challenges by assigning them special projects; and providing cross-training to staff.

CPRIT will continue to follow the established recruitment plan and keep agency policies and procedures documented to ensure retention of necessary knowledge and skills. CPRIT is committed to recruiting and hiring the staff necessary to continue to support the agency mission.