

# 745 - University of Texas Health Science Center at San Antonio, The

Workforce Summary Document Prepared by the State Auditor's Office Classification Team

## State Classification Team Observations

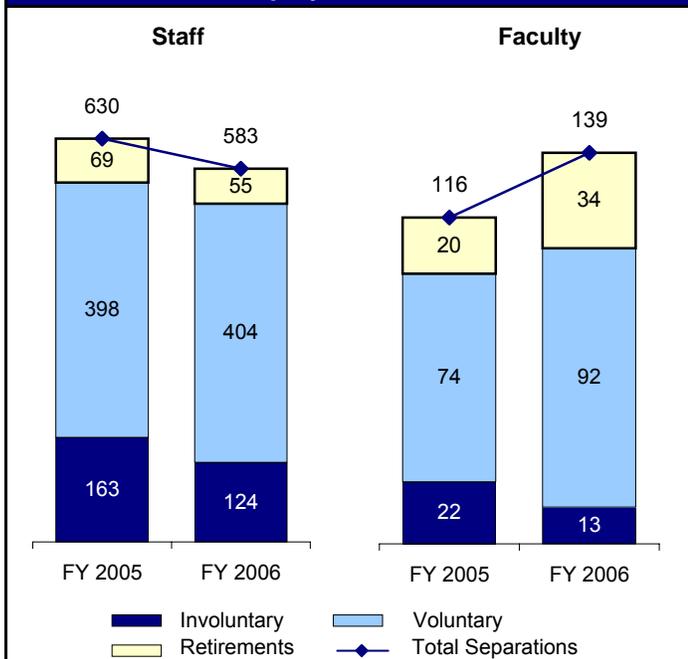
Based on a review of statistics and related information, the following items are worth noting:

- ▲ The institution provided merit increases to both faculty and staff in fiscal year 2006.
- ▲ In two of the past five years, the institution has remained below its full-time equivalent (FTE) cap.
- ▲ Staff -
  - Staff turnover decreased from 28.4 percent in fiscal year 2005 to 22.6 percent in fiscal year 2006.
  - Sixty-six percent of staff employees are 40 years of age or older.
  - Average length of employment is 8 years.
- ▲ Faculty -
  - Faculty turnover increased from 10.3 percent in fiscal year 2006 to 11.1 percent.
  - The institution reports difficulty in recruiting faculty for positions in the Dental School; School of Nursing (Nurse Practitioners and Senior Nurse Researchers); School of Medicine (Radiology and Anesthesiology), and School of Allied Health (Physical and Occupational Therapy).

## Fiscal Year 2006 Employee Headcount

Staff	Faculty	Contractors	Total
2,578	1,254	31	3,863

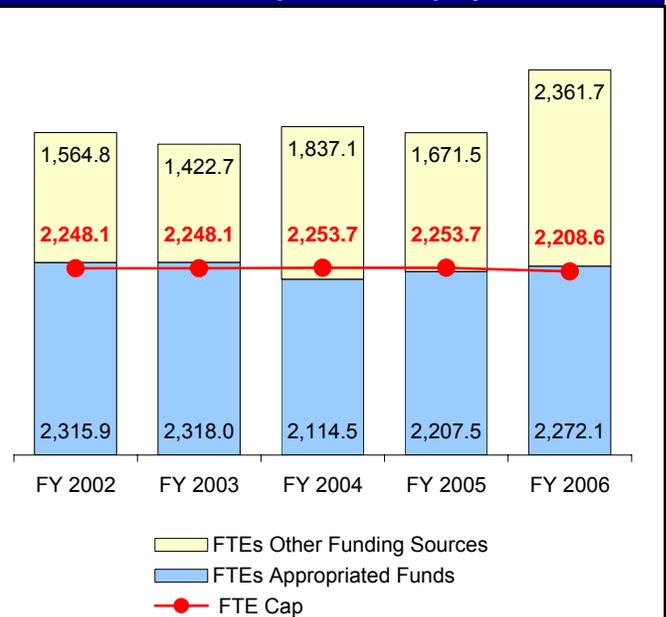
## Employee Turnover



## Turnover Rate

	FY 2005	FY 2006
<b>Staff</b>	28.4%	22.6%
<b>Faculty</b>	10.3%	11.1%

## Full-Time Equivalent Employees



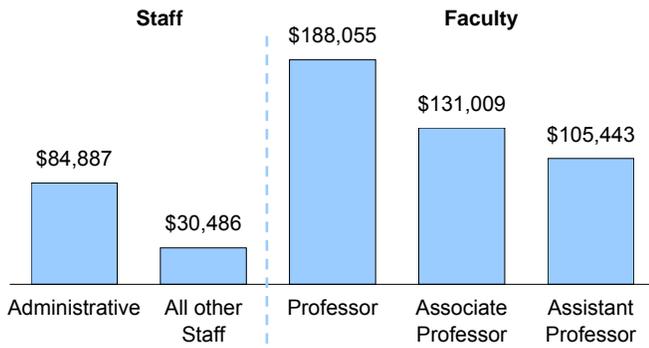
Only FTEs paid from appropriated funds count against the FTE cap.

## Percentage Below/Above FTE cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	3.0%	3.1%	-6.2%	-2.1%	2.9%

## Compensation Information

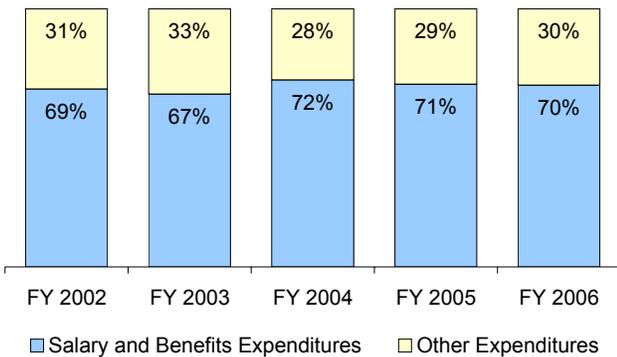
### Fiscal Year 2006 Average Salary



### Fiscal Year 2006 Merit Increases

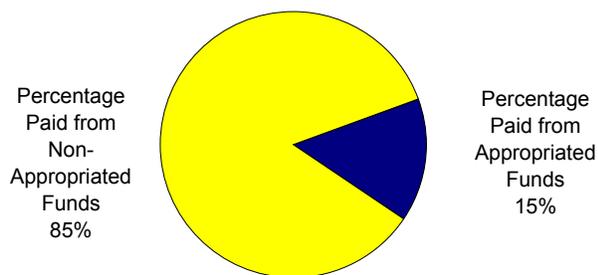
	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	2,062	\$1,620,231	68%	32%
Faculty	1,035	\$2,743,027	36%	64%

### Salary and Benefits Expenditures as a Percentage of Operating Expenditures



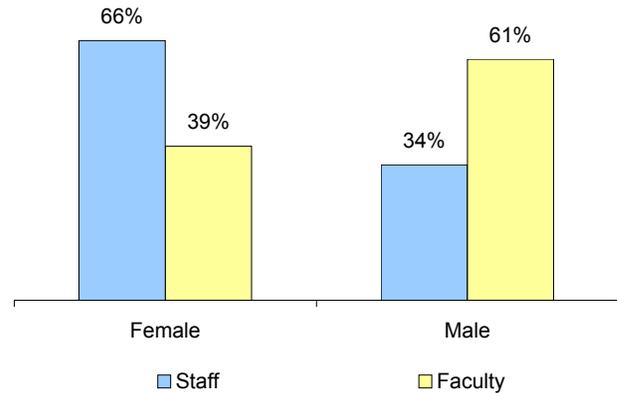
### Fiscal Year 2006 President's Salary

\$ 442,156

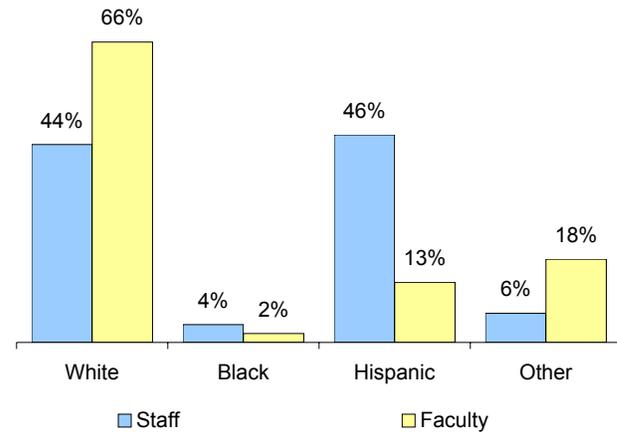


## Fiscal Year 2006 Workforce Demographics

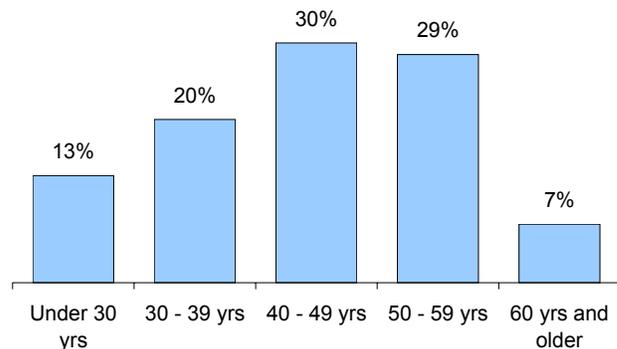
### Gender



### Ethnic Group



### Staff Age



Staff Average Length of Employment

8 Years

Percentage in graphs may not always equal exactly 100% due to rounding.