

755 - Stephen F. Austin State University

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

State Classification Team Observations

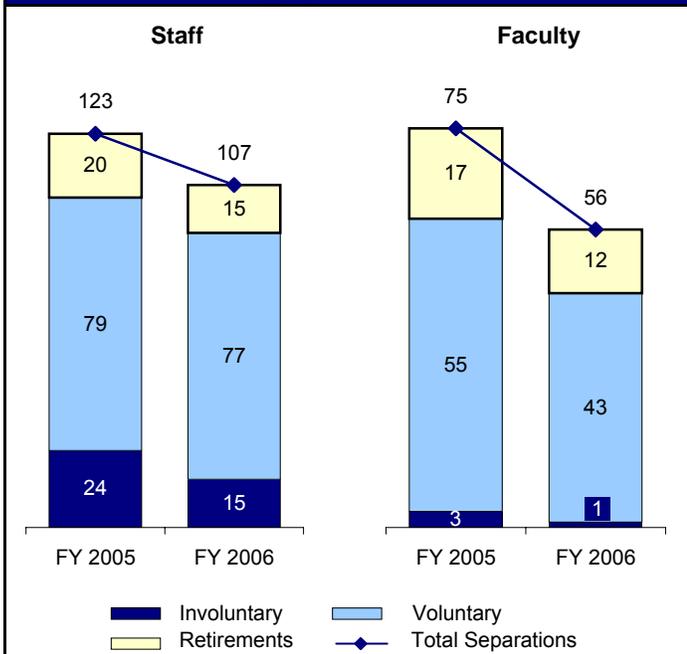
Based on a review of statistics and related information, the following items are worth noting:

- ▲ The institution provided merit increases to faculty and staff during fiscal year 2006.
- ▲ In fiscal year 2006, the institution was below its full-time equivalent (FTE) cap.
- ▲ Staff -
 - Staff turnover decreased from 13.0 percent in fiscal year 2005 to 10.8 percent in fiscal year 2006.
 - Sixty-five percent of staff employees are 40 years of age or older.
 - Average length of employment is 8 years.
- ▲ Faculty -
 - Faculty turnover decreased to 12.1 percent in fiscal year 2006.
 - The institution reports difficulty in recruiting faculty in Business, Elementary Education, and Nursing.

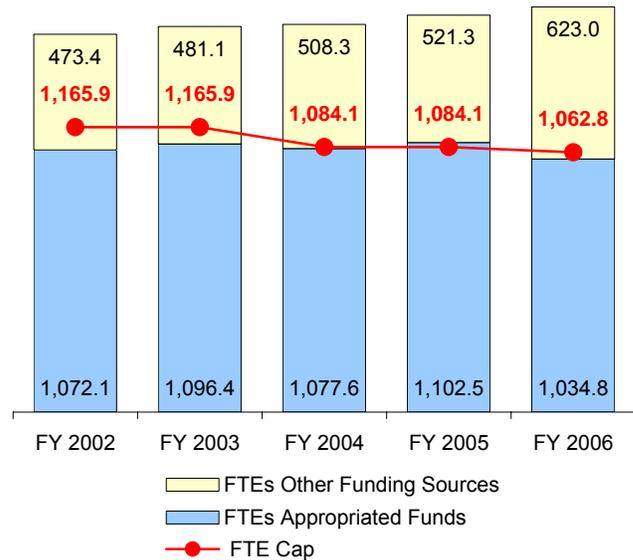
Fiscal Year 2006 Employee Headcount

Staff	Faculty	Contractors	Total
994	462	0	1,456

Employee Turnover



Full-Time Equivalent Employees



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

Turnover Rate

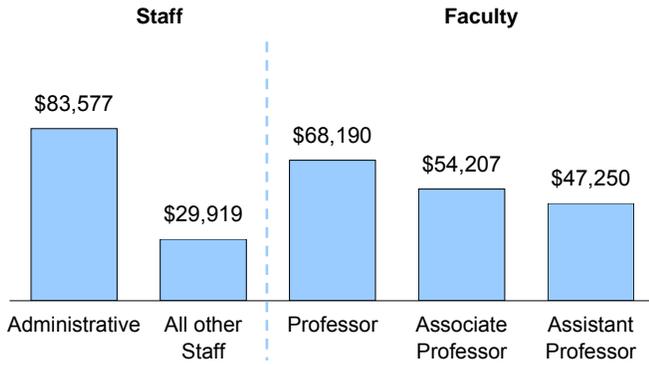
	FY 2005	FY 2006
Staff	13.0%	10.8%
Faculty	16.1%	12.1%

Percentage Below/Above FTE cap

FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
-8.0%	-6.0%	-0.6%	1.7%	-2.6%

Compensation Information

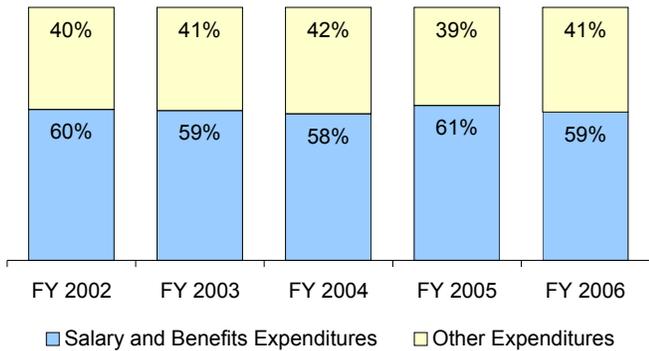
Fiscal Year 2006 Average Salary



Fiscal Year 2006 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	763	\$ 777,516	72%	28%
Faculty	408	\$ 805,234	99%	1%

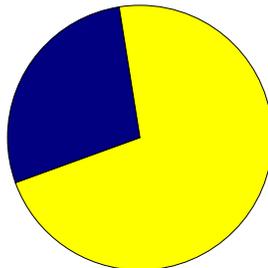
Salary and Benefits Expenditures as a Percentage of Operating Expenditures



Fiscal Year 2006 President's Salary

\$ 236,900

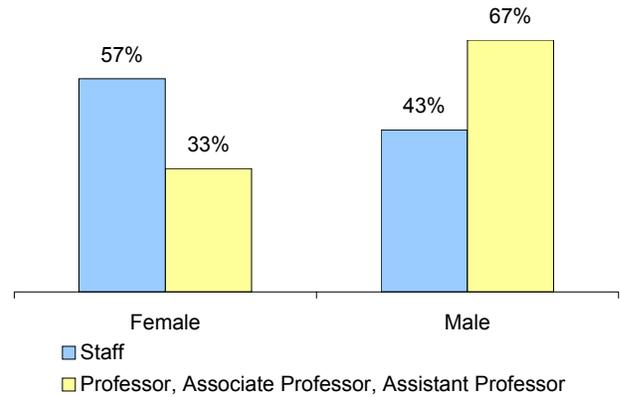
Percentage Paid from Appropriated Funds
28%



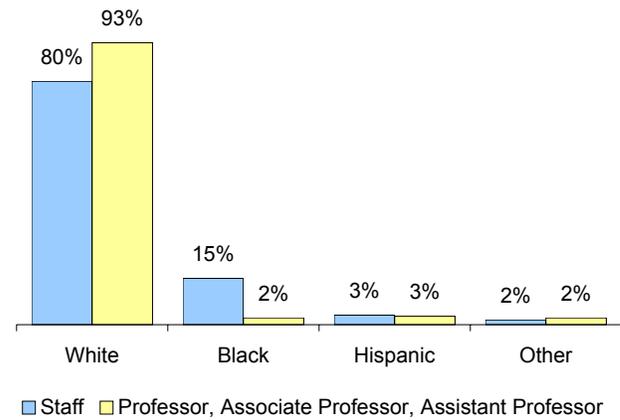
Percentage Paid from Non-Appropriated Funds
72%

Fiscal Year 2006 Workforce Demographics

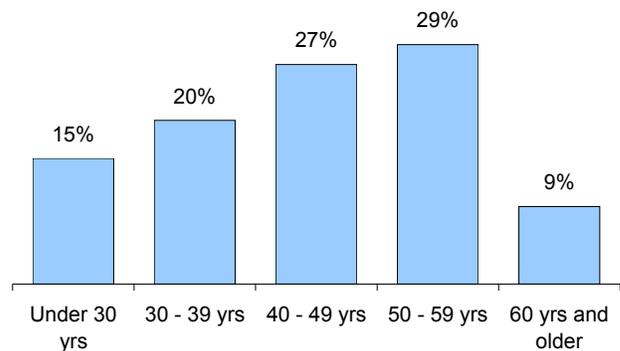
Gender



Ethnic Group



Staff Age



Staff Average Length of Employment

8 Years

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