

764 - Texas A&M University - Texarkana

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

State Classification Team Observations

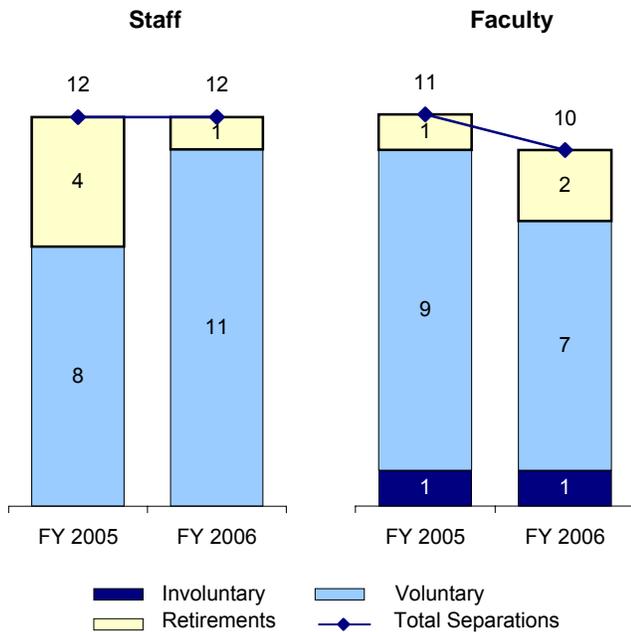
Based on a review of statistics and related information, the following items are worth noting:

- ▲ The institution gave both staff and faculty merit increases in fiscal year 2006.
- ▲ In three of the last five years, the institution remained below its full-time equivalent (FTE) cap.
- ▲ Staff -
 - Staff turnover decreased from 12.8 percent in fiscal year 2005 to 12.4 percent in fiscal year 2006.
 - Sixty-nine percent of staff employees are 40 years of age or older.
 - Average length of employment is 9 years.
- ▲ Faculty -
 - Faculty turnover decreased from 15.9 percent in fiscal year 2005 to 15.4 percent in fiscal year 2006.
 - The institution reports difficulty in recruiting faculty in Engineering.

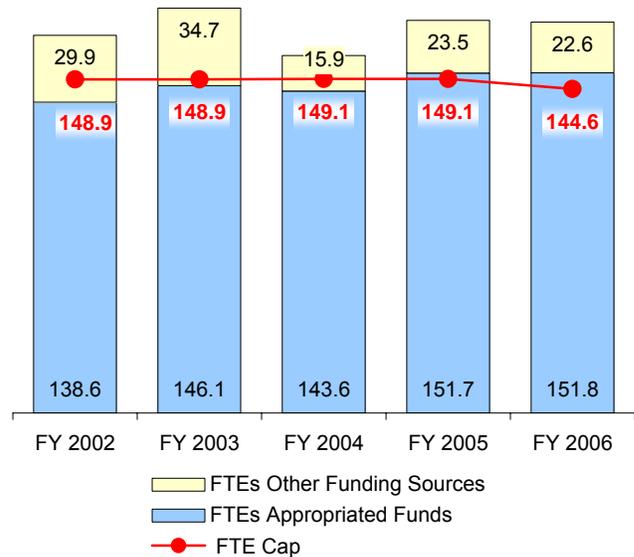
Fiscal Year 2006 Employee Headcount

Staff	Faculty	Contractors	Total
97	65	0	162

Employee Turnover



Full-Time Equivalent Employees



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

Turnover Rate

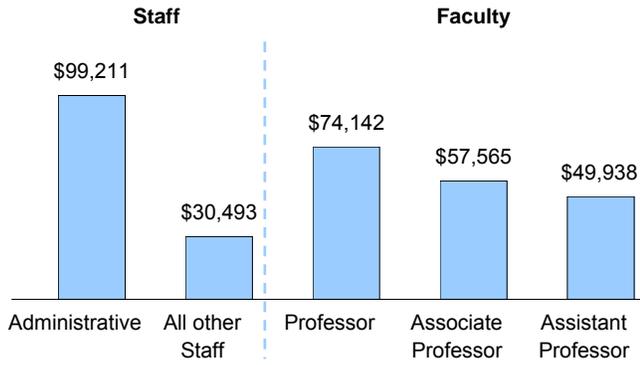
	FY 2005	FY 2006
Staff	12.8%	12.4%
Faculty	15.9%	15.4%

Percentage Below/Above FTE cap

FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
-6.9%	-1.9%	-3.7%	1.7%	5.0%

Compensation Information

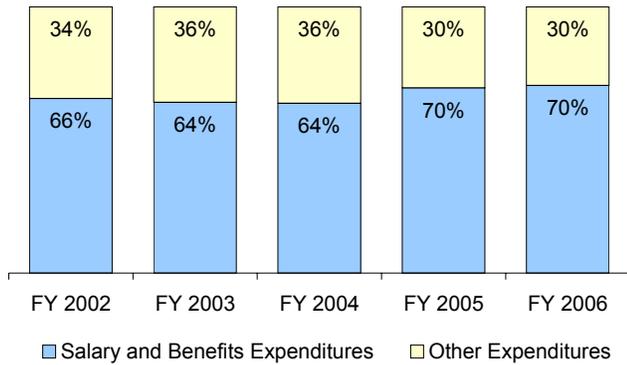
Fiscal Year 2006 Average Salary



Fiscal Year 2006 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	71	\$ 123,095	94%	6%
Faculty	47	\$ 94,750	100%	0%

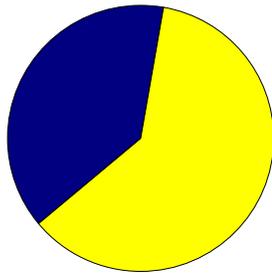
Salary and Benefits Expenditures as a Percentage of Operating Expenditures



Fiscal Year 2006 President's Salary

\$ 167,000

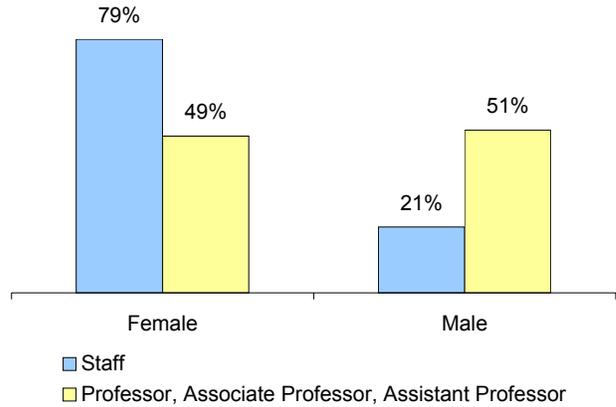
Percentage Paid from Appropriated Funds
39%



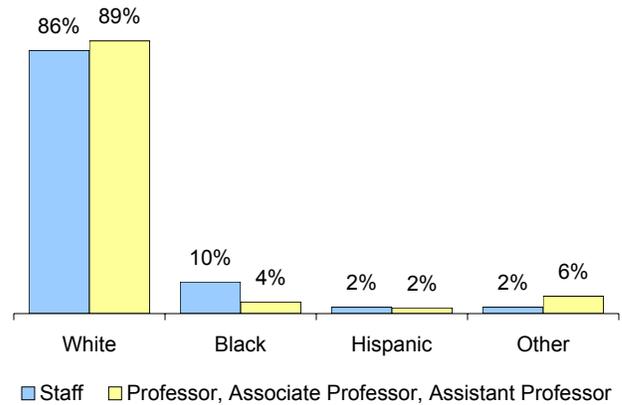
Percentage Paid from Non-Appropriated Funds
61%

Fiscal Year 2006 Workforce Demographics

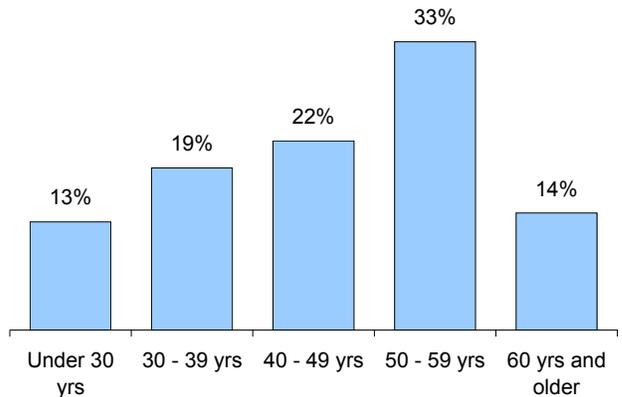
Gender



Ethnic Group



Staff Age



Staff Average Length of Employment

9 Years

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