

721 - The University of Texas at Austin

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

State Classification Team Observations

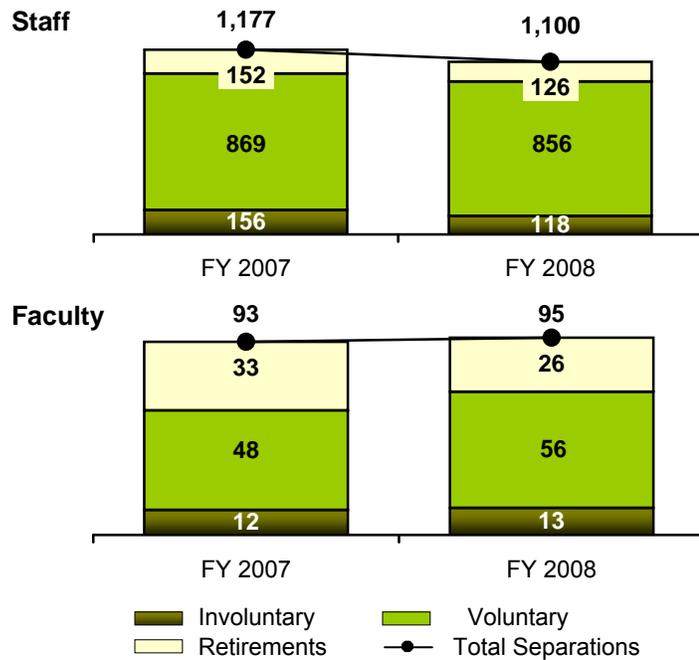
Based on a review of statistics and related information, the following items are worth noting:

- The institution did not give across-the-board salary increases in fiscal years 2007 or 2008 to employees.
- The institution gave 7,399 merit increases to staff at a cost of \$15,514,374 in fiscal year 2008. It gave 1,527 merit increases to faculty at a cost of \$5,379,859. These merit increases were funded using appropriated and non-appropriated
- Over the past five years, the institution remained below its full-time equivalent (FTE) cap.
- **Staff**
 - Staff turnover decreased from 11.7 percent in fiscal year 2007 to 10.7 percent in fiscal year 2008.
 - 60 percent of staff employees are 40 years of age or older.
 - Average length of employment within the institution is 10 years.
 - The institution reported difficulty in recruiting and retaining staff in skilled trades, fire safety engineers, and information technology. It is trying to resolve this issue by making market pay adjustments and developing trainee positions with retention incentives. Additionally, the university has updated its job descriptions, titles, and salary ranges to more accurately reflect current market practices.
- **Faculty**
 - Faculty turnover increased slightly from 6.0 percent in fiscal year 2007 to 6.1 percent in fiscal year 2008.
 - The institution reported difficulty in recruiting retaining faculty in natural sciences, engineering, business, liberal arts, and nursing. It is trying to resolve this issue by allocating resources to improve facilities and equipment, offering on-campus child care, and enhancing the institution's donor base.

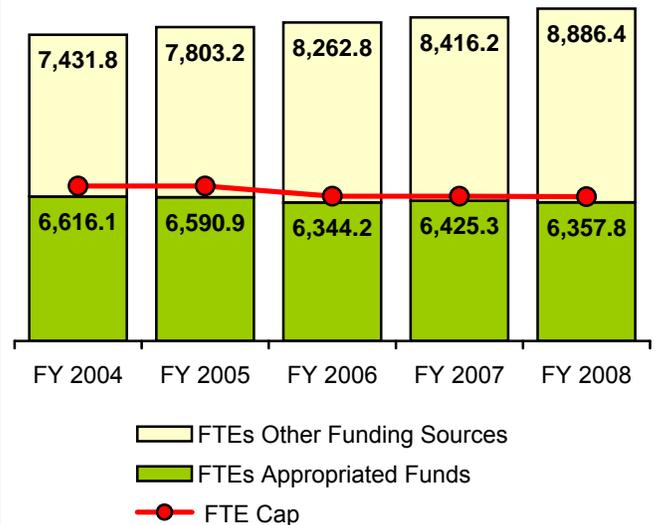
Fiscal Year (FY) 2008 Employee Headcount

Staff	All Faculty Employees	Contractors	Total
10,279	1,555	3,602	15,436

Employee Turnover



Full-Time Equivalent (FTE) Employees



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

Turnover Rates

	FY 2007	FY 2008
Staff	11.7%	10.7%
Faculty	6.0%	6.1%

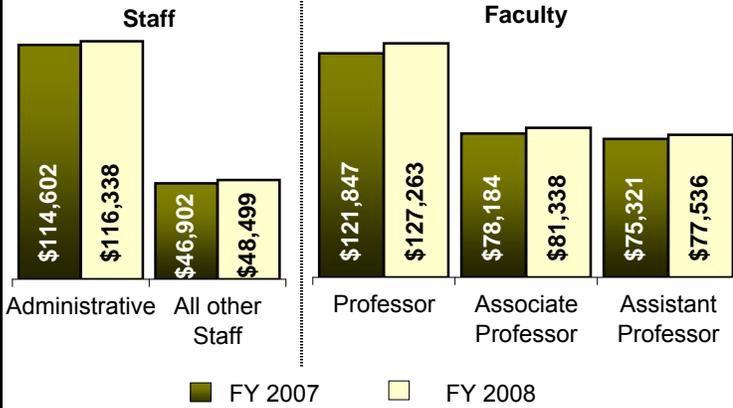
Percentages Below/Above FTE cap

Fiscal Year	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Other Funding Sources	7,104.7	7,104.7	6,641.0	6,641.0	6,619.1
Appropriated Funds	-6.9%	-7.2%	-4.5%	-3.2%	-3.9%

- Notes:
- Faculty includes only Professor, Associate Professor, and Assistant Professor positions.
 - Staff includes only employees who work at least 20 hours per week for at least 4.5 months.
 - Percentages in graphs may not sum to 100.0 percent due to rounding.

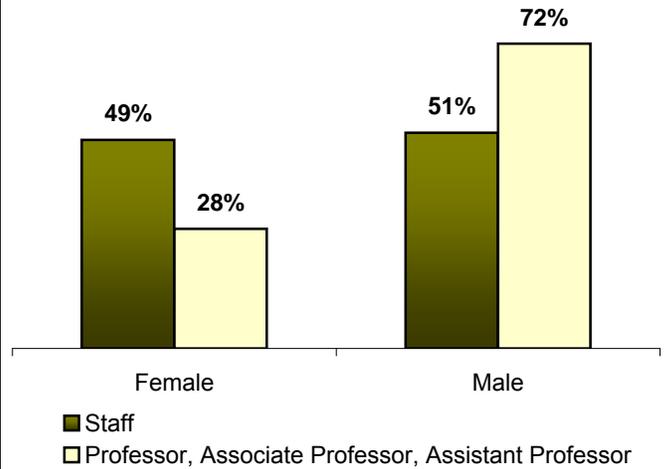
Compensation Information

Average Salary



Fiscal Year 2008 Workforce Demographics

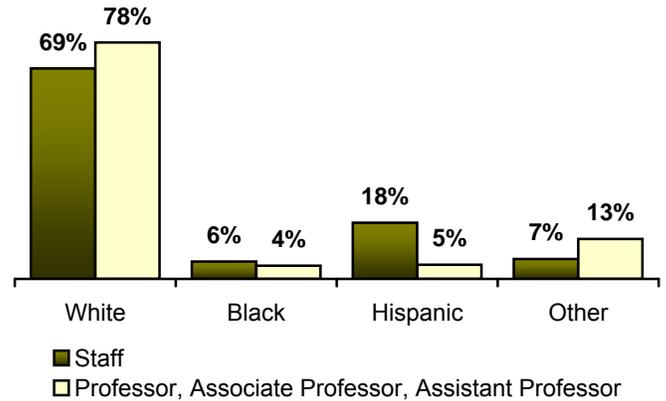
Gender



Fiscal Year 2008 Merit Increases

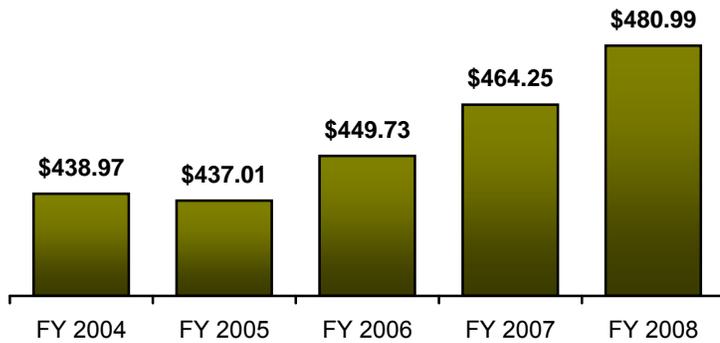
	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	7,399	\$15,514,374	33%	67%
Faculty	1,527	\$ 5,379,859	98%	2%

Ethnic Group

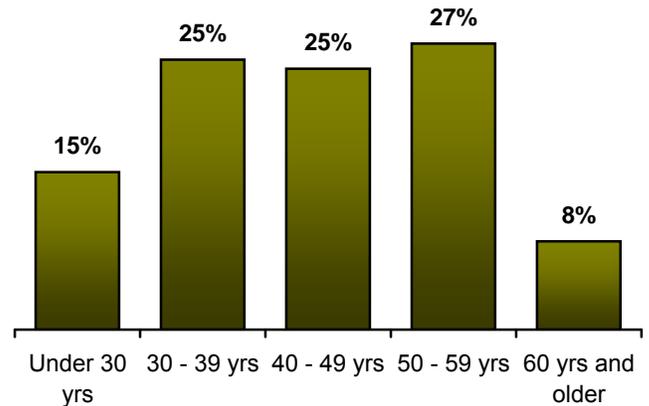


Salary and Benefits Expenditures (in Millions)

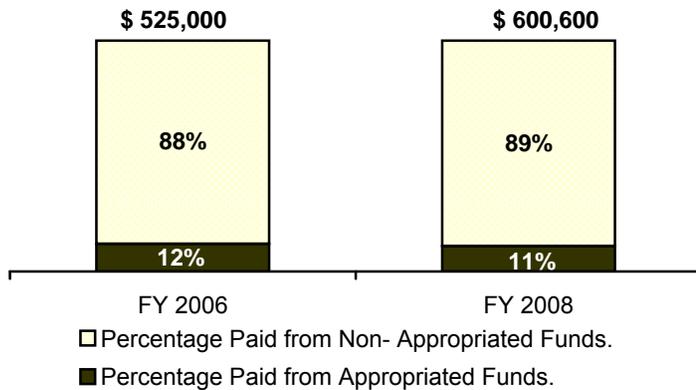
(Includes only State Treasury appropriated funds)



Staff Age



President's Salary



Staff Average Length of Employment (years) 10

- Faculty includes only Professor, Associate Professor, and Assistant Professor positions.
- Staff includes only employees who work at least 20 hours per week for at least 4.5 months.
- Percentages in graphs may not sum to 100.0 percent due to rounding.