

# 761 - Texas A&M International University

Workforce Summary Document Prepared by the State Auditor's Office Classification Team  
Based on information **self-reported by the institution**, the following items are worth noting:

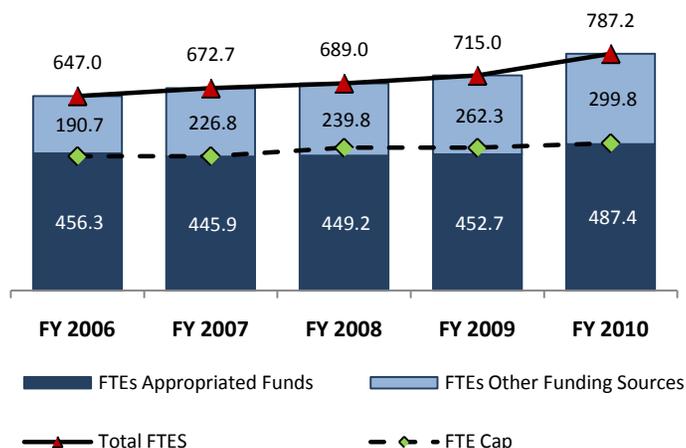
## Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee cap increased by 3.2 percent in fiscal year 2010 compared to fiscal year 2009. Over the past 5 years, the institution has seen an increase of 140.2 (21.7 percent) in the total number of FTEs.

In fiscal year 2010, 38.1 percent of FTEs were paid from other funding sources. This is an increase of 57.2 percent in FTEs from other funding sources since fiscal year 2006. Only FTEs paid from appropriated funds count against the FTE cap.

### FTEs Below/Above FTE Cap

	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
<b>FTE Cap</b>	446.9	446.9	474.9	474.9	490.0
<b>Number of FTEs</b>	+9.4	-1.0	-25.7	-22.2	-2.6
<b>Percent</b>	+2.1%	-0.2%	-5.4%	-4.7%	-0.5%



## Employee Headcount and Turnover<sup>a</sup>

In fiscal year 2010, overall turnover for the institution (16.5 percent) was higher than in fiscal year 2009 (15.6 percent). Turnover in fiscal year 2010 for faculty (9.0 percent) was lower than in fiscal year 2009, and turnover for staff positions (20.0 percent) was higher than in fiscal year 2009.

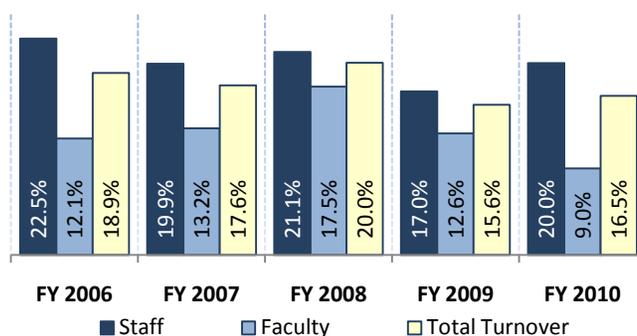
### Full-Time and Part-Time Headcount

	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
<b>Staff</b>	360	377	403	412	441
<b>Faculty</b>	190	190	183	190	200
<b>Total</b>	<b>550</b>	<b>567</b>	<b>586</b>	<b>602</b>	<b>641</b>

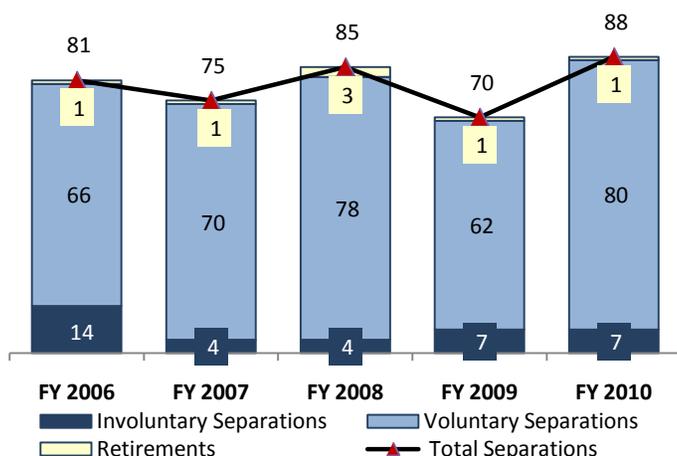
### Faculty and Staff Turnover

Staff turnover increased from 17.0 percent in fiscal year 2009 to 20.0 percent in fiscal year 2010. Faculty turnover decreased from 12.6 percent in fiscal year 2009 to 9.0 percent in fiscal year 2010. Turnover is based on faculty and staff headcount as of September 2008 for fiscal year 2009 and September 2009 for fiscal year 2010.

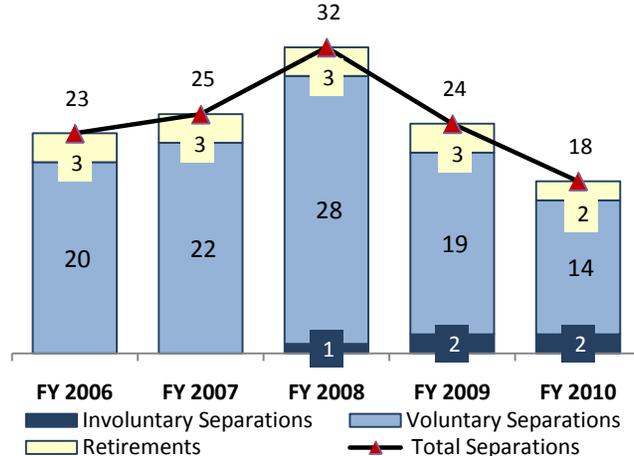
### Turnover Rates



### Staff Separations



### Faculty Separations



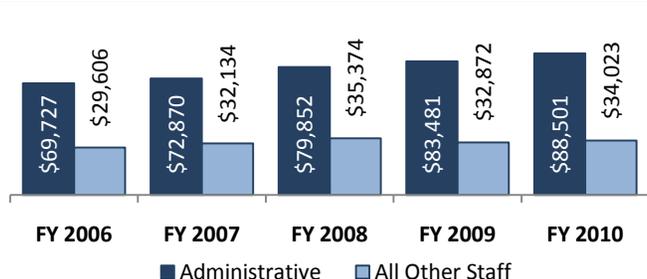
<sup>a</sup> Faculty includes only Professor, Associate Professor, and Assistant Professor positions. Staff includes only employees who work at least 20 hours a week for at least 4.5 months.

## Compensation Information

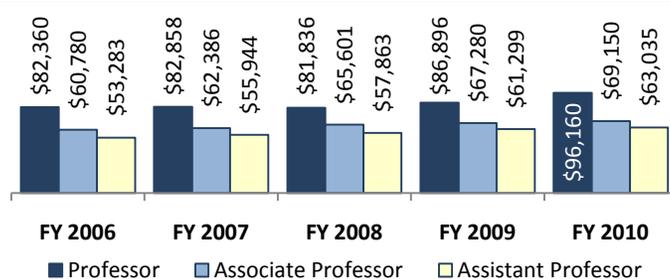
Over the past 5 years, the average salary for staff employees increased by 14.9 percent, and for administrative employees it increased by 26.9 percent. (Administrative positions include officials holding titles such as Vice President, Dean, Associate Dean, and Assistant Dean.) During that same time period, salary and benefits expenditures increased by 20.3 percent.

In fiscal year 2010, the President's salary was \$230,000. Of that amount, approximately 29.0 percent (\$66,700) was paid from appropriated funds. This is unchanged from fiscal year 2009 when the President's salary was \$230,000 (approximately 29.0 percent from appropriated funds).

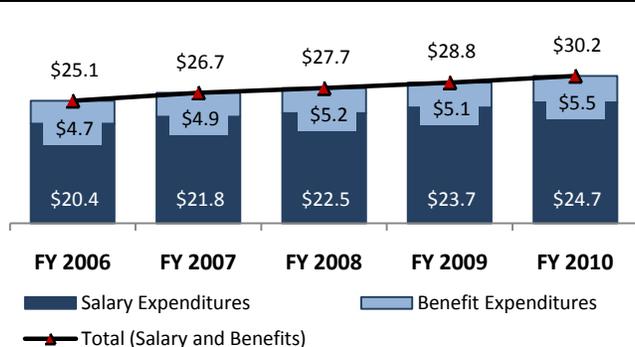
### Staff Average Salary



### Faculty Average Salary



### Salary and Benefits Expenditures (in Millions)



### Number and Total Dollars Spent on Merit Increases

	Fiscal Year 2009		Fiscal Year 2010	
	Number of Merits	Total Dollars Spent	Number of Merits	Total Dollars Spent
Staff Positions	337	\$ 533,283	354	\$ 533,265
Faculty Positions	145	\$ 294,007	152	\$ 374,057

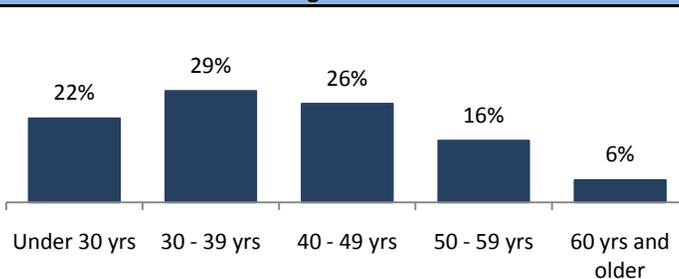
In fiscal year 2010, the institution reported that it used appropriated funds to pay for 62.0 percent of staff merit increases and 99.0 percent of faculty merit increases.

## Fiscal Year 2010 Workforce Demographics<sup>b</sup>

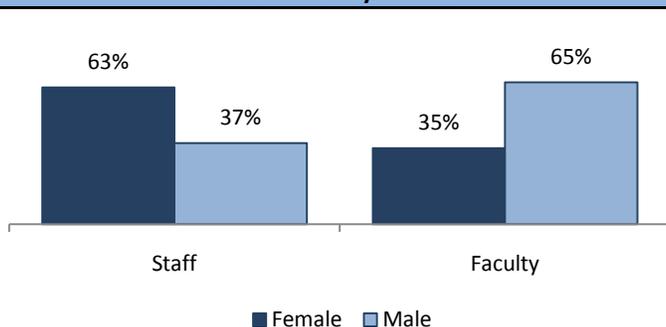
### Summary

Of the institution's staff employees, 48.3 percent are 40 years of age and older. The average length of employment at the institution for staff employees is 8.0 years. In fiscal year 2010, 63.0 percent of faculty FTEs were tenure or tenure-track.

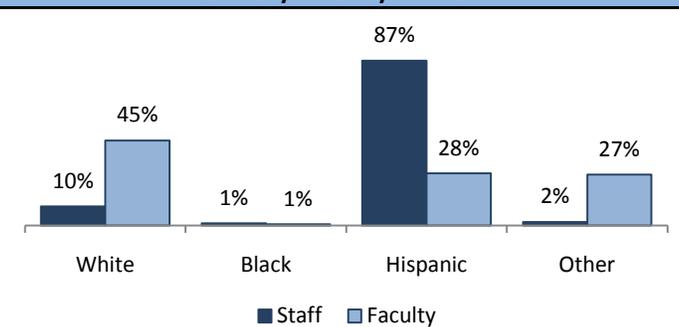
### Age: Staff



### Gender: Faculty and Staff



### Ethnicity: Faculty and Staff



<sup>b</sup> Faculty demographics include only Professor, Associate Professor, and Assistant Professor positions. Staff demographics include only employees who work at least 20 hours per week for at least 4.5 months. Percentages in graphs may not sum to 100 percent due to rounding.