

# 736 - The University of Texas - Pan American

Workforce Summary Document Prepared by the State Auditor's Office.

Based on a review of information self-reported by the institution, the following items are worth noting.

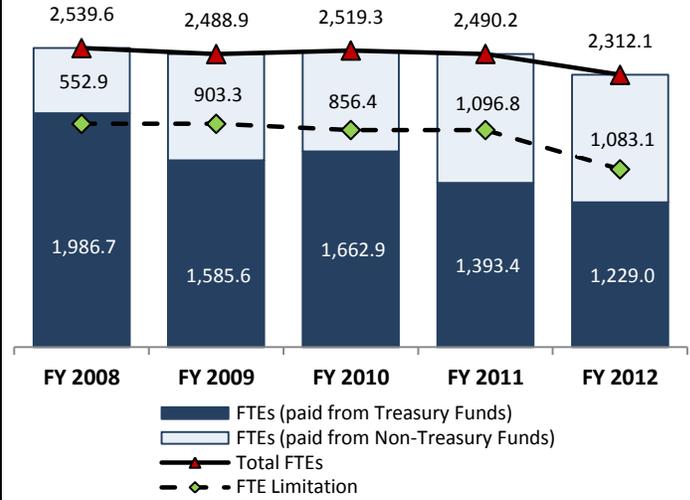
## Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation decreased by 18.1 percent to 1,509.3 FTEs in fiscal year 2012 compared to fiscal year 2011. As of August 31, 2012, 25.7 FTEs were administrator positions. The institution's 2,312.1 total FTEs represents a decrease of 227.5 (9.0 percent) in the total number of FTEs since fiscal year 2008.

In fiscal year 2012, 46.8 percent of FTEs were paid from non-Treasury funds. This is an increase of 95.9 percent in FTEs paid from non-Treasury funds since fiscal year 2008. Only FTEs paid from Treasury funds count against the FTE limitation.

### FTEs Below/Above FTE Limitation

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
FTE Limitation	1,896.1	1,896.1	1,843.3	1,843.3	1,509.3
Number Below or Above Limitation	+90.6	-310.5	-180.4	-449.9	-280.3
Percent Below or Above Limitation	+4.8%	-16.4%	-9.8%	-24.4%	-18.6%

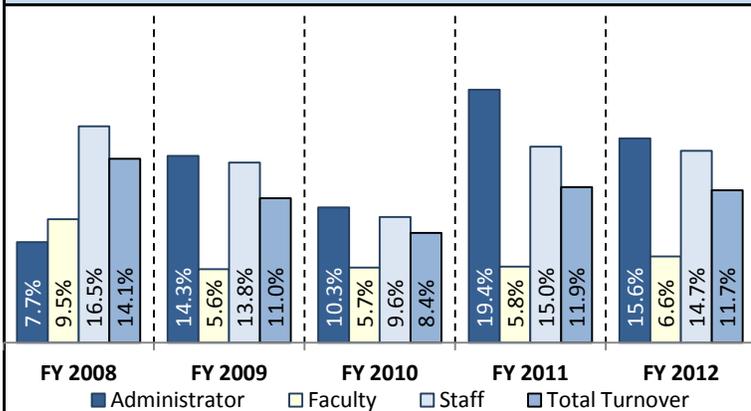


Source: State Auditor's Office Full-time Equivalent System

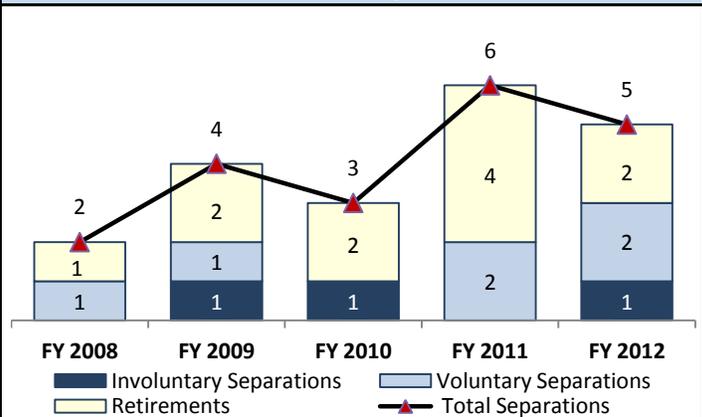
## Employee Turnover<sup>a</sup>

In fiscal year 2012, the total turnover rate for the institution was 11.7 percent. This was lower than in fiscal year 2011, when the total turnover rate was 11.9 percent. The turnover rate in fiscal year 2012 for administrators (15.6 percent) was lower than in fiscal year 2011, turnover for faculty positions (6.6 percent) was higher than in fiscal year 2011, and turnover for staff positions (14.7 percent) was lower than in fiscal year 2011.

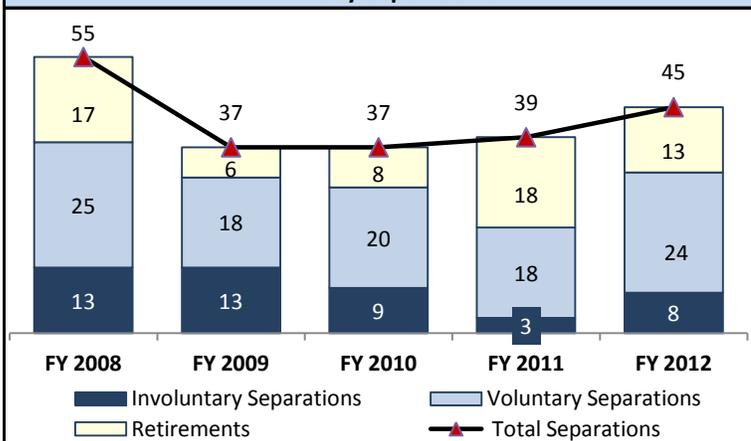
### Turnover Rates



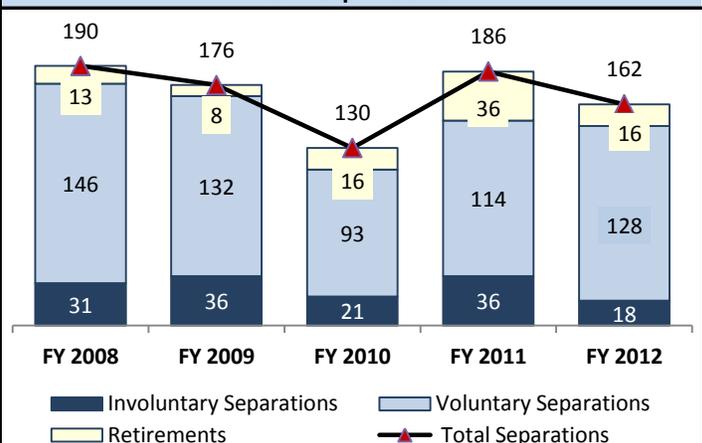
### Administrator Separations



### Faculty Separations



### Staff Separations



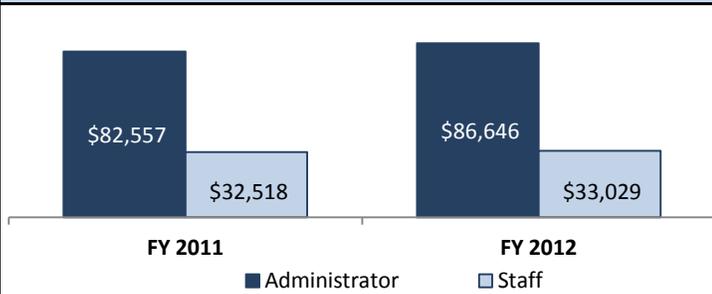
<sup>a</sup> Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Faculty positions include only tenure-track or tenured professor, associate professor, assistant professor, and instructor positions. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

## Compensation Information<sup>b</sup>

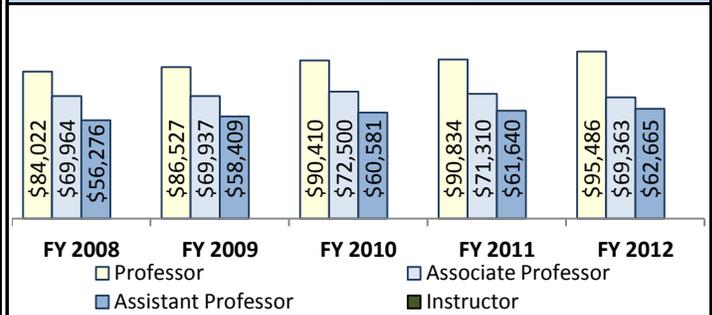
The average salary for staff employees increased by 1.6 percent and for administrators it increased by 5.0 percent when compared to the average salaries in fiscal year 2011. Compared to fiscal year 2008, salary and benefits expenditures increased by 4.0 percent.

In fiscal year 2012, the president's salary was \$300,000. Of that amount, approximately 22.0 percent (\$66,000) was paid from Treasury funds. This salary was unchanged from fiscal year 2011, when the president's salary was \$300,000 (approximately 22.0 percent from Treasury funds).

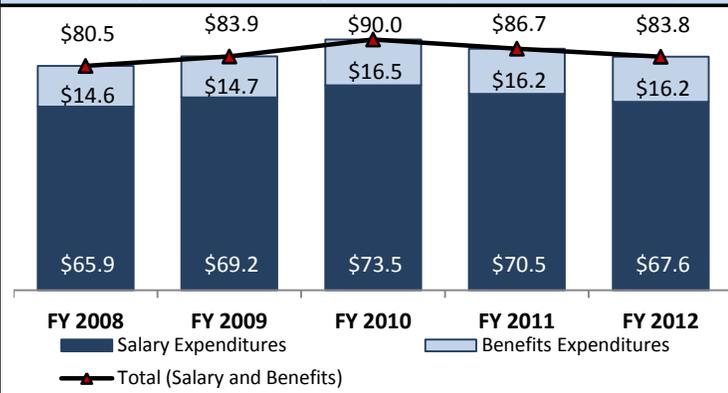
### Administrator and Staff Average Salaries



### Faculty Average Salary



### Salary and Benefits Expenditures (Rounded in Millions)



### Number and Dollars Spent on Merit Increases

	Fiscal Year 2011		Fiscal Year 2012	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	0	\$ 0	0	\$ 0
Faculty	0	\$ 0	0	\$ 0
Staff	0	\$ 0	0	\$ 0
<b>Totals</b>	<b>0</b>	<b>\$ 0</b>	<b>0</b>	<b>\$ 0</b>

In fiscal years 2011 and 2012, the institution reported that it did not provide administrator, staff, or faculty merit increases.

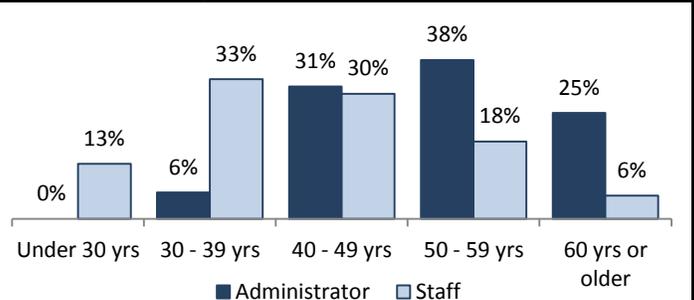
## Fiscal Year 2012 Workforce Demographics<sup>b</sup>

### Summary

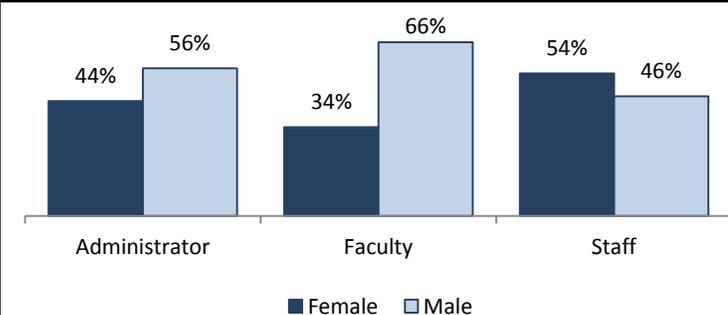
Of the institution's administrators, 93.8 percent were 40 years of age and older, and of the institution's staff employees, 53.4 percent were 40 years of age or older. The average length of employment at the institution for administrators was 2.2 years, and for staff employees it was 2.0 years.

In fiscal year 2012, 61.6 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

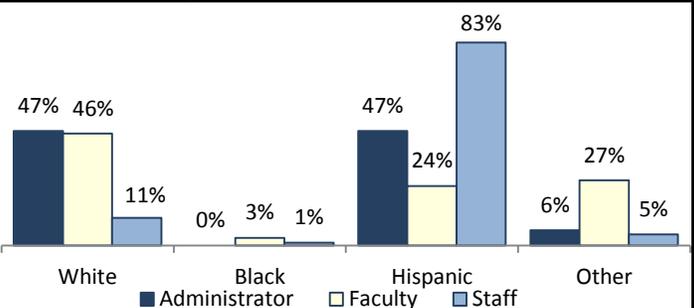
### Age: Administrator and Staff



### Gender: Administrator, Faculty, and Staff



### Ethnicity: Administrator, Faculty, and Staff



<sup>b</sup> Administrator and staff data, as well as faculty merit data, is self-reported by the institution. Faculty data for average salaries, gender, and ethnicity comes from the Higher Education Coordinating Board's Accountability System. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Faculty positions include only tenure-track or tenured professor, associate professor, assistant professor, and instructor positions. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.