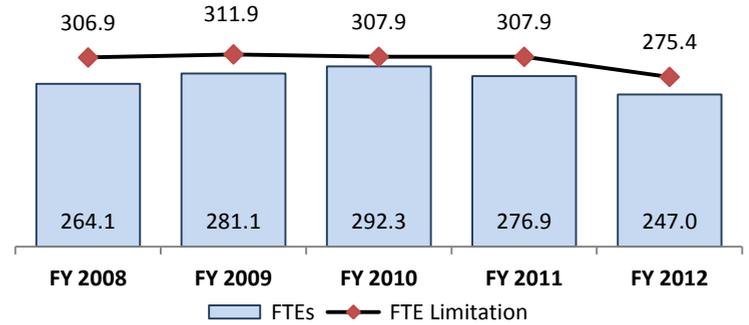


781 - Higher Education Coordinating Board

Workforce Summary Document prepared by the State Auditor's Office.
Based on information self-reported by the agency, the following items are worth noting.

Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation decreased by 10.6 percent to 275.4 FTEs in fiscal year 2012 compared to fiscal year 2011. Compared to fiscal year 2008, the agency saw a decrease of 17.1 (6.5 percent) in the total number of FTEs.

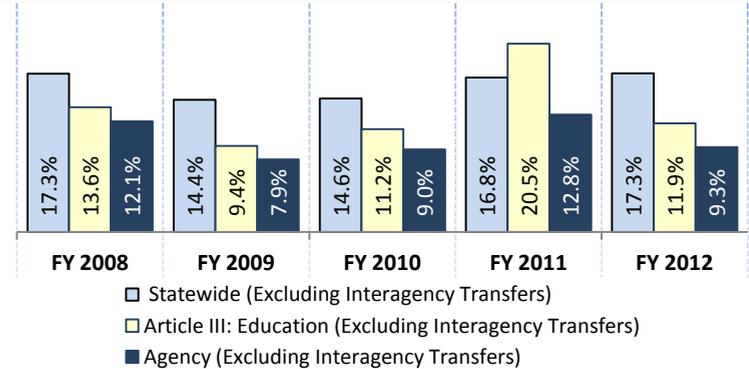
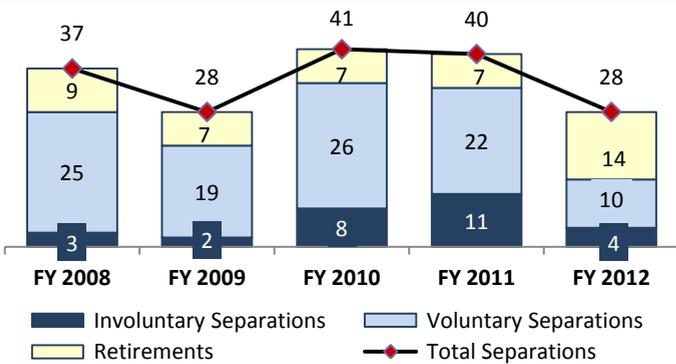


Source: State Auditor's Office Full-time Equivalent System.

FTEs Below/Above FTE Limitation					
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
FTE Limitation	306.9	311.9	307.9	307.9	275.4
Number Below or Above Limitation	-42.8	-30.8	-15.6	-31.0	-28.4
Percent Above or Below Limitation	-13.9%	-9.9%	-5.1%	-10.1%	-10.3%

Employee Turnover^a

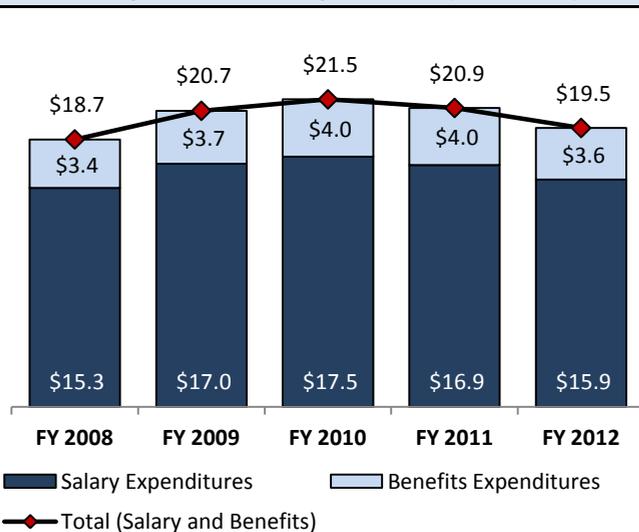
Excluding interagency transfers, the turnover rate within the agency (9.3 percent) was lower than the statewide turnover rate (17.3 percent) and lower than the turnover rate of Article III agencies (11.9 percent) during fiscal year 2012. The fiscal year 2012 agency turnover rate including employees who transferred to another state agency or higher education institution was 11.3 percent.



Compensation Information^a

The average agency salary in fiscal year 2012 of \$60,167 represented an increase of 9.2 percent compared to the average agency salary in fiscal year 2008. Expenditures for salary and benefits were higher compared to fiscal year 2008.

Salary and Benefits Expenditures (in Millions)



Average Salary Trends

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Commissioner	\$180,000	\$180,000	\$186,300	\$186,300	\$186,300
Agency Average	\$55,106	\$57,503	\$58,458	\$59,003	\$60,167
Article Average	\$53,036	\$55,484	\$57,150	\$58,372	\$59,267
Statewide Average	\$37,350	\$38,461	\$39,265	\$39,804	\$40,160

Note: Average salary for Article is for classified regular, full-time and unclassified full-time employees. Average salary for the Agency includes unclassified employees since the agency does not follow the State's Position Classification Plan. The Statewide average includes only full-time regular, classified employees.

Number of and Total Dollars Spent on Salary Actions

	Fiscal Year 2011		Fiscal Year 2012	
	Actions	Dollars Spent	Actions	Dollars Spent
Promotions	19	\$59,447	30	\$93,063
Merits	20	\$57,679	53	\$179,914
One-Time Merits	1	\$2,000	37	\$85,991
Equity Adjustments	0	\$0	0	\$0
Reclassifications	6	\$8,459	6	(\$464)
Totals	46	\$127,585	126	\$358,504

^a Turnover, salary trends, and salary action information was prepared from quarterly and year-end summary information received from the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System (USPS), the Human Resource Information System (HRIS), and the Standardized Payroll/Personnel Reporting System (SPRS). Data are reported for unclassified full-time and part-time employees. Salary and benefit information was taken from the Uniform Statewide Accounting System of Texas.

Job Classifications^b

Fiscal Year 2012 Major Occupational Categories	Agency Job Classifications
<p>The Agency Did not Provide This Information</p>	<p>The agency is not required to comply with the State's Position Classification Plan. The agency did not provide information within this category.</p>
	Classification Compliance Audits
	<p>The agency is not required to comply with the State's Position Classification Plan and is not included in classification compliance audits.</p>

Fiscal Year 2012 Workforce Demographics^b

On average, employees at the agency were 47.7 years of age and had 9.4 years of agency length of service. Of the agency's employees, 76.6 percent were 40 years of age or older, and 42.5 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2012 and 2015, 13.4 percent of the agency's workforce will be eligible to retire (based on fiscal year 2012 data).

Gender	Ethnic Group																																				
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^bDemographic information was prepared from quarterly and year-end summary information received from the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System (USPS), the Human Resource Information System (HRIS), and the Standardized Payroll/Personnel Reporting System (SPRS). Data includes unclassified full-time and part-time employees.

Survey of Employee Engagement^c

The Survey of Employee Engagement, administered by The University of Texas at Austin, is an instrument that measures employees' job satisfaction and employees' perceptions of the effectiveness of the agency. Scores range from 1 to 5, with 5 being the highest. The agency did not participate in the most recent survey cycle.

Percent of Employees Who Intend to Leave Within 1 Year ^d	Overall Employee Satisfaction																														
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^c Information on the Survey of Employee Engagement was received from the Organizational Excellence Group at The University of Texas at Austin.

^d Percentage is based on the number of employees who answered the question.