

783 - University of Houston System

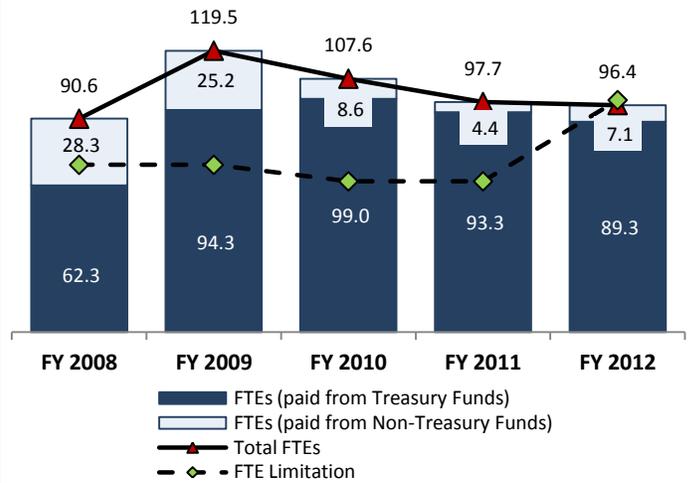
Workforce Summary Document Prepared by the State Auditor's Office.

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 increased by 53.9 percent to 98.5 FTEs in fiscal year 2012 compared to fiscal year 2011. As of August 31, 2012, 12.0 FTEs were administrator positions. The institution's 96.4 total FTEs represents an increase of 5.8 (6.4 percent) in the total number of FTEs since fiscal year 2008.

In fiscal year 2012, 7.4 percent of FTEs were paid from non-Treasury funds. This is a decrease of 74.9 percent in FTEs paid from non-Treasury funds since fiscal year 2008. Only FTEs paid from Treasury funds count against the FTE limitation.



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

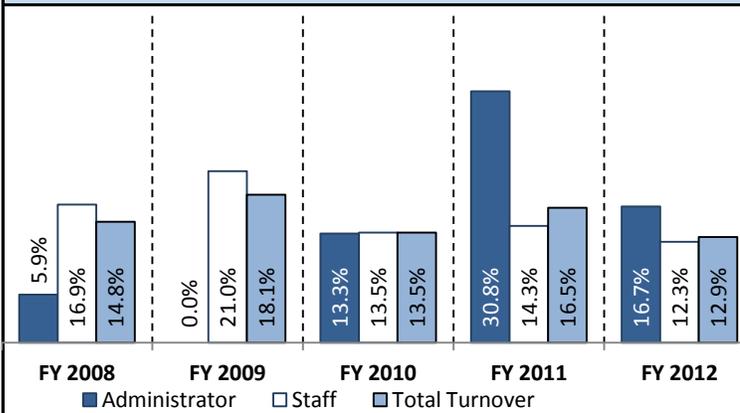
FTEs Below/Above FTE Limitation

| | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 |
|-----------------------------------|---------|---------|---------|---------|---------|
| FTE Limitation | 71.0 | 71.0 | 64.0 | 64.0 | 98.5 |
| Number Below or Above Limitation | -8.7 | +23.3 | +35.0 | +29.3 | -9.2 |
| Percent Below or Above Limitation | -12.3% | +32.8% | +54.7% | +45.8% | -9.3% |

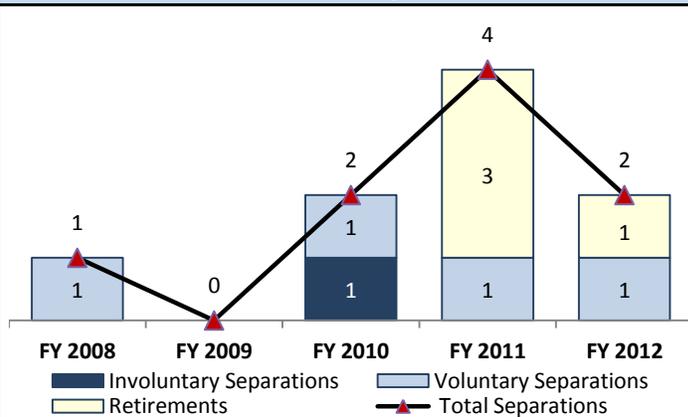
Employee Turnover^a

In fiscal year 2012, the total turnover rate for the institution was 12.9 percent. This was lower than in fiscal year 2011, when the total turnover rate was 16.5 percent. The turnover rate in fiscal year 2012 for administrators (16.7 percent) was lower than in fiscal year 2011 and turnover for staff positions (12.3 percent) was lower than in fiscal year 2011.

Turnover Rates



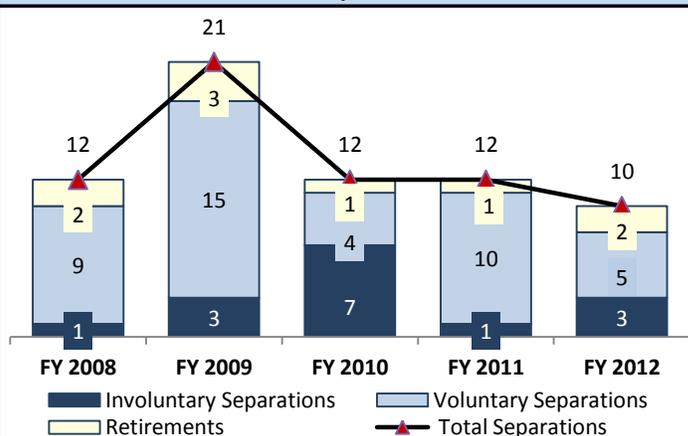
Administrator Separations



Faculty Separations

The University of Houston System Office Does Not Employ Applicable Faculty Positions

Staff Separations



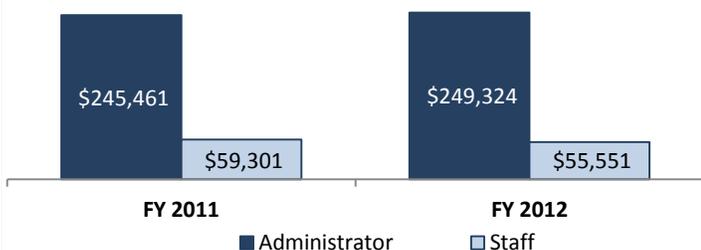
^a Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. The president serves as the president of the University of Houston and the chancellor of the University of Houston System. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

Compensation Information^b

The average salary for staff employees decreased by 6.3 percent and for administrators it increased by 1.6 percent when compared to the average salaries in fiscal year 2011. Compared to fiscal year 2008, salary and benefits expenditures decreased by 6.1 percent.

In fiscal year 2012, the president's salary was \$500,000. Of that amount, approximately 16.5 percent (\$82,500) was paid from Treasury funds. This salary was unchanged from fiscal year 2011, when the president's salary was \$500,000 (approximately 16.5 percent from Treasury funds).

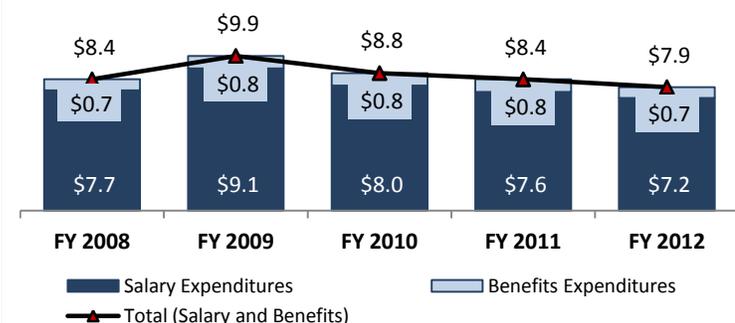
Administrator and Staff Average Salaries



Faculty Average Salary

The University of Houston System Office Does Not Employ Applicable Faculty Positions

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 | 11 | \$ 169,171 | 0 | \$ 0 |
| Faculty | Not Applicable | | | |
| Staff | 81 | \$ 131,595 | 0 | \$ 0 |
| Totals | 92 | \$ 300,766 | 0 | \$ 0 |

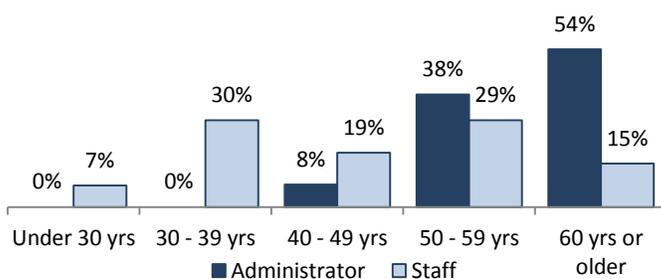
In fiscal year 2012, the institution reported that it did not provide administrator or staff merit increases.

Fiscal Year 2012 Workforce Demographics^b

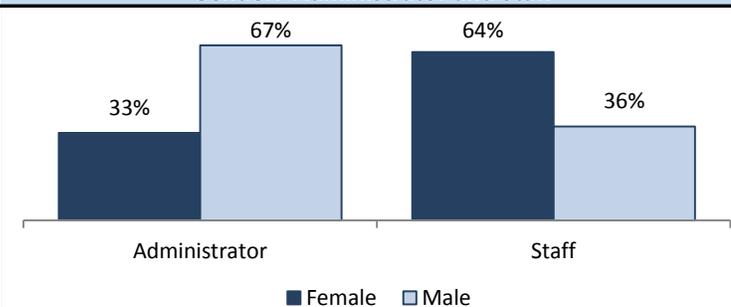
Summary

Of the institution's administrators, 100.0 percent were 40 years of age and older, and of the institution's staff employees, 63.0 percent were 40 years of age or older. The average length of employment at the institution for administrators was 13.0 years, and for staff employees it was 9.0 years.

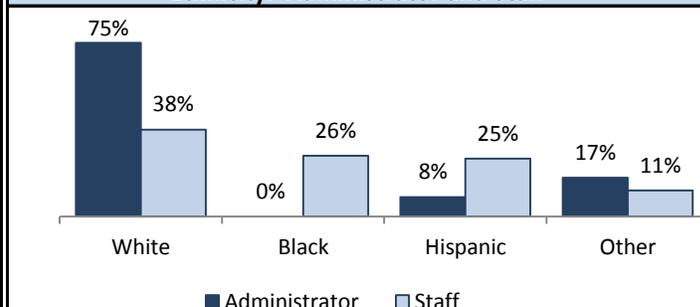
Age: Administrator and Staff



Gender: Administrator and Staff



Ethnicity: Administrator and Staff



^b Administrator and staff data 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. The president serves as the president of the University of Houston and the chancellor of the University of Houston System. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.