

923 - Texas State Technical College - Harlingen

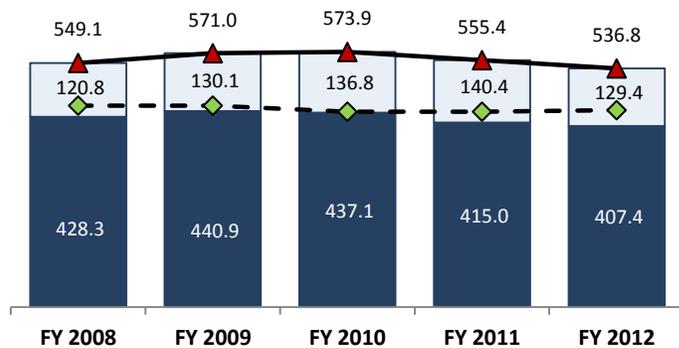
Workforce Summary Document Prepared by the State Auditor's Office.

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 0.8 percent to 442.9 FTEs in fiscal year 2012 compared to fiscal year 2011. As of August 31, 2012, 11.8 FTEs were administrator positions. The institution's 536.8 total FTEs represents a decrease of 12.3 (2.2 percent) in the total number of FTEs since fiscal year 2008.

In fiscal year 2012, 24.1 percent of FTEs were paid from non-Treasury funds. This is an increase of 7.1 percent in FTEs paid from non-Treasury funds since fiscal year 2008. Only FTEs paid from Treasury funds count against the FTE limitation.



■ FTEs (paid from Treasury Funds)
■ FTEs (paid from Non-Treasury Funds)
▲ Total FTEs
◆ FTE Limitation

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

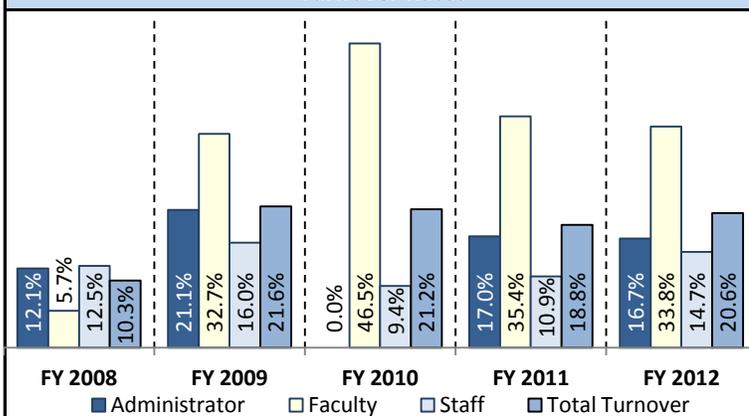
FTEs Below/Above FTE Limitation

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
FTE Limitation	453.2	453.2	439.5	439.5	442.9
Number Below or Above Limitation	-24.9	-12.3	-2.4	-24.5	-35.5
Percent Below or Above Limitation	-5.5%	-2.7%	-0.5%	-5.6%	-8.0%

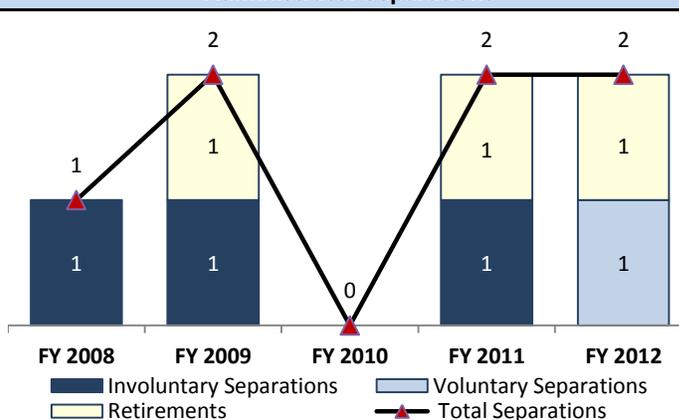
Employee Turnover^a

In fiscal year 2012, the total turnover rate for the institution was 20.6 percent. This was higher than in fiscal year 2011, when the total turnover rate was 18.8 percent. The turnover rate in fiscal year 2012 for administrators (16.7 percent) was lower than in fiscal year 2011, turnover for faculty positions (33.8 percent) was lower than in fiscal year 2011, and turnover for staff positions (14.7 percent) was higher than in fiscal year 2011.

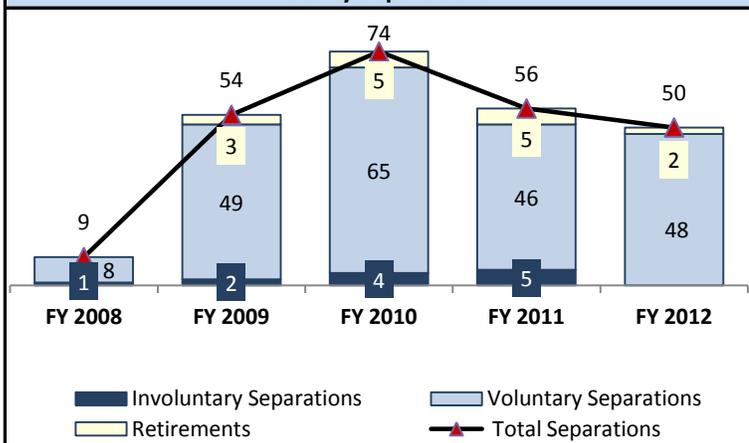
Turnover Rates



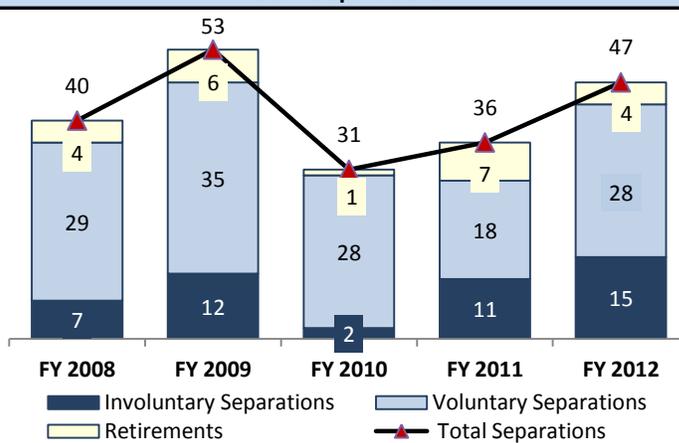
Administrator Separations



Faculty Separations



Staff Separations



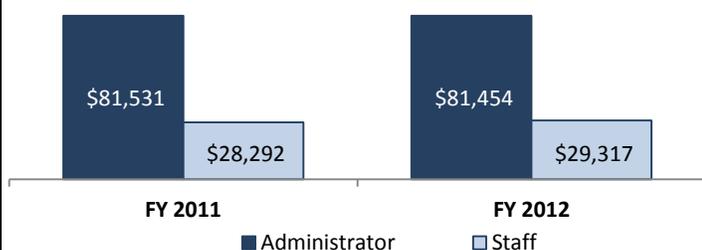
^a Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Faculty positions include all benefits eligible 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^b

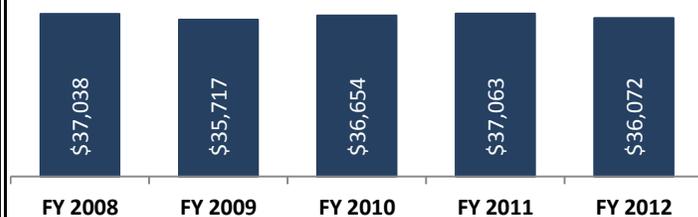
The average salary for staff employees increased by 3.6 percent and for administrators it decreased by 0.1 percent when compared to the average salaries in fiscal year 2011.

In fiscal year 2012, the president's salary was \$139,044. Of that amount, approximately 45.8 percent (\$63,682) was paid from Treasury funds. This salary was unchanged from fiscal year 2011, when the president's salary was \$139,044 (approximately 45.8 percent from Treasury funds).

Administrator and Staff Average Salaries



Faculty Average Salary



Salary and Benefits Expenditures (Rounded in Millions)

Salary and Benefit Expenditures Are Reported Through the Texas State Technical College System Administration

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
Totals	0	\$ 0	0	\$ 0

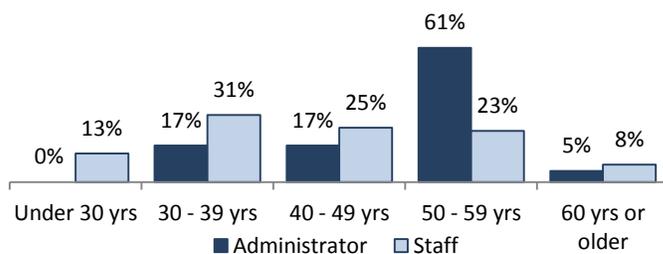
In fiscal year 2012, the institution reported that it did not provide administrator, faculty, or staff merit increases.

Fiscal Year 2012 Workforce Demographics^b

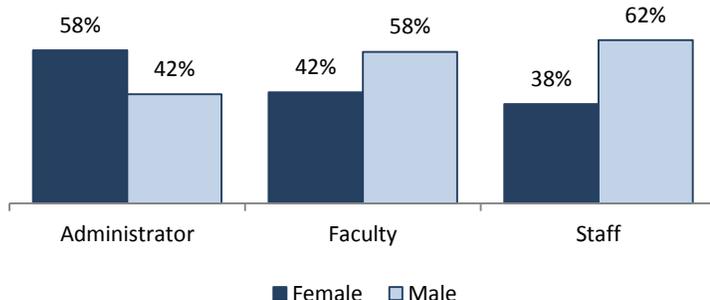
Summary

Of the institution's administrators, 82.8 percent were 40 years of age and older, and of the institution's staff employees, 55.9 percent were 40 years of age or older. The average length of employment at the institution for administrators was 11.7 years, and for staff employees it was 8.8 years.

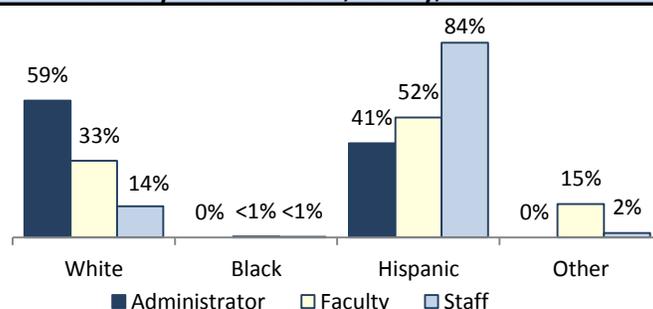
Age: Administrator and Staff



Gender: Administrator, Faculty, and Staff



Ethnicity: Administrator, Faculty, and Staff



^b 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 all benefits eligible 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.