737 - Angelo State University

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.

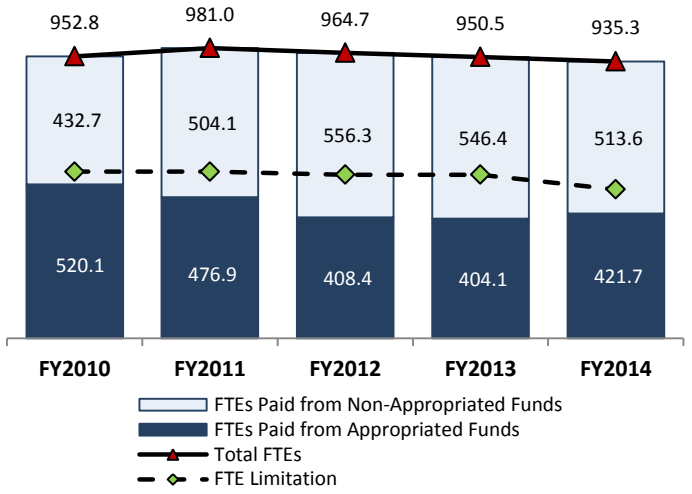
Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation decreased by 9.0 percent to 502.7 FTEs in fiscal year 2014 compared to fiscal year 2013. As of August 31, 2014, 26 FTEs were administrator positions. The institution's 935.3 total FTEs represent a decrease of 17.5 (1.8 percent) in the total number of FTEs since fiscal year 2010.

In fiscal year 2014, 54.9 percent of FTEs were paid from non-appropriated funds. This is an increase of 18.7 percent in FTEs paid from non-appropriated funds since fiscal year 2010. Only FTEs paid from appropriated funds count against the FTE limitation.

FTEs Below/Above FTE Limitation

	FY2010	FY2011	FY2012	FY2013	FY2014
FTE Limitation	562.7	562.7	552.7	552.7	502.7
Number Below or Above Limitation	-42.6	-85.8	-144.3	-148.6	-81.0
Percent Below or Above Limitation	-7.6%	-15.2%	-26.1%	-26.9%	-16.1%

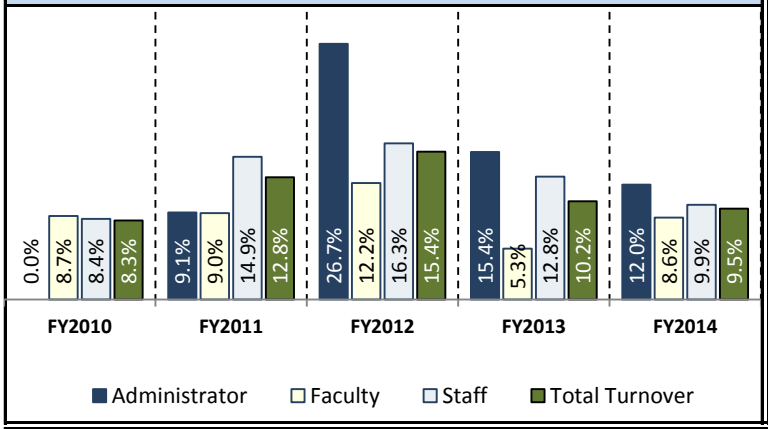


Source: State Auditor's Office Full-time Equivalent System.

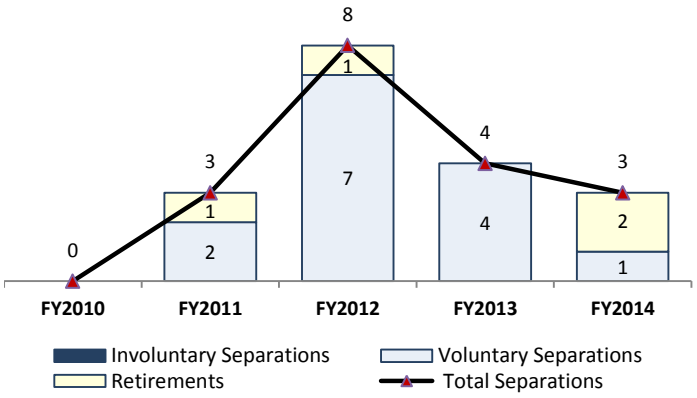
Employee Turnover[a]

In fiscal year 2014, the total turnover rate for the institution was 9.5 percent. This was lower than in fiscal year 2013, when the total turnover rate was 10.2 percent. The turnover rate in fiscal year 2014 for administrators (12.0 percent) was lower than in fiscal year 2013, turnover for faculty positions (8.6 percent) was higher than in fiscal year 2013, and turnover for staff positions (9.9 percent) was lower than in fiscal year 2013.

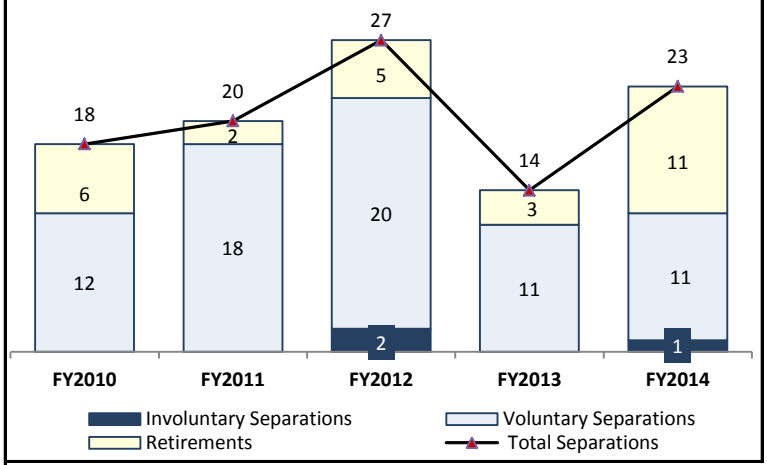
Turnover Rates



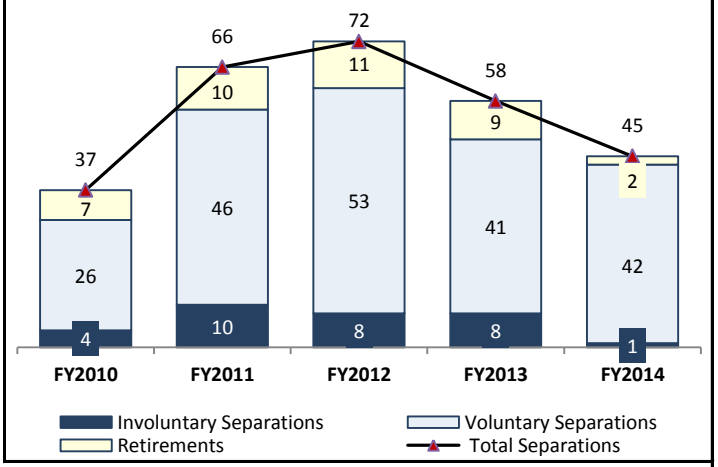
Administrator Separations



Faculty Separations



Staff Separations



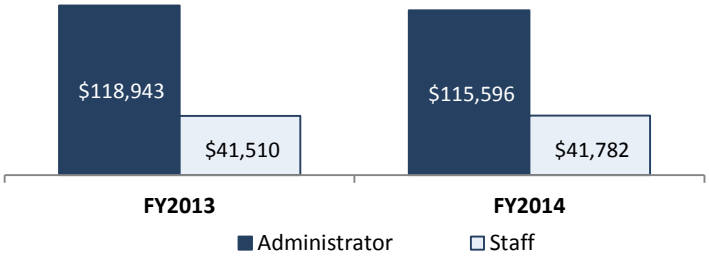
[a] Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Faculty positions include all faculty regardless of tenure or benefits eligibility. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

Compensation Information[b]

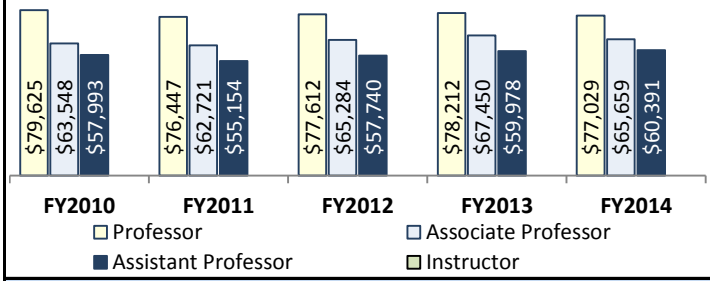
The average salary for staff employees increased by 0.7 percent and for administrators it decreased by 2.8 percent when compared to the average salaries in fiscal year 2013. Compared to fiscal year 2010, salary and benefits expenditures decreased by 0.5 percent.

In fiscal year 2014, the president's salary was $191,900. This salary decreased from fiscal year 2013, when the president's salary was $242,046.

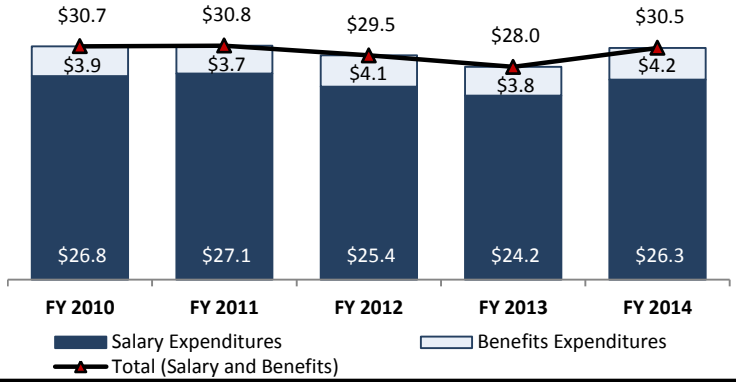
Administrator and Staff Average Salaries



Faculty Average Salary



Salary and Benefits Expenditures (In Millions)
(Includes Only Appropriated Funds)



Number and Dollars Spent on Merit Increases

	Fiscal Year 2013		Fiscal Year 2014	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	24	$ 56,150	23	$ 28,899
Faculty	255	$ 217,360	250	$ 139,405
Staff	417	$ 269,896	403	$ 206,469
Totals	**696**	**$ 543,406**	**676**	**$ 374,773**

In fiscal year 2014, the institution reported that it did not use appropriated funds to pay for administrator, faculty, and staff merit increases.

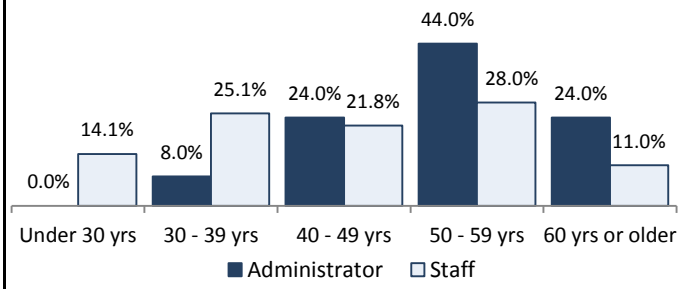
Fiscal Year 2014 Workforce Demographics[b]

Summary

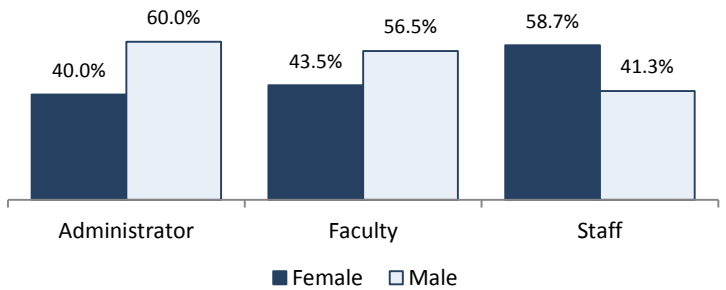
Of the institution's administrators, 92.0 percent were 40 years of age and older, and of the institution's staff employees, 60.8 percent were 40 years of age or older. The average length of employment at the institution for administrators was 16.7 years, and for staff employees it was 8.5 years.

In fiscal year 2014, 64.7 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

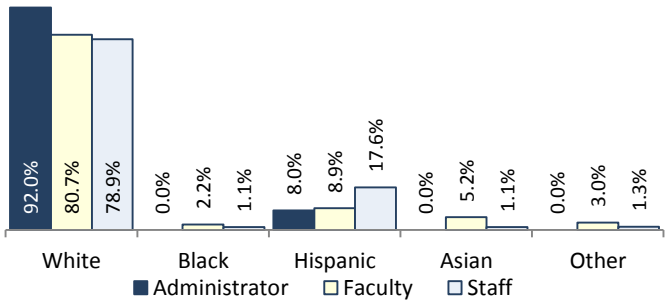
Age: Administrator and Staff



Gender: Administrator, Faculty, and Staff



Ethnicity: Administrator, Faculty, and Staff



[b]Administrator and staff data, as well as faculty gender, ethnicity, and merit data, is self-reported by the institution. Faculty data for average salaries 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 faculty regardless of tenure or benefits eligibility. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.