

# 747 - The University of Texas at Brownsville

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

Texas Southmost College data is reported in this document in fiscal years 2010 - 2012

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

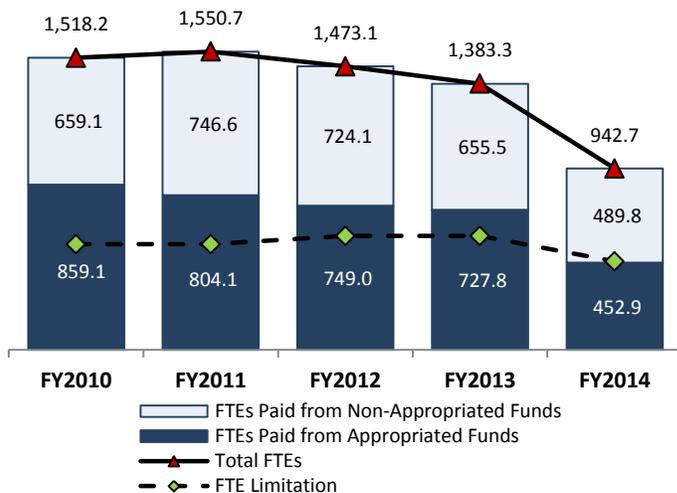
## Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation decreased by 22.4 percent to 459.0 FTEs in fiscal year 2014 compared to fiscal year 2013. The institution reported that in fiscal year 2013, the Texas Southmost College separated from the University of Texas at Brownsville. As of August 31, 2014, 22.3 FTEs were administrator positions. The institution's 942.7 total FTEs represent a decrease of 575.5 (37.9 percent) in the total number of FTEs since fiscal year 2010; however, in fiscal year 2010 the institution was in partnership with Texas Southmost College.

In fiscal year 2014, 52.0 percent of FTEs were paid from non-appropriated funds. This is a decrease of 25.7 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                    | 548.9  | 548.9  | 591.2  | 591.2  | 459.0  |
| Number Below or Above Limitation  | +310.2 | +255.2 | +157.8 | +136.6 | -6.1   |
| Percent Below or Above Limitation | +56.5% | +46.5% | +26.7% | +23.1% | -1.3%  |

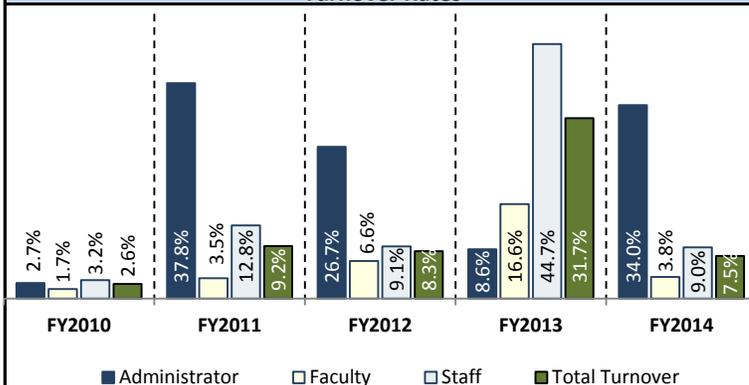


Source: State Auditor's Office Full-time Equivalent System.

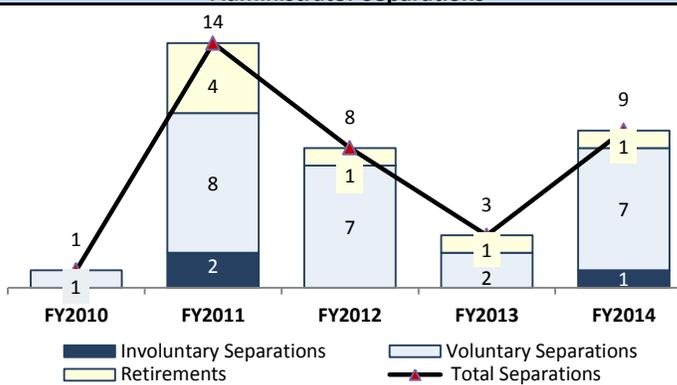
## Employee Turnover<sup>a</sup>

In fiscal year 2014, the total turnover rate for the institution was 7.5 percent. This was lower than in fiscal year 2013, when the total turnover rate was 31.7 percent. The turnover rate in fiscal year 2014 for administrators (34.0 percent) was higher than in fiscal year 2013, turnover for faculty positions (3.8 percent) was lower than in fiscal year 2013, and turnover for staff positions (9.0 percent) was lower than in fiscal year 2013.

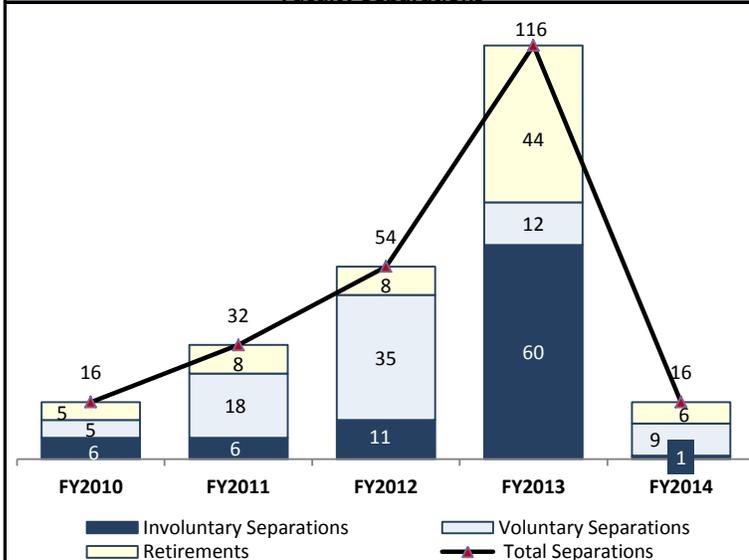
### Turnover Rates



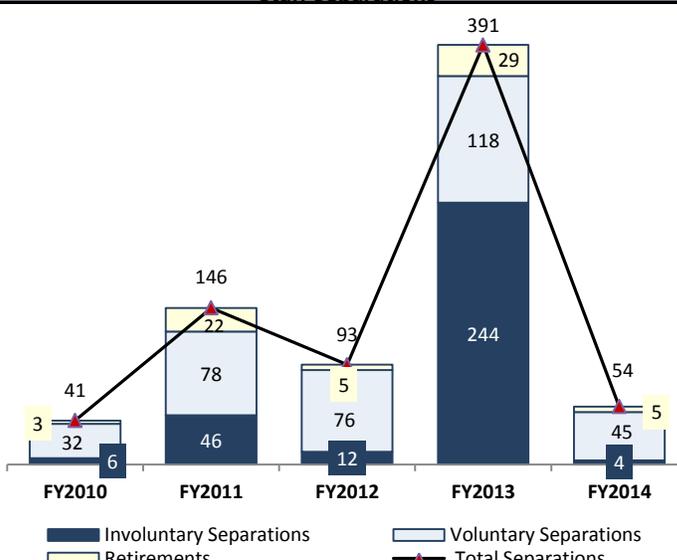
### Administrator Separations



### Faculty Separations



### Staff Separations



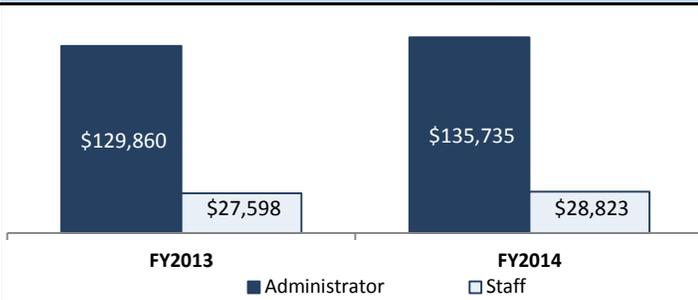
<sup>a</sup> Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities.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

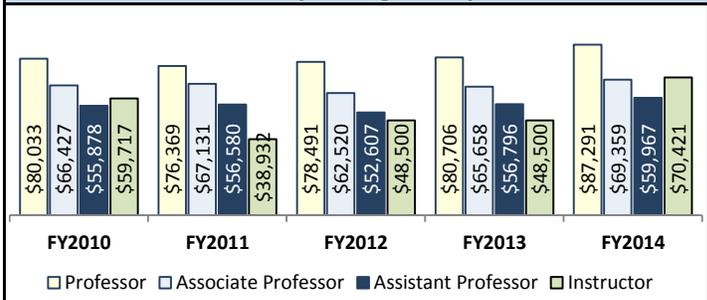
The average salary for staff employees increased by 4.4 percent and for administrators it increased by 4.5 percent when compared to the average salaries in fiscal year 2013. Compared to fiscal year 2010, salary and benefits expenditures increased by 9.0 percent.

In fiscal year 2014, the president's salary was \$311,783. This salary was unchanged from fiscal year 2013, when the president's salary was \$311,783.

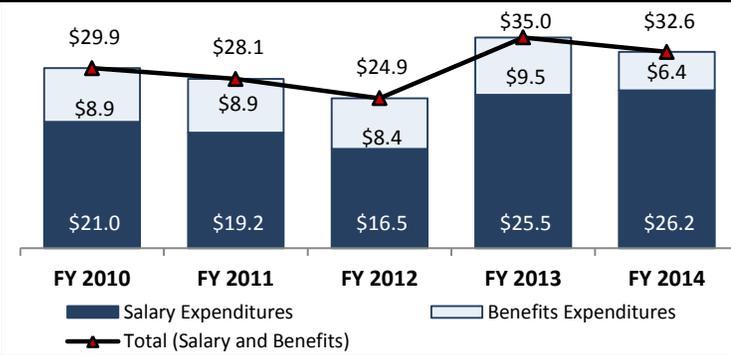
### Administrator and Staff Average Salaries



### Faculty Average Salary<sup>c</sup>



### 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 | 0                | \$ 0          | 16               | \$ 84,000         |
| Faculty       | 0                | \$ 0          | 0                | \$ 0              |
| Staff         | 0                | \$ 0          | 83               | \$ 74,000         |
| <b>Totals</b> | <b>0</b>         | <b>\$ 0</b>   | <b>99</b>        | <b>\$ 158,000</b> |

In fiscal year 2014, the institution used appropriated funds to pay for 80.7 percent of administrator merit increases and 40.0 percent of staff merit increases. The institution did not provide faculty merit increases in fiscal year 2014.

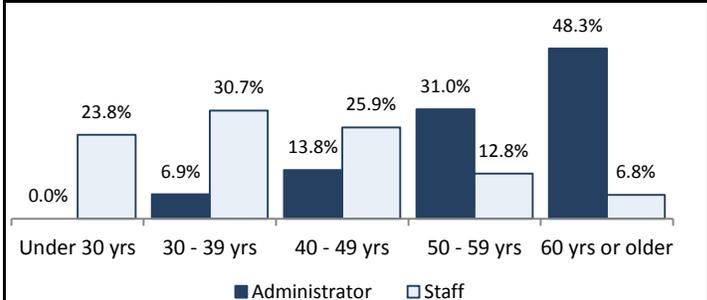
## Fiscal Year 2014 Workforce Demographics<sup>b</sup>

### Summary

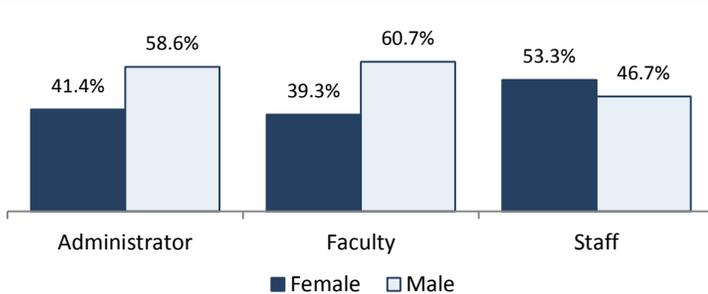
Of the institution's administrators, 93.1 percent were 40 years of age and older, and of the institution's staff employees, 45.5 percent were 40 years of age or older. The average length of employment at the institution for administrators was 8.1 years, and for staff employees it was 3.8 years.

In fiscal year 2014, 76.0 percent of faculty FTEs with teaching responsibility were tenured or tenure-track.

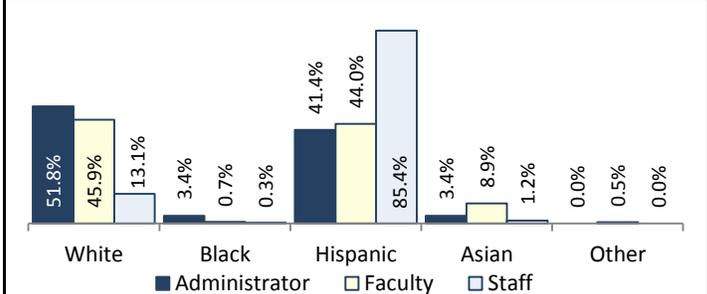
### Age: Administrator and Staff



### Gender: Administrator, Faculty, and Staff



### Ethnicity: Administrator, Faculty, and Staff



<sup>b</sup>Administrator and staff data, as well as faculty 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.

<sup>c</sup>Average salaries for professor, associate professor, and assistant professor for fiscal year 2013 varies slightly from what is reported in the Higher Education Board's Accountability System due to subsequent revisions.