

# 719 - 002 - Texas State Technical College - Fort Bend

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 noteworthy.

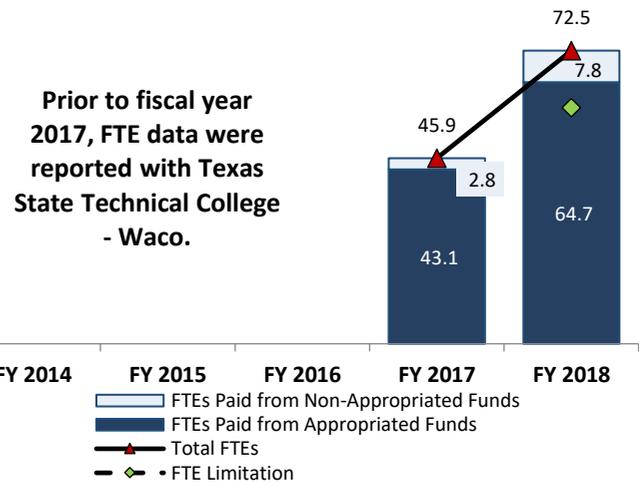
## Full-Time Equivalent (FTE) Employees

This institution was established on May 23, 2015. House Bill 658 (84th Legislature, Regular Session) created this institution. Prior to fiscal year 2017, information on full-time equivalent employees was included in the information reported for the Texas State Technical College - Waco. As of August 31, 2018, 5.0 FTEs were administrator positions.

In fiscal year 2018, 10.8 percent of FTEs were paid from non-appropriated funds (see bar chart to the right). Only FTEs paid from appropriated funds counted against the FTE limitation.

### FTEs Below/Above FTE Limitation

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
FTE Limitation	N/A	N/A	N/A	N/A	58.4
Number Below or Above Limitation	N/A	N/A	N/A	N/A	+6.3
Percent Below or Above Limitation	N/A	N/A	N/A	N/A	+10.8%

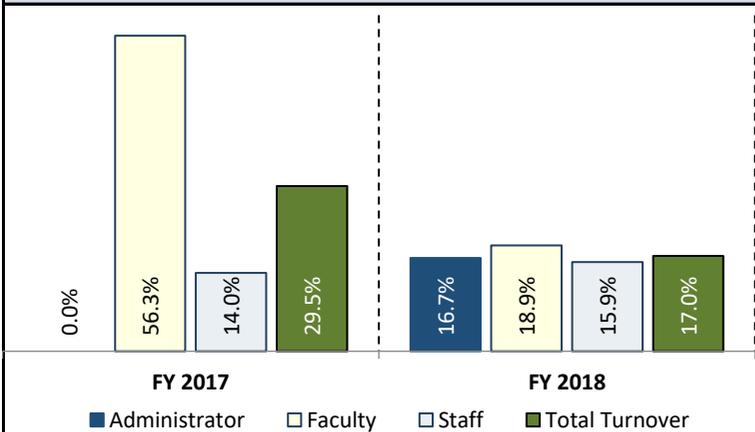


Source: State Auditor's Office Full-time Equivalent State Employee System.

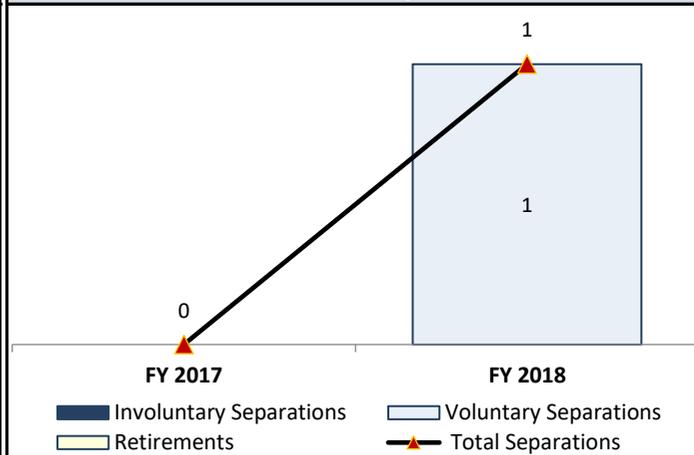
## Employee Turnover <sup>a b</sup>

In fiscal year 2018, the total turnover rate for the institution was 17.0 percent. This was lower than in fiscal year 2017, when the total turnover rate was 29.5 percent. The turnover rate in fiscal year 2018 for administrators (16.7 percent) was higher than in fiscal year 2017, turnover for faculty positions (18.9 percent) was lower than in fiscal year 2017, and turnover for staff positions (15.9 percent) was higher than in fiscal year 2017. Prior to fiscal year 2017, information on turnover was included in the information reported for the Texas State Technical College - Waco.

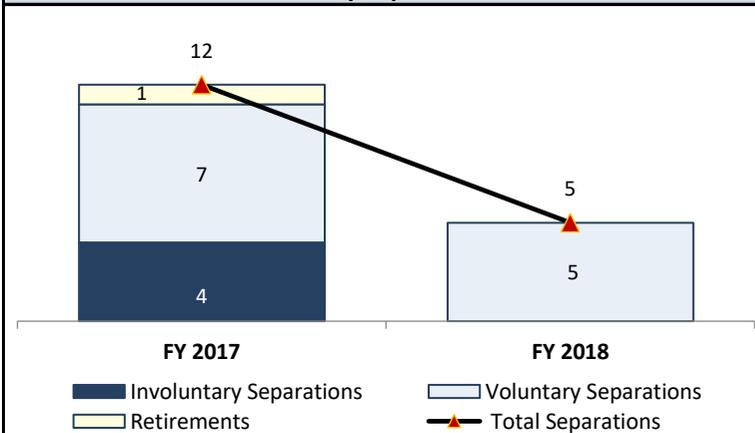
### Turnover Rates



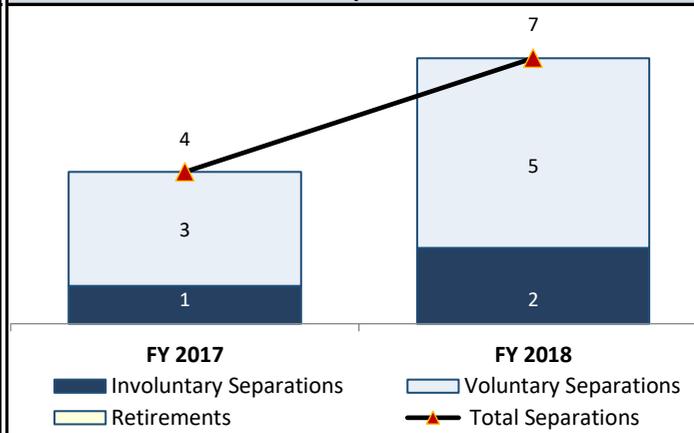
### Administrator Separations



### 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.

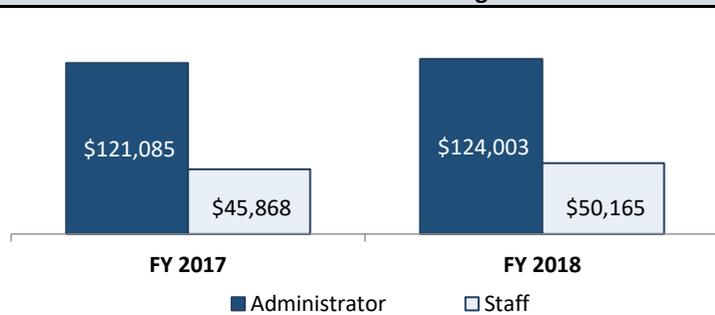
<sup>b</sup> During fiscal year 2016, the separate accreditations and operations of the Texas State Technical College System were merged to form a single college. Consequently, there is a single administration and chief executive across the statewide college.

## Compensation Information <sup>b</sup>

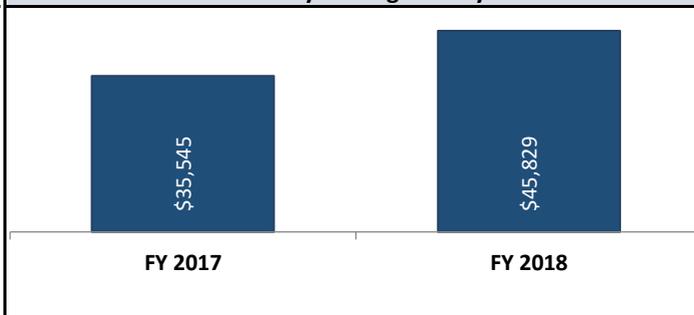
Compared to the average salaries in fiscal year 2017, the average salary for staff employees increased by 9.4 percent and for administrators it increased by 2.4 percent. Prior to fiscal year 2017, information on compensation was included in the information reported for the Texas State Technical College - Waco.

During fiscal year 2016, the separate accreditations and operations of the Texas State Technical College System were merged to form a single college. Consequently, there is a single administration and chief executive across the statewide college. In fiscal year 2018, the provost's salary is \$137,340.

### Administrator and Staff Average Salaries



### Faculty Average Salary



### Salary and Benefits Expenditures (in Millions) (Includes Only Appropriated Funds)

**Salary and Benefits Expenditures Are Included in the Information Reported for the Texas State Technical College System Administration**

### Number and Dollars Spent on Merit Increases

	Fiscal Year 2017		Fiscal Year 2018	
	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
<b>Totals</b>	<b>0</b>	<b>\$ 0</b>	<b>0</b>	<b>\$ 0</b>

In fiscal year 2018, the institution did not award administrator, faculty, or staff merit increases.

## Fiscal Year 2018 Workforce Demographics and Veteran Employment <sup>b c</sup>

Of the institution's administrators, 100.0 percent were 40 years of age or older, and of the institution's staff employees, 52.3 percent were 40 years of age or older. The average length of employment at the institution for administrators was 14.0 years, and for staff employees it was 4.2 years. The average length of service includes the service time working for the institution when its data was previously reported with Texas State Technical College - Waco.

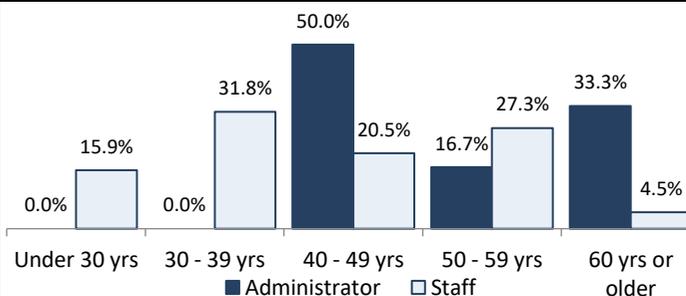
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for higher education institutions a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees.

Veteran Employment is included in the information reported for the Texas State Technical College System Administration.

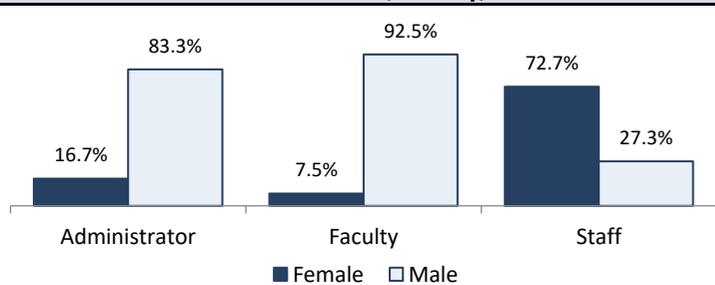
### Veteran Employment

**Veteran Employment Is Included in the Information Reported for the Texas State Technical College System Administration**

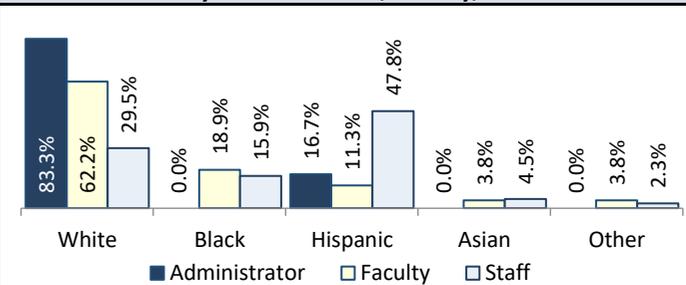
### Age: Administrator and Staff



### Gender: Administrator, Faculty, and Staff



### Ethnicity: Administrator, Faculty, and Staff



<sup>b</sup> During fiscal year 2016, the separate accreditations and operations of the Texas State Technical College System were merged to form a single college. Consequently, there is a single administration and chief executive across the statewide college.

<sup>c</sup> Age, 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 or assistant chancellor, dean, associate or 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.