

# 733 - Texas Tech University

Workforce Summary Document Prepared by the State Auditor's Office Classification Team

## State Classification Team Observations

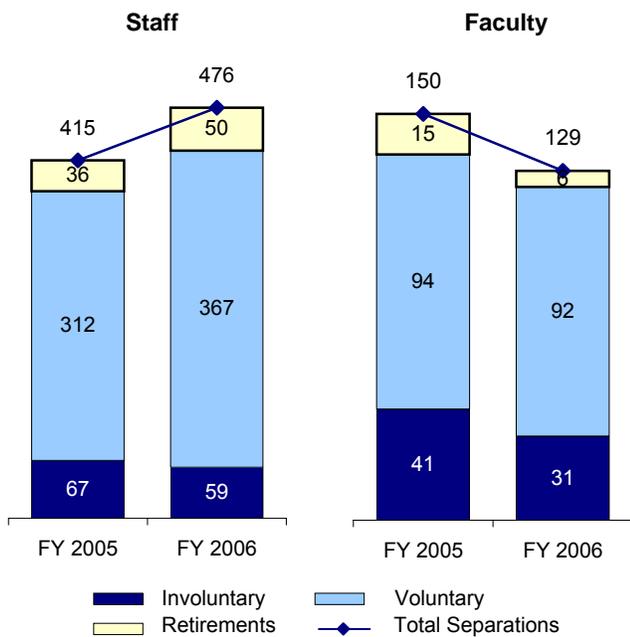
Based on a review of statistics and related information, the following items are worth noting:

- ▲ The institution provided merit increases to faculty and staff during fiscal year 2006.
- ▲ Over the last five years, the institution has remained below its full-time equivalent (FTE) cap.
- ▲ Staff -
  - Staff turnover increased from 14.4 percent in fiscal year 2005 to 16.1 percent in fiscal year 2006.
  - Average length of employment is 9 years.
- ▲ Faculty -
  - Faculty turnover decreased from 13.1 percent in fiscal year 2005 to 11.0 percent in fiscal year 2006.
  - The institution reports difficulty in recruiting faculty in Immunology, Epidemiology, Aquatics, Sport Pedagogy, Petroleum Engineering, Costume and Lightening Design, Dance, Visual Studies, Music Education, Physical Chemistry, Higher Education Leadership, Bilingual Education, Math Education, American Sign Language, Second Language Acquisition and Pedagogy, Photocommunications, Public Relations/advertising, Enology, Agricultural Communications, Agriculture and Applied Economics, African American Literature, Latina/o Literature, and Technical Communication

## Fiscal Year 2006 Employee Headcount

Staff	Faculty	Contractors	Total
2,964	1,170	23	4,157

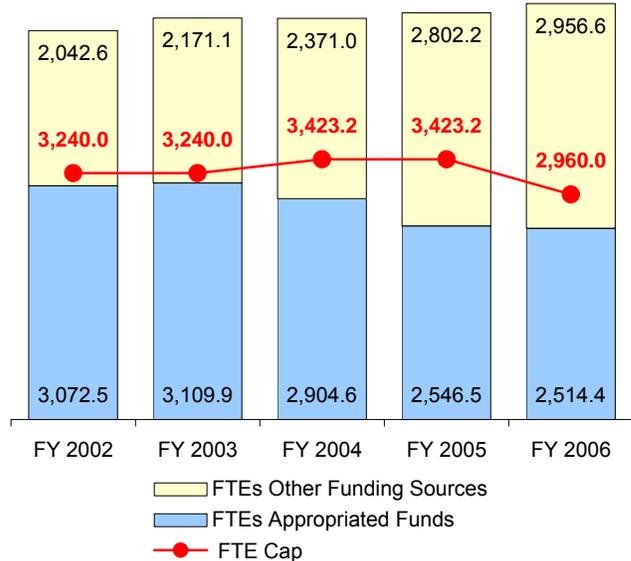
### Employee Turnover



### Turnover Rate

	FY 2005	FY 2006
<b>Staff</b>	14.4%	16.1%
<b>Faculty</b>	13.1%	11.0%

### Full-Time Equivalent Employees



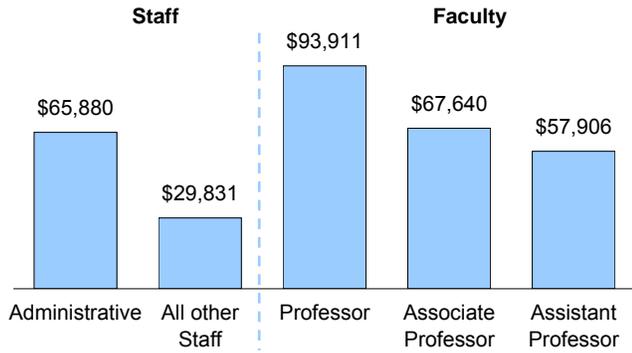
Only FTEs paid from appropriated funds count against the FTE cap.

### Percentage Below/Above FTE cap

FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
-5.2%	-4.0%	-15.1%	-25.6%	-15.1%

### Compensation Information

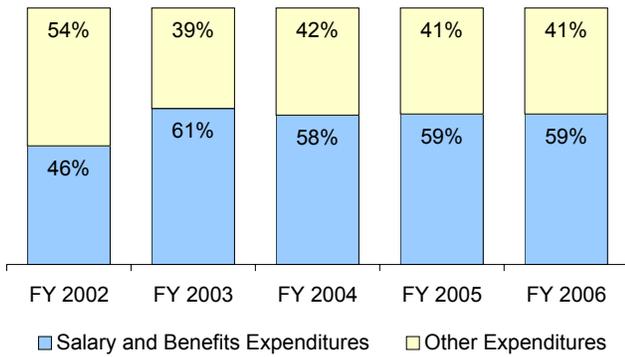
#### Fiscal Year 2006 Average Salary



#### Fiscal Year 2006 Merit Increases

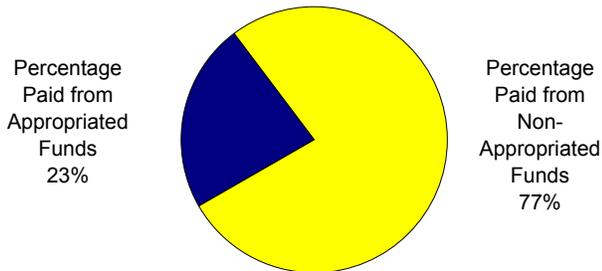
	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	2,327	\$2,706,736	38%	62%
Faculty	917	\$1,922,336	99%	1%

#### Salary and Benefits Expenditures as a Percentage of Operating Expenditures



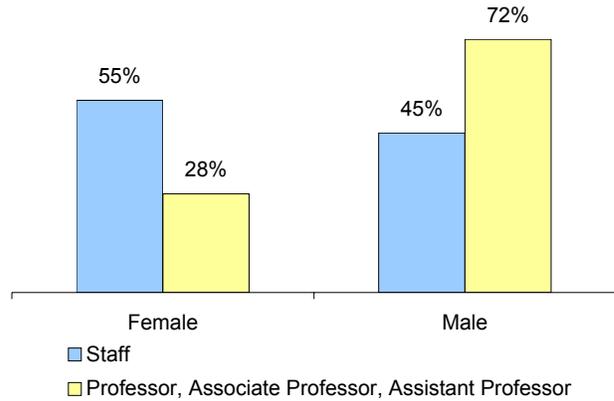
#### Fiscal Year 2006 President's Salary

\$ 291,200

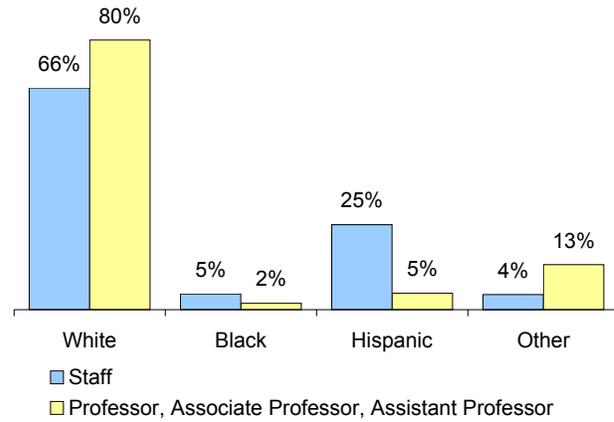


### Fiscal Year 2006 Workforce Demographics

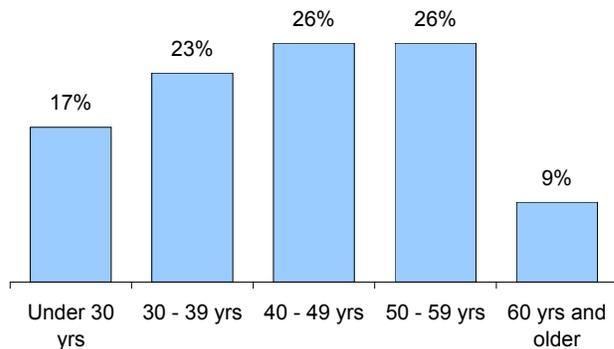
#### Gender



#### Ethnic Group



#### Staff Age



Staff Average Length of Employment

9 Years

Percentage in graphs may not always equal exactly 100% due to rounding.