

734 - Lamar University - Beaumont

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

State Classification Team Observations

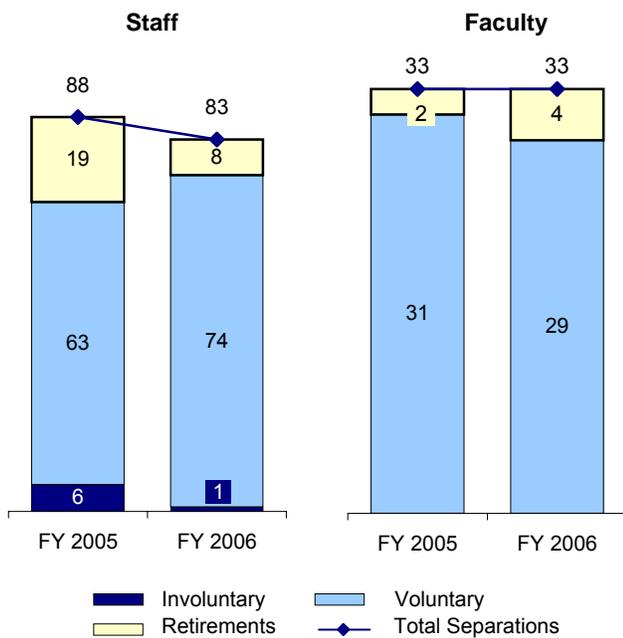
Based on a review of statistics and related information, the following items are worth noting:

- ▲ The institution gave a 2 percent across-the-board salary increase in fiscal year 2005 (the average increase was \$708); in fiscal year 2006, it gave a 4 percent salary increase (the average increase was \$1,446).
- ▲ In fiscal year 2006, the institution was below its full-time equivalent (FTE) cap.
- ▲ Staff -
 - Staff turnover decreased from 14.0 percent in fiscal year 2005 to 11.9 percent in fiscal year 2006.
 - Seventy-three percent of staff employees are 40 years of age or older.
 - Average length of employment is 10 years.
- ▲ Faculty -
 - Faculty turnover increased slightly from 9.4 percent in fiscal year 2005 to 9.9 percent in fiscal year 2006.
 - The institution reports difficulty in recruiting faculty in Nursing, Business, and Engineering.

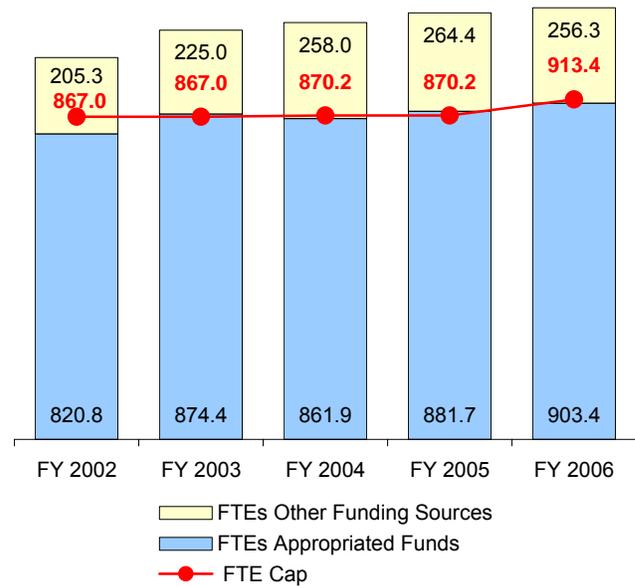
Fiscal Year 2006 Employee Headcount

Staff	Faculty	Contractors	Total
654	355	5	1,014

Employee Turnover



Full-Time Equivalent Employees



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

Turnover Rate

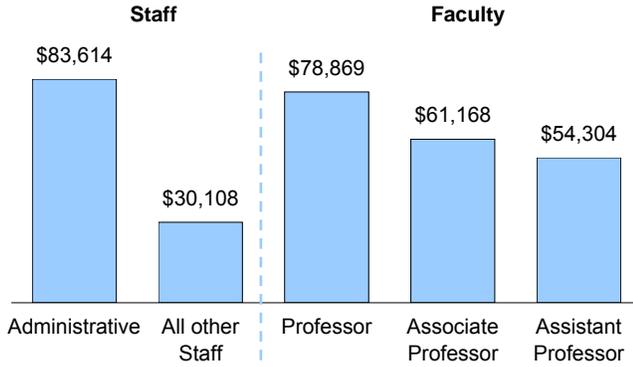
	FY 2005	FY 2006
Staff	14.0%	12.7%
Faculty	9.4%	9.3%

Percentage Below/Above FTE cap

FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
-5.3%	0.9%	-1.0%	1.3%	-1.1%

Compensation Information

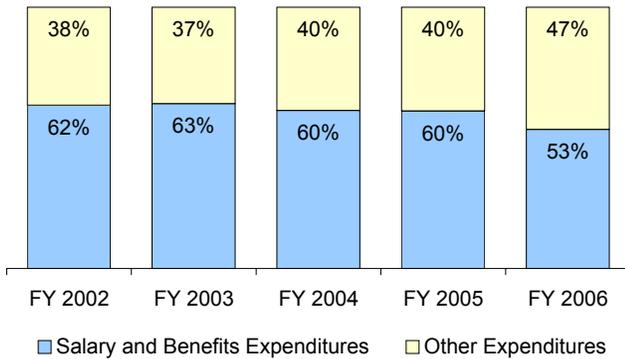
Fiscal Year 2006 Average Salary



Fiscal Year 2006 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	NA	NA	0%	0%
Faculty	315	\$ 685,596	0%	100%

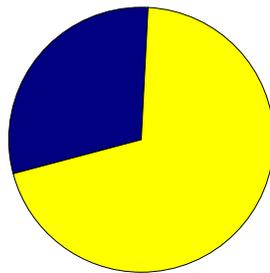
Salary and Benefits Expenditures as a Percentage of Operating Expenditures



Fiscal Year 2006 President's Salary

\$ 223,200

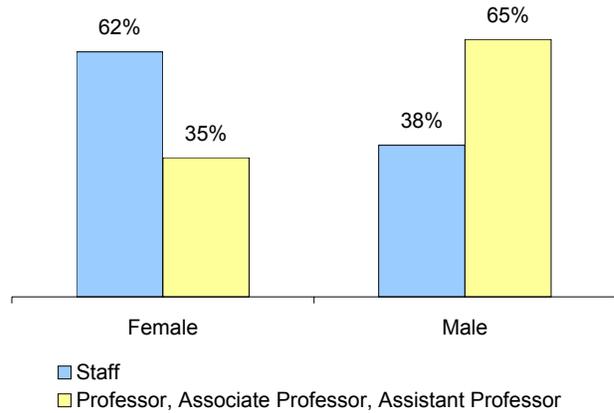
Percentage Paid from Appropriated Funds
30%



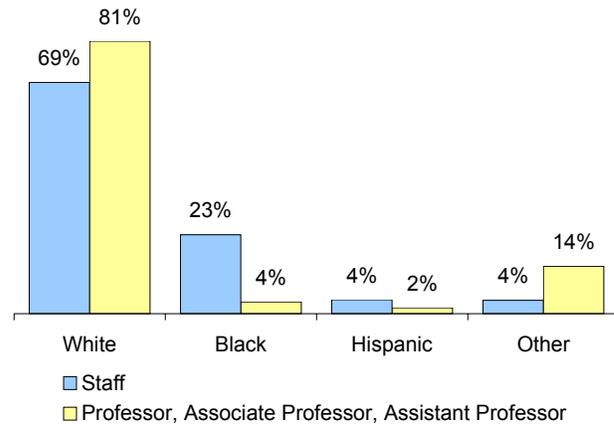
Percentage Paid from Non-Appropriated Funds
70%

Fiscal Year 2006 Workforce Demographics

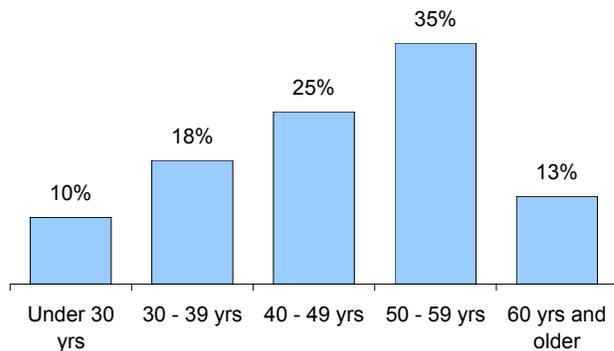
Gender



Ethnic Group



Staff Age



Staff Average Length of Employment

10 Years

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