

# 751 - Texas A&M University - Commerce

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

## State Classification Team Observations

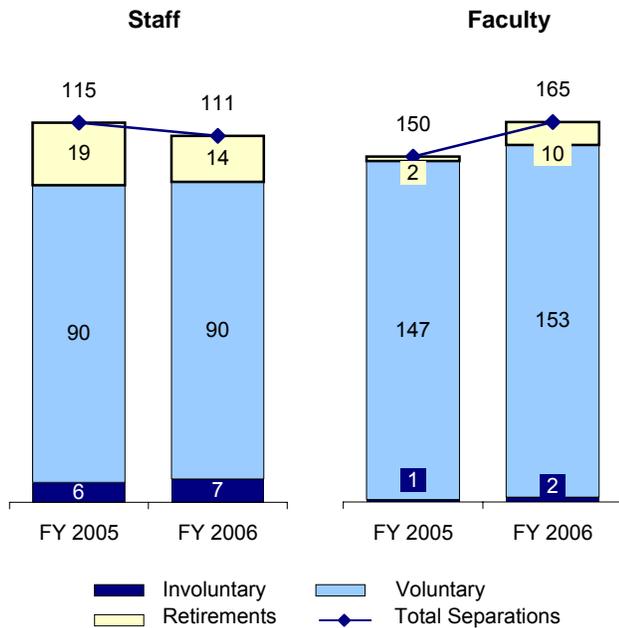
Based on a review of statistics and related information, the following items are worth noting:

- ▲ The institution gave both staff and faculty merit increases in fiscal year 2006.
- ▲ Over the last five years, the institution has remained below its full-time equivalent (FTE) cap.
- ▲ Staff -
  - Staff turnover decreased from 20.6 percent in fiscal year 2005 to 19.9 percent in fiscal year 2006.
  - Sixty-six percent of staff employees are 40 years of age or older.
  - Average length of employment is 9 years.
- ▲ Faculty -
  - Faculty turnover increased from 54.0 percent in fiscal year 2005 to 60.9 percent in fiscal year 2006.

## Fiscal Year 2006 Employee Headcount

Staff	Faculty	Contractors	Total
559	271	42	872

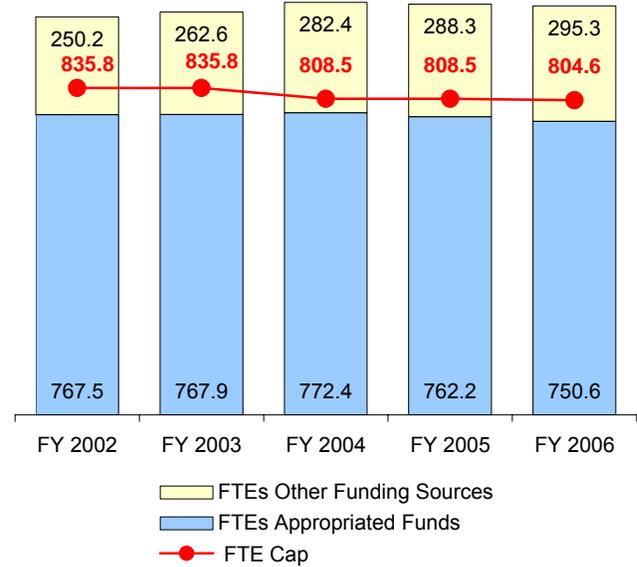
## Employee Turnover



### Turnover Rate

	FY 2005	FY 2006
<b>Staff</b>	20.6%	19.9%
<b>Faculty</b>	54.0%	60.9%

## Full-Time Equivalent Employees



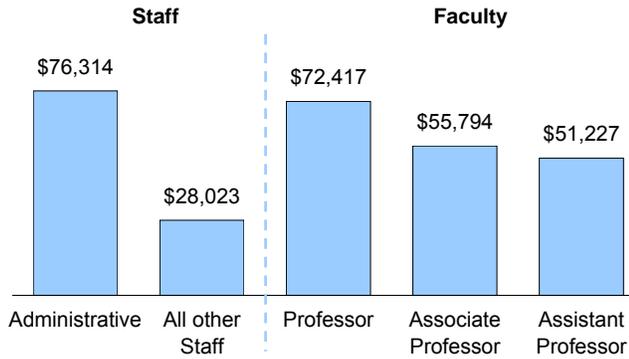
Only FTEs paid from appropriated funds count against the FTE cap.

### Percentage Below/Above FTE cap

FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
-8.2%	-8.1%	-4.5%	-5.7%	-6.7%

### Compensation Information

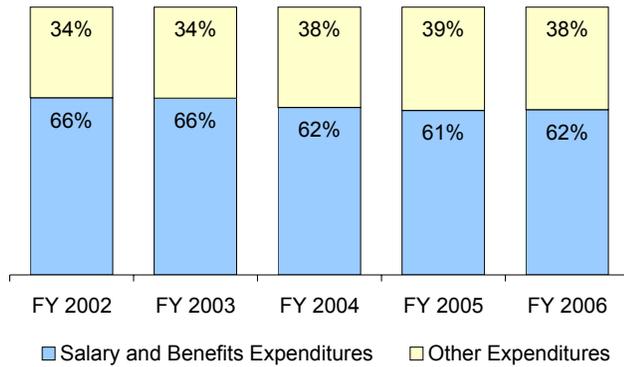
#### Fiscal Year 2006 Average Salary



#### Fiscal Year 2006 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	465	\$ 206,258	55%	45%
Faculty	231	\$ 236,594	75%	25%

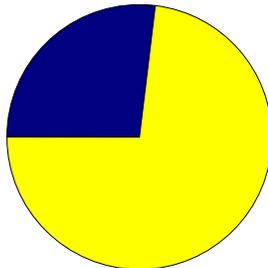
#### Salary and Benefits Expenditures as a Percentage of Operating Expenditures



#### Fiscal Year 2006 President's Salary

\$ 196,280

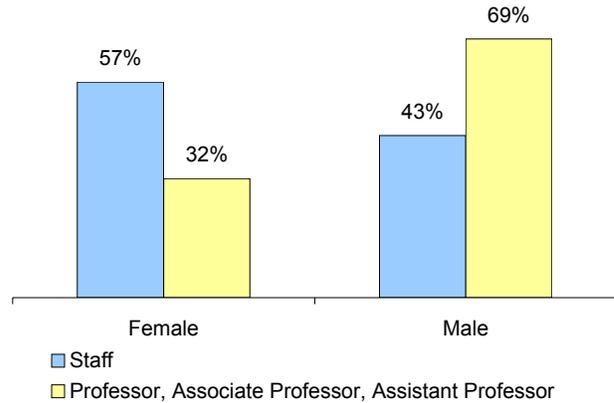
Percentage Paid from Appropriated Funds  
27%



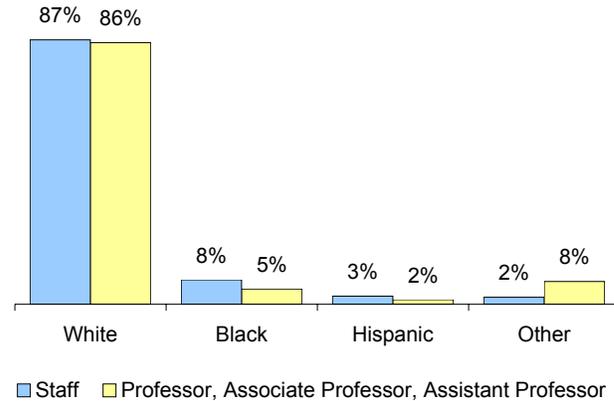
Percentage Paid from Non-Appropriated Funds  
73%

### Fiscal Year 2006 Workforce Demographics

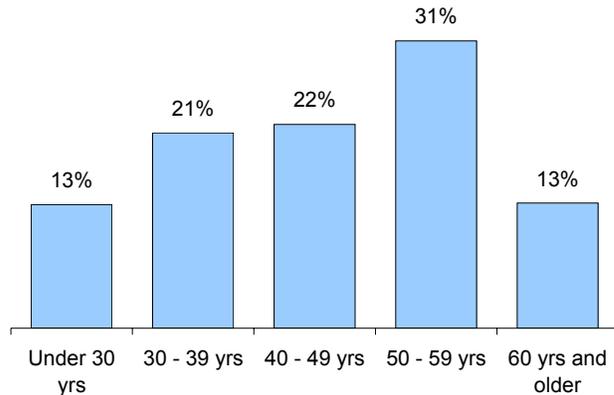
#### Gender



#### Ethnic Group



#### Staff Age



Staff Average Length of Employment

9 Years

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