

# 754 - Texas State University - San Marcos

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

## State Classification Team Observations

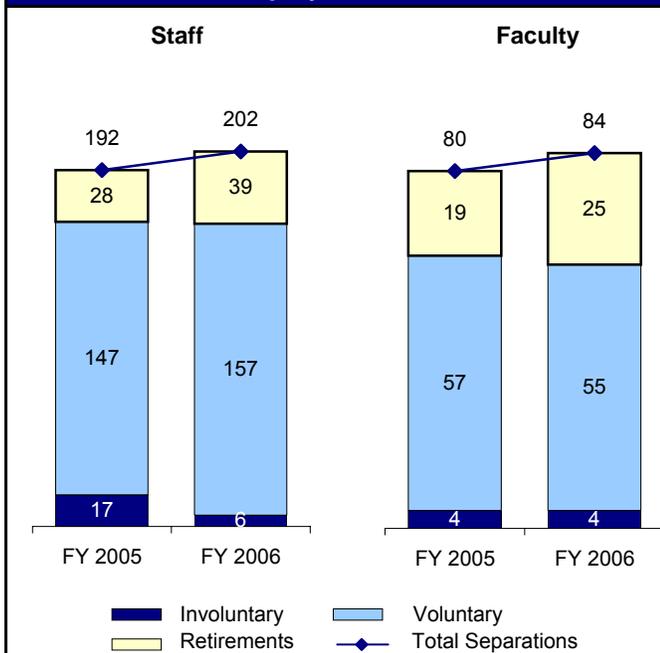
Based on a review of statistics and related information, the following items are worth noting:

- ▲ Over the last three years, the institution has remained at or below its full-time equivalent (FTE) cap.
- ▲ Staff -
  - Staff turnover increased slightly from 11.3 percent in fiscal year 2005 in fiscal year 2006 to 11.8 percent.
  - Sixty-six percent of staff employees are 40 years of age or older.
  - Average length of employment is 8 years.
- ▲ Faculty -
  - Faculty turnover remained the same at 9.2 percent in fiscal year 2006.
  - The institution reports difficulty in recruiting faculty in Accounting and Physical Therapy.

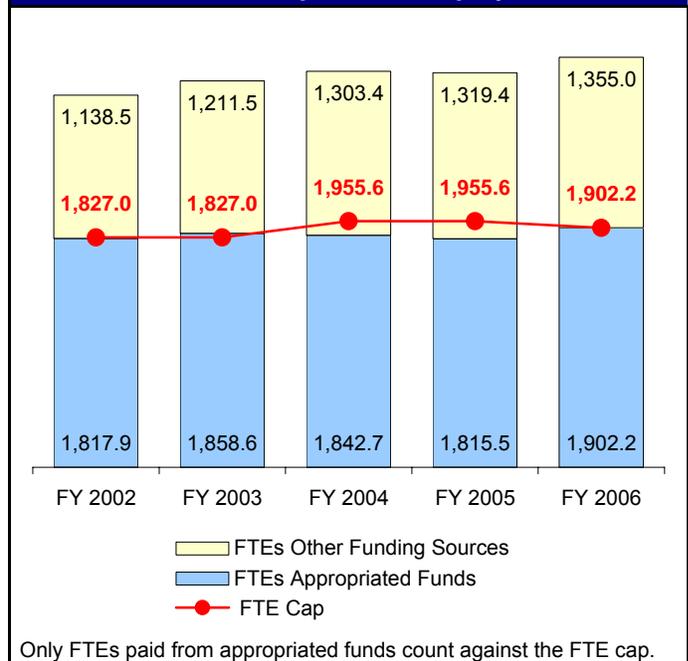
## Fiscal Year 2006 Employee Headcount

Staff	Faculty	Contractors	Total
1,710	913	354	2,977

## Employee Turnover



## Full-Time Equivalent Employees



## Turnover Rate

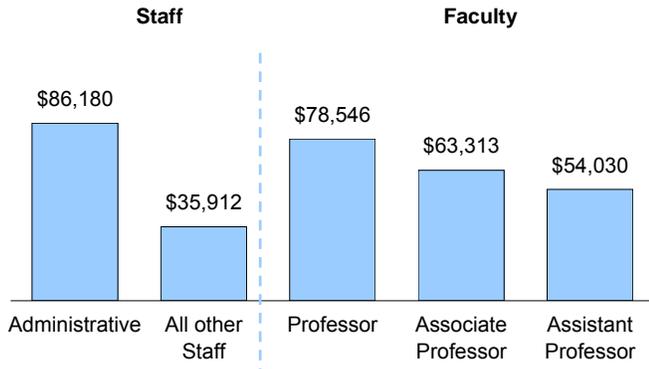
	FY 2005	FY 2006
Staff	11.3%	11.8%
Faculty	9.2%	9.2%

## Percentage Below/Above FTE cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	-0.5%	1.7%	-5.8%	-7.2%	0.0%

### Compensation Information

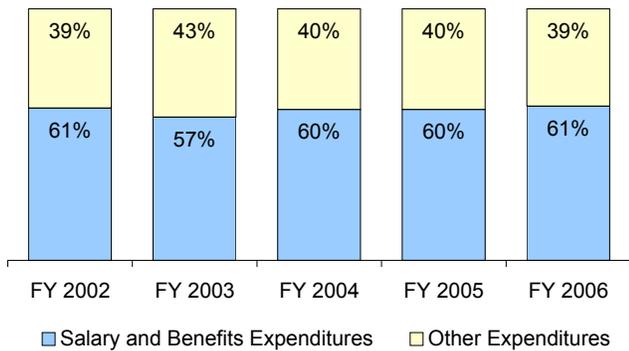
#### Fiscal Year 2006 Average Salary



#### Fiscal Year 2006 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	1,509	\$1,156,331	51%	49%
Faculty	598	\$1,476,209	100%	0%

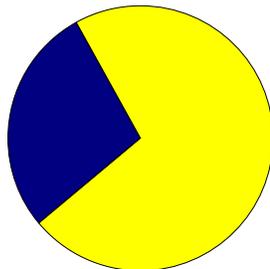
#### Salary and Benefits Expenditures as a Percentage of Operating Expenditures



#### Fiscal Year 2006 President's Salary

\$ 251,775

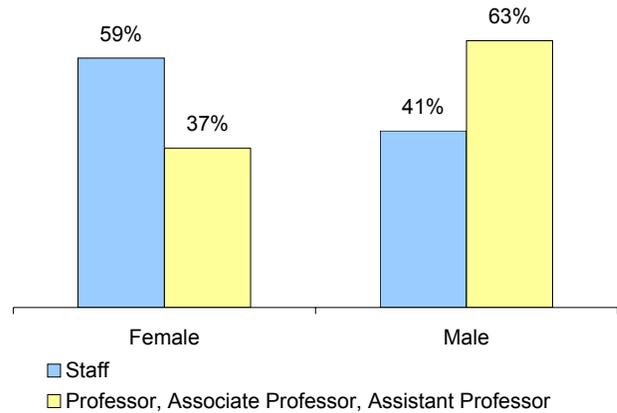
Percentage Paid from Appropriated Funds  
28%



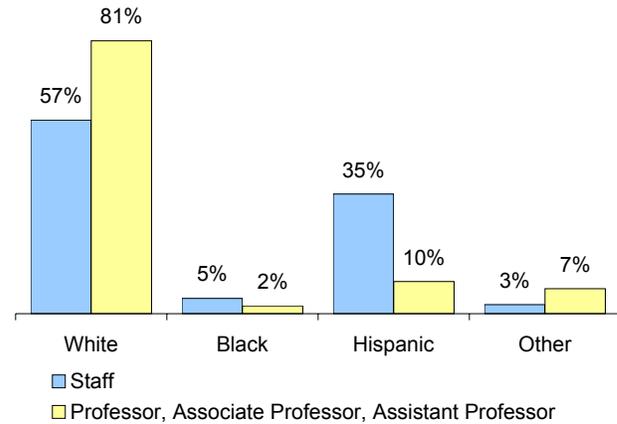
Percentage Paid from Non-Appropriated Funds  
72%

### Fiscal Year 2006 Workforce Demographics

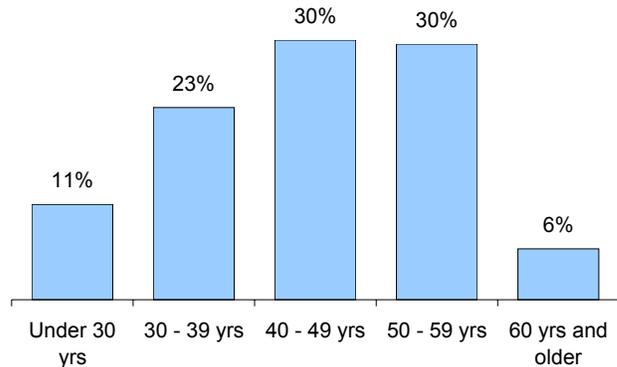
#### Gender



#### Ethnic Group



#### Staff Age



Staff Average Length of Employment

8 Years

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