

# 730 - University of Houston

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

## State Classification Team Observations

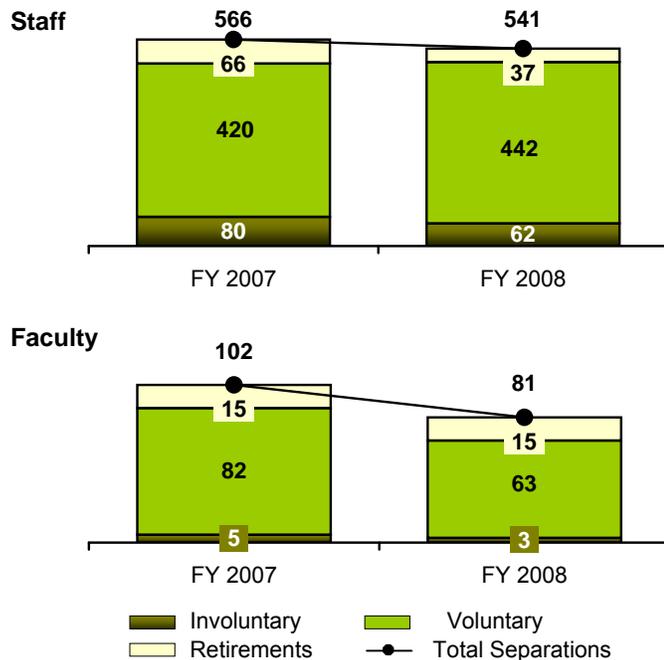
### Based on a review of statistics and related information, the following items are worth noting:

- The institution gave a 2 percent across-the-board salary increase in fiscal year 2007 to both faculty and staff employees in regular, benefits-eligible positions. The institution gave a 2 percent or \$600 per year minimum (whichever was larger) across-the-board salary increase in fiscal year 2008 to both faculty and staff employees in regular, benefits-eligible positions.
- The institution gave 2,207 merit increases to staff at a cost of \$2,939,267 in fiscal year 2008. It gave 1,108 merit increases to faculty at a cost of \$4,469,783. These merit increases were funded using appropriated and non-appropriated funds.
- Over the past five years, the institution remained below its full-time equivalent (FTE) cap.
- Staff**
  - Staff turnover decreased from 22.1 percent in fiscal year 2007 to 17.8 percent in fiscal year 2008.
  - 60 percent of staff employees are 40 years of age or older.
  - Average length of employment within the institution is 6 years.
  - The institution reported difficulty in recruiting and retaining staff in information technology and internal audit. It is trying to resolve these issues by hiring a technical recruiter to assist in recruiting technical applicants and developing a retention program.
- Faculty**
  - Faculty turnover decreased from 9.2 percent in fiscal year 2007 to 6.7 percent in fiscal year 2008.
  - The institution did not report difficulty in recruiting and retaining faculty in 2008.

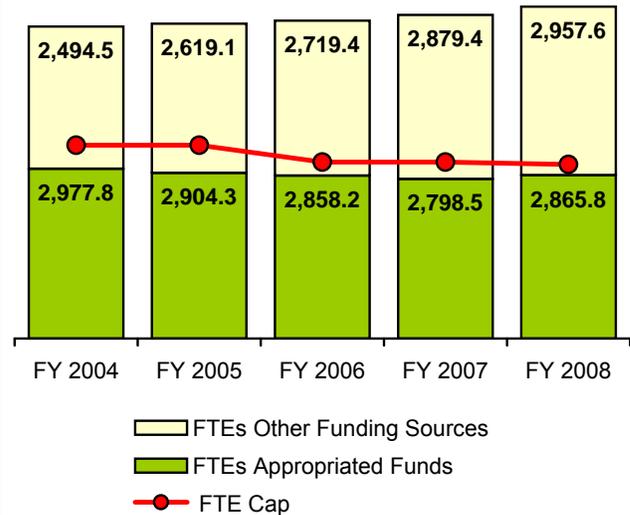
### Fiscal Year (FY) 2008 Employee Headcount

Staff	Faculty	Contractors	Total
3,032	1,218	22	4,272

### Employee Turnover



### Full-Time Equivalent (FTE) Employees



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

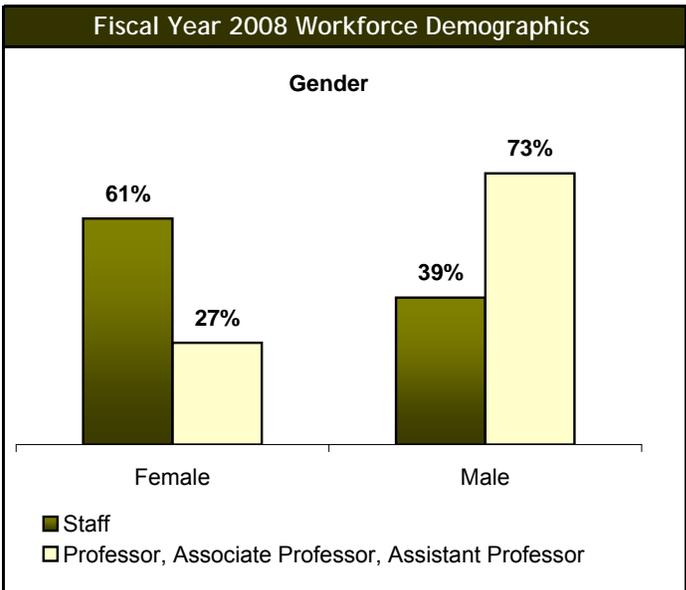
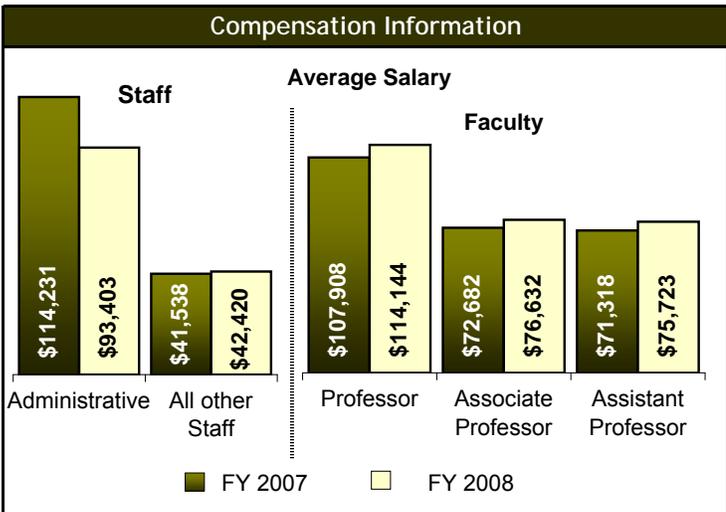
### Turnover Rates

	FY 2007	FY 2008
<b>Staff</b>	22.1%	17.8%
<b>Faculty</b>	9.2%	6.7%

### FTE Cap and Percentages Below/Above Cap

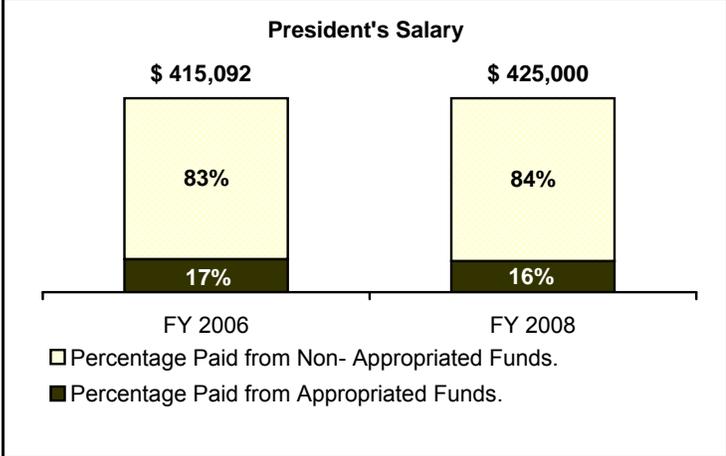
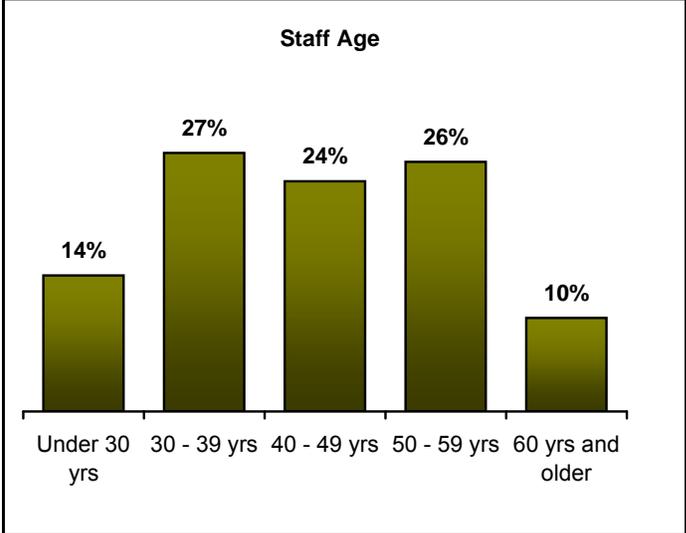
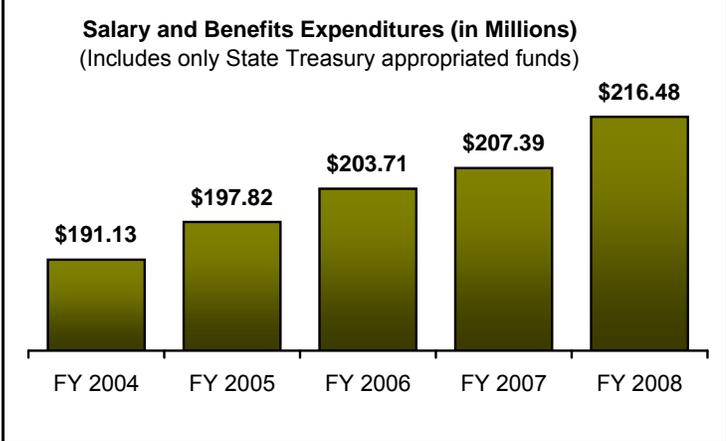
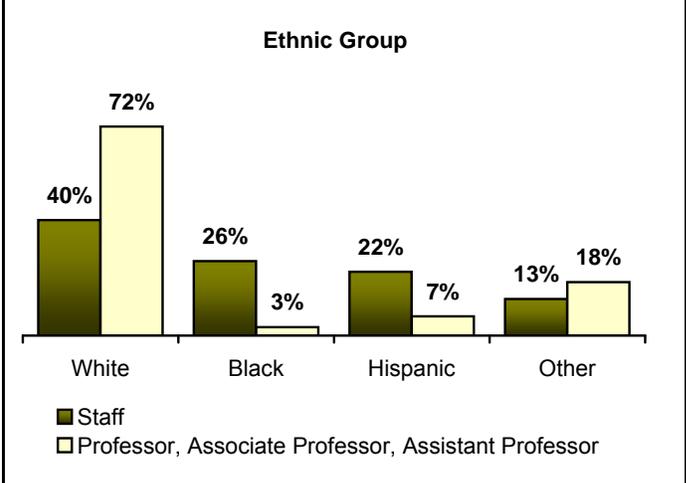
Fiscal Year	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Total FTEs	3,389.8	3,389.8	3,094.5	3,094.5	3,052.6
Percentage Below/Above Cap	-12.2%	-14.3%	-7.6%	-9.6%	-6.1%

- Notes:
- Faculty includes only Professor, Associate Professor, and Assistant Professor positions.
  - Staff includes only employees who work at least 20 hours per week for at least 4.5 months.
  - Percentages in graphs may not sum to 100.0 percent due to rounding.



### Fiscal Year 2008 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	2,207	\$ 2,939,267	62%	38%
Faculty	1,108	\$ 4,469,793	56%	44%



**Staff Average Length of Employment (years)** 6

Notes: • Faculty includes only Professor, Associate Professor, and Assistant Professor positions.  
 • Staff includes only employees who work at least 20 hours per week for at least 4.5 months.  
 • Percentages in graphs may not sum to 100.0 percent due to rounding.