

751 - Texas A&M University - Commerce

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

State Classification Team Observations

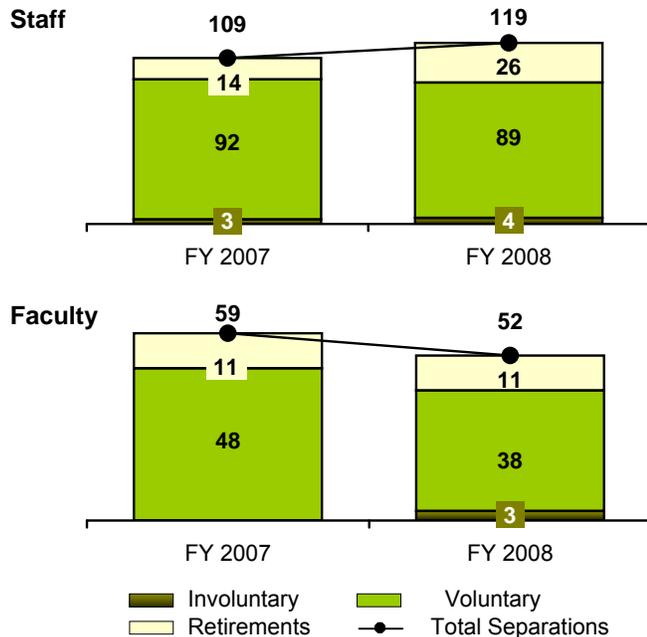
Based on a review of statistics and related information, the following items are worth noting:

- The institution did not give across-the-board salary increases in fiscal years 2007 or 2008 to employees.
- The institution gave 523 merit increases to staff at a cost of \$909,006 in fiscal year 2008. It gave 240 merit increases to faculty at a cost of \$800,920 in fiscal year 2008. These merit increases were funded using appropriated and non-appropriated funds.
- Over the past five years, the institution has remained below its full-time equivalent (FTE) cap.
- **Staff**
 - Staff turnover increased from 19.5 percent in fiscal year 2007 to 21.0 percent in fiscal year 2008.
 - 64 percent of staff employees are 40 years of age or older.
 - Average length of employment within the institution is 9 years.
 - The institution reported difficulty in recruiting and retaining staff in financial aid and admissions. It is trying to resolve this issue by networking at regional and national conferences.
- **Faculty**
 - Faculty turnover decreased from 20.6 percent in fiscal year 2007 to 18.4 percent in fiscal year 2008.
 - The institution reported difficulty in recruiting and retaining faculty in criminal justice and educational math. It is trying to resolve this issue by advertising in regional and national publications, as well as recruiting graduating Ph.D. candidates.

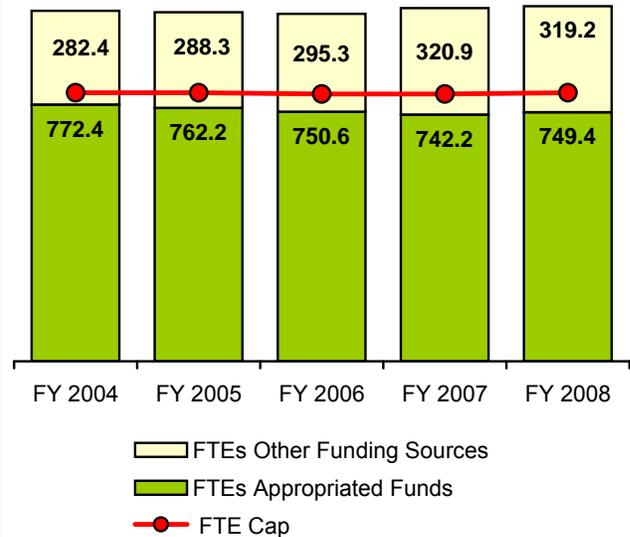
Fiscal Year (FY) 2008 Employee Headcount

Staff	Faculty	Contractors	Total
568	282	163	1,013

Employee Turnover



Full-Time Equivalent (FTE) Employees



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

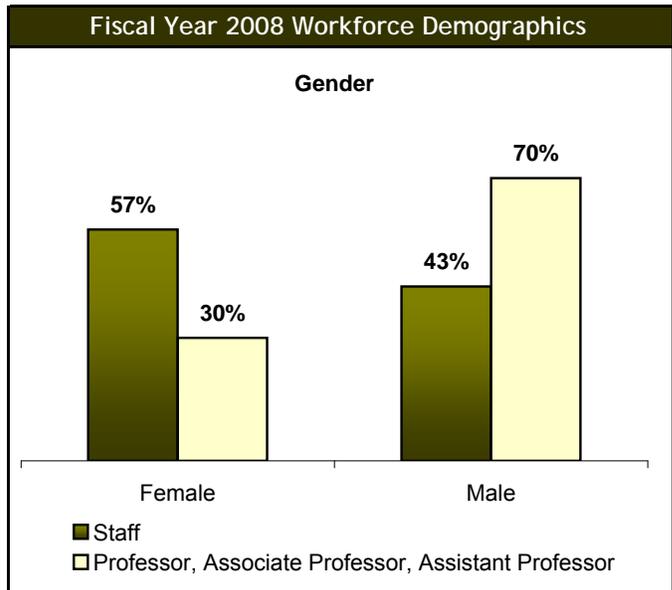
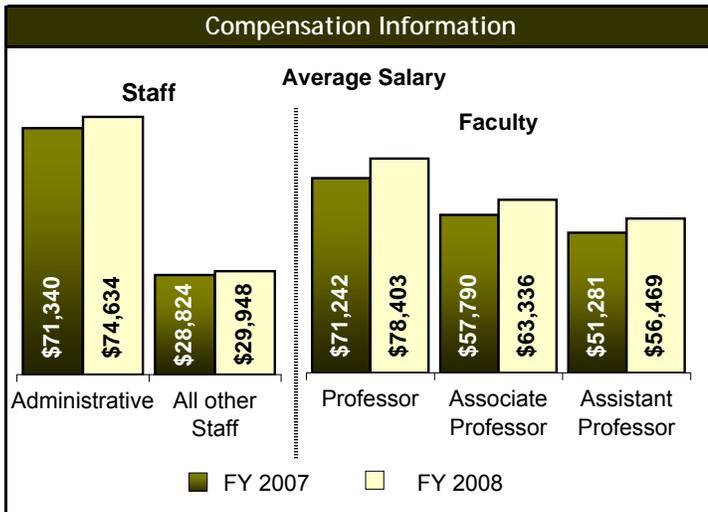
Turnover Rates

	FY 2007	FY 2008
Staff	19.5%	21.0%
Faculty	20.6%	18.4%

FTE Cap and Percentages Below/Above Cap

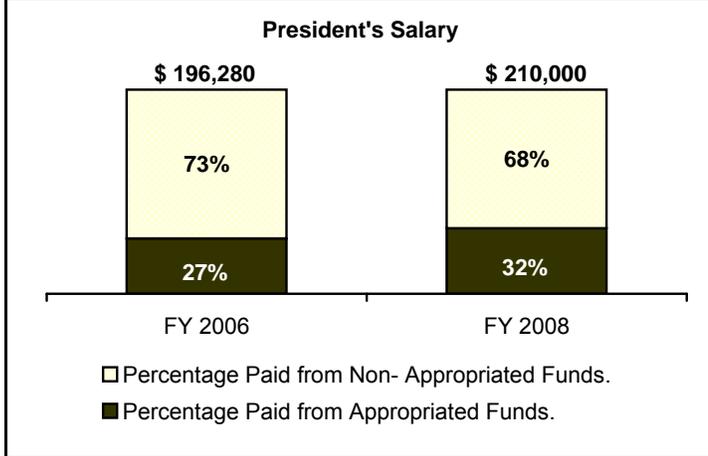
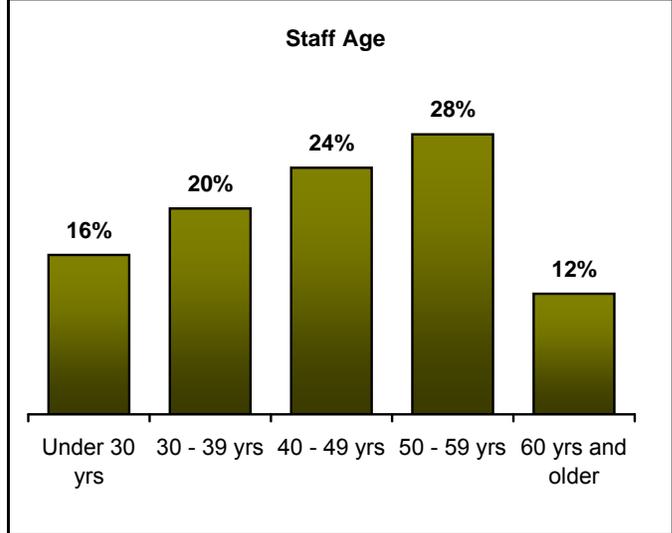
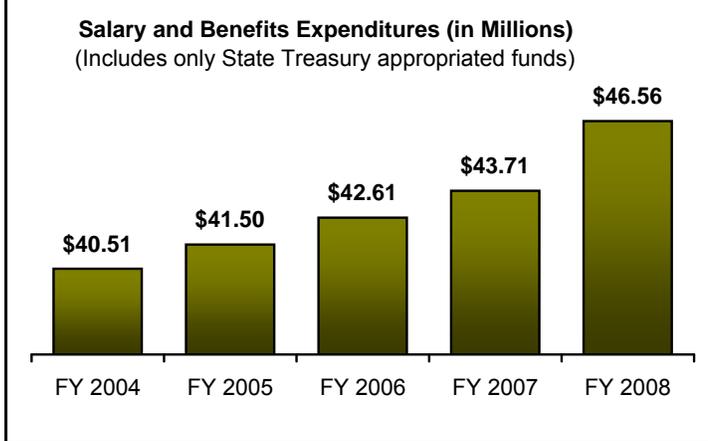
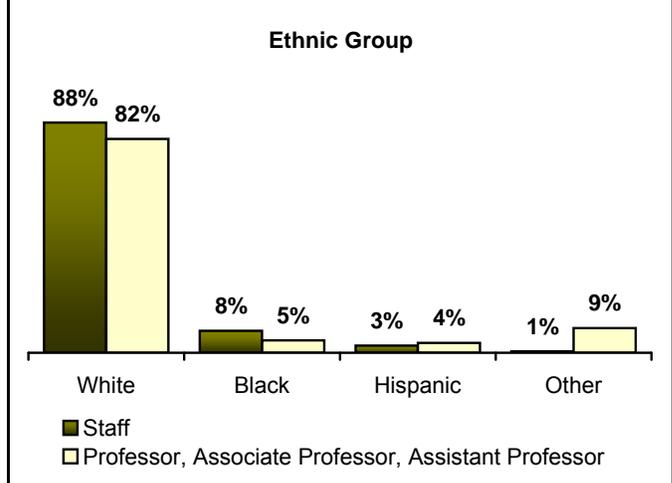
Fiscal Year	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Total FTEs	808.5	808.5	804.6	804.6	808.1
Percentage Change	-4.5%	-5.7%	-6.7%	-7.8%	-7.3%

- 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	523	\$ 909,006	86%	14%
Faculty	240	\$ 800,920	85%	15%



Staff Average Length of Employment (years) 9

- 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.