

# 755 - Stephen F. Austin State University

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

## State Classification Team Observations

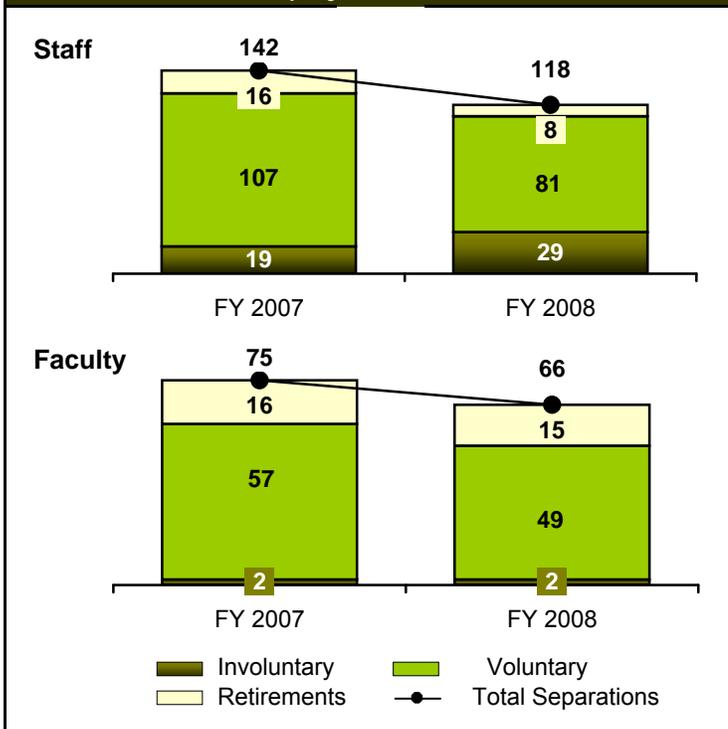
### Based on a review of statistics and related information, the following items are worth noting:

- The institution did not give across-the-board salary increases in fiscal years 2007 or 2008 to employees.
- The institution gave 744 merit increases to staff at a cost of \$942,959 in fiscal year 2008. It also gave 307 merit increases to faculty at a cost of \$638,132. These merit increases were funded using appropriated and non-appropriated funds.
- Over the past year, the institution exceeded its full-time equivalent (FTE) cap by 0.6 FTEs. The institution provided the following explanation: "Stephen F. Austin State University offered, for the first time, an additional summer semester or mini-semester during fiscal year 2008. The offering of this semester was well received, but contributed to an increase in faculty FTEs reported for the year."
- **Staff**
  - Staff turnover decreased from 14.0 percent in fiscal year 2007 to 11.1 percent in fiscal year 2008.
  - 65 percent of staff employees are 40 years of age or older.
  - Average length of employment within the institution is 7 years.
  - The institution reported difficulty in recruiting and retaining accountants and admissions counselors/recruiters. It is trying to resolve this issue by increasing salaries to a more competitive rate.
- **Faculty**
  - Faculty turnover decreased from 17.4 percent in fiscal year 2007 to 15.3 percent in fiscal year 2008.
  - The institution reported difficulty in recruiting faculty in geology and accounting. It is trying to resolve this issue by investigating opportunities to increase faculty salaries up to the national average.

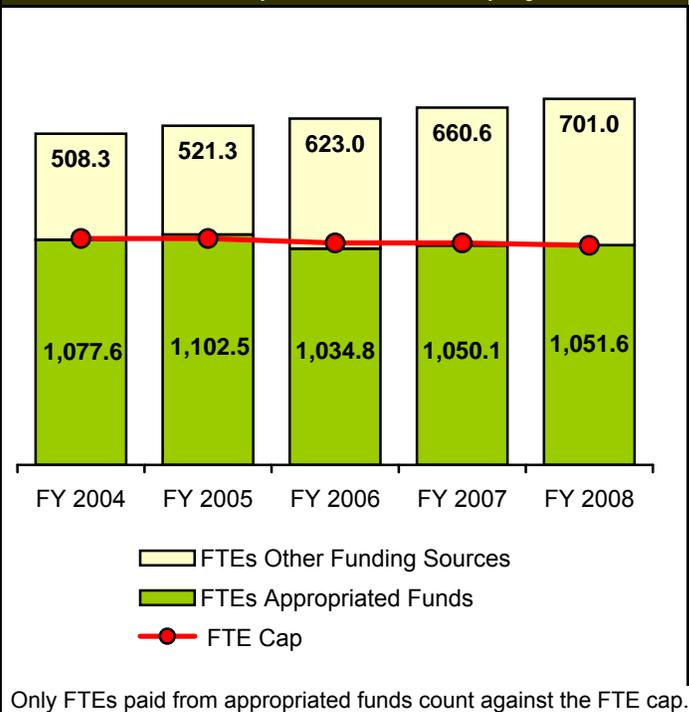
### Fiscal Year (FY) 2008 Employee Headcount

Staff	Faculty	Contractors	Total
1,067	432	0	1,499

### Employee Turnover



### Full-Time Equivalent (FTE) Employees

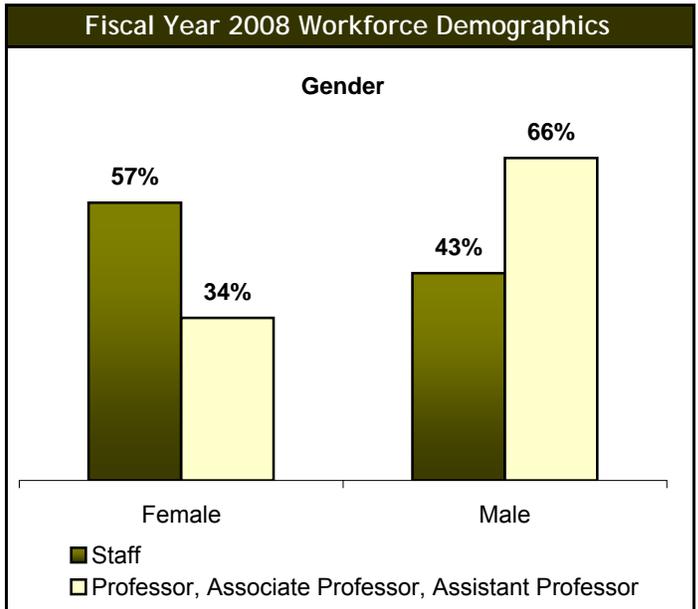
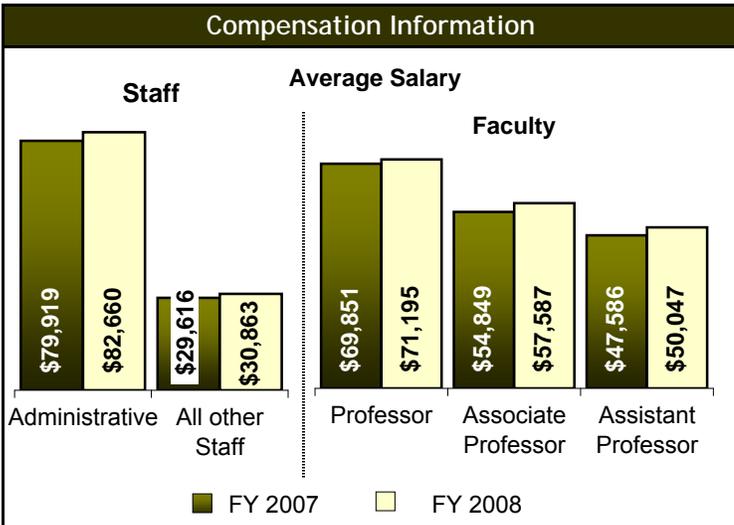


### Turnover Rates

	FY 2007	FY 2008
<b>Staff</b>	14.0%	11.1%
<b>Faculty</b>	17.4%	15.3%

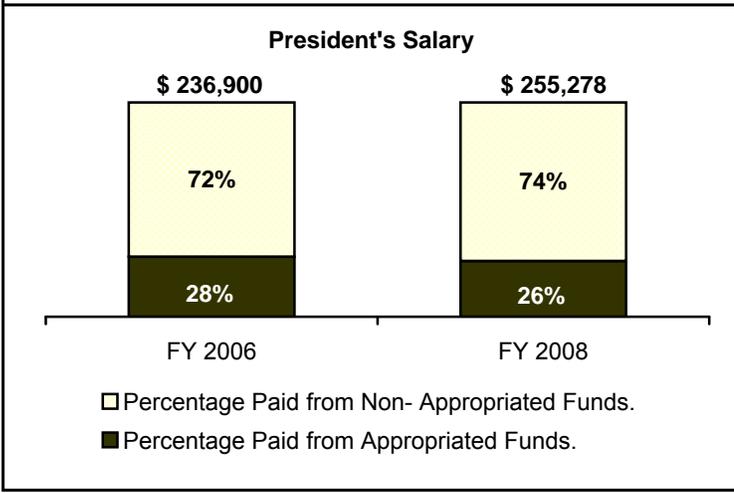
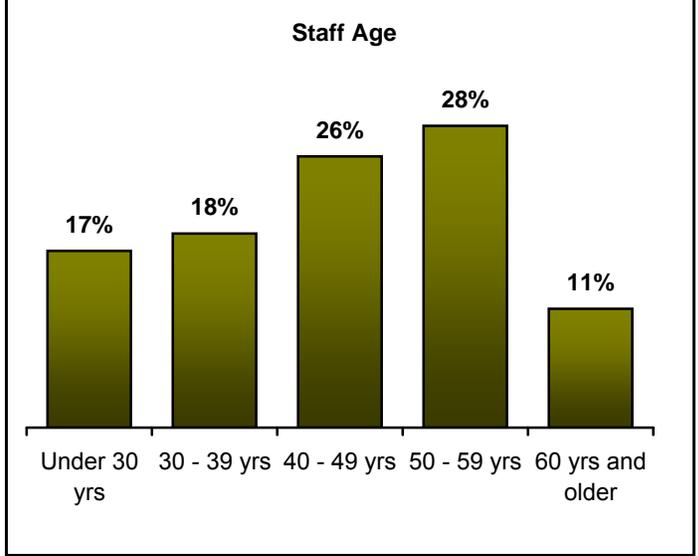
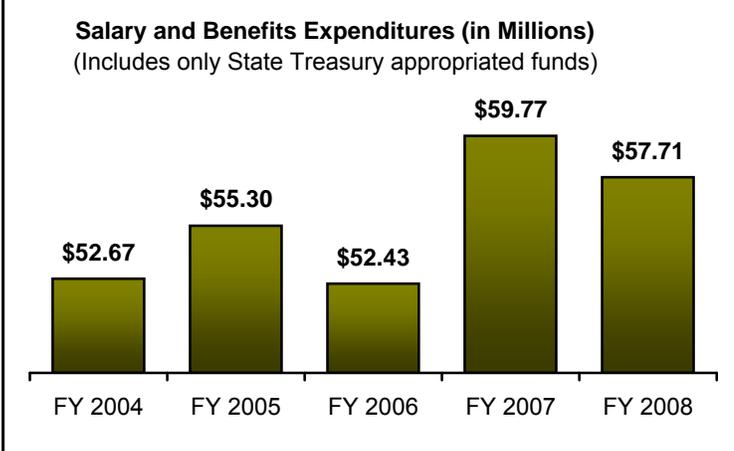
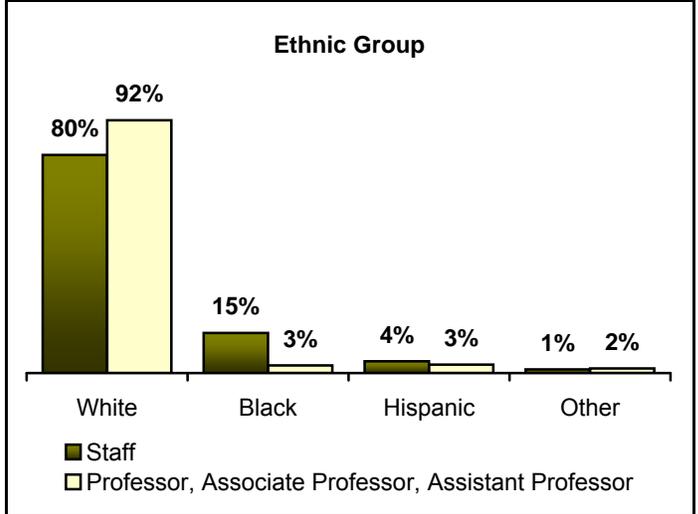
### FTE Cap and Percentages Below/Above Cap

Fiscal Year	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Total FTEs	1,084.1	1,084.1	1,062.8	1,062.8	1,051.0
Percentage Below/Above Cap	-0.6%	1.7%	-2.6%	-1.2%	0.1%



### Fiscal Year 2008 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	744	\$942,959	67%	33%
Faculty	307	\$638,132	99%	1%



**Staff Average Length of Employment (years)** **7**

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.