

758 - Texas State University System

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

State Classification Team Observations

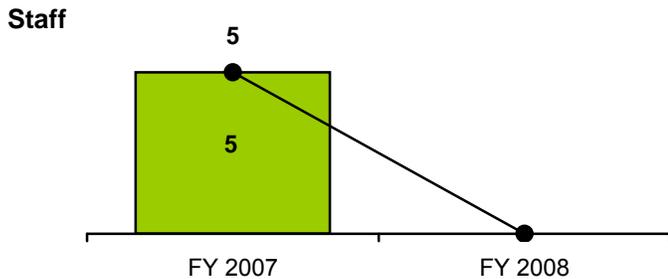
Based on a review of statistics and related information, the following items are worth noting:

- The institution gave a 4.0 percent across-the-board salary increases in each of fiscal years 2007 and 2008 to regular staff employees who had been with the System for at least one year except for those who were on probation.
- The institution did not give merit increases to staff or faculty in fiscal year 2008.
- Over the past three years, the institution remained below its full-time equivalent (FTE) cap.
- **Staff**
 - Staff turnover decreased from 38.5 percent in fiscal year 2007 to 0.0 percent in fiscal year 2008.
 - 86 percent of staff employees are 40 years of age or older.
 - Average length of employment within the institution is 4 years.
 - The institution reported difficulty in recruiting and retaining accountants. It is trying to resolve this issue by utilizing the Work In Texas Web site for job listings.
- **Faculty**
 - The Texas State University System does not employ applicable faculty positions.

Fiscal Year (FY) 2008 Employee Headcount

Staff	Faculty	Contractors	Total
14	Not Applicable	0	14

Employee Turnover



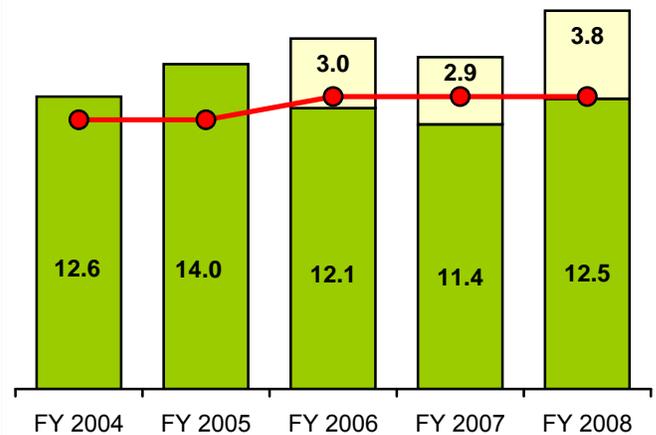
Faculty

The System Office Does Not Employ Applicable Faculty



Involuntary
 Voluntary
 Retirements
 Total Separations

Full-Time Equivalent (FTE) Employees



FTEs Other Funding Sources
 FTEs Appropriated Funds
 FTE Cap

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

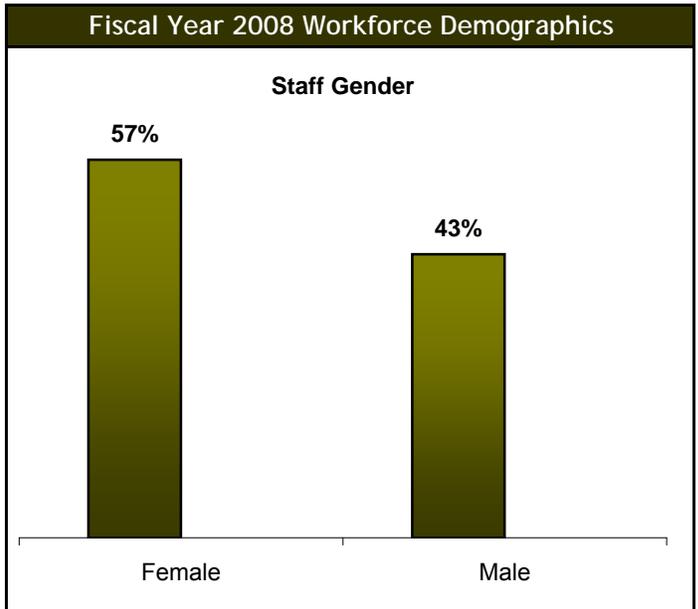
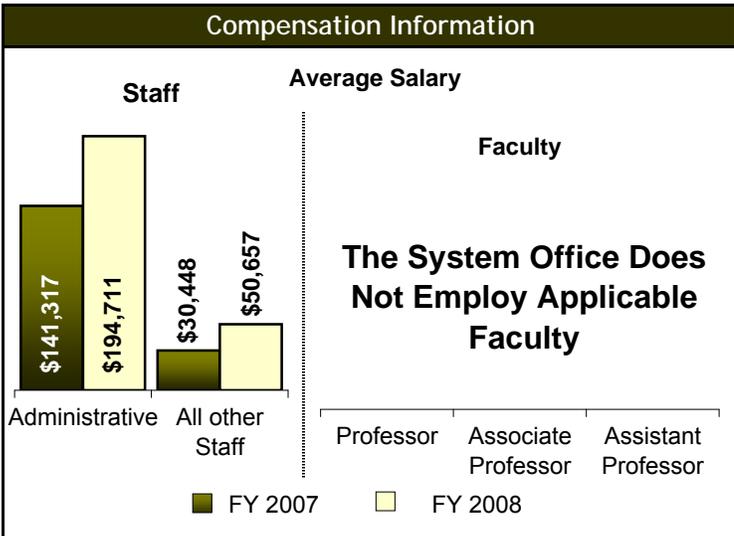
Turnover Rates

	FY 2007	FY 2008
Staff	38.5%	0.0%
Faculty	N/A	N/A

FTE Cap and Percentages Below/Above Cap

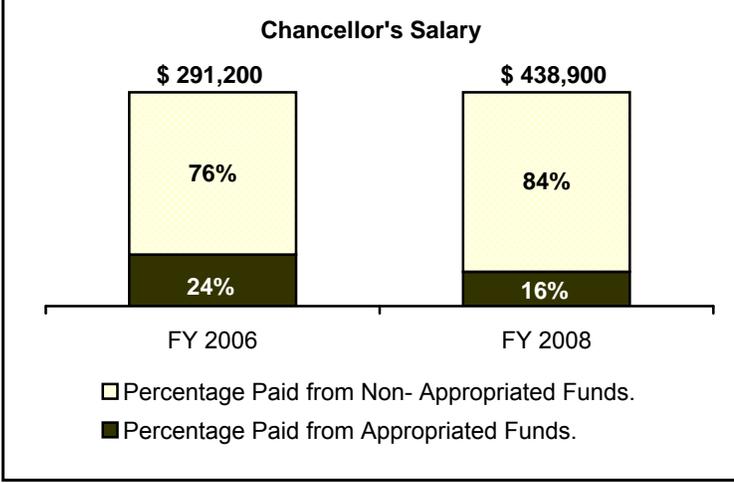
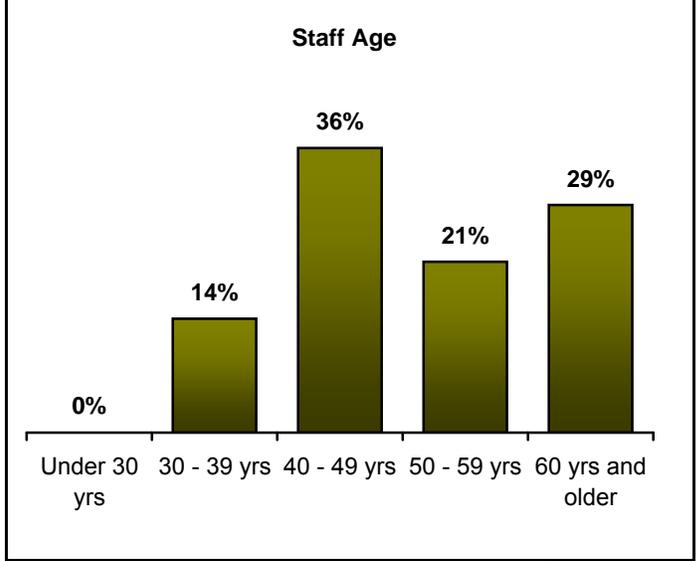
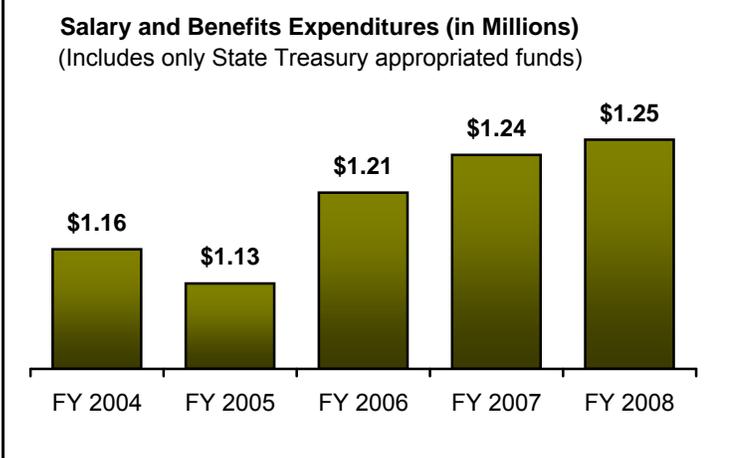
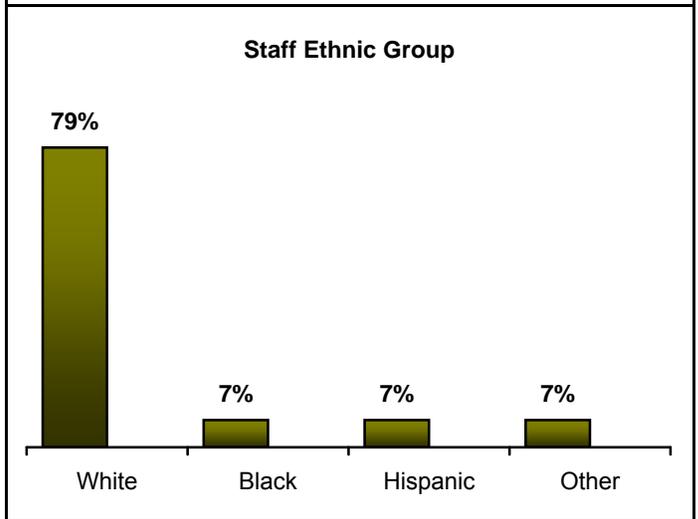
FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
11.6	11.6	12.6	12.6	12.6
8.6%	20.7%	-4.0%	-9.5%	-0.8%

Notes: • 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	0	\$0.00	0%	0%
Faculty	N/A	N/A	N/A	N/A



Staff Average Length of Employment (years) 4

Notes: • Staff includes only employees who work at least 20 hours per week for at least 4.5 months.
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