

759 - University of Houston - Clear Lake

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

State Classification Team Observations

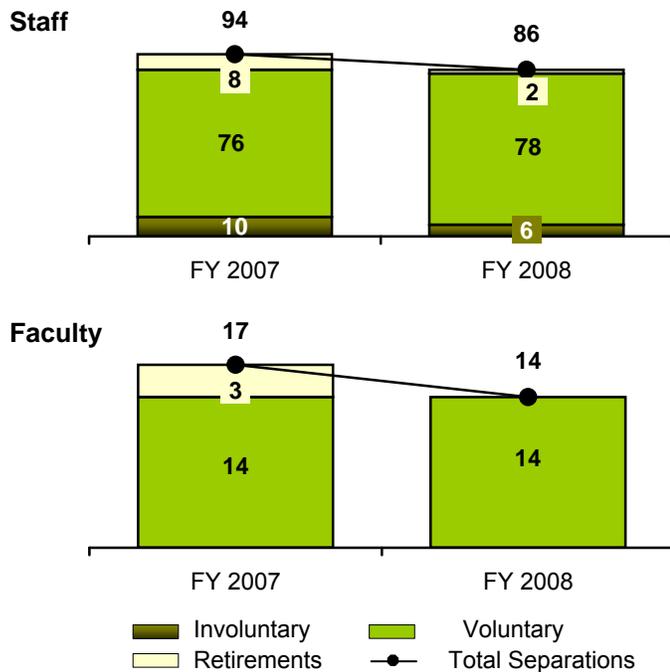
Based on a review of statistics and related information, the following items are worth noting:

- The institution gave a 2.0 percent across-the-board salary increase in each of fiscal years 2007 and 2008 to staff employees.
- The institution gave 184 merit increases to faculty at a cost of \$427,905 in fiscal year 2008. These merit increases were funded using appropriated funds.
- Over the past two years, the institution has remained below its full-time equivalent (FTE) cap.
- **Staff**
 - Staff turnover decreased from 24.2 percent in fiscal year 2007 to 19.2 percent in fiscal year 2008.
 - 72 percent of staff employees are 40 years of age or older.
 - Average length of employment within the institution is 8 years.
 - The institution reported difficulty in recruiting staff in skilled trades such as plumbers and electricians. It is trying to resolve this issue by conducting compensation reviews.
- **Faculty**
 - Faculty turnover decreased from 8.6 percent in fiscal year 2007 to 7.3 percent in fiscal year 2008.
 - The institution reported difficulty in recruiting and retaining faculty in accounting, finance, and digital media disciplines. It is trying to resolve this issue by conducting compensation reviews and more targeted marketing of job

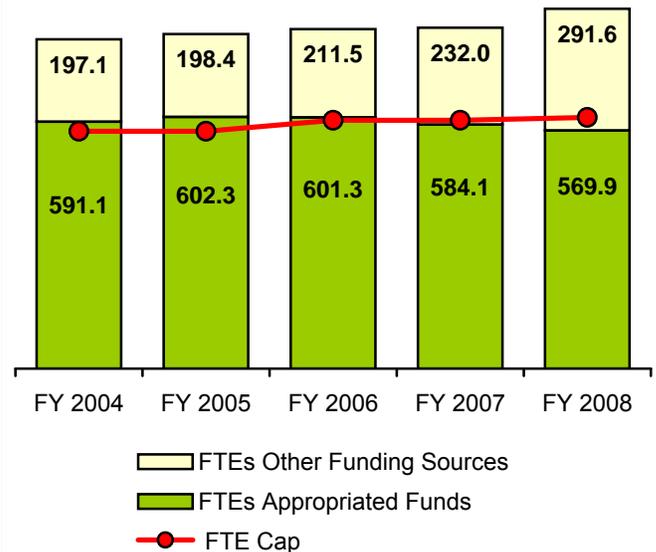
Fiscal Year (FY) 2008 Employee Headcount

Staff	All Faculty Employees	Contractors	Total
449	209	0	658

Employee Turnover



Full-Time Equivalent (FTE) Employees



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

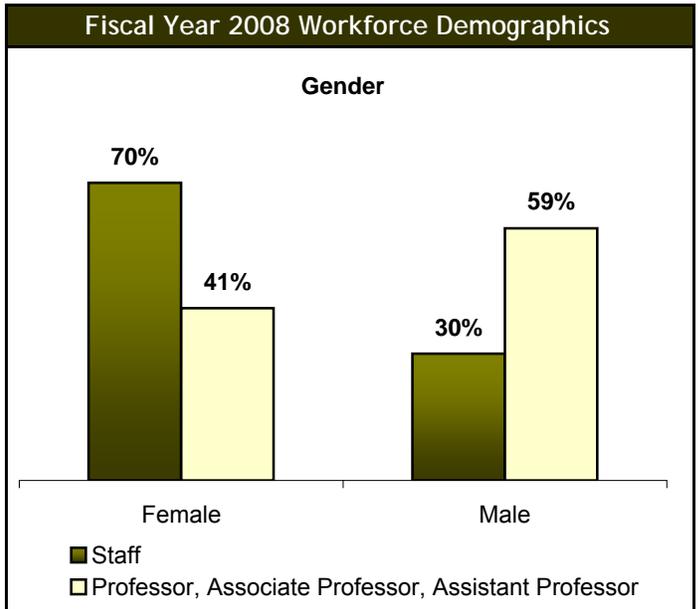
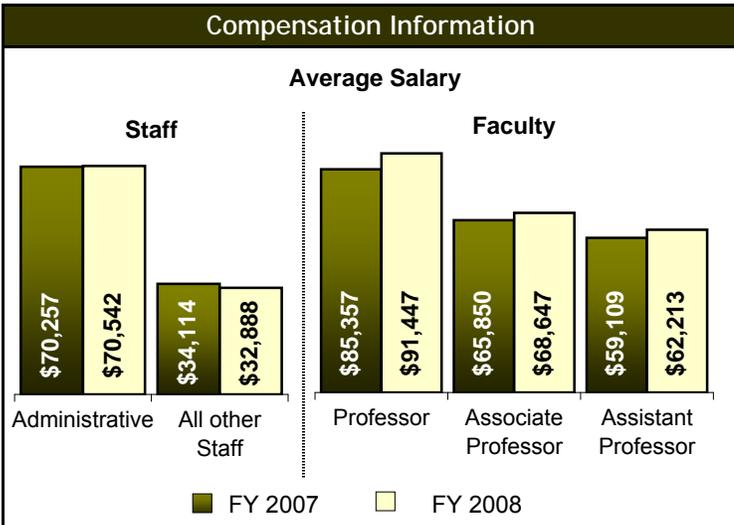
Turnover Rates

	FY 2007	FY 2008
Staff	24.2%	19.2%
Faculty	8.6%	7.3%

Percentages Below/Above FTE cap

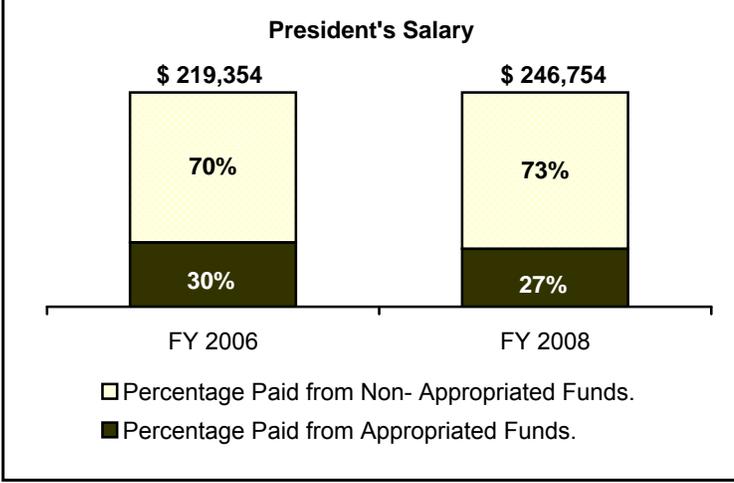
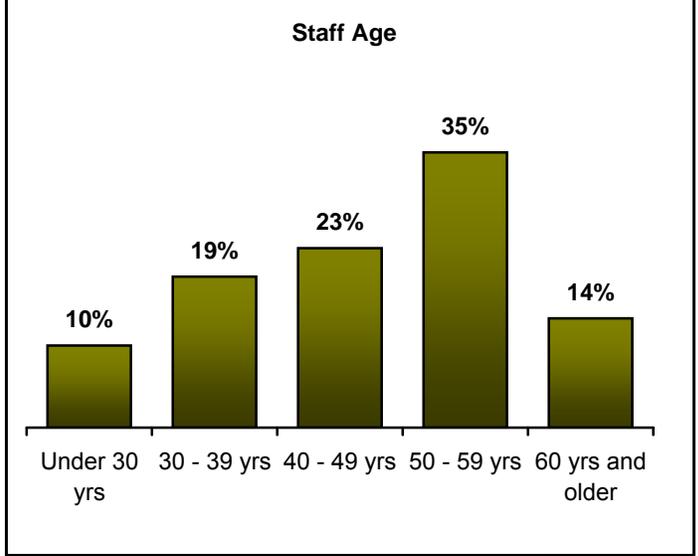
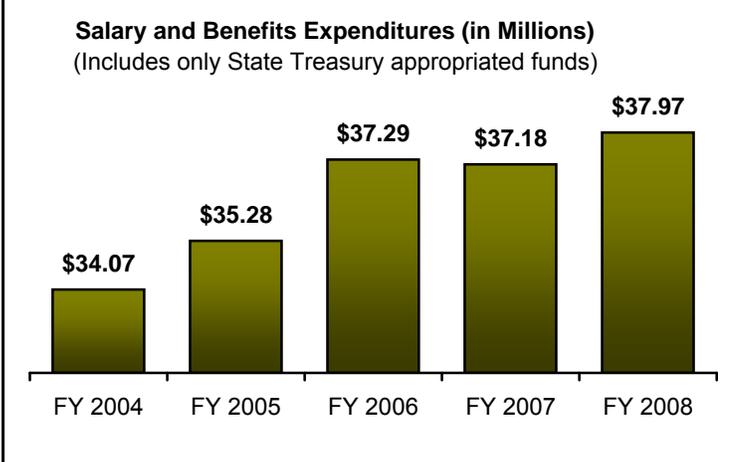
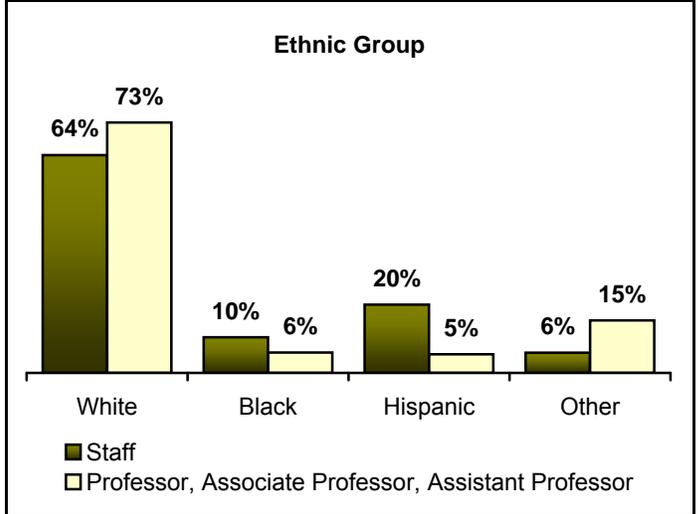
Fiscal Year	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Below/Above FTE Cap	4.0%	6.0%	1.1%	-1.7%	-5.2%

- 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	0	\$0.00	0%	0%
Faculty	184	\$427,905	100%	0%



Staff Average Length of Employment (years) **8**

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