



# Full-time Equivalent State Employees for Fiscal Year 2025

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In fiscal year 2025, state agencies and higher education institutions reported an average of **370,866.6** full-time equivalent (FTE) employees, an **increase** of 12,413.9 FTEs (or 3.5 percent) compared with fiscal year 2024. This increase is primarily a result of growth in FTEs at higher education institutions, which employed **59.2 percent** of the State's workforce.

Statewide, the majority of FTEs (63.5 percent) were paid from appropriated funds (state and federal appropriations).

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*This project was conducted in accordance with Texas Government Code, Sections 2052.103 and 2052.104.*

## CHANGES IN FULL-TIME EQUIVALENT (FTE) LEVELS

Compared with fiscal year 2024, FTEs at state agencies increased by 2.9 percent and FTEs at higher education institutions increased by 3.9 percent. Compared with five years ago in fiscal year 2021, FTEs at state agencies increased by 4.7 percent and FTEs at higher education institutions increased by 17.9 percent.

The FTEs at the 8 medical institutions of The University of Texas System accounted for 56.6 percent of the 5-year growth in FTEs at higher education institutions.

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## STATEWIDE FTE EMPLOYEE DATA

State agencies reported an average of 151,436.2 FTEs, and higher education institutions reported an average of 219,430.4 FTEs. On average, 98.3 percent of FTEs at state agencies and 39.5 percent of FTEs at higher education institutions were paid from appropriated funds (state and federal appropriations).

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### LEGISLATIVELY MANDATED LIMITATIONS ON STATE EMPLOYMENT LEVELS

The total state employment FTE limitation in fiscal year 2025 was 221,790.8 FTEs, an increase of 830.9 FTEs (or 0.4 percent) compared with fiscal year 2024.

The majority of state agencies and higher education institutions complied with their legislatively mandated FTE limitations.

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### MANAGEMENT-TO-STAFF RATIOS

State agencies in the executive branch and higher education institutions with more than 100 FTEs are statutorily required to maintain a management-to-staff ratio of no more than 1 FTE employee in a manager/supervisor position for every 11 nonmanagerial FTE employees (**1:11**). In fiscal year 2025, state agencies averaged a ratio of **1:10.4**, while higher education institutions averaged a ratio of **1:9.3**.

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## Supplemental Information

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For information on the State Auditor's Office's multiple online systems, which collect and maintain state employee workforce data for state agencies and higher education institutions, see the [Online Systems page](#) on our website.

Additional summary information on FTEs, including information by state agency and higher education institution, is available via the online [State Employee FTE System and Dashboard](#) on our website.

# Background Information

The State Auditor’s Office (SAO) compiles full-time equivalent (FTE) employee data from state agencies and higher education institutions in accordance with Texas Government Code, Chapter 2052. State agencies and higher education institutions report that data on a quarterly basis using the SAO’s FTE System (see text box).

**FTE Formula.** The number of FTE employees at an agency or higher education institution is equal to the total number of hours paid in a quarter divided by the total number of work hours in the quarter, as shown in the following formula:

$$\text{Number of FTEs} = \left( \frac{\text{Total number of hours paid in a quarter}}{\text{Total number of work hours in a quarter}} \right)$$

This report focuses on FTE levels at state agencies and higher education institutions. In contrast, the SAO’s reports on classified employee turnover focus on employee headcounts for full-time and part-time classified employees at state agencies. Because FTE reports and turnover reports focus on different populations, the numbers in those reports should not be compared. (See text box for headcount and FTE definitions.)

**10-Year Trend.** [Chapter 1](#) of this report describes FTE changes using one-year and five-year periods. For context, Figure 1 on the next page provides the 10-year trend: between fiscal year 2016 and fiscal year 2025, higher education institutions’ FTEs **increased** by 26.1 percent while state agencies’ FTEs **increased** by 1.4 percent.

## FTE System

The FTE System maintains unaudited FTE information reported by state agencies and higher education institutions. Data in the FTE System may differ from data in this report because state agencies and higher education institutions periodically submit updated information to the FTE System.

The FTE System is accessible on the [State Auditor’s Office’s website](#).

## Headcount and FTE Differences



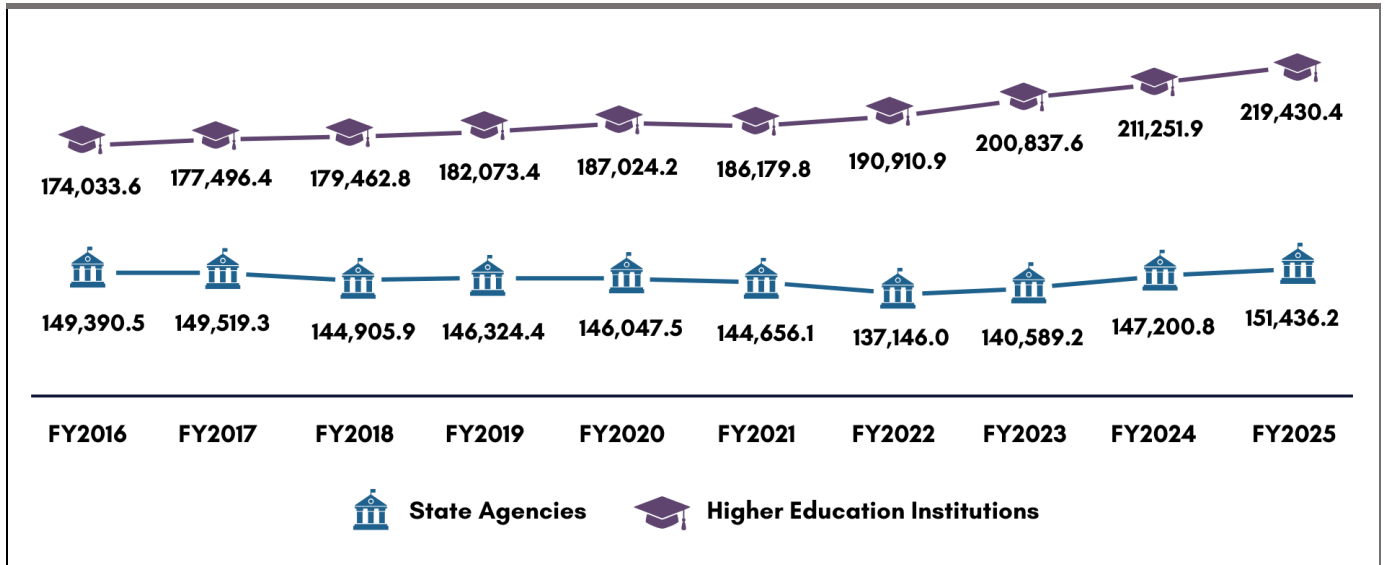
**Headcount** – Total number of full-time and part-time employees.



**FTE employee** – A ratio that represents the number of hours that an employee works compared to 40 hours a week, which is generally considered full-time employment. One FTE is any combination of employees whose hours total 40 hours a week. For example, 2 employees who each work 20 hours a week together equal 1.0 FTE.

Figure 1

*Ten-Year Annual FTE Levels by State Agencies and Higher Education Institutions <sup>a</sup>*



<sup>a</sup> State agencies and higher education institutions may have submitted updates for prior reporting periods, which could cause differences between this report and reports that the State Auditor’s Office has previously issued.

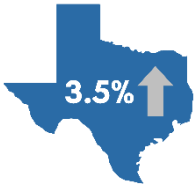
Source: FTE System, State Auditor’s Office.

**Management-to-Staff Ratios.** Also included in this report is information on management-to-staff ratios, which are used to determine the number of employees who report directly to a single manager or supervisor. Texas state agencies and higher education institutions have statutory requirements for this ratio. Texas Government Code, Section 651.004(c), specifies that an entity in the executive branch that employs more than 100 FTEs “...may not employ more than one full-time equivalent employee in a management position for every 11 full-time equivalent employees...in non-managerial staff positions.”

While the SAO did not independently verify the data that state agencies and higher education institutions reported, the data and information in this report were subject to certain procedures to ensure accuracy.



## Chapter 1 Changes in Full-time Equivalent (FTE) Levels



Statewide FTEs increased in fiscal year 2025 compared to fiscal year 2024.


### Increase

During fiscal year 2025, state agencies and higher education institutions reported an average of **370,866.6** FTEs. That was an **increase** of 12,413.9 FTEs (or 3.5 percent) compared with the average number of FTEs reported in fiscal year 2024 (358,452.7). The majority of that increase came from higher education institutions. Specific changes in FTE levels for one-year and five-year periods are listed below.

### State Agencies

- ↑ One-year change:** State agencies reported an average of **151,436.2** FTEs in fiscal year 2025. That was an **increase** of 4,235.4 FTEs (or 2.9 percent) since fiscal year 2024. This increase may be attributed, in part, to the state employee pay increases approved by the 88th Legislature, which included fiscal year 2025, that may have allowed agencies to fill vacancies and retain employees as well as an increase in FTE limitations authorized at some state agencies.
- ↑ Five-year change:** Compared to fiscal year 2021, state agencies reported an average of **151,436.2** FTEs in fiscal year 2025, an **increase** of 6,780.1 FTEs (or 4.7 percent).

## Higher Education Institutions

 **One-year change:** Higher education institutions reported an average of **219,430.4** FTEs in fiscal year 2025. That was an **increase** of 8,178.5 FTEs (or 3.9 percent) since fiscal year 2024.


 **Five-year change:** Compared to fiscal year 2021, higher education institutions reported an average of **219,430.4** FTEs in fiscal year 2025, an **increase** of 33,250.6 FTEs (or 17.9 percent). This increase is attributed, in part, to the growth of the 8 medical institutions of The University of Texas System, which accounted for 56.6 percent (or 18,810.9 FTEs) of the 5-year growth in FTEs at higher education institutions.

Figure 2 on the next page shows the one-year and five-year comparisons in FTE levels by General Appropriations Act (GAA) article (see text box). See [Appendix 4](#) and [Appendix 5](#) for information on FTE levels and trends at state agencies and higher education institutions.

### General Appropriations Act Articles

State agencies and higher education institutions are organized under administrative sections called articles in the General Appropriations Act.

Figure 2

**One-Year and Five-Year Change in Annual FTE Levels by GAA Article**

GAA Article	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Article I - General Government	10,457.5	444.8	4.4%	939.0	9.9%
Article II - Health and Human Services	53,618.9	613.2	1.2%	2,231.2	4.3%
Article III - Higher Education	219,430.4	8,178.5	3.9%	33,250.6	17.9%
Article III - Public Education	3,664.1	103.0	2.9%	814.6	28.6%
Article IV - The Judiciary	1,912.3	59.3	3.2%	122.4	6.8%
Article V - Public Safety and Criminal Justice	46,420.1	1,962.4	4.4%	539.2	1.2%
Article VI - Natural Resources	9,571.9	401.2	4.4%	1,052.9	12.4%
Article VII - Business and Economic Development	19,757.1	224.9	1.2%	622.9	3.3%
Article VIII - Regulatory <sup>a</sup>	3,754.4	137.0	3.8%	249.4	7.1%
Article X - The Legislature	2,279.9	289.6 <sup>b</sup>	14.6%	208.5	10.1%
<b>Statewide (Excluding Higher Education)</b>	<b>151,436.2</b>	<b>4,235.4</b>	<b>2.9% <sup>c</sup></b>	<b>6,780.1</b>	<b>4.7% <sup>c</sup></b>
<b>Statewide (Including Higher Education)</b>	<b>370,866.6</b>	<b>12,413.9</b>	<b>3.5% <sup>c</sup></b>	<b>40,030.7</b>	<b>12.1% <sup>c</sup></b>

<sup>a</sup> Includes self-directed, semi-independent agencies, although they are not listed in the GAA.

<sup>b</sup> This number reflects the increase in FTEs that occurs in odd-numbered years when there is a regular session of the Legislature.

<sup>c</sup> Percentage is not the sum of the individual percentages.







Source: FTE System, State Auditor’s Office.

## FTEs increased in each of the four quarters of fiscal year 2025.

As shown in Figure 3, FTE levels increased in each of the four quarters of fiscal year 2025 compared to the FTE levels during those same time periods in fiscal year 2024, with the largest cumulative growth occurring in the first quarter of fiscal year 2025.

Figure 3

### *FTE Quarterly Comparison Between Fiscal Years 2024 and 2025<sup>a</sup>*

Fiscal Year 2024				Fiscal Year 2025			Percent Change
Time Period <sup>b</sup>	 State Agencies	 Higher Education Institutions	 Totals	 State Agencies	 Higher Education Institutions	 Totals	Quarterly Change (from FY 2024 to FY 2025)
Quarter 1	145,216.4	216,018.6	361,235.0	149,937.0	225,473.7	375,410.7	3.9%
Quarter 2	146,644.0	214,481.3	361,125.3	151,529.8	222,264.4	373,794.2	3.5%
Quarter 3	147,568.0	217,790.0	365,358.0	152,012.9	226,008.2	378,021.1	3.5%
Quarter 4	149,365.8	196,708.3	346,074.1	152,258.7	203,966.7	356,225.4	2.9%
<b>Annual Average<sup>c</sup></b>	<b>147,200.8</b>	<b>211,251.9</b>	<b>358,452.7</b>	<b>151,436.2</b>	<b>219,430.4</b>	<b>370,866.6</b>	<b>3.5%</b>

<sup>a</sup> State agencies and higher education institutions may have submitted updates for prior reporting periods, which could cause differences between this report and reports that the State Auditor’s Office has previously issued.

<sup>b</sup> Quarter 1 includes September, October, and November; Quarter 2 includes December, January, and February; Quarter 3 includes March, April, and May; and Quarter 4 includes June, July, and August.

<sup>c</sup> Annual averages are not averages of the quarterly data presented.

Source: FTE System, State Auditor’s Office.

## Chapter 2 Statewide FTE Employee Data

The majority of FTEs statewide were paid from appropriated funds.

Statewide, in fiscal year 2025, 63.5 percent of FTEs were paid from appropriated funds (state and federal appropriations). That figure includes FTEs funded 100.0 percent by federal programs (see Figure 4). On average, in fiscal year 2025, 98.3 percent of FTEs at state agencies and 39.5 percent of FTEs at higher education institutions were paid from appropriated funds.

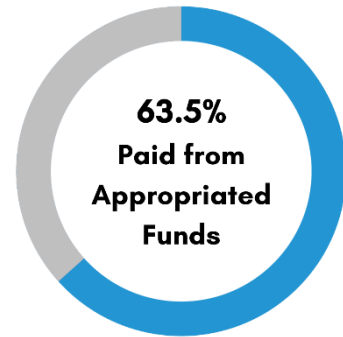


Figure 4

### Statewide FTEs by Funding Source for Fiscal Year 2025

Entity	FTEs Paid from Appropriated Funds		FTEs Paid from Non-appropriated Funds		Contract FTEs <sup>a</sup>		Total FTEs
	Number of FTEs	Percent	Number of FTEs	Percent	Number of FTEs	Percent	
State Agencies	148,803.6	98.3%	1,570.8	1.0%	1,061.8	0.7%	151,436.2
Higher Education Institutions <sup>b</sup>	86,750.1	39.5%	132,202.6	60.2%	477.7	0.2%	219,430.4
<b>Statewide</b>	<b>235,553.7</b>	<b>63.5% <sup>c</sup></b>	<b>133,773.4</b>	<b>36.1% <sup>c</sup></b>	<b>1,539.5</b>	<b>0.4% <sup>c</sup></b>	<b>370,866.6</b>

<sup>a</sup> For more information on contract FTEs, see [page 17](#) in this chapter. Contract FTEs reported in this table are also paid from appropriated funds. However, for the purposes of this table and summary, contract FTEs are counted and reported separately from non-contract FTEs.

<sup>b</sup> Percentages do not sum to 100.0 due to rounding.

<sup>c</sup> The statewide percentage is not the sum of the individual percentages.

Source: FTE System, State Auditor’s Office.



FTEs by GAA Article

Higher education institutions employed 59.2 percent of the State workforce in fiscal year 2025.

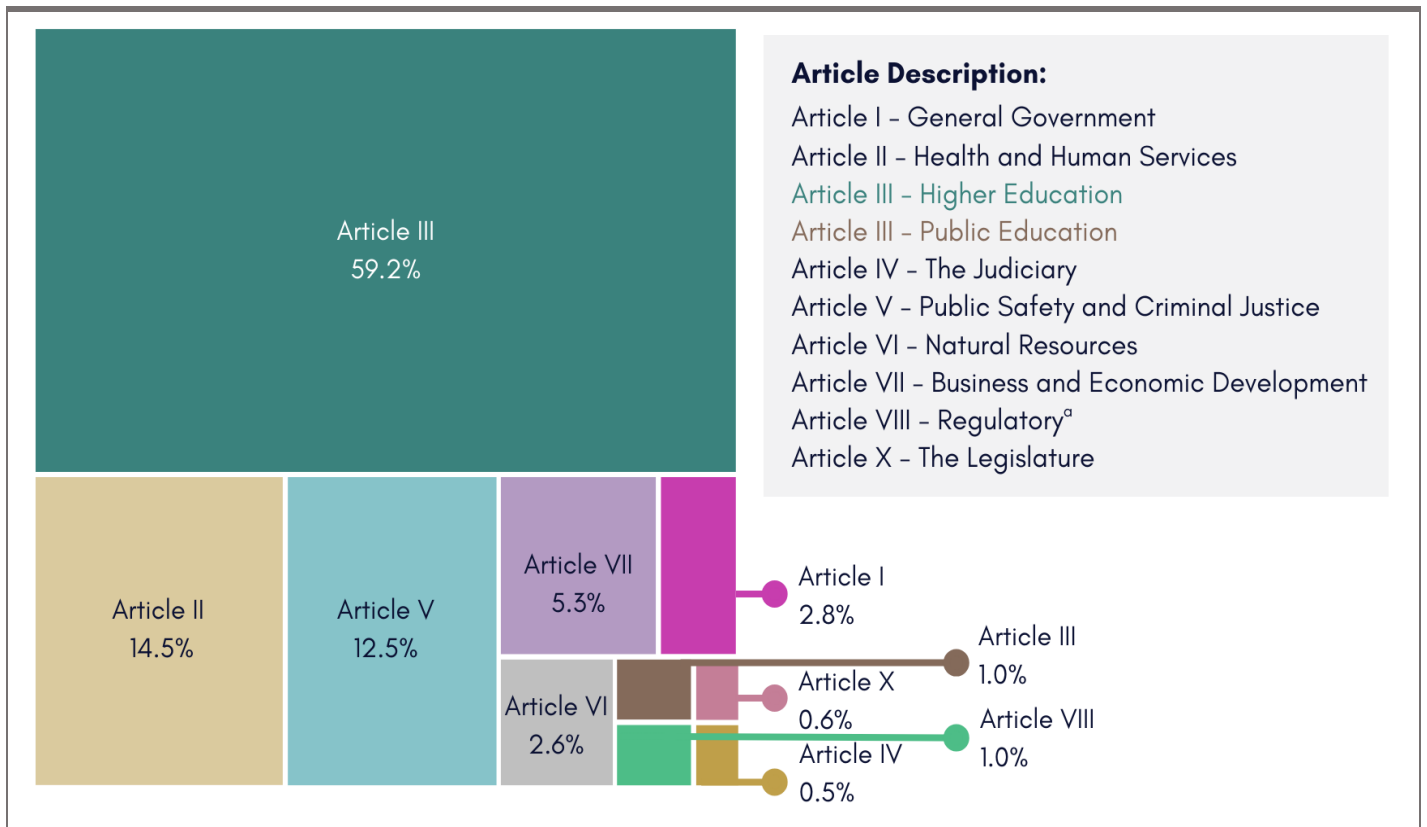
In fiscal year 2025, higher education institutions in Article III of the GAA employed more than half of the State workforce (see text box for definition). Health and human services agencies and public safety and criminal justice agencies (Articles II and V of the GAA, respectively) together employed 27.0 percent of the State workforce. Figure 5 shows the distribution of FTEs by GAA article.

**Definition of State Workforce**

For the purposes of this report, the term “State workforce” includes employees of both state agencies and higher education institutions.

Figure 5

*FTE Distribution by GAA Article for Fiscal Year 2025<sup>a</sup>*



<sup>a</sup> Includes self-directed, semi-independent agencies, although they are not listed in the GAA.



### FTE Levels at Higher Education Institutions

Figure 6 shows the distribution of the State’s higher education FTEs by university system (see text box) for fiscal year 2025. In fiscal year 2025, The University of Texas System employed 61.4 percent of all higher education FTEs.

For a detailed list of one-year and five-year changes in FTE levels at the higher education institutions, see [Appendix 5](#).

#### Higher Education Institutions

Article III of the GAA lists the higher education institutions organized within eight university systems, as well as an independent institution, which is not part of a university system and is governed by its own board.

A university system is the association of one or more public senior colleges or universities, medical or dental units, or other agencies of higher education under the policy direction of a single governing board.

The Texas A&M System Shared Services Center is included in the 77 higher education institutions but is not listed in Article III of the GAA.

Figure 6

### *Distribution of Higher Education FTEs by University System for Fiscal Year 2025*

University System	Institutions Within the System	Annual Average FTEs	Percentage of State Higher Education Workforce	Percentage of State Workforce <sup>a</sup>
The University of Texas System	18	134,668.9	61.4%	36.3%
Texas A&M University System	23	34,224.8	15.6%	9.2%
Texas Tech University System	6	16,503.2	7.5%	4.4%
Texas State University System	10	10,763.5	4.9%	2.9%
University of Houston System	6	9,815.5	4.5%	2.6%
University of North Texas System	4	8,541.5	3.9%	2.3%
Texas State Technical College System	7	1,947.2	0.9%	0.5%
Texas Woman’s University System	2	1,840.1	0.8%	0.5%
Independent university <sup>b</sup>	1	1,125.7	0.5%	0.3%
<b>Totals</b>	<b>77</b>	<b>219,430.4</b>	<b>100.0%</b>	<b>59.2% <sup>c</sup></b>

<sup>a</sup> Percentages are based on an average of 370,866.6 FTEs in state agencies and higher education institutions.

<sup>b</sup> Texas Southern University is the only independent institution; it does not belong to a university system.

<sup>c</sup> Percentage does not sum precisely due to rounding.

Source: FTE System, State Auditor’s Office.

Figure 7 shows the 10 higher education institutions with the highest annual average FTEs in fiscal year 2025. These 10 institutions represented 63.0 percent of the State’s higher education workforce and 37.3 percent of the entire State workforce.

Figure 7

***Ten Higher Education Institutions with the Highest Annual Average FTEs for Fiscal Year 2025***

Rank	Higher Education Institution	Annual Average FTEs	Percentage of State Higher Education Workforce <sup>a</sup>	Percentage of State Workforce <sup>b</sup>
1	The University of Texas M.D. Anderson Cancer Center	26,307.3	12.0%	7.1%
2	The University of Texas Southwestern Medical Center	23,257.3	10.6%	6.3%
3	The University of Texas at Austin	19,025.9	8.7%	5.1%
4	The University of Texas Medical Branch at Galveston	15,161.4	6.9%	4.1%
5	The University of Texas Health Science Center at Houston	12,994.8	5.9%	3.5%
6	Texas A&M University	12,733.6	5.8%	3.4%
7	The University of Texas Health Science Center at San Antonio	7,906.5	3.6%	2.1%
8	Texas Tech University	7,665.1	3.5%	2.1%
9	University of Houston	6,941.9	3.2%	1.9%
10	University of North Texas	6,281.8	2.9%	1.7%
<b>Totals</b>		<b>138,275.6</b>	<b>63.0% <sup>c</sup></b>	<b>37.3%</b>

<sup>a</sup> Percentages are based on an average of 219,430.4 FTEs in higher education institutions.  
<sup>b</sup> Percentages are based on an average of 370,866.6 FTEs in state agencies and higher education institutions.  
<sup>c</sup> Percentage does not sum precisely due to rounding.

Source: FTE System, State Auditor’s Office.

**FTEs by Employee Type at Higher Education Institutions**

Figure 8 compares higher education institutions’ FTE data reported by quarter for fiscal years 2024 and 2025, for administrators, faculty, and staff. In fiscal year 2025, total FTEs in higher education institutions **increased 3.9 percent** compared to fiscal year 2024. Specifically:

- Administrator FTEs increased by 3.9 percent.
- Faculty FTEs increased by 3.1 percent.
- Staff FTEs increased by 4.0 percent.

Figure 8

*Higher Education Institutions’ FTEs Reported for Each Quarter of Fiscal Years 2024 and 2025*

Time Period	Fiscal Year 2024				Fiscal Year 2025			
	Administrators <sup>a</sup>	Faculty <sup>b</sup>	Staff <sup>c</sup>	Totals <sup>d</sup>	Administrators <sup>a</sup>	Faculty <sup>b</sup>	Staff <sup>c</sup>	Totals <sup>d</sup>
Quarter 1	3,184.4	42,920.4	169,912.3	216,018.6	3,285.2	44,030.7	178,157.4	225,473.7
Quarter 2	3,207.0	42,887.7	168,385.5	214,481.3	3,303.9	44,016.2	174,942.7	222,264.4
Quarter 3	3,234.2	42,786.1	171,768.1	217,790.0	3,387.7	44,182.8	178,439.6	226,008.2
Quarter 4	3,216.6	26,262.7	167,265.8	196,708.3	3,365.5	27,416.4	173,186.4	203,966.7
<b>Annual Average <sup>e</sup></b>	<b>3,211.7</b>	<b>38,715.3</b>	<b>169,334.3</b>	<b>211,251.9</b>	<b>3,336.4</b>	<b>39,912.4</b>	<b>176,183.0</b>	<b>219,430.4</b>

**Percentage Change in the Annual Average FTEs by Employee Type Between Fiscal Year 2024 and Fiscal Year 2025**

**3.9%      3.1%      4.0%      3.9%**

<sup>a</sup> Includes chancellor, vice chancellor, associate chancellor, assistant chancellor, president, vice president, associate vice president, assistant vice president, dean, associate dean, assistant dean, and any other administrative position having similar responsibilities to those positions.

<sup>b</sup> Includes positions with the purpose of conducting instruction, research, or public service as a principal activity. Individuals appointed to those positions may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Adjunct faculty are included in this category. Faculty does not include graduate, instruction, or research assistants.

<sup>c</sup> Includes graduate and student assistants, individuals who meet the reporting criteria of “contract worker,” and all other positions not reported as administrators or faculty.

<sup>d</sup> Totals are not the sum of the subtotals presented.

<sup>e</sup> Annual averages are not the averages of the quarterly data presented due to rounding.

Sources: Section 5(7)(b), page III-283, the GAA (88th Legislature), defined administrators; the State Auditor’s Office developed the definitions of faculty and other staff; and the State Auditor’s Office’s FTE System provided the reported FTE data.



FTE Levels at State Agencies

State agencies employed 40.8 percent of the State workforce in fiscal year 2025.

A total of 115 state agencies employed **40.8 percent** of the State workforce in fiscal year 2025. Figure 9 shows the distribution of FTEs by GAA article at state agencies. For a detailed list of one-year and five-year changes in FTE levels at the state agencies within each GAA article, see [Appendix 4](#).

Figure 9

*Distribution of FTEs by GAA Article at State Agencies for Fiscal Year 2025*

GAA Article	Number of Agencies Within Each Article	Annual Average FTEs	Percentage of State Agency Workforce <sup>a</sup>	Percentage of State Workforce <sup>b</sup>
Article I - General Government	22	10,457.5	6.9%	2.8%
Article II - Health and Human Services	3	53,618.9	35.4%	14.5%
Article III - Public Education	6	3,664.1	2.4%	1.0%
Article IV - The Judiciary	25	1,912.3	1.3%	0.5%
Article V - Public Safety and Criminal Justice	8	46,420.1	30.7%	12.5%
Article VI - Natural Resources	9	9,571.9	6.3%	2.6%
Article VII - Business and Economic Development	5	19,757.1	13.0%	5.3%
Article VIII - Regulatory <sup>c</sup>	30	3,754.4	2.5%	1.0%
Article X - The Legislature	7	2,279.9	1.5%	0.6%
<b>Totals</b>	<b>115</b>	<b>151,436.2</b>	<b>100.0%</b>	<b>40.8%</b>

<sup>a</sup> Percentages are based on an average of 151,436.2 FTEs in state agencies. The following agency divisions are included in the 115 state agencies: Trusteed Programs within the Office of the Governor, Office of the Comptroller of Public Accounts - Fiscal Programs, and Office of the Comptroller of Public Accounts' Judiciary Section.

<sup>b</sup> Percentages are based on an average of 370,866.6 FTEs in state agencies and higher education institutions.

<sup>c</sup> Includes self-directed, semi-independent agencies, although they are not listed in the GAA.

Source: FTE System, State Auditor's Office.

Figure 10 lists the 10 state agencies with the highest annual average FTEs in fiscal year 2025. Those agencies accounted for 82.8 percent of the state agency workforce and 33.8 percent of the State workforce, which includes employees of higher education institutions.

Figure 10

**Ten State Agencies with the Highest Annual Average FTEs for Fiscal Year 2025**

Rank	State Agency	Annual Average FTEs	Percentage of State Agency Workforce <sup>a</sup>	Percentage of State Workforce <sup>b</sup>
1	Health and Human Services Commission	37,856.5	25.0%	10.2%
2	Department of Criminal Justice	32,211.7	21.3%	8.7%
3	Department of Transportation	13,501.0	8.9%	3.6%
4	Department of Family and Protective Services	11,882.4	7.8%	3.2%
5	Department of Public Safety	10,854.0	7.2%	2.9%
6	Texas Workforce Commission	4,701.5	3.1%	1.3%
7	Office of the Attorney General	4,220.2	2.8%	1.1%
8	Department of State Health Services	3,880.0	2.6%	1.0%
9	Parks and Wildlife Department	3,261.3	2.2%	0.9%
10	Commission on Environmental Quality	2,969.4	2.0%	0.8%
<b>Totals</b>		<b>125,338.0</b>	<b>82.8% <sup>c</sup></b>	<b>33.8% <sup>c</sup></b>

<sup>a</sup> Percentages are based on an average of 151,436.2 FTEs in state agencies.  
<sup>b</sup> Percentages are based on an average of 370,866.6 FTEs in state agencies and higher education institutions.  
<sup>c</sup> Percentages do not sum precisely due to rounding.

Source: FTE System, State Auditor’s Office.



**Entities with the Most FTEs**

**Six higher education institutions and four state agencies employed 55.3 percent of the State workforce.**

In fiscal year 2025, 192 state entities reported FTE data (115 state agencies and 77 higher education institutions). Figure 11 lists the 10 state entities that reported the largest number of FTEs; these entities employed 55.3 percent of the State workforce. A full listing of one-year and five-year changes in FTE levels is provided in [Appendix 4](#) for state agencies and in [Appendix 5](#) for higher education institutions.

Figure 11

***Ten State Agencies and Higher Education Institutions with the Highest Annual Average FTEs for Fiscal Year 2025***

Rank	State Agency or Higher Education Institution	Annual Average FTEs	Percentage of State Workforce <sup>a</sup>
1	Health and Human Services Commission	37,856.5	10.2%
2	Department of Criminal Justice	32,211.7	8.7%
3	The University of Texas M.D. Anderson Cancer Center	26,307.3	7.1%
4	The University of Texas Southwestern Medical Center	23,257.3	6.3%
5	The University of Texas at Austin	19,025.9	5.1%
6	The University of Texas Medical Branch at Galveston	15,161.4	4.1%
7	Department of Transportation	13,501.0	3.6%
8	The University of Texas Health Science Center at Houston	12,994.8	3.5%
9	Texas A&M University	12,733.6	3.4%
10	Department of Family and Protective Services	11,882.4	3.2%
<b>Totals</b>		<b>204,931.9</b>	<b>55.3% <sup>b</sup></b>

<sup>a</sup> Percentages are based on an average of 370,866.6 FTEs in state agencies and higher education institutions.

<sup>b</sup> Percentage does not sum precisely due to rounding.

Source: FTE System, State Auditor’s Office.



Contract and Temporary FTEs

Contract and temporary workers comprised less than 1.0 percent of State FTEs.

During fiscal year 2025, state entities reported an average of 1,539.5 contract and temporary FTEs, which was 0.4 percent of the State’s FTEs. This is a **decrease** of 27.0 contract and temporary FTEs compared with the 1,566.5 FTEs reported in fiscal year 2024. (See text box for contract and temporary FTE definitions.)

State agencies employed 69.0 percent (or 1,061.8 FTEs) and higher education institutions employed 31.0 percent (or 477.7 FTEs) of all contract and temporary worker FTEs (see Figure 12).

**Contract and Temporary FTE Definitions**

For FTE reporting purposes, the contract and temporary workers category includes individuals who are under contract to fill specific positions that are customarily filled by state workers.

Additionally, only contract and temporary workers who worked more than half of the workdays in the previous 12 months **and** were paid from appropriated funds count toward state agencies’ and higher education institutions’ FTE limitations. Outsourced functions and work performed by consultants are excluded from this category.

Figure 12

*Distribution of Contract and Temporary FTEs by GAA Article for Fiscal Year 2025*

GAA Article	Annual Average FTEs	Contract and Temporary FTEs	Contract and Temporary FTEs as Percentage of Article Workforce
Article I - General Government	10,457.5	212.1	2.0%
Article II - Health and Human Services	53,618.9	477.4	0.9%
Article III - Higher Education	219,430.4	477.7	0.2%
Article III - Public Education	3,664.1	41.3	1.1%
Article IV - The Judiciary	1,912.3	1.8	0.1%
Article V - Public Safety and Criminal Justice	46,420.1	116.2	0.3%
Article VI - Natural Resources	9,571.9	93.2	1.0%
Article VII - Business and Economic Development	19,757.1	109.4	0.6%
Article VIII - Regulatory <sup>a</sup>	3,754.4	10.4	0.3%
Article X - The Legislature	2,279.9	0.0	0.0%
<b>Totals</b>	<b>370,866.6</b>	<b>1,539.5</b>	<b>0.4% <sup>b</sup></b>

<sup>a</sup> Includes self-directed, semi-independent agencies, although they are not listed in the GAA.

<sup>b</sup> Percentage is rounded and is not the sum of the individual percentages.

Source: FTE System, State Auditor’s Office.

## Chapter 3

# Legislatively Mandated Limitations on State Employment Levels

In the GAA, the Legislature establishes limitations on state employment levels of FTEs (otherwise known as the FTE cap). (See text box for details.) The total state employment FTE limitation in fiscal year 2025 was 221,790.8 FTEs, an increase of 830.9 FTEs (or 0.4 percent) compared with fiscal year 2024.

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**The majority of state agencies and higher education institutions complied with their legislatively mandated FTE limitations.**

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While most state agencies are subject to mandated **quarterly** FTE limitations, all higher education institutions and six state agencies are subject to mandated **annual** FTE limitations. During fiscal year 2025:

- One state agency exceeded its legislatively mandated **annual** FTE limitation; however, seven state agencies exceeded their legislatively mandated **quarterly** FTE limitations. (See [Appendix 2](#) for a list of the eight state agencies and the reasons they provided for exceeding their FTE limitations.)
- Twenty higher education institutions exceeded their legislatively mandated **annual** FTE limitations. (See [Appendix 3](#) for a list of the 20 higher education institutions and the reasons they provided for exceeding their FTE limitations.)

Legislative agencies, appellate courts, and several other state agencies are not subject to FTE limitations on state employment levels, but they are still required to report their FTEs. For state agencies subject to those limitations, only FTEs paid from appropriated funds, including certain contract FTEs, count toward the limitations.

### Limitations on State Employment Levels

The General Appropriations Act (88th Legislature), Article IX, Section 6.10, pages IX-31 through IX-33, establishes limitations on state employment levels, including reporting requirements for state agencies and higher education institutions that exceed their limitations on state employment levels.

Figure 13 shows the number of FTEs subject to limitations on state employment levels at state agencies and higher education institutions and those entities’ annual average FTEs.

Figure 13

**Comparison of GAA Articles’ FTEs  
With Limitations on State Employment Levels for Fiscal Year 2025**

GAA Article	Annual Average FTEs	Fiscal Year 2025 Limitations on State Employment	Annual Average FTEs Subject to Limitations on State Employment	Percentage of FTEs Subject to Limitations on State Employment
Article I – General Government <sup>a</sup>	10,457.5	7,313.3	6,883.0	65.8%
Article II – Health and Human Services	53,618.9	55,866.6	53,090.2	99.0%
Article III – Higher Education <sup>b</sup>	219,430.4	66,551.6	62,783.7	28.6%
Article III – Public Education	3,664.1	3,682.2	3,457.2	94.4%
Article IV – The Judiciary <sup>a</sup>	1,912.3	410.2	367.9	19.2%
Article V – Public Safety and Criminal Justice	46,420.1	55,309.4	46,204.0	99.5%
Article VI – Natural Resources	9,571.9	9,579.7	9,327.6	97.4%
Article VII – Business and Economic Development	19,757.1	19,707.0	19,312.8	97.8%
Article VIII – Regulatory <sup>c</sup>	3,754.4	3,370.8	3,014.0	80.3%
Article X – The Legislature	2,279.9	Not Applicable	Not Applicable	Not Applicable
<b>Statewide (Excluding Higher Education)</b>	<b>151,436.2</b>	<b>155,239.2</b>	<b>141,656.7</b>	<b>93.5%</b>
<b>Statewide (Including Higher Education)</b>	<b>370,866.6</b>	<b>221,790.8</b>	<b>204,440.4</b>	<b>55.1%</b>

<sup>a</sup> Section 3, page IV-43, and Section 6.10(e), page IX-33, of the GAA (88th Legislature) contained exemption language that affected state employment limitations for the Office of the Governor, the Office of the Comptroller of Public Accounts, and appellate courts for fiscal year 2025.

<sup>b</sup> For applicable institutions, the number of FTEs allocated based on patient income (generated through the operation of a hospital, clinic, or dental clinic) is not counted for purposes of calculating the FTE limitation within Article IX, Section 6.10.

<sup>c</sup> Includes self-directed, semi-independent agencies, although they are not listed in the GAA.

Source: FTE System, State Auditor’s Office.

## Chapter 4 Management-to-staff Ratios

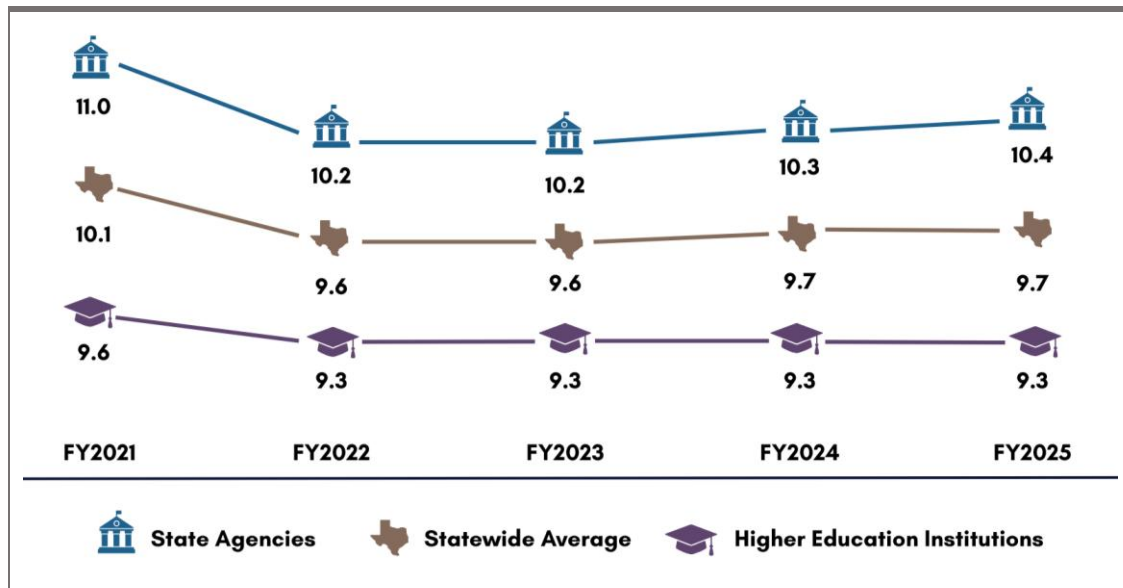
Management-to-staff (MTS) ratios are used to determine an organization’s “span of control,” or the number of employees who report directly to a single manager or supervisor. State agencies and higher education institutions with more than 100 FTEs are statutorily required to employ no more than 1 manager or supervisor FTE for every 11 staff FTEs. State entities with less than 100 FTEs and those in the legislative and judiciary branches are excluded.

In fiscal year 2025, the statewide average MTS ratio for state entities with more than 100 FTEs was **1:9.7** (1 manager or supervisor FTE per 9.7 staff FTEs). State agencies averaged a ratio of **1:10.4**, while higher education institutions averaged a ratio of **1:9.3**.

Figure 14 shows the five-year trend in the average MTS ratios for state agencies and higher education institutions, compared to the statewide average.

Figure 14

*Average Number of Staff FTEs per Manager and Supervisor FTEs for Fiscal Years 2021 Through 2025<sup>a</sup>*



<sup>a</sup> The decrease for state agencies in fiscal year 2022 may be due, in part, to more turnover at the staff level than at the manager and supervisor level, resulting in fewer staff FTEs being reported compared to manager and supervisor FTEs.

Source: FTE System, State Auditor’s Office.



## Appendix 1

### Objective, Scope, and Methodology

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#### Objective

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The objective of this project was to provide the Legislature and the public with fiscal year 2025 summary information related to full-time equivalent (FTE) employees of state agencies and higher education institutions, as well as historical/trend data and information related to management-to-staff ratios.

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#### Scope

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The scope of this project included FTE information for fiscal year 2025 (September 1, 2024, to August 31, 2025) that state agencies and higher education institutions reported each quarter to the State Auditor's Office in accordance with Texas Government Code, Section 2052.103.

**The following members of the State Auditor's staff conducted the project:**



- Juan R. Sanchez, MPA (Project Manager)
- Carla Dykstra, MA, SHRM-SCP (Assistant Project Manager)
- Robert G. Kiker, CFE, CGAP (Quality Control Reviewer)
- Sharon K. Schneider, CCP, PHR, SHRM-CP (Classification Manager)

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## Methodology

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This report summarized FTE data from fiscal year 2025 that state agencies and higher education institutions submitted to the [State Auditor's Office's FTE System](#). This report also compared FTE data from fiscal year 2025 with data that state agencies and higher education institutions submitted in previous fiscal years to the State Auditor's Office's FTE System. The number of FTEs shown in this report for previous years may vary from the numbers provided in prior State Auditor's Office's FTE reports due to corrections that state agencies and higher education institutions made to their FTE data.

Fieldwork was conducted from November 2025 through February 2026. The information in this report was not subjected to all the tests and confirmations that would be performed in an audit. However, the information in this report was subject to certain procedures to ensure accuracy.

## Appendix 2

### State Agencies That Exceeded FTE Limitations

Figure 15 shows the 8 state agencies’ explanations for exceeding their full-time equivalent (FTE) employee limitations on state employment levels (otherwise known as the FTE cap), broken out by quarter. One state agency exceeded its **annual** FTE limitation, and seven state agencies exceeded their **quarterly** FTE limitation, with some agencies exceeding their FTE limitation in more than one quarter.

The numbers represent the total number of FTE employees subject to the limitations on state employment levels paid from appropriated funds, including contract FTEs. [Chapter 3](#) provides more information on mandated FTE limitations.

Figure 15

#### *State Agencies That Exceeded Their Legislatively Mandated FTE Limitations in Fiscal Year 2025*

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
<b>Exceeded Annual Limitation</b>					
802 – Parks and Wildlife Department	3,160.9	3,208.0	47.1	1.5%	<p><i>To ensure adequate staffing, TPWD utilized the authority granted in the General Appropriations Act, 88th Legislature, Article IX, Section 6.10 (a)(2) (B) (ii) which allows the agency to exceed its FTE count by 50 FTEs for a fiscal year.</i></p> <p><i>The FTEs increase in the last quarter of Appropriation Year 2025 is due, in a large part, to seasonal hires at Texas State Parks.</i></p> <p><i>Using the annualized average of FTEs, TPWD was over the FTE limitation of</i></p>

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
					<i>3,160.9 by 47.1 FTEs which leaves an additional 2.9 FTEs available to the department based on the 88th Legislative Session General Appropriations Act.</i>

**Exceeded Quarterly Limitation in 1st Quarter**

**Article I – General Government**

327 – Employees Retirement System	436.0	458.3	22.3	5.1%	<i>The FTE limitation is based on the ERS Board approved FTEs for FY23. The Board approved FTEs do not include contractors which are included in the definition of FTEs for the purpose of this statewide reporting. Since establishing ERS' FTE cap for 2024-25, ERS has seen a decrease in agency turnover and the ability to fill job vacancies. The ERS Board approved additional FTEs for FY25 to assist with retirement and insurance processing, annuity payroll and survivor benefits, along with funding for contractors which may count as FTEs for statewide reporting. The number of contractors has increased to provide resources for a major technology upgrade slated to complete in 2030. ERS will work with the LBB during the appropriation process to refresh the limitation and incorporate contractors on long-term projects.</i>
356 – Texas Ethics Commission	28.4	28.6	0.2	0.7%	<i>During the first quarter of fiscal year 2025, the TEC exceeded its FTE cap by 0.2 FTEs. This occurred due to a reduction of the agency's FTE cap in the 88th Legislative Session, an exponential increase in workload, and decreased turnover. The agency requires its part-time auditor to work above the amount appropriated for the position to conduct facial compliance reviews,</i>

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
					<p><i>maintain the facial compliance database, assist in developing rules and procedures for the facial compliance review program, and communicate with filers about any deficiencies. These tasks are essential for the TEC to administer the facial compliance review and audit program as mandated by Section 571.069 of the Government Code.</i></p>
542 – Cancer Prevention and Research Institute of Texas	44.0	51.1	7.1	16.1%	<p><i>CPRIT exceeded the FTE limit because the agency is using contract employees to augment the agency's capabilities to review required grant award reports and address IT projects and information security.</i></p>
<b>Article IV – The Judiciary</b>					
215 – Office of Capital and Forensic Writs	24.5	25.0	0.5	2.0%	<p><i>OCFW reported 25 FTEs, exceeding its 24.5 FTE limitation but within the 10% allowable variance. We hired a temporary mitigation fellow to cover for the work of a mitigation specialist while she's away on parental leave to ensure that necessary work is accomplished.</i></p>
<b>Exceeded Quarterly Limitation in 2nd Quarter</b>					
<b>Article I – General Government</b>					
313 – Department of Information Resources	267.0	267.6	0.6	0.2%	<p><i>The FTE CAP at DIR increased in the current biennium and the agency continues to ramp up hiring. FTEs over the cap are attributable to additional resources added in high priority areas, including those being addressed by the exceptional FTE process in the current legislative session.</i></p>
327 – Employees Retirement System	436.0	462.8	26.8	6.1%	<p><i>The FTE limitation is based on the ERS Board approved FTEs for FY23. The Board approved FTEs do not include contractors which are included in the</i></p>

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
<p><i>definition of FTEs for the purpose of this statewide reporting. Since establishing ERS' FTE cap for 2024-25, ERS has seen a decrease in agency turnover and the ability to fill job vacancies. The ERS Board approved additional FTEs for FY25 to assist with retirement and insurance processing, annuity payroll and survivor benefits, along with funding for contractors which may count as FTEs for statewide reporting. The number of contractors has increased to provide resources for a major technology upgrade slated to complete in 2030. ERS will work with the LBB during the appropriation process to refresh the limitation and incorporate contractors on long-term projects.</i></p>					
542 – Cancer Prevention and Research Institute of Texas	44.0	51.9	7.9	18.0%	<p><i>CPRIT exceeded the FTE limit because the agency is using contract employees to augment the agency's capabilities to review required grant award reports and address IT projects and information security.</i></p>

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
<b>Exceeded Quarterly Limitation in 3rd Quarter</b>					
<b>Article I – General Government</b>					
313 – Department of Information Resources	267.0	268.3	1.3	0.5%	<i>The FTE CAP at DIR increased in the current biennium and the agency continues to ramp up hiring. FTEs over the cap are attributable to additional resources added in high priority areas, including those being addressed by the exceptional FTE process in the current legislative session.</i>
327 – Employees Retirement System	436.0	473.3	37.3	8.6%	<i>The FTE limitation is based on the ERS Board approved FTEs for FY23. The Board approved FTEs do not include contractors which are included in the definition of FTEs for the purpose of this statewide reporting. Since establishing ERS' FTE cap for 2024-25, ERS has seen a decrease in agency turnover and the ability to fill job vacancies. The ERS Board approved additional FTEs for FY25 to assist with retirement and insurance processing, annuity payroll and survivor benefits, along with funding for contractors which may count as FTEs for statewide reporting. The number of contractors has increased to provide resources for a major technology upgrade slated to complete in 2030. ERS will work with the LBB during the appropriation process to refresh the limitation and incorporate contractors on long-term projects.</i>
542 – Cancer Prevention and Research Institute of Texas	44.0	50.8	6.8	15.5%	<i>CPRIT exceeded the FTE limit because the agency is using contract employees to augment the agency's capabilities to review required grant award reports and address IT projects and information security.</i>

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
<b>Article IV – The Judiciary</b>					
215 – Office of Capital and Forensic Writs	24.5	26.0	1.5	6.1%	<i>OCFW reported 26 FTEs, exceeding its 24.5 FTE limitation but within the 10% allowable variance. The reason why is two-fold: We hired a temporary mitigation fellow to accomplish more work and had some temporary overlap between new hires and departing employees whose positions were being filled.</i>
<b>Article VII – Business and Economic Development</b>					
608 – Department of Motor Vehicles	902.0	909.2	7.2	0.8%	<i>To ensure adequate staffing, TxDMV utilized the authority granted in the General Appropriations Act, 88th Legislature, Article IX, Section 6.10 (a) (1) (B) (ii) which allows the agency to exceed its FTE count by 50 FTEs for a fiscal quarter. In the FY 2025 3rd quarter ending 5/31/2025, the department’s FTE count of 909.2 was 7.2 FTEs (or 0.8 percent) higher than the FTE cap of 902.0. On 9/1/2025 the department’s FTE cap increased to 952.0.</i>
<b>Exceeded Quarterly Limitation in 4th Quarter</b>					
<b>Article I – General Government</b>					
313 – Department of Information Resources	267.0	268.5	1.5	0.6%	<i>The FTE CAP at DIR increased in the current biennium and the agency continues to ramp up hiring. FTEs over the cap are attributable to additional resources added in high priority areas, including those being addressed by the exceptional FTE process in the current legislative session.</i>

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
327 – Employees Retirement System	436.0	474.1	38.1	8.7%	<i>The FTE limitation is based on the ERS Board approved FTEs for FY23. The Board approved FTEs do not include contractors which are included in the definition of FTEs for the purpose of this statewide reporting. Since establishing ERS' FTE cap for 2024-25, ERS has seen a decrease in agency turnover and the ability to fill job vacancies. The ERS Board approved additional FTEs for FY25 to assist with retirement and insurance processing, annuity payroll and survivor benefits, along with funding for contractors which may count as FTEs for statewide reporting. The number of contractors has increased to provide resources for a major technology upgrade slated to complete in 2030. ERS will work with the LBB during the appropriation process to refresh the limitation and incorporate contractors on long-term projects.</i>
542 – Cancer Prevention and Research Institute of Texas	44.0	49.1	5.1	11.6%	<i>CPRIT exceeded the FTE limit because the agency is using contract employees to augment the agency's capabilities to review required grant award reports and address IT projects and information security.</i>
<b>Article IV – The Judiciary</b>					
215 – Office of Capital and Forensic Writs	24.5	24.7	0.2	0.8%	<i>OCFW reported 24.7 FTEs, exceeding its 24.5 FTE limitation only by 0.8% and within the 10% allowable variance.</i>

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
<b>Article VII – Business and Economic Development</b>					
608 – Department of Motor Vehicles	902.0	931.6	29.6	3.3%	<p><i>To ensure adequate staffing, TxDMV utilized the authority granted in the General Appropriations Act, 88th Legislature, Article IX, Section 6.10 (a) (1) (B) (ii) which allows the agency to exceed its FTE count by 50 FTEs for a fiscal quarter. In the FY 2025 4th quarter ending 8/31/2025, the department’s FTE count of 931.6 was 29.6 FTEs (or 3.3 percent) higher than the FTE cap of 902.0. On 9/1/2025 the department’s FTE cap increased to 952.0.</i></p>
<b>Article VIII – Regulatory</b>					
476 – Racing Commission	57.3	58.0	0.7	1.2%	<p><i>Our agency exceeded our FTE limitation for FY25 Q4 by 0.7 FTEs, or 1.2 percent. This was due to several pending retirements and upcoming terminations. The agency annotated 12 contractors on our report. The agency has four racetracks and each of these contractors might work at one or two racetracks and therefore they are not considered a full-time contractor but just dependent upon the horse racing season. The agency needs to keep a plethora of contractors on hand for veterinary and stewards (racing judges) as to keep these contractors from traveling all over Texas.</i></p>

Source: FTE System, State Auditor’s Office.

## Appendix 3

### Higher Education Institutions That Exceeded FTE Limitations

Figure 16 shows the 20 higher education institutions' explanations for exceeding their full-time equivalent (FTE) employee **annual** limitations (otherwise known as the FTE cap). This includes 3 of the 7 medical institutions with FTEs allocated based on patient income.

The numbers represent the annual average FTE employees subject to the annual limitations on state employment levels paid from appropriated funds, including contract FTEs. [Chapter 3](#) provides more information on mandated FTE limitations.

Figure 16

#### *Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations in Fiscal Year 2025*

Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitation)	FTEs Over Annual Limitation	Percentage Over Annual Limitation	Reason for Exceeding the Annual Limitation (Reported by the Higher Education Institution)
575 – Texas Division of Emergency Management	416.4	559.1	142.7	34.3%	<i>TDEM has increased in FTE size due to available federal funding and the continuance to propel emergency management preparedness, response, recovery and mitigation for the state of Texas.</i>
709 – Texas A&M University System Health Science Center	1,212.0	1,322.9	110.9	9.2%	<i>The increase in FTEs from the prior year is primarily due to growth in academic, clinical, and research areas.</i>
710 – Texas A&M University System Administrative and General Offices	113.5	122.9	9.4	8.3%	<i>Increase in appropriated FTEs was due to the continued work being accomplished by the Texas A&amp;M Semiconductor Institute by the 88th Legislature and the</i>

Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitation)	FTEs Over Annual Limitation	Percentage Over Annual Limitation	Reason for Exceeding the Annual Limitation (Reported by the Higher Education Institution)
					<i>additional use of Available University Funds to maintain level service assessments to the members of the A&amp;M System.</i>
712 – Texas A&M Engineering Experiment Station	842.4	1,085.4	243.0	28.8%	<i>TEES, a research agency affiliated with Texas A&amp;M University, reported an average of 1,085.4 Full-Time Equivalent (FTEs) funded by appropriated sources during FY25. This figure represents an increase of 243 FTEs beyond the established limitation. Importantly, this increase does not come from General Revenue or General Revenue - Dedicated funds. Instead, it is attributed to a rise in externally funded research grants, primarily from federal sources. TEES continues to focus on securing new research opportunities, including substantial, multi-year proposals. Additionally, during the summer months, research expenditures and FTEs rise as University Engineering Faculty shift from academic funding to research grant funding, such as those provided by TEES.</i>
715 - Prairie View A&M University	830.5	893.3	62.8	7.6%	<i>The university is currently in an expansion period to meet imperatives connected to the strategic plan. We have observed an increase in our FTE headcount on state funding. Solutions are being evaluated to address this. Additional FTEs on state appropriated funds have also been requested for FY2026.</i>

Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitation)	FTEs Over Annual Limitation	Percentage Over Annual Limitation	Reason for Exceeding the Annual Limitation (Reported by the Higher Education Institution)
716 – Texas A&M Engineering Extension Service	574.8	614.4	39.6	6.9%	<i>The increase in Full-Time Equivalent (FTE) count at TEEX is due to a combination of hiring, deployments, and an increase in the area of appropriated FTEs. This reflects the agency's response to growing operational needs and aligns with past trends influenced by grants and contracts.</i>
720 – The University of Texas System Administration	292.5	295.6	3.1	1.1%	<i>The majority of the FTE increases that exceed the limit are related to the Regents Research Excellence Program approved by the Board of Regents in August 2023. Other minor increases are related to changes with various vacancies throughout UT System Administration.</i>
723 – The University of Texas Medical Branch at Galveston	1,624.4	1,946.9	322.5	19.9%	<i>The FTE limit was exceeded due to a rise in clinical staffing requirements to accommodate the increased inpatient volume at the Clear Lake Hospital and Angleton Danbury Hospital, accompanied by increased outpatient volume at Galveston Medical Center, Clear Lake Hospital, and Ambulatory Care locations.</i>
727 – Texas A&M Transportation Institute	438.0	497.8	59.8	13.7%	<i>During FY25, TTI experienced continued research growth, leading to increases in hiring of professional research staff. Because research funds are considered appropriated, this led to our exceeding the FTE cap. It should be noted that these employees are funded from external research sponsors and not by general revenue.</i>

Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitation)	FTEs Over Annual Limitation	Percentage Over Annual Limitation	Reason for Exceeding the Annual Limitation (Reported by the Higher Education Institution)
730 – University of Houston	2,014.6	2,257.8	243.2	12.1%	<i>UH FTE cap was reduced for FY24-25 as compared to FY22-23, due to a combination of the 5% reduction in state funding, tuition/fee and primarily due to the impact of COVID-19 on the university's operations causing a significant volume of vacancies. The higher FTE levels in FY25 reflect UH's working diligently to fill those vacancies.</i>
734 – Lamar University	1,204.5	1,212.9	8.4	0.7%	<i>Increase in staffing needed due to increase in student enrollment.</i>
746 – The University of Texas Rio Grande Valley	1,812.0	1,844.7	32.7	1.8%	<i>The FTE Limitation (1,812 FTEs) was exceeded to accommodate an increase in faculty, staff, and student employment needed to support new academic programs as well as an increase in student enrollment. However, it is our understanding that the General Appropriations Act, Article IX, Section 6.10(a)(2) allows for an additional 50 FTEs above the FTE limit (for a total of 1,862 FTEs), and we are within this allowance.</i>
755 – Stephen F. Austin State University	517.7	663.7	146.0	28.2%	<i>Hazlewood general revenue allocated to the university and used to fund salaries is not included in the appropriations bill; and therefore, our cap has not been adjusted to include this funding.</i>
768 – Texas Tech University System Administration	74.3	74.8	0.5	0.7%	<i>In accordance with the General Appropriations Act, Article IX, Section 6.10, TTUS' FTEs paid from appropriated funds were within the allowable variance in general limitations for institutions of</i>

Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitation)	FTEs Over Annual Limitation	Percentage Over Annual Limitation	Reason for Exceeding the Annual Limitation (Reported by the Higher Education Institution)
					<i>higher education. The FTE is within the lesser of 110% or plus 50 FTE.</i>
773 – University of North Texas at Dallas	336.8	353.2	16.4	4.9%	<i>FTE growth at UNT Dallas was driven by new and growing academic programs and investments in strategic priorities. This growth placed pressure on existing faculty and staff resources, resulting in some departments and programs becoming under-staffed. In preparation for FY2025, the university expanded its workforce by hiring additional faculty, adjuncts, and staff to meet instructional needs and enhance student support services.</i>
785 – The University of Texas Health Center at Tyler	307.5	344.5	37.0	12.0%	<i>The FTE limit was exceeded due to a rise in clinical staffing requirements to accommodate the increased patient volume in behavioral health, inpatient, and outpatient services.</i>
787 – Lamar State College – Orange	148.4	163.7	15.3	10.3%	<i>Agency 787's staffing needs have increased due to growth in new programs, new ISD partners, a new location in another county, a new partnership with another agency, as well as the shared services contract that has been established between our agency and two other state agencies.</i>
788 – Lamar State College – Port Arthur	175.0	201.2	26.2	15.0%	<i>Agency 788's staffing needs have increased due to growth in new programs, new ISD partners, a new location in another county, a new partnership with another agency, and the shared services contract that has been established</i>

Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitation)	FTEs Over Annual Limitation	Percentage Over Annual Limitation	Reason for Exceeding the Annual Limitation (Reported by the Higher Education Institution)
					<i>between our agency and two other state agencies.</i>
789 – Lamar Institute of Technology	249.0	249.9	0.9	0.4%	<i>Agency 789's staffing needs have increased due to growth in new programs, new ISD partners, the addition of a new location in another county, and the shared services contract that has been established between our agency and two other state agencies.</i>
923 – Texas State Technical College – Harlingen	477.4	477.5	0.1	0.02%	<i>TSTC has continued a slow growth strategy to align with workforce demands. Additional facilities are now online or will soon be, ensuring that programs meet industry needs. Some additional personnel were anticipated, while other employees were moved from one appropriation to another for increased transparency.</i>

Source: FTE System, State Auditor’s Office.

## Appendix 4

### State Agency Changes in FTE Levels

Figure 17 shows the one-year and five-year changes in annual full-time equivalent (FTE) employee levels at state agencies, grouped by General Appropriations Act (GAA) article.

Figure 17

#### *Changes in Annual FTE Levels by GAA Article and Agency*

Agency	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>Article I – General Government</b>					
Bond Review Board	9.6	(1.1)	(10.3%)	(0.1)	(1.0%)
Cancer Prevention and Research Institute of Texas	50.7	6.9	15.8%	15.5	44.0%
Commission on State Emergency Communications	19.5	1.3	7.1%	(4.3)	(18.1%)
Commission on the Arts	13.8	0.0	0.0%	0.3	2.2%
Department of Information Resources	266.7	12.4	4.9%	66.5	33.2%
Employees Retirement System	467.1	29.2	6.7%	66.0	16.5%
Facilities Commission	563.3	36.8	7.0%	94.5	20.2%
Historical Commission	341.5	18.1	5.6%	59.2	21.0%
Library and Archives Commission	168.3	9.9	6.3%	15.6	10.2%
Office of the Attorney General	4,220.2	79.3	1.9%	131.0	3.2%
Office of the Comptroller of Public Accounts	2,876.9	151.5	5.6%	257.0	9.8%
Office of the Comptroller of Public Accounts - Fiscal Programs	28.4	6.6	30.3%	20.8	273.7%
Office of the Governor	107.2	3.7	3.6%	10.8	11.2%
Office of the Secretary of State	269.3	39.2	17.0%	94.6	54.1%
Pension Review Board	11.0	0.0	0.0%	0.3	2.8%
Preservation Board	219.4	17.5	8.7%	41.7	23.5%

Agency	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Public Finance Authority	13.7	(0.7)	(4.9%)	0.1	0.7%
State Office of Risk Management	102.5	(6.4)	(5.9%)	(8.8)	(7.9%)
Texas Emergency Services Retirement System	9.3	(0.2)	(2.1%)	1.2	14.8%
Texas Ethics Commission	27.9	0.7	2.6%	(0.3)	(1.1%)
Trusted Programs within the Office of the Governor	235.0	24.2	11.5%	54.0	29.8%
Veterans Commission	436.2	15.9	3.8%	23.4	5.7%
<b>Subtotals for Article I</b>	<b>10,457.5</b>	<b>444.8</b>	<b>4.4%</b>	<b>939.0</b>	<b>9.9%</b>
<b>Article II – Health and Human Services</b>					
Department of Family and Protective Services	11,882.4	(55.4)	(0.5%)	(819.3)	(6.5%)
Department of State Health Services	3,880.0	(93.8)	(2.4%)	160.9	4.3%
Health and Human Services Commission	37,856.5	762.4	2.1%	2,889.6	8.3%
<b>Subtotals for Article II</b>	<b>53,618.9</b>	<b>613.2</b>	<b>1.2%</b>	<b>2,231.2</b>	<b>4.3%</b>
<b>Article III – Public Education</b>					
Higher Education Coordinating Board	313.6	1.6	0.5%	48.1	18.1%
School for the Blind and Visually Impaired	347.9	20.9	6.4%	22.4	6.9%
School for the Deaf	410.4	(8.0)	(1.9%)	8.3	2.1%
Teacher Retirement System	1,263.4	72.2	6.1%	416.2	49.1%
Texas Education Agency	1,244.0	24.4	2.0%	234.8	23.3%
Texas Permanent School Fund Corporation <sup>a</sup>	84.8	(8.1)	(8.7%)	84.8	100.0%
<b>Subtotals for Article III</b>	<b>3,664.1</b>	<b>103.0</b>	<b>2.9%</b>	<b>814.6</b>	<b>28.6%</b>
<b>Article IV – The Judiciary</b>					
Board of Law Examiners	24.3	(0.2)	(0.8%)	2.3	10.5%
Court of Criminal Appeals	63.8	(2.8)	(4.2%)	(1.1)	(1.7%)
Eighth Court of Appeals District, El Paso	16.8	(0.7)	(4.0%)	(1.8)	(9.7%)
Eleventh Court of Appeals District, Eastland	17.4	(0.3)	(1.7%)	(1.9)	(9.8%)
Fifteenth Court of Appeals District, Austin <sup>b</sup>	16.0	16.0	100.0%	16.0	100.0%
Fifth Court of Appeals District, Dallas	56.9	(0.3)	(0.5%)	(0.7)	(1.2%)

Agency	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
First Court of Appeals District, Houston	38.1	(0.9)	(2.3%)	0.6	1.6%
Fourteenth Court of Appeals District, Houston	42.1	0.2	0.5%	2.0	5.0%
Fourth Court of Appeals District, San Antonio	33.1	(0.5)	(1.5%)	1.1	3.4%
Ninth Court of Appeals District, Beaumont	19.5	0.5	2.6%	0.0	0.0%
Office of Capital and Forensic Writs	25.0	0.4	1.6%	3.0	13.6%
Office of the Comptroller of Public Accounts' Judiciary Section	672.8	14.7	2.2%	30.6	4.8%
Office of the State Prosecuting Attorney	4.0	0.0	0.0%	0.0	0.0%
Second Court of Appeals District, Fort Worth	36.3	0.8	2.3%	0.2	0.6%
Seventh Court of Appeals District, Amarillo	17.9	0.8	4.7%	0.5	2.9%
Sixth Court of Appeals District, Texarkana	14.8	0.2	1.4%	(0.2)	(1.3%)
State Bar of Texas	307.0	5.5	1.8%	20.0	7.0%
State Commission on Judicial Conduct	12.8	0.5	4.1%	0.2	1.6%
State Law Library	11.3	0.2	1.8%	1.0	9.7%
Supreme Court of Texas	79.6	(1.6)	(2.0%)	(1.8)	(2.2%)
Tenth Court of Appeals District, Waco	14.5	0.2	1.4%	0.1	0.7%
Texas Judicial Council Office of Court Administration	314.8	27.9	9.7%	53.8	20.6%
Third Court of Appeals District, Austin	31.7	(0.3)	(0.9%)	0.4	1.3%
Thirteenth Court of Appeals District, Corpus Christi - Edinburg	27.8	(1.0)	(3.5%)	(1.1)	(3.8%)
Twelfth Court of Appeals District, Tyler	14.0	0.0	0.0%	(0.8)	(5.4%)
<b>Subtotals for Article IV</b>	<b>1,912.3</b>	<b>59.3</b>	<b>3.2%</b>	<b>122.4</b>	<b>6.8%</b>
<b>Article V – Public Safety and Criminal Justice</b>					
Alcoholic Beverage Commission	537.3	3.5	0.7%	(36.3)	(6.3%)
Commission on Fire Protection	32.5	1.4	4.5%	4.7	16.9%
Commission on Jail Standards	26.3	0.8	3.1%	4.5	20.6%
Commission on Law Enforcement	92.3	14.4	18.5%	43.6	89.5%
Department of Criminal Justice	32,211.7	1,393.0	4.5%	(392.4)	(1.2%)
Department of Public Safety	10,854.0	495.1	4.8%	712.0	7.0%

Agency	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Juvenile Justice Department	2,103.7	54.2	2.6%	222.6	11.8%
Military Department	562.3	0.0	0.0%	(19.5)	(3.4%)
<b>Subtotals for Article V</b>	<b>46,420.1</b>	<b>1,962.4</b>	<b>4.4%</b>	<b>539.2</b>	<b>1.2%</b>
<b>Article VI – Natural Resources</b>					
Animal Health Commission	203.0	14.8	7.9%	14.3	7.6%
Commission on Environmental Quality	2,969.4	106.7	3.7%	314.8	11.9%
Department of Agriculture	686.1	49.2	7.7%	55.1	8.7%
General Land Office	836.1	0.8	0.1%	91.7	12.3%
Low-Level Radioactive Waste Disposal Compact Commission <sup>c</sup>	0.0	0.0	0.0%	0.0	0.0%
Parks and Wildlife Department	3,261.3	147.2	4.7%	240.1	7.9%
Railroad Commission	1,061.0	38.7	3.8%	215.4	25.5%
Soil and Water Conservation Board	80.9	7.1	9.6%	14.1	21.1%
Water Development Board	474.1	36.7	8.4%	107.4	29.3%
<b>Subtotals for Article VI</b>	<b>9,571.9</b>	<b>401.2</b>	<b>4.4%</b>	<b>1,052.9</b>	<b>12.4%</b>
<b>Article VII – Business and Economic Development</b>					
Department of Housing and Community Affairs	353.6	(8.7)	(2.4%)	52.8	17.6%
Department of Motor Vehicles	901.4	78.3	9.5%	145.7	19.3%
Department of Transportation	13,501.0	175.7	1.3%	1,085.3	8.7%
Texas Lottery Commission <sup>d</sup>	299.6	1.7	0.6%	13.1	4.6%
Texas Workforce Commission	4,701.5	(22.1)	(0.5%)	(674.0)	(12.5%)
<b>Subtotals for Article VII</b>	<b>19,757.1</b>	<b>224.9</b>	<b>1.2%</b>	<b>622.9</b>	<b>3.3%</b>
<b>Article VIII – Regulatory</b>					
Behavioral Health Executive Council	56.4	(2.3)	(3.9%)	2.5	4.6%
Board of Architectural Examiners <sup>e</sup>	20.0	0.7	3.6%	0.2	1.0%
Board of Chiropractic Examiners	11.5	1.2	11.7%	2.5	27.8%
Board of Pharmacy	105.4	12.7	13.7%	3.1	3.0%
Board of Plumbing Examiners	42.5	4.6	12.1%	10.4	32.4%

Agency	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Board of Professional Engineers and Land Surveyors <sup>e</sup>	31.3	(2.0)	(6.0%)	1.0	3.3%
Board of Professional Geoscientists	6.1	1.1	22.0%	1.3	27.1%
Board of Public Accountancy <sup>e</sup>	37.3	1.6	4.5%	1.7	4.8%
Board of Veterinary Medical Examiners	28.0	3.1	12.4%	8.0	40.0%
Credit Union Department <sup>e</sup>	32.5	(0.8)	(2.4%)	3.7	12.8%
Department of Banking <sup>e</sup>	185.7	5.4	3.0%	8.8	5.0%
Department of Insurance	1,234.1	3.6	0.3%	(39.6)	(3.1%)
Department of Licensing and Regulation <sup>d</sup>	531.9	20.8	4.1%	26.1	5.2%
Department of Savings and Mortgage Lending <sup>e</sup>	65.5	2.2	3.5%	9.5	17.0%
Executive Council of Physical and Occupational Therapy Examiners	16.9	(0.3)	(1.7%)	(2.3)	(12.0%)
Funeral Service Commission	13.1	2.1	19.1%	4.4	50.6%
Health Professions Council	8.0	0.0	0.0%	1.0	14.3%
Office of Consumer Credit Commissioner <sup>e</sup>	67.1	(0.5)	(0.7%)	(4.4)	(6.2%)
Office of Injured Employee Counsel	142.6	6.7	4.9%	(7.2)	(4.8%)
Office of Public Insurance Counsel	12.8	1.5	13.3%	3.1	32.0%
Office of Public Utility Counsel	17.7	2.8	18.8%	6.1	52.6%
Optometry Board	5.5	0.0	0.0%	(1.4)	(20.3%)
Public Utility Commission of Texas	263.1	29.8	12.8%	96.4	57.8%
Racing Commission	49.3	8.5	20.8%	19.5	65.4%
Real Estate Commission <sup>e</sup>	154.0	(8.0)	(4.9%)	19.4	14.4%
Securities Board	85.3	2.0	2.4%	4.7	5.8%
State Office of Administrative Hearings	108.3	(0.1)	(0.1%)	1.3	1.2%
Texas Board of Nursing	134.2	13.1	10.8%	22.6	20.3%
Texas Medical Board	235.9	26.3	12.5%	45.2	23.7%
Texas State Board of Dental Examiners	52.4	1.2	2.3%	1.8	3.6%
<b>Subtotals for Article VIII</b>	<b>3,754.4</b>	<b>137.0</b>	<b>3.8%</b>	<b>249.4</b>	<b>7.1%</b>

Agency	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>Article X – The Legislature</b>					
House of Representatives	911.6	155.4	20.6%	93.8	11.5%
Legislative Budget Board	129.2	(0.6)	(0.5%)	10.2	8.6%
Legislative Council	425.2	51.6	13.8%	46.7	12.3%
Legislative Reference Library	25.3	2.2	9.5%	3.4	15.5%
Senate	563.4	72.1	14.7%	39.5	7.5%
State Auditor's Office	190.6	5.7	3.1%	8.3	4.6%
Sunset Advisory Commission	34.6	3.2	10.2%	6.6	23.6%
<b>Subtotals for Article X</b>	<b>2,279.9</b>	<b>289.6</b>	<b>14.6%</b>	<b>208.5</b>	<b>10.1%</b>
<b>Totals</b>	<b>151,436.2</b>	<b>4,235.4</b>	<b>2.9%</b>	<b>6,780.1</b>	<b>4.7%</b>

<sup>a</sup> Senate Bill 1232 (87th Legislature, Regular Session) established the Texas Permanent School Fund Corporation (Corporation). The transfer of permanent school fund investment and operational functions from the Texas Education Agency and the General Land Office to the Corporation took place in January 2023.

<sup>b</sup> Senate Bill 1045 (88th Legislature, Regular Session) created the Fifteenth Court of Appeals (Court) effective September 1, 2024 (fiscal year 2025). The Court began reporting FTEs in fiscal year 2025.

<sup>c</sup> Senate Bill 1605 (82nd Legislature, Regular Session) established the Low-Level Radioactive Waste Disposal Compact Commission (Compact Commission) as an independent agency. The Compact Commission has no appropriated FTEs.

<sup>d</sup> Senate Bill 3070 (89th Legislature, Regular Session) abolished the Texas Lottery Commission and transferred the administration of the state lottery and the licensing and regulation of charitable bingo to the Department of Licensing and Regulation effective September 1, 2025 (fiscal year 2026).

<sup>e</sup> This is a self-directed, semi-independent (SDSI) agency. SDSIs are not listed in the GAA, but in this report their FTEs are included in the Article VIII totals.

Source: FTE System, State Auditor’s Office.

## Appendix 5

### Higher Education Changes in FTE Levels

Figure 18 shows the one-year and five-year changes in annual full-time equivalent (FTE) employee levels at higher education institutions, grouped by university system.

Figure 18

#### *Changes in Annual FTE Levels by University System and Higher Education Institution*

Higher Education Institution	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>The University of Texas System</b>					
The University of Texas System Administration	542.9	53.4	10.9%	98.1	22.1%
The University of Texas at Arlington	4,601.2	147.8	3.3%	387.0	9.2%
The University of Texas at Austin	19,025.9	413.0	2.2%	1,672.5	9.6%
The University of Texas at Dallas	4,955.2	146.8	3.1%	752.2	17.9%
The University of Texas at El Paso	3,697.0	135.8	3.8%	243.6	7.1%
The University of Texas of the Permian Basin	537.5	(10.3)	(1.9%)	(44.5)	(7.6%)
The University of Texas Rio Grande Valley	4,315.1	271.1	6.7%	656.4	17.9%
The University of Texas at San Antonio	4,402.7	151.9	3.6%	435.2	11.0%
The University of Texas at Tyler	1,211.8	44.7	3.8%	98.4	8.8%
Stephen F. Austin State University <sup>a</sup>	1,505.2	8.5	0.6%	(1.3)	(0.1%)
The University of Texas at Austin Dell Medical School <sup>b</sup>	1,486.8	128.0	9.4%	1,486.8	100.0%
The University of Texas Health Center at Tyler	1,879.3	449.2	31.4%	417.1	28.5%
The University of Texas Health Science Center at Houston	12,994.8	490.1	3.9%	2,659.2	25.7%

Higher Education Institution	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
The University of Texas Health Science Center at San Antonio	7,906.5	548.4	7.5%	1,865.9	30.9%
The University of Texas M.D. Anderson Cancer Center	26,307.3	1,013.2	4.0%	4,738.6	22.0%
The University of Texas Medical Branch at Galveston	15,161.4	751.8	5.2%	2,637.8	21.1%
The University of Texas Rio Grande Valley School of Medicine	881.0	(32.7)	(3.6%)	(72.9)	(7.6%)
The University of Texas Southwestern Medical Center	23,257.3	922.9	4.1%	5,078.4	27.9%
<b>Subtotals for The University of Texas System</b>	<b>134,668.9</b>	<b>5,633.6</b>	<b>4.4%</b>	<b>23,108.5</b>	<b>20.7%</b>
<b>Texas A&amp;M University System</b>					
Texas A&M University System Administrative and General Offices	313.2	27.7	9.7%	41.7	15.4%
Texas A&M System Shared Services Center	328.7	49.9	17.9%	220.1	202.7%
Texas A&M University	12,733.6	239.2	1.9%	1,283.8	11.2%
Texas A&M University - Central Texas	340.4	21.5	6.7%	59.2	21.1%
Texas A&M University - Corpus Christi	1,770.2	38.3	2.2%	190.0	12.0%
Texas A&M University at Galveston	396.8	5.2	1.3%	27.5	7.4%
Texas A&M University - Kingsville	1,259.0	107.8	9.4%	188.2	17.6%
Texas A&M University - San Antonio	803.8	38.5	5.0%	90.7	12.7%
Texas A&M University - Texarkana	313.4	18.3	6.2%	23.8	8.2%
Texas A&M International University	1,025.3	60.8	6.3%	197.7	23.9%
East Texas A&M University <sup>c</sup>	1,282.3	(16.7)	(1.3%)	63.6	5.2%
Prairie View A&M University	1,613.8	115.4	7.7%	235.4	17.1%
Tarleton State University	1,638.6	128.0	8.5%	303.7	22.8%
West Texas A&M University	1,031.4	(2.2)	(0.2%)	13.7	1.3%
Texas A&M University System Health Science Center	2,373.9	154.5	7.0%	639.6	36.9%
Texas A&M AgriLife Extension Service	1,558.7	34.1	2.2%	98.9	6.8%
Texas A&M AgriLife Research	1,714.1	77.2	4.7%	244.9	16.7%
Texas A&M Engineering Experiment Station	1,180.7	40.9	3.6%	65.6	5.9%

Higher Education Institution	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Texas A&M Engineering Extension Service	718.2	59.0	9.0%	190.3	36.0%
Texas A&M Forest Service	537.9	27.1	5.3%	41.4	8.3%
Texas A&M Transportation Institute	554.7	33.8	6.5%	74.2	15.4%
Texas A&M Veterinary Medical Diagnostic Laboratory	177.0	4.2	2.4%	22.7	14.7%
Texas Division of Emergency Management <sup>d</sup>	559.1	107.9	23.9%	280.3	100.5%
<b>Subtotals for Texas A&amp;M University System</b>	<b>34,224.8</b>	<b>1,370.4</b>	<b>4.2%</b>	<b>4,597.0</b>	<b>15.5%</b>
<b>Texas Tech University System</b>					
Texas Tech University System Administration	251.9	(1.4)	(0.6%)	91.8	57.3%
Angelo State University	1,027.4	28.4	2.8%	71.6	7.5%
Midwestern State University <sup>e</sup>	671.7	(27.1)	(3.9%)	(91.1)	(11.9%)
Texas Tech University	7,665.1	248.5	3.4%	1,148.6	17.6%
Texas Tech University Health Sciences Center	5,068.0	202.0	4.2%	486.8	10.6%
Texas Tech University Health Sciences Center at El Paso	1,819.1	97.0	5.6%	113.3	6.6%
<b>Subtotals for Texas Tech University System</b>	<b>16,503.2</b>	<b>547.4</b>	<b>3.4%</b>	<b>1,821.0</b>	<b>12.4%</b>
<b>Texas State University System</b>					
Texas State University System	43.8	0.6	1.4%	0.0	0.0%
Lamar Institute of Technology	255.8	9.9	4.0%	48.1	23.2%
Lamar State College - Orange	184.1	21.7	13.4%	33.5	22.2%
Lamar State College - Port Arthur	226.6	(9.2)	(3.9%)	38.6	20.5%
Lamar University	1,519.1	79.3	5.5%	241.4	18.9%
Sam Houston State University	2,886.8	(0.7)	(0.0%)	139.9	5.1%
Sam Houston State University College of Osteopathic Medicine <sup>f</sup>	162.3	50.3	44.9%	162.3	100.0%
Sul Ross State University	371.2	10.1	2.8%	29.8	8.7%
Sul Ross State University Rio Grande College	46.8	1.1	2.4%	(15.9)	(25.4%)
Texas State University	5,067.0	252.0	5.2%	769.5	17.9%
<b>Subtotals for Texas State University System</b>	<b>10,763.5</b>	<b>415.1</b>	<b>4.0%</b>	<b>1,447.2</b>	<b>15.5%</b>

Higher Education Institution	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>University of Houston System</b>					
University of Houston System Administration	54.1	(0.6)	(1.1%)	(4.7)	(8.0%)
University of Houston	6,941.9	51.2	0.7%	503.3	7.8%
University of Houston - Clear Lake	1,058.6	(53.8)	(4.8%)	27.9	2.7%
University of Houston - Downtown	1,160.9	(25.0)	(2.1%)	26.0	2.3%
University of Houston - Victoria <sup>g</sup>	399.4	(43.6)	(9.8%)	(70.8)	(15.1%)
University of Houston College of Medicine <sup>h</sup>	200.6	0.0	0.0%	200.6	100.0%
<b>Subtotals for University of Houston System</b>	<b>9,815.5</b>	<b>(71.8)</b>	<b>(0.7%)</b>	<b>682.3</b>	<b>7.5%</b>
<b>University of North Texas System</b>					
University of North Texas System Administration	364.7	(0.2)	(0.1%)	(49.8)	(12.0%)
University of North Texas	6,281.8	55.3	0.9%	1,183.6	23.2%
University of North Texas at Dallas	487.3	(8.3)	(1.7%)	33.9	7.5%
University of North Texas Health Science Center at Fort Worth	1,407.7	14.2	1.0%	75.7	5.7%
<b>Subtotals for University of North Texas System</b>	<b>8,541.5</b>	<b>61.0</b>	<b>0.7%</b>	<b>1,243.4</b>	<b>17.0%</b>
<b>Texas State Technical College System</b>					
Texas State Technical College System Administration	37.9	(9.3)	(19.7%)	(3.7)	(8.9%)
Texas State Technical College - Fort Bend	113.4	17.3	18.0%	32.4	40.0%
Texas State Technical College - Harlingen	541.1	11.5	2.2%	97.9	22.1%
Texas State Technical College - Marshall	97.0	(5.4)	(5.3%)	13.0	15.5%
Texas State Technical College - North Texas	76.0	7.3	10.6%	31.0	68.9%
Texas State Technical College - Waco	833.0	111.4	15.4%	216.6	35.1%
Texas State Technical College - West Texas	248.8	20.0	8.7%	40.0	19.2%
<b>Subtotals for Texas State Technical College System</b>	<b>1,947.2</b>	<b>152.8</b>	<b>8.5%</b>	<b>427.2</b>	<b>28.1%</b>

Higher Education Institution	Fiscal Year 2025 Annual Average	One-year Comparison (Change from Fiscal Year 2024 to Fiscal Year 2025)		Five-year Comparison (Change from Fiscal Year 2021 to Fiscal Year 2025)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>Texas Woman’s University System</b>					
Texas Woman’s University <sup>i</sup>	1,840.1	15.2	0.8%	81.5	4.6%
Texas Woman’s University System <sup>i</sup>	0.0	0.0	0.0%	0.0	0.0%
<b>Subtotals for Texas Woman’s University System</b>	<b>1,840.1</b>	<b>15.2</b>	<b>0.8%</b>	<b>81.5</b>	<b>4.6%</b>
<b>Independent University</b>					
Texas Southern University	1,125.7	54.8	5.1%	(157.5)	(12.3%)
<b>Subtotal for Independent University</b>	<b>1,125.7</b>	<b>54.8</b>	<b>5.1%</b>	<b>(157.5)</b>	<b>(12.3%)</b>
<b>Totals</b>	<b>219,430.4</b>	<b>8,178.5</b>	<b>3.9%</b>	<b>33,250.6</b>	<b>17.9%</b>

<sup>a</sup> Effective September 1, 2023, at the beginning of fiscal year 2024, Stephen F. Austin State University became part of The University of Texas System. Previously, the institution was reported as an independent university.

<sup>b</sup> The University of Texas at Austin Dell Medical School began reporting FTEs in fiscal year 2024.

<sup>c</sup> Effective November 7, 2024, in fiscal year 2025, the Texas A&M System Board of Regents approved the name change of Texas A&M University - Commerce to East Texas A&M University.

<sup>d</sup> House Bill 2794 (86th Legislature, Regular Session) transferred the Texas Division of Emergency Management programs from the Department of Public Safety to the Texas A&M University System, effective September 1, 2019.

<sup>e</sup> Effective September 1, 2021, Midwestern State University became a member of the Texas Tech University System. Previously, the institution was reported as an independent university.

<sup>f</sup> House Bill 2867 (86th Legislature, Regular Session) authorized the establishment of Sam Houston State University College of Osteopathic Medicine, effective May 13, 2019. The College began reporting FTEs in fiscal year 2024.

<sup>g</sup> Effective September 1, 2025, at the beginning of fiscal year 2026, the University of Houston - Victoria became part of the Texas A&M University System and renamed Texas A&M University - Victoria. For fiscal year 2025, the University of Houston - Victoria and its FTEs are reported as part of the University of Houston System.

<sup>h</sup> House Bill 826 (86th Legislature, Regular Session) authorized the creation of the University of Houston College of Medicine (College), effective May 1, 2019. The College began reporting FTEs in fiscal year 2022.

<sup>i</sup> Senate Bill 1126 (87th Legislature, Regular Session) authorized the establishment and administration of the Texas Woman’s University System, effective May 26, 2021. Previously, Texas Woman’s University was reported as an independent university.

Source: FTE System, State Auditor’s Office.



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