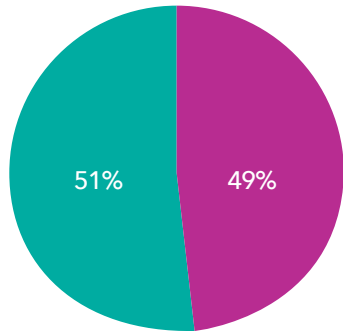




Office of Human Resources and Strategic Talent Management

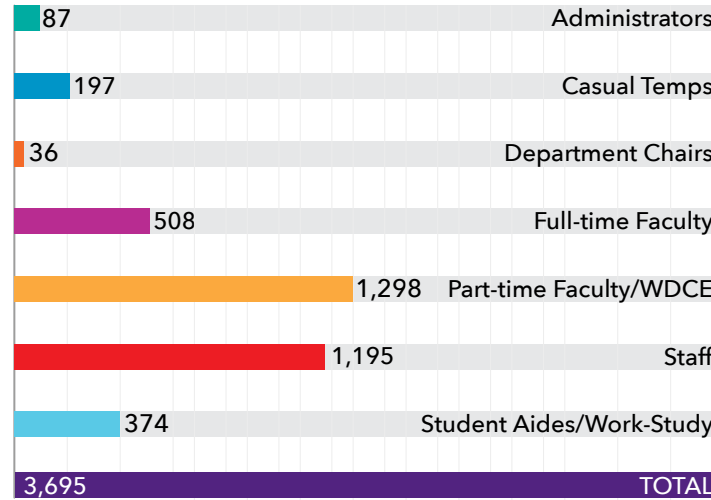
Fiscal Year 2026 | Quarter 3 Report
January 1 – March 31, 2026

Regular and Contingent Employees

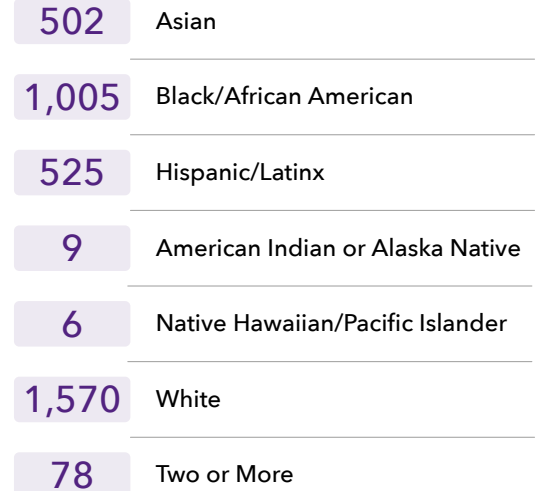


■ Budgeted Positions
■ Non-budgeted/Contingent Employees

Employee Headcount by Type



Employee Headcount by Race/Ethnicity



Gender

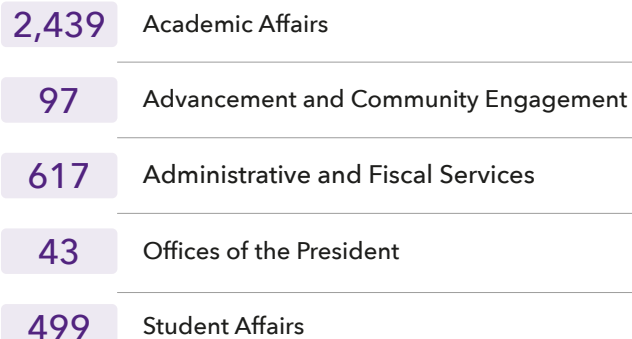


Female

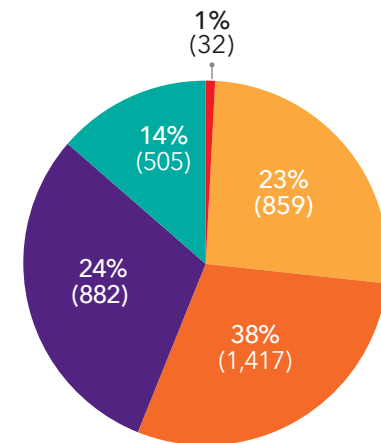


Male

Employee Headcount by Division



Employees by Generation (Age)

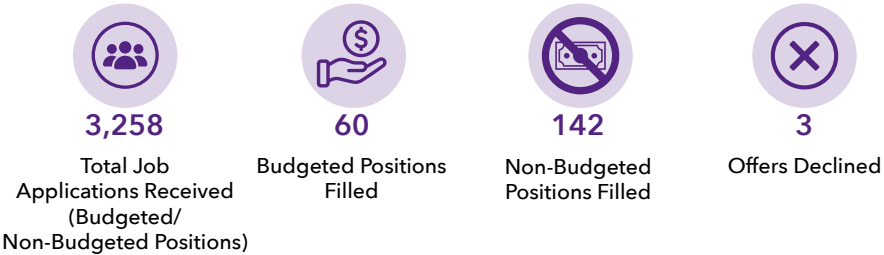


■ Silent Generation (born 1928-1945) ■ Baby Boomers (born 1946-1964)
■ Generation X (born 1965-1980) ■ Millennials or Gen Y (born 1981-1996)
■ Gen Z (born 1997-2012)

Data represents snapshot as of March 31, 2026

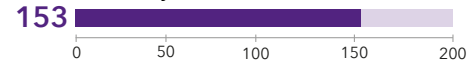
Talent Acquisition and Employment Demographics

Budgeted Positions

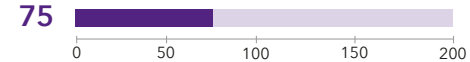


Time To Fill (Average Days)

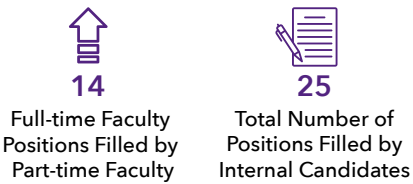
Full-time Faculty Positions



Staff/Administrators Positions



Internal Hiring



Recruitment and Hiring Demographics

Recruitment Stage for All Budgeted Positions

Excludes one (1) hire who did not disclose race/ethnicity



Organizational and Employee Development by Programs/Activities

5 Employee Trainings on HR Content

27 HRSTM Representation/Participation at Campus Events

9 New Faculty, Staff, and Supervisors Orientations

23 Exit Interviews Completed

Organizational and Employee Development by Employees Served

122 Coaching and Consulting Services

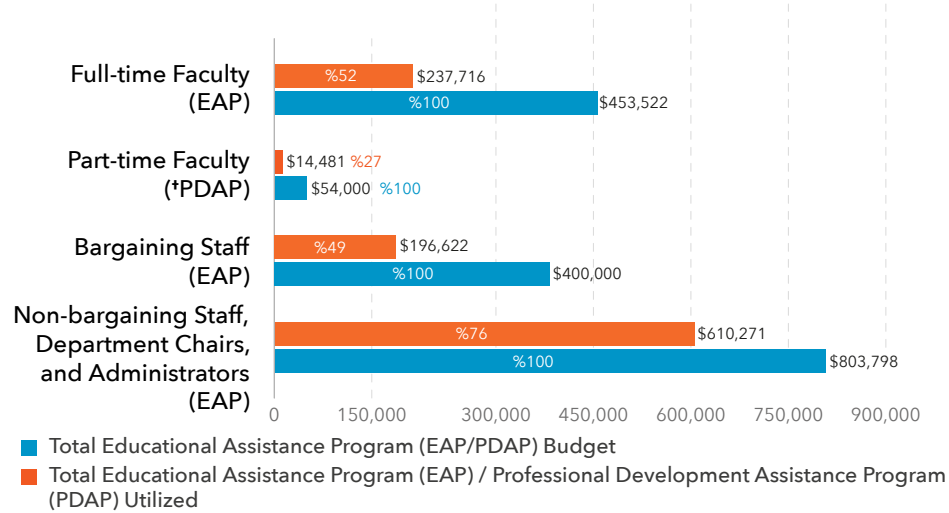
229 Onboarding Support (I-9s and New Hire Follow-Up)

52 Staff Special Recognition Awards

12 Workforce Strategy Partner Consultations

EAP and PDAP - General Utilization

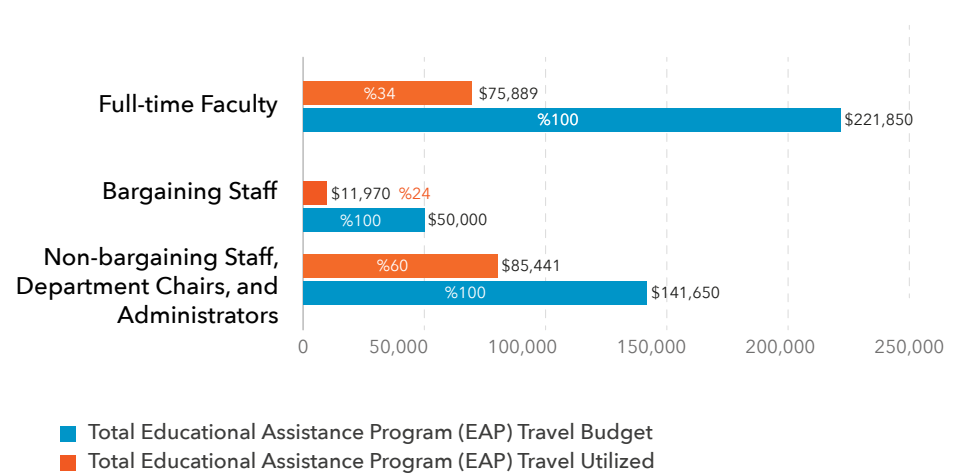
Budget figures represent annual allocations; utilization data is cumulative through March 31, 2026



*PDAP for Part-time Faculty includes travel

EAP - Travel Utilization

Budget figures represent annual allocations; utilization data is cumulative through March 31, 2026



Benefits Plan and Supplemental Retirement Account Enrollment (SRA)

Category	Total Eligible Employees	Total Enrollment	Enrollment Percentage
Medical and Prescription (all plans)	1,820	1,386	76%
Dental (all plans)		1,462	80%
Voluntary Vision		1,146	62%
Flexible Spending Accounts (all types)*		546	30%
Long-term Disability		1,162	63%
Basic Life		1,408	77%
Optional Life		1,368	75%
403(b) Plan Supplemental Retirement Account**	3,345 (includes Part-time Faculty)	614	33%
457(b) Plan Supplemental Retirement Account**		169	9%

*Some employees may have more than one (1) type of FSA (e.g., health, dependent care, transit and parking).

**Approved SRA vendors are Corebridge, Equitable, Voya, and TIAA. Some employees may have an SRA in both plans.

MC Wellness Participation

62

Employees Certified in Mental Health First Aid

211

MC Wellness Enrollment

1,623

MC Wellness Class Attendance

37

Employee Wellness Ambassadors

Data represents snapshot as of March 31, 2026

Internal HR Investigations



Total Number of New Investigations Cases Opened



Average Time (days) to Close an Investigation



Total Number of Investigation Cases Closed During the Quarter



Total Number of Investigation Cases Continuing Into Next Quarter

Internal HR Investigations

By Intake Method

9 Ethics Point

3 Notifications to EELR

By Reason

1 Fraud, Theft, or Embezzlement

1 Falsification of Documents or Records

2 Bullying, Incivility, or Inappropriate Conduct

4 Employee Misconduct

1 Concern

2 Sexual Harrassment Misconduct

1 Conflict of Interest

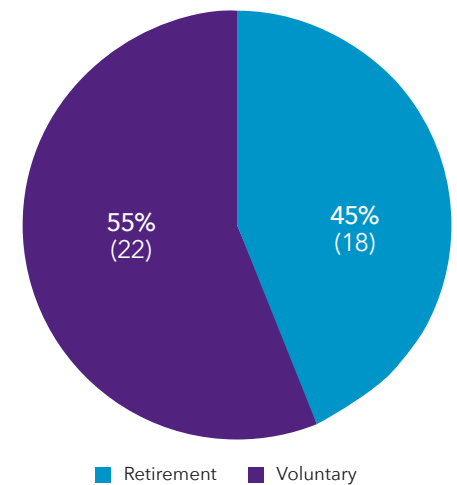
Retirement Eligibility by Employee Type

Total Benefits-Eligible Employees: 1,815‡ ; Enrolled in ORP: 637, 35%; Enrolled in Pension: 1,182; 65%

Employee Type	Administrators			Full-time Faculty/ Department Chairs			Staff		
	ORP	Pension	Total	ORP	Pension	Total	ORP	Pension	Total
Fully Retirement Eligible Now	12	1	16.1%	88	23	18.4%	24	136	13.5%
Early Retirement Eligible Now	4	5	10.3%	58	20	12.9%	15	109	10.5%
Not Eligible for Retirement, but Eligible in 3 Years	2	0	1.1%	3	0	0.5%	8	25	2.8%
Not Eligible for Retirement, but Eligible in 5 Years	1	0	2.3%	4	0	0.7%	4	10	1.2%
Not Eligible for Retirement within the next 5 Years	32	29	70.1%	268	140	67.5%	171	684	72.1%

‡A total of five (5) benefits-eligible employees are already retired from the Maryland State Retirement plan and are not enrolled through the College.

Employee Separations



Data represents snapshot as of March 31, 2026

