

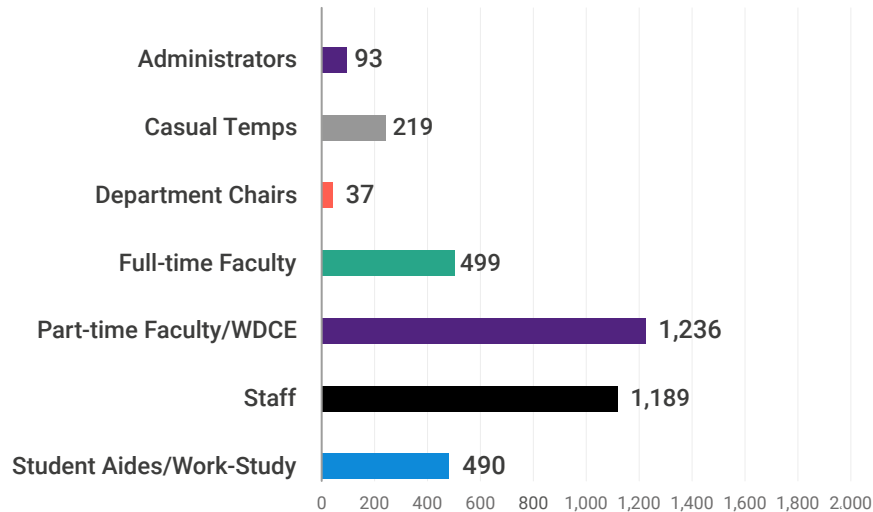


Office of Human Resources and Strategic Talent Management

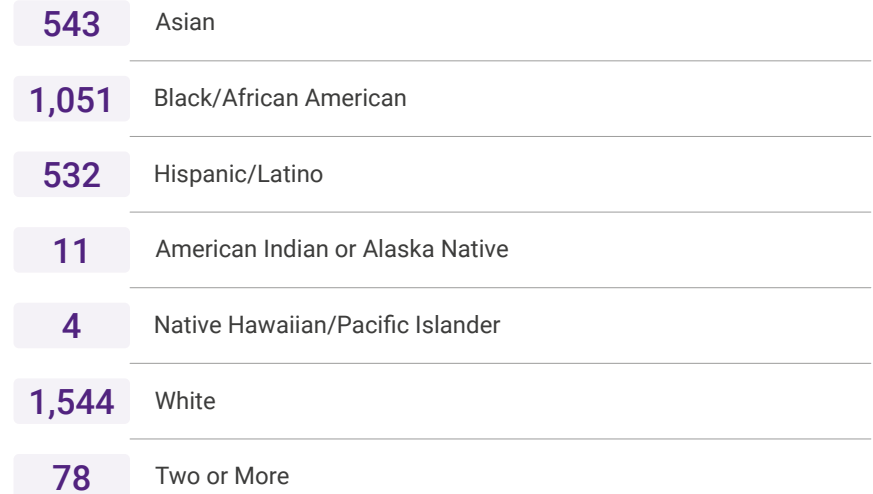
FISCAL YEAR 2025 | QUARTER 3 REPORT

January 1 – March 31, 2025

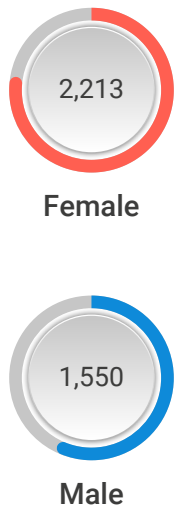
Employee Headcount by Type*



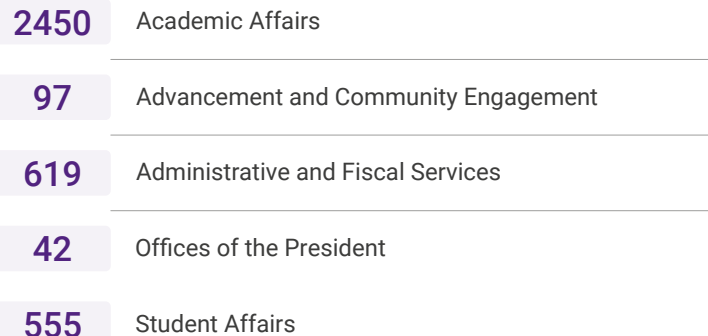
Employee Headcount by Race/Ethnicity*



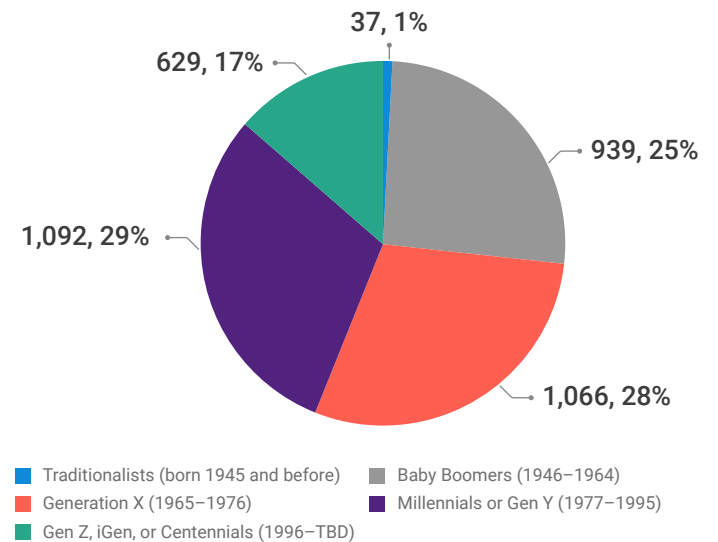
Gender*



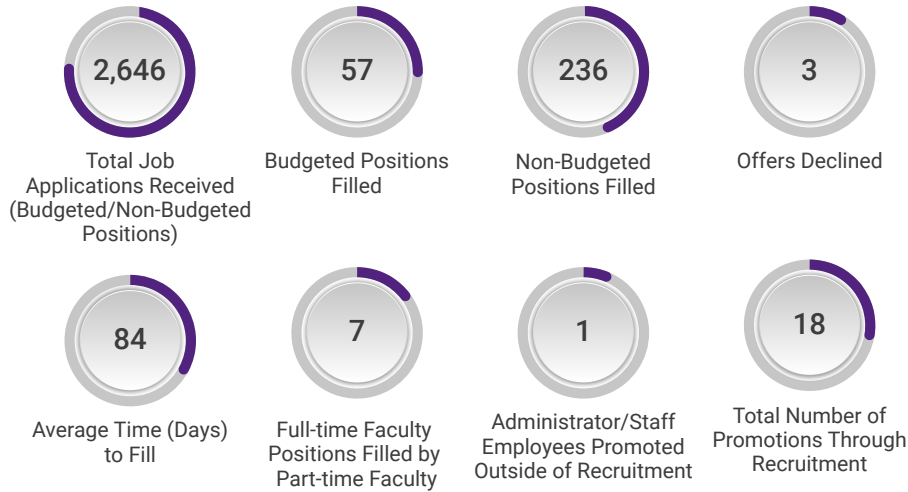
Employee Headcount by Division*



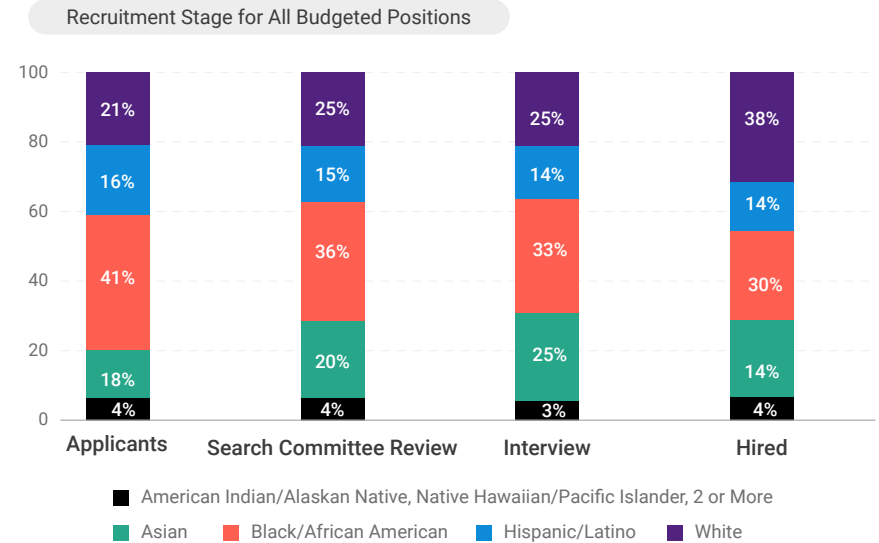
Employees by Generation (Age)*



Talent Acquisition and Employment Demographics**



Recruitment and Hiring Demographics**



Organizational and Employee Development by Programs/Activities**

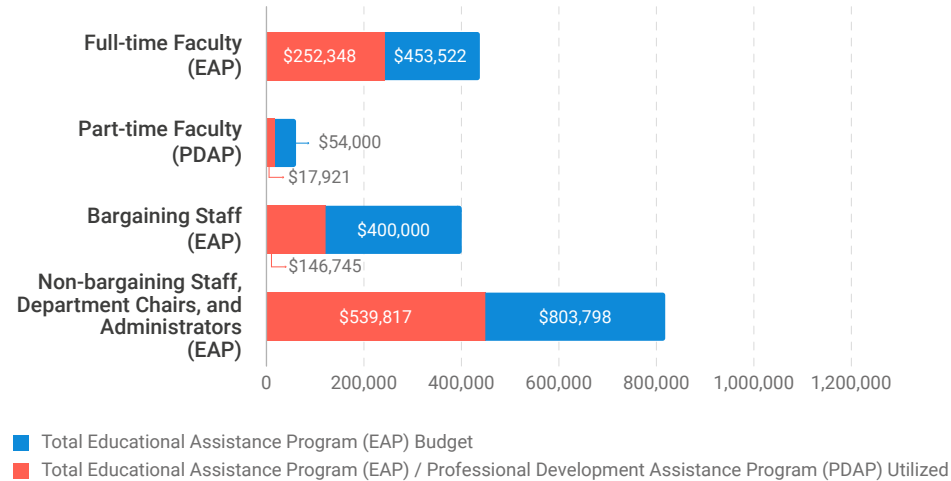
18	Employee Trainings on HR Content
45	HRSTM Representation/Participation at Campus Events
10	New Employee Orientations: Faculty, Staff, and Supervisors
19	Exit Interviews Completed
1	Professional Development Leave Workshop

Organizational and Employee Development by Employees Served**

141	Coaching and Consulting Services
228	Onboarding Support (I-9s and New Hire Follow-Up)
47	Staff Recognition Awards
155	Total Wellness Participants (may include duplicate headcounts)
5	Workforce Strategy Partner Consultations

EAP and PDAP – General Utilization

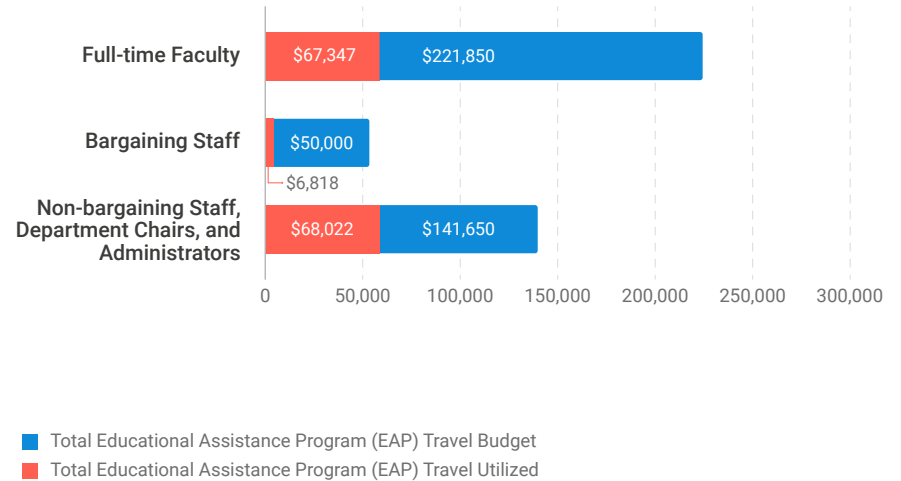
Budget figures represent annual allocations; utilization data is cumulative through March 31, 2025



*PDAP for Part-time Faculty includes travel

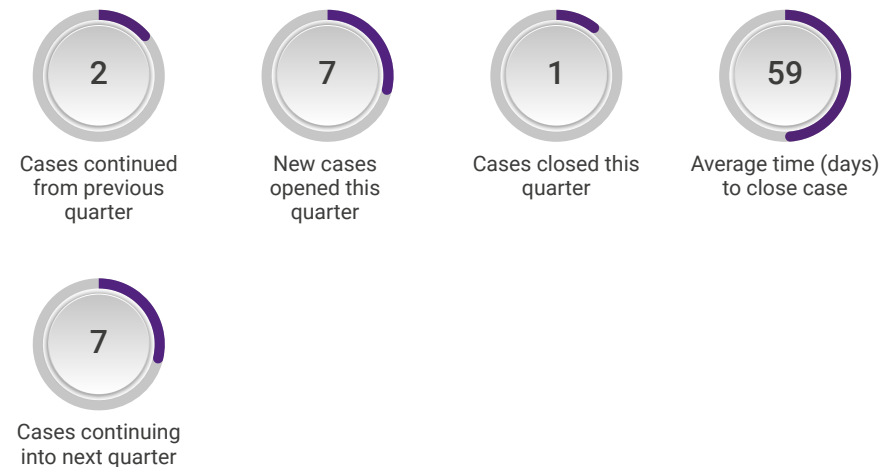
EAP - Travel Utilization

Budget figures represent annual allocations; utilization data is cumulative through March 31, 2025



Internal HR Investigations

Data reflects investigations during Q3 (January 1–March 31, 2025) only

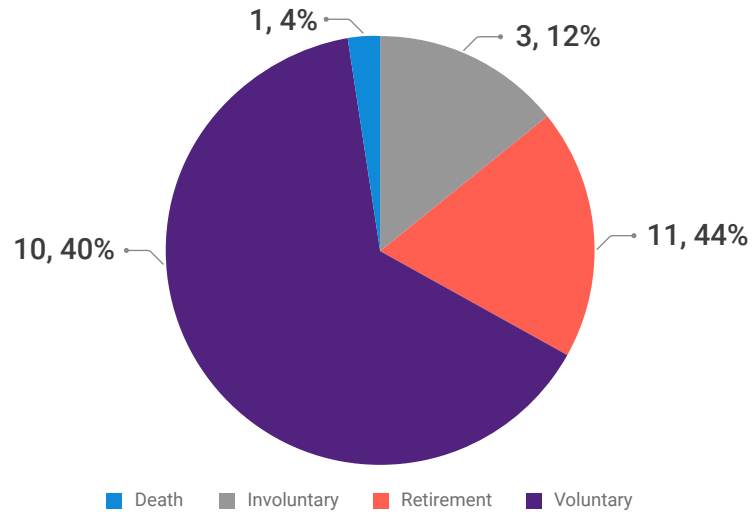


Internal HR Investigations

Data reflects investigations during Q3 (January 1–March 31, 2025) only



Employee Separations



Separations occurring during Q3 (January 1–March 31, 2025) only

Retirement Eligibility by Employee Type

Enrolled in ORP: 637, 35%; Enrolled in Pension: 1,173, 65%

	Administrators	Full-time Faculty/ Department Chairs	Staff
Fully Retirement Eligible Now	17	105	172
Early Retirement Eligible Now	11	85	131
Not Eligible for Retirement, but Eligible in 3 Years	2	6	23
Not Eligible for Retirement, but Eligible in 5 Years	2	7	25
Not Eligible for Retirement within the next 5 years	61	332	831

Eligibility status as of March 31, 2025