

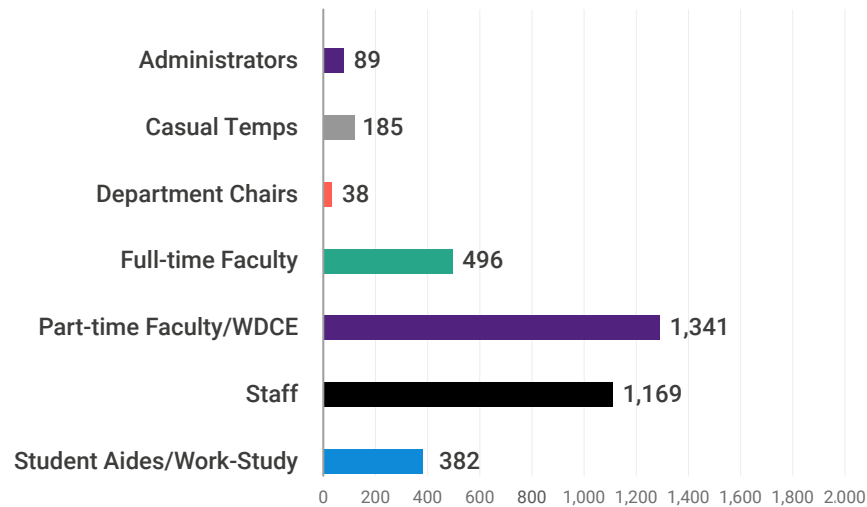


Office of Human Resources and Strategic Talent Management

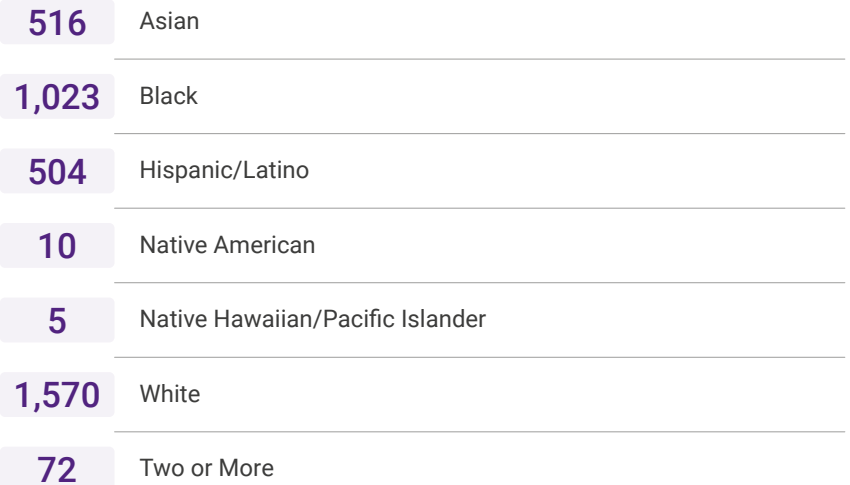
FISCAL YEAR 2025 | QUARTER 1 REPORT

July 1, 2024 – September 30, 2024

Employee Headcount by Type*



Employee Headcount by Race/Ethnicity*



Gender*

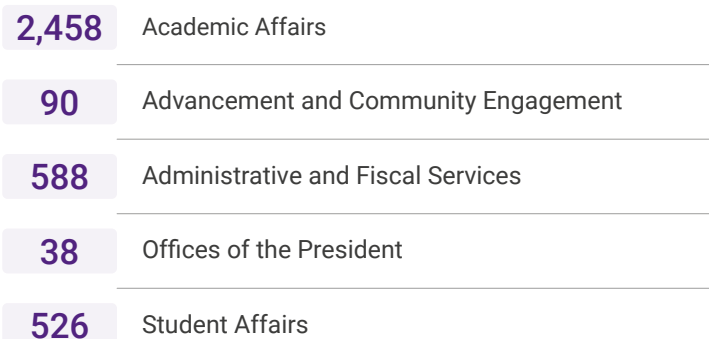


Female

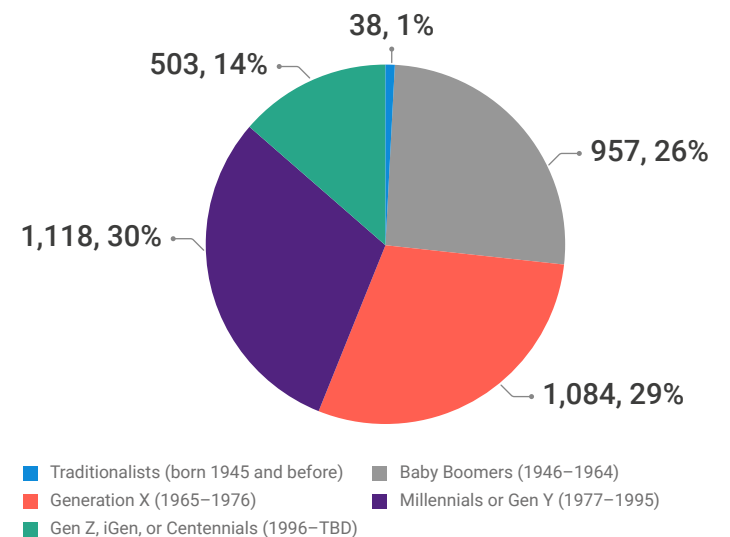


Male

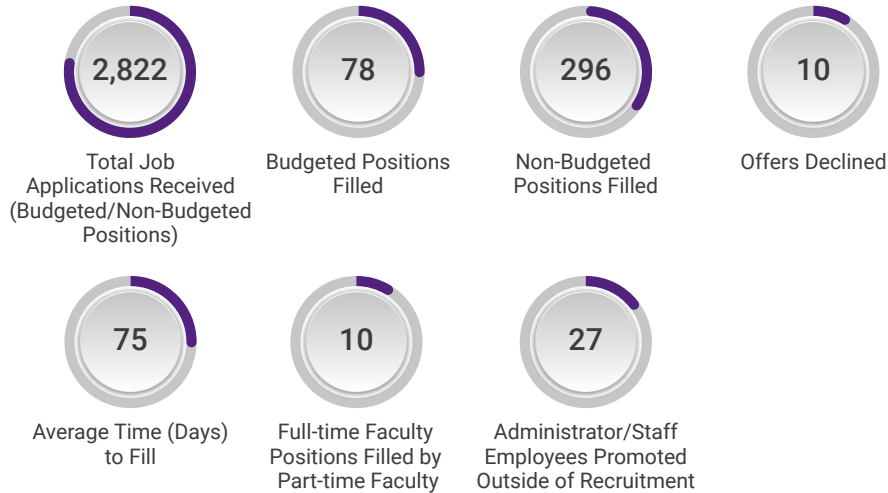
Employee Headcount by Division*



Employees by Generation (Age)*

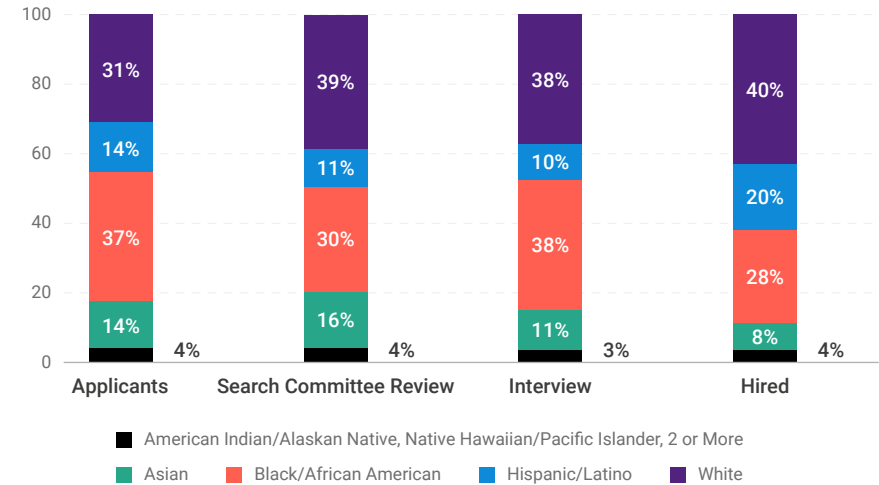


Talent Acquisition and Employment Demographics**



Recruitment and Hiring Demographics**

Recruitment Stage for All Budgeted Positions



Organizational and Employee Development by Programs/Activities**

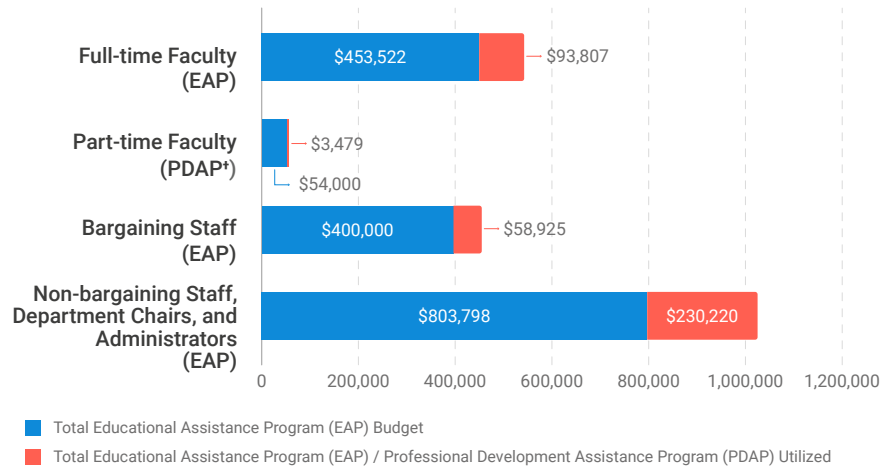
10	Employee Trainings on HR Content
37	HRSTM Representation/Participation at Campus Events
10	New Employee Orientations: Faculty, Staff, and Supervisors
38	Exit Interviews Completed

Organizational and Employee Development by Employees Served**

123	Coaching and Consulting Services
263	Onboarding Support (I-9s and New Hire Follow-Up)
8	Sabbatical Leave Application Workshop
48	Staff Special Recognition Awards
265	Total Wellness Participants (may include duplicate headcounts)
5	Workforce Strategy Partner Consultations

EAP and PDAP⁺ – General Utilization

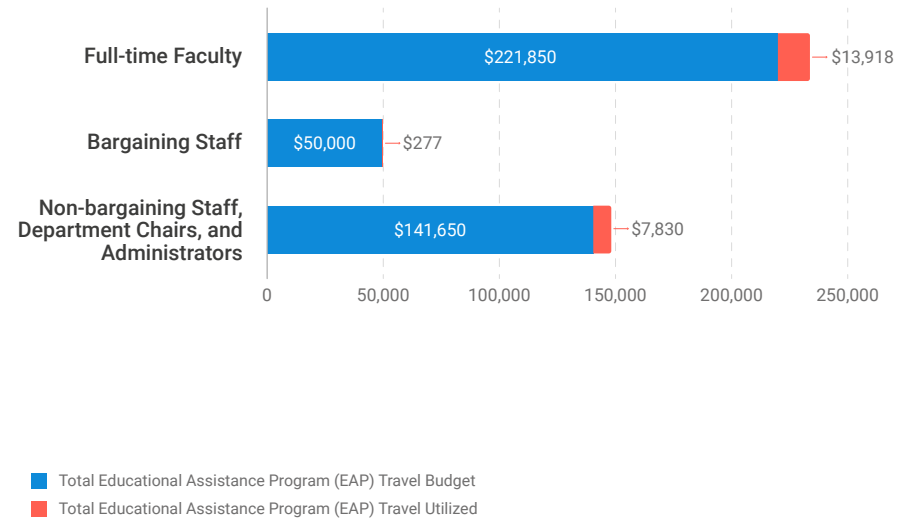
Budget figures represent annual allocations; utilization data is cumulative through September 30, 2024



*PDAP for Part-time Faculty includes travel

EAP – Travel Utilization

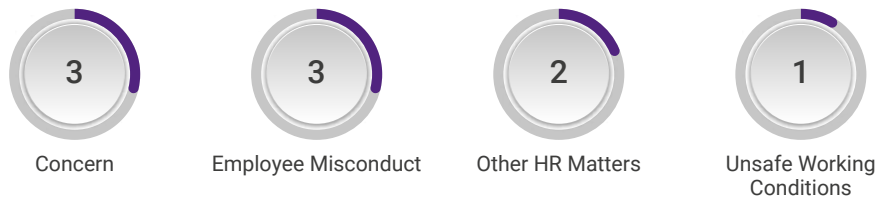
Budget figures represent annual allocations; utilization data is cumulative through September 30, 2024



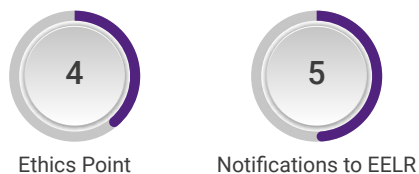
Internal HR Investigations

Data reflects investigations during Q1 (July 1–September 30, 2024) only

By Reason

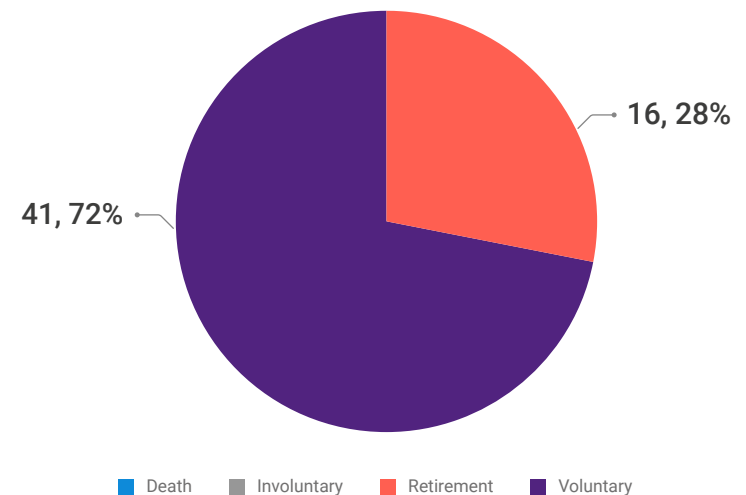


By Intake Method



Employee Separations

Separations occurring during Q1 (July 1–September 30, 2024) only



Retirement Eligibility by Employee Type

Enrolled in ORP: 640, 35%; Enrolled in Pension 1,165, 65%

	Administrators	Full-time Faculty / Department Chairs	Staff
Full Retirement Eligible Now	16	102	162
Early Retirement Eligible Now	15	82	142
Not Eligible for Retirement, but Eligible in 3 Years	1	6	18
Not Eligible for Retirement, but Eligible in 5 Years	4	7	29
Not Eligible for Retirement within the next 5 years	52	353	816