

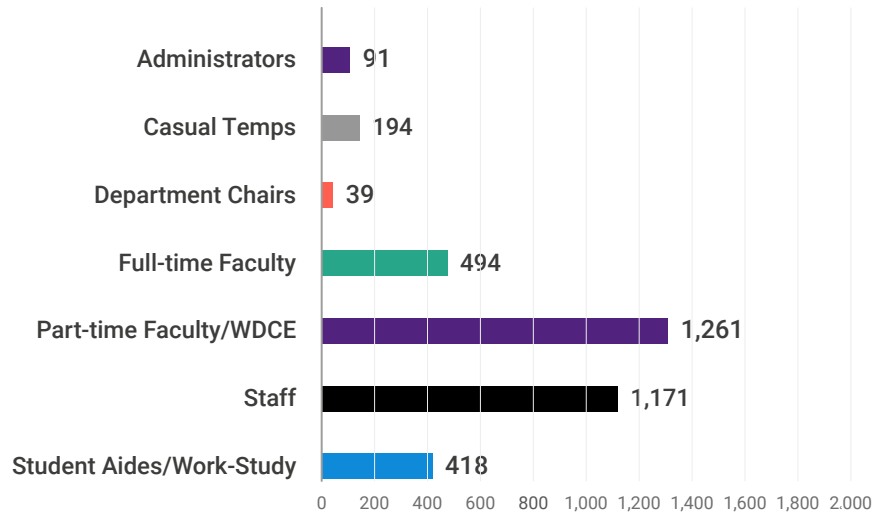


Office of Human Resources and Strategic Talent Management

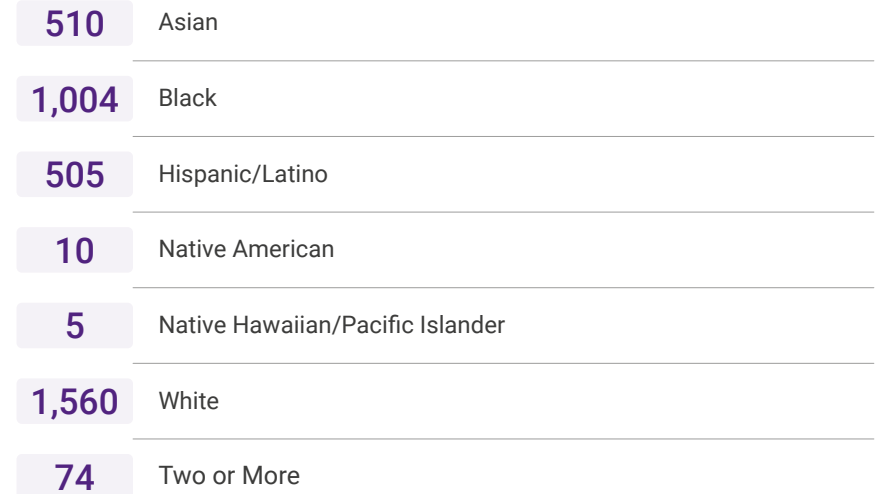
FISCAL YEAR 2025 | QUARTER 2 REPORT

October 1 – December 31, 2024

Employee Headcount by Type*



Employee Headcount by Race/Ethnicity*



Gender*

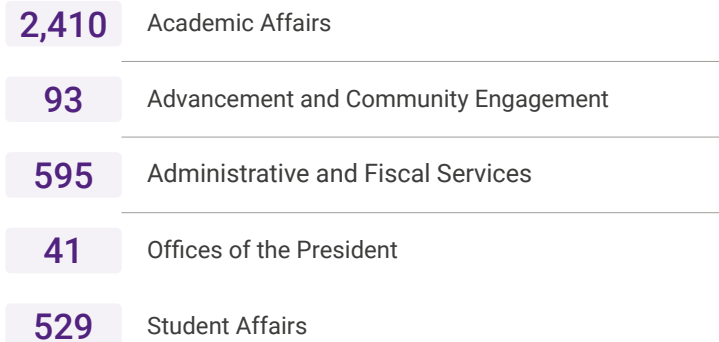


Female

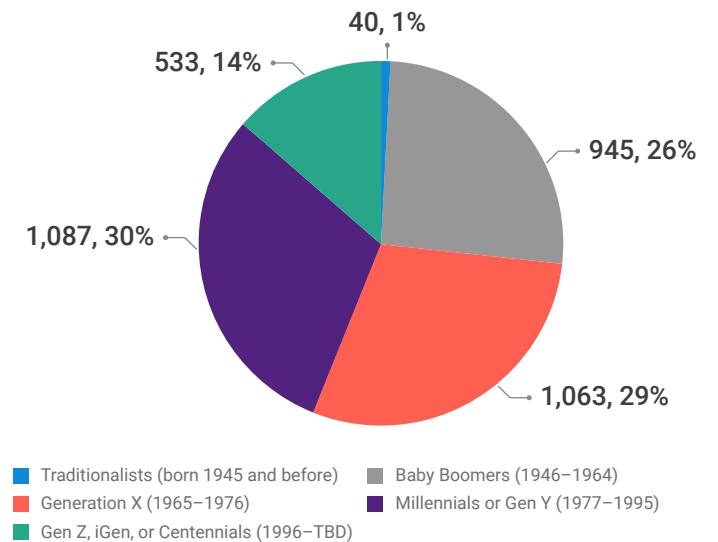


Male

Employee Headcount by Division*



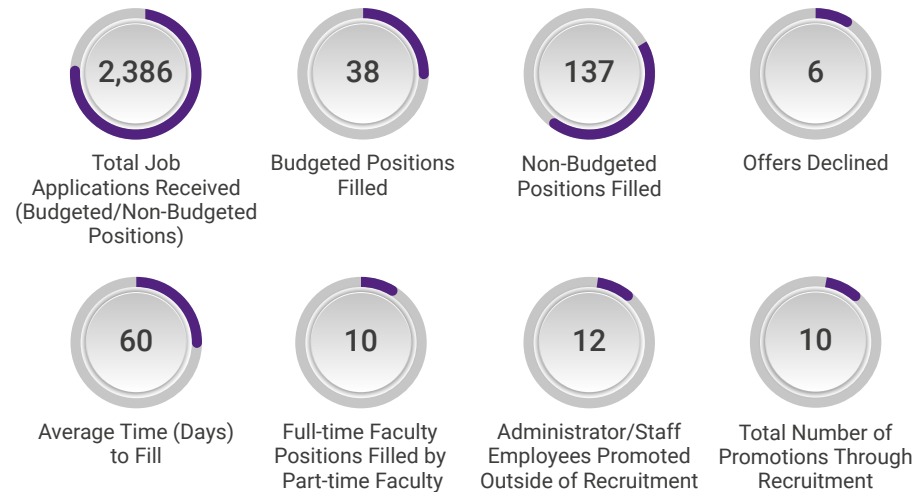
Employees by Generation (Age)*



*Data represents snapshot as of December 31, 2024

Talent Acquisition and Employment Demographics

Data reflects activity during Q2 (October 1-December 31, 2024) only



Recruitment and Hiring Demographics

Data reflects activity during Q2 (October 1-December 31, 2024) only

Recruitment Stage for All Budgeted Positions



Organizational and Employee Development by Programs/Activities

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

Organizational and Employee Development by Employees Served

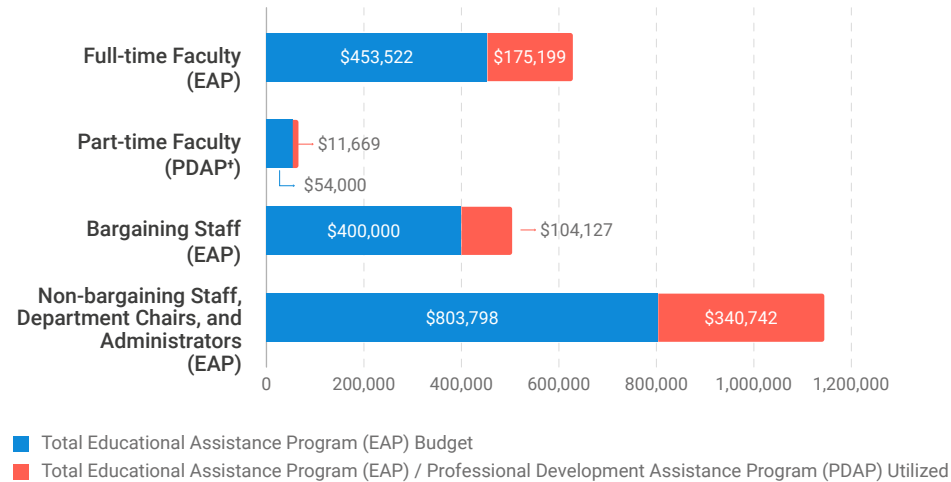
****Activities and services during Q2 (October 1-December 31, 2024) only

96	Coaching and Consulting Services
241	Onboarding Support (I-9s and New Hire Follow-Up)
5	Sabbatical Leave Application Workshop
34	Staff Special Recognition Awards
72	Total Wellness Participants (may include duplicate headcounts)
6	Workforce Strategy Partner Consultations

Data reflects activities during Q2 (October 1-December 31, 2024) only

EAP and PDAP⁺ – General Utilization

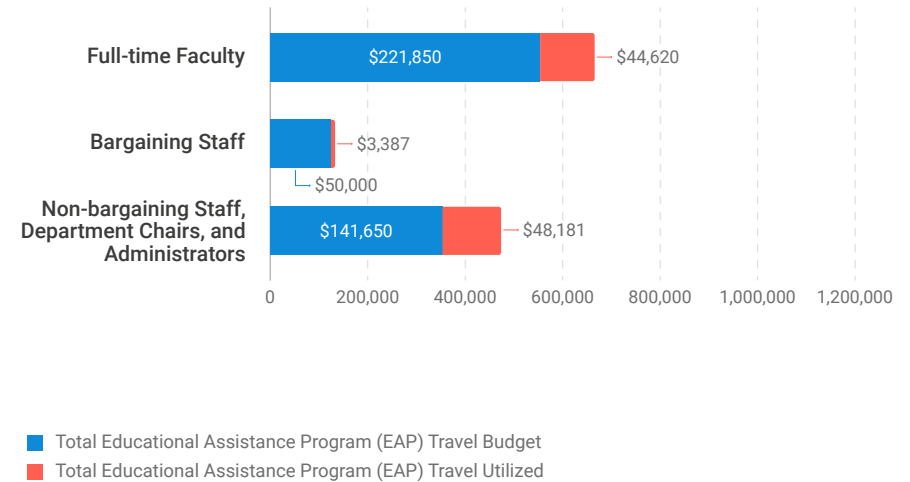
Budget figures represent annual allocations; utilization data is cumulative through December 31, 2024



*PDAP for Part-time Faculty includes travel

EAP - Travel Utilization

Budget figures represent annual allocations; utilization data is cumulative through December 31, 2024



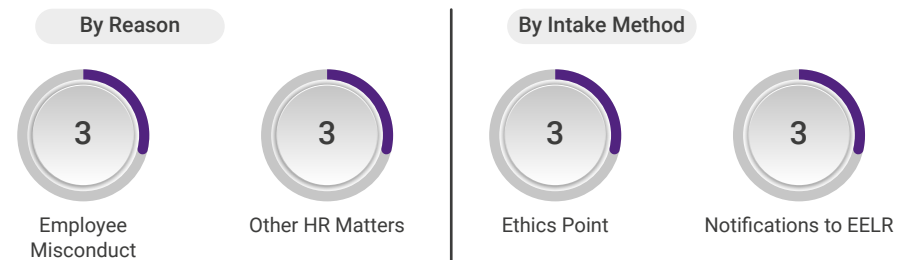
Internal HR Investigations

Data reflects investigations during Q2 (October 1-December 31, 2024) only

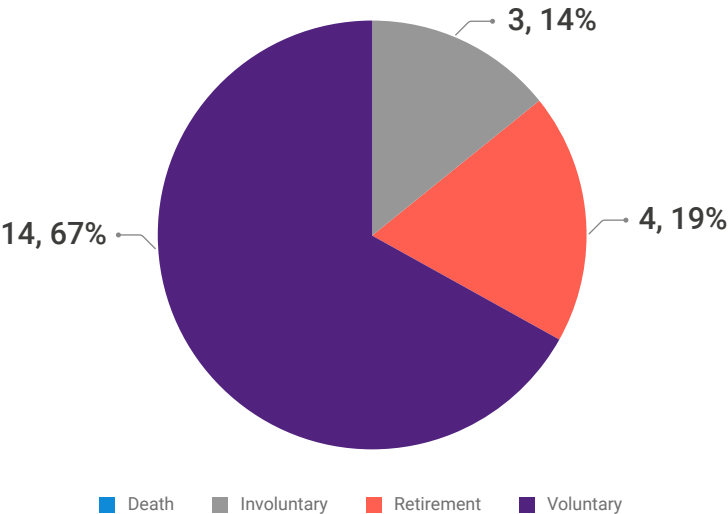


Internal HR Investigations

Data reflects investigations during Q2 (October 1-December 31, 2024) only



Employee Separations



Separations occurring during Q2 (October 1–December 31, 2024) only

Retirement Eligibility by Employee Type

Enrolled in ORP: 634, 35%; Enrolled in Pension: 1,154, 65%

	Administrators	Full-time Faculty/ Department Chairs	Staff
Fully Retirement Eligible Now	16	102	162
Early Retirement Eligible Now	15	82	141
Not Eligible for Retirement, but Eligible in 3 Years	1	6	19
Not Eligible for Retirement, but Eligible in 5 Years	4	7	29
Not Eligible for Retirement within the next 5 years	53	337	814

Eligibility status as of December 31, 2024