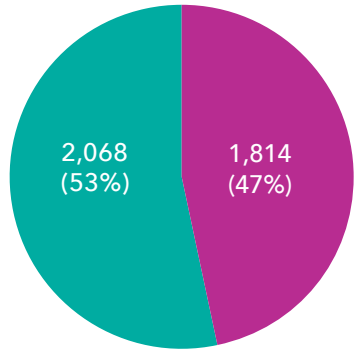




Office of Human Resources and Strategic Talent Management

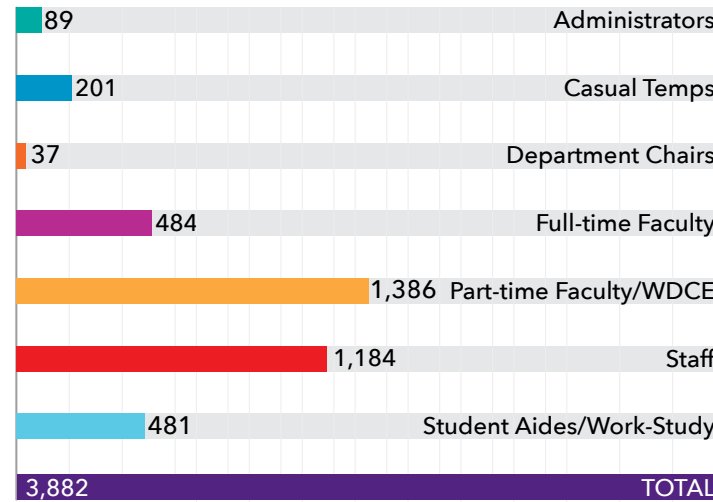
Fiscal Year 2026 | Quarter 1 Report
July 1 - September 30, 2025

Regular and Contingent Employees

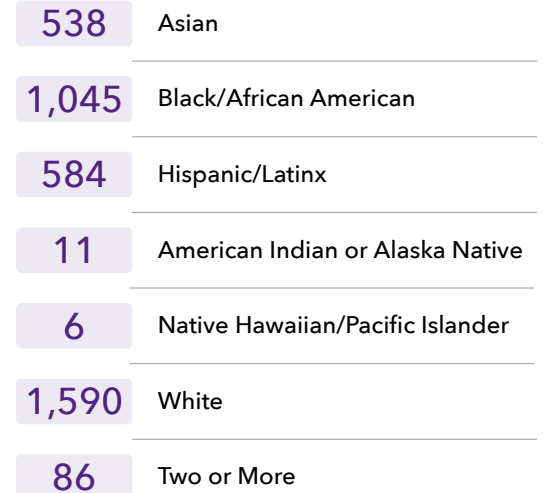


■ Non-budgeted/Contingent Employees
■ Budgeted Positions

Employee Headcount by Type



Employee Headcount by Race/Ethnicity



Gender

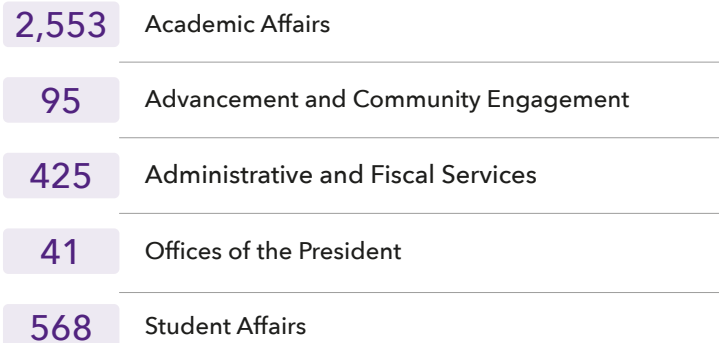


Female

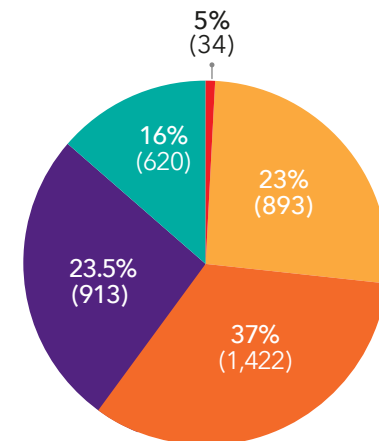


Male

Employee Headcount by Division



Employees by Generation (Age)

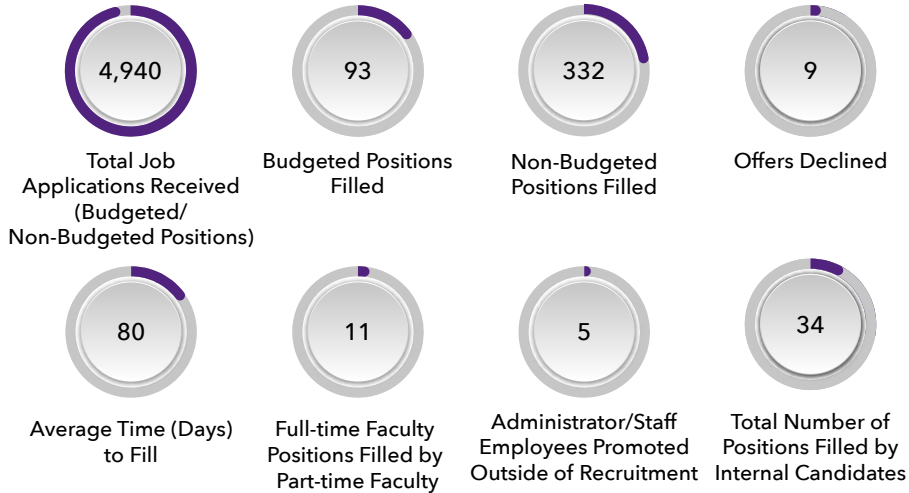


■ Silent Generation (born 1928-1945) ■ Baby Boomers (born 1946-1964)
■ Generation X (born 1965-1980) ■ Millennials or Gen Y (born 1981-1996)
■ Gen Z (born 1997-2012)

Data represents snapshot as of September 30, 2025

Talent Acquisition and Employment Demographics

Budgeted Positions



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

30 Employee Trainings on HR Content

35 HRSTM Representation/Participation at Campus Events

8 New Employee Orientations: Staff and Supervisors

32 Exit Interviews Completed

Organizational and Employee Development by Employees Served

108 Coaching and Consulting Services

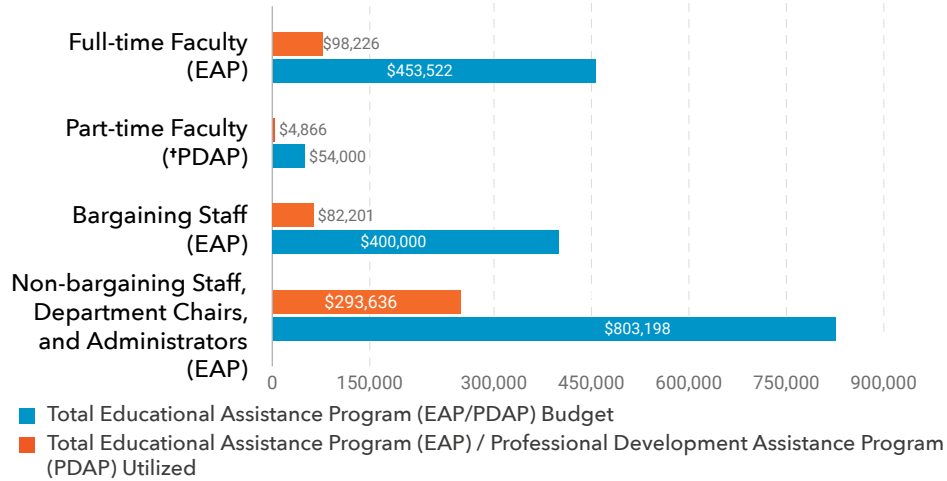
297 Onboarding Support (I-9s and New Hire Follow-Up)

65 Staff Special Recognition Awards

10 Workforce Strategy Partner Consultations

EAP and PDAP - General Utilization

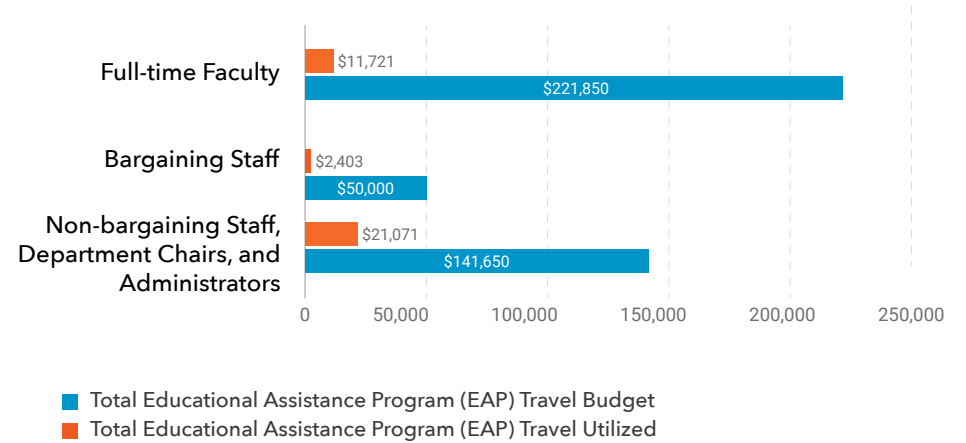
Budget figures represent annual allocations; utilization data is cumulative through September 30, 2025



*PDAP for Part-time Faculty includes travel

EAP - Travel Utilization

Budget figures represent annual allocations; utilization data is cumulative through September 30, 2025



Benefits Plan and Supplemental Retirement Account Enrollment (SRA)

Category	Total Eligible Employees	Total Enrollment	Enrollment Percentage	
Medical and Prescription (all plans)	1,801	1,364	76%	
Dental (all plans)		1,441	80%	
Voluntary Vision		1,137	63%	
Flexible Spending Accounts (all types)*		556	31%	
Long-term Disability		1,120	62%	
Basic Life		1,355	76%	
Optional Life		1,318	73%	
403(b) Plan SRA**		3,180 (includes Part-time Faculty)	627	20%
457(b) Plan SRA**			168	5%

*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

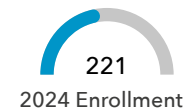
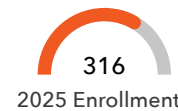
324
MC Wellness Enrollment

607
MC Wellness Class Attendance

197
Flu Vaccines

16
Mental Health First Aid Employees Trained

Annual Challenge Spotlight: Walktober



Data represents snapshot as of September 30, 2025

Internal HR Investigations



Total Number of New Investigations Cases Opened



Average Time (days) to Close an Investigation



Total Number of Investigation Case Closed During the Quarter



Total Number of Investigation Cases Continuing Into Next Quarter

Internal HR Investigations

By Intake Method



Ethics Point



Notifications to EELR

By Reason



Bullying, Incivility, or Inappropriate Conduct



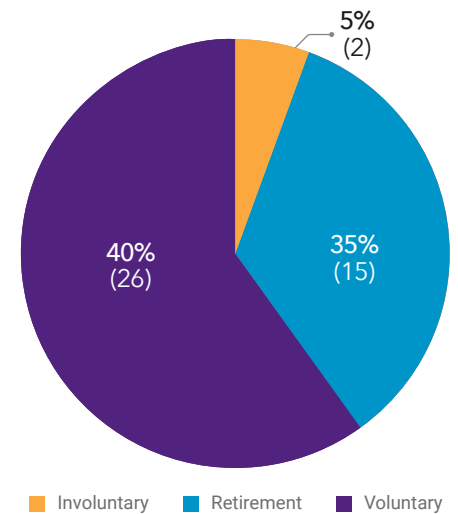
Sexual Harassment

Retirement Eligibility by Employee Type

Total Benefits-Eligible Employees: 1,794‡ ; Enrolled in ORP: 622, 35%; Enrolled in Pension: 1,172, 65%

Employee Type	Administrators		Full-time Faculty/ Department Chairs		Staff	
	ORP	Pension	ORP	Pension	ORP	Pension
Fully Retirement Eligible Now	14	2	89	20	28	139
Early Retirement Eligible Now	3	6	59	24	17	114
Not Eligible for Retirement, but Eligible in 3 Years	1	0	2	0	7	21
Not Eligible for Retirement, but Eligible in 5 Years	2	0	5	1	6	13
Not Eligible for Retirement within the next 5 Years	32	29	193	128	164	675

Employee Separations



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

Data represents snapshot as of September 30, 2025

