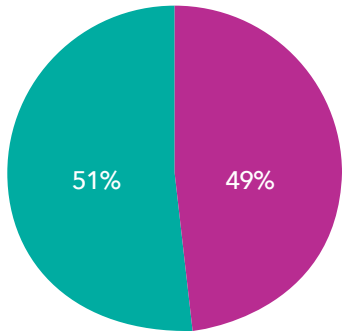




Office of Human Resources and Strategic Talent Management

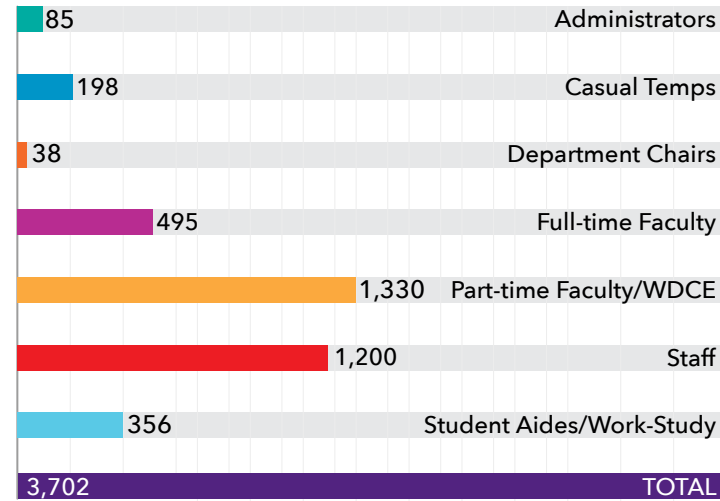
Fiscal Year 2026 | Quarter 2 Report
October 1 - December 31, 2025

Regular and Contingent Employees

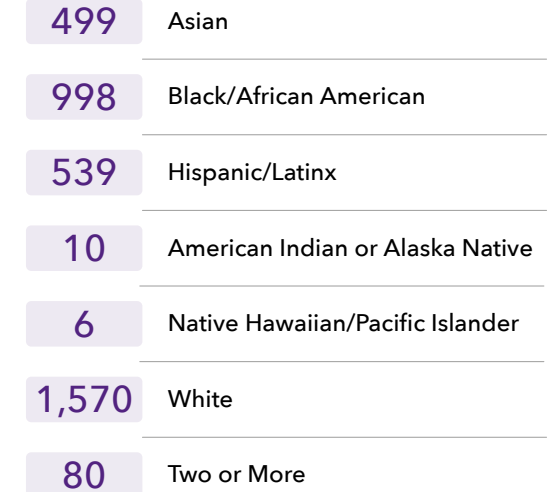


■ Budgeted Positions
■ Non-budgeted/Contingent Employees

Employee Headcount by Type



Employee Headcount by Race/Ethnicity



Gender

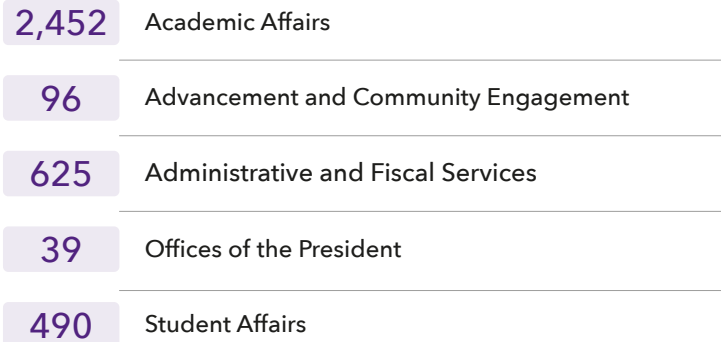


Female

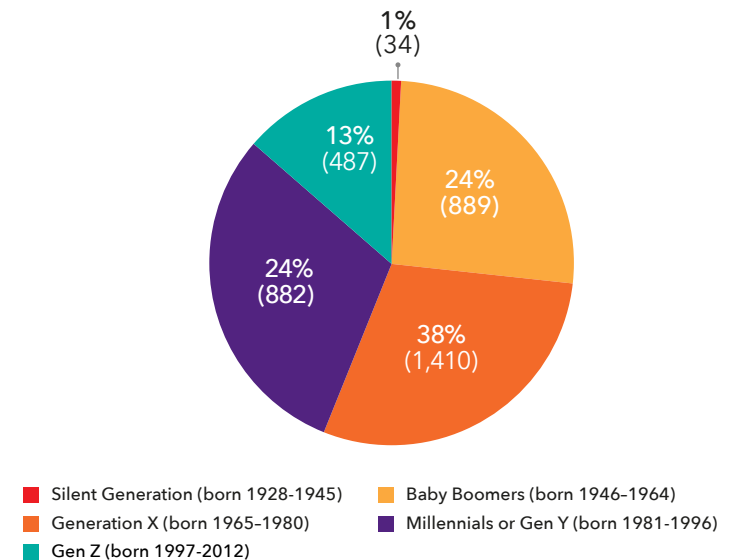


Male

Employee Headcount by Division



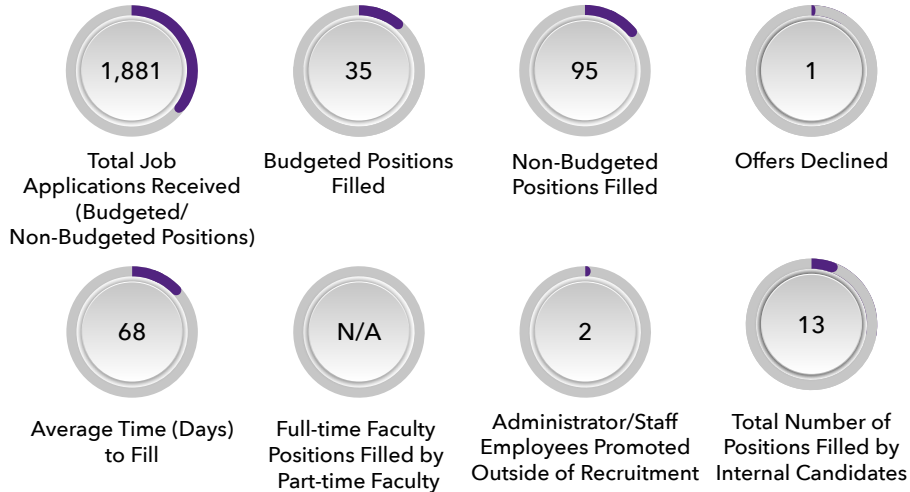
Employees by Generation (Age)



Data represents snapshot as of December 31, 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

- 18 Employee Trainings on HR Content

- 29 HRSTM Representation/Participation at Campus Events

- 12 New Employee Orientations: Staff and Supervisors

- 17 Exit Interviews Completed

Organizational and Employee Development by Employees Served

- 118 Coaching and Consulting Services

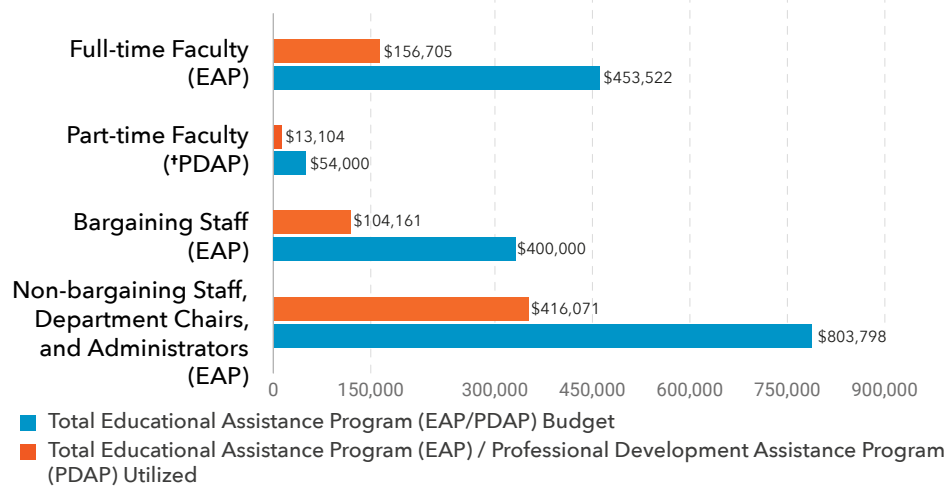
- 199 Onboarding Support (I-9s and New Hire Follow-Up)

- 33 Staff Special Recognition Awards

- 10 Workforce Strategy Partner Consultations

EAP and PDAP - General Utilization

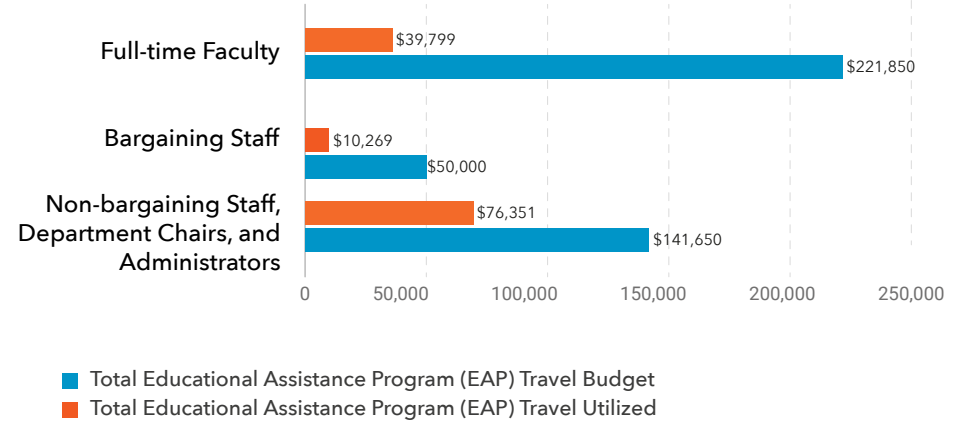
Budget figures represent annual allocations; utilization data is cumulative through December 31, 2025



*PDAP for Part-time Faculty includes travel

EAP - Travel Utilization

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



Benefits Plan and Supplemental Retirement Account Enrollment (SRA)

Category	Total Eligible Employees	Total Enrollment	Enrollment Percentage	
Medical and Prescription (all plans)	1,817	1,361	74%	
Dental (all plans)		1,434	78%	
Voluntary Vision		1,136	62%	
Flexible Spending Accounts (all types)*		500	27%	
Long-term Disability		1,112	61%	
Basic Life		1,350	74%	
Optional Life		1,312	72%	
403(b) Plan Supplemental Retirement Account**		3,345 (includes Part-time Faculty)	783	43%
457(b) Plan Supplemental Retirement Account**			176	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

- 392 MC Wellness Enrollment
- 2,255 MC Wellness Class Attendance
- 423 Employees Utilizing Blood Pressure Monitoring
- 23 Employee Wellness Ambassadors
- Enrollment Fair Wellness Bags Distributed

465
2025 Enrollment

332
2024 Enrollment

Data represents snapshot as of December 31, 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

15 Ethics Point

7 Notifications to EELR

By Reason

1 Alcohol and Drug Abuse

2 Discrimination or Harrassment

1 Athletic Program Concerns

3 Employee Misconduct

5 Bullying, Incivility, or Inappropriate Conduct

1 Misuse/Abuse of College Resources

1 Concern

4 Other HR Matters

1 Conflict of Interest

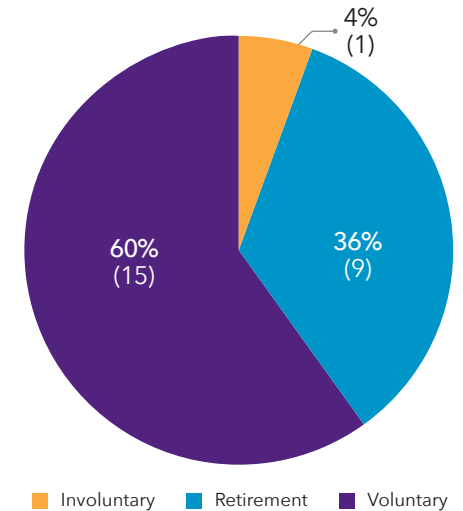
3 Sexual Harrassment Misconduct

Retirement Eligibility by Employee Type

Total Benefits-Eligible Employees: 1,812‡; Enrolled in ORP: 621, 34%; Enrolled in Pension: 1,191; 65%

Employee Type	Administrators			Full-time Faculty/ Department Chairs			Staff		
	ORP	Pension	Total	ORP	Pension	Total	ORP	Pension	Total
Fully Retirement Eligible Now	14	2	18%	89	20	21%	28	139	14%
Early Retirement Eligible Now	3	6	10%	59	24	16%	17	114	11%
Not Eligible for Retirement, but Eligible in 3 Years	1	0	1%	2	0	0%	7	21	2%
Not Eligible for Retirement, but Eligible in 5 Years	2	0	2%	5	1	1%	6	13	2%
Not Eligible for Retirement within the next 5 Years	32	29	69%	193	128	62%	164	675	71%

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 December 31, 2025

