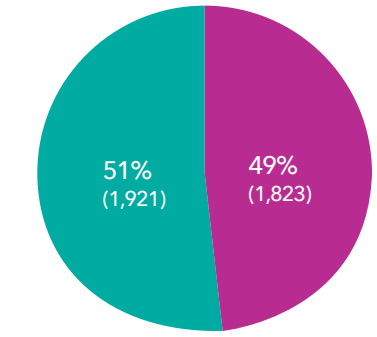
MONTGOMERY COLLEGE

Office of Human Resources and Strategic Talent Management

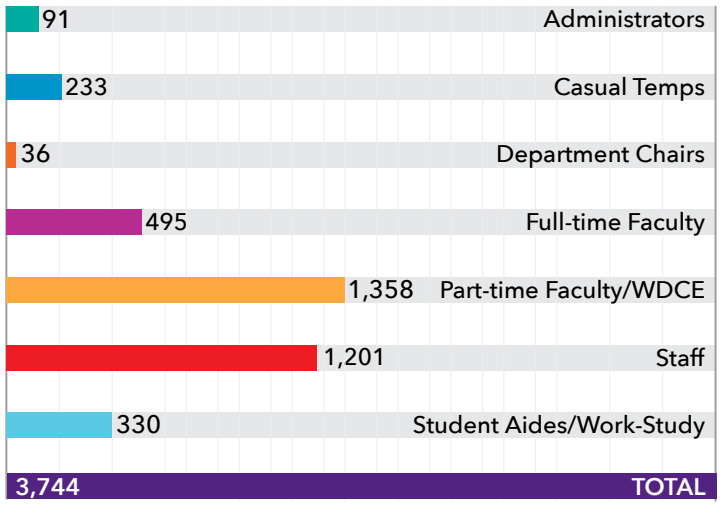
Fiscal Year **2026** | **Quarter 4** Report

April 1 – June 30, 2026

Regular and Contingent Employees



Employee Headcount by Type



Employee Headcount by Race/Ethnicity

504	Asian
1,050	Black/African American
534	Hispanic/Latinx
9	American Indian or Alaska Native
5	Native Hawaiian/Pacific Islander
1,565	White
77	Two or More

Gender



Female

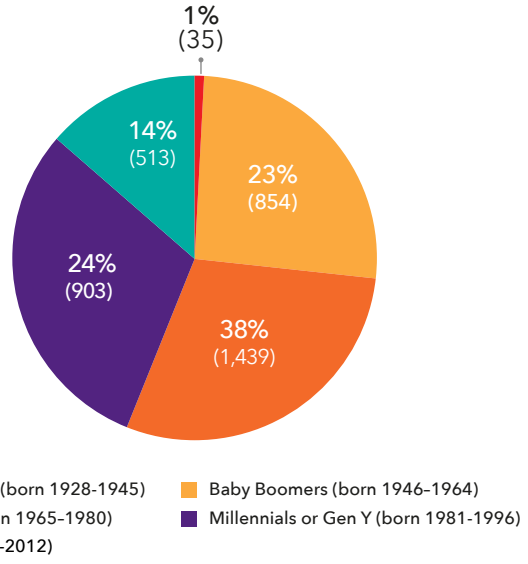


Male

Employee Headcount by Division

2,500	Academic Affairs
90	Advancement and Community Engagement
623	Administrative and Fiscal Services
40	Offices of the President
491	Student Affairs

Employees by Generation (Age)



Data snapshot as of June 30, 2026

Talent Acquisition and Employment Demographics

Budgeted Positions

2,953 Total Job Applications Received (Budgeted/ Non-Budgeted Positions)

42 Budgeted Positions Filled

154 Non-Budgeted Positions Filled

2 Offers Declined

Time To Fill (Average Days)

Full-time Faculty Positions

0



Staff/Administrators Positions

93



Internal Hiring

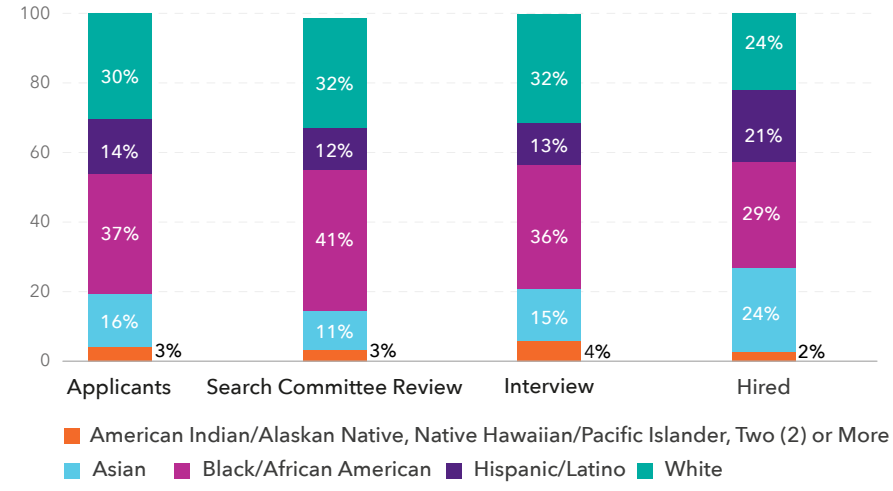
0 Full-time Faculty Positions Filled by Part-time Faculty

16 Total Number of Positions Filled by Internal Candidates

Recruitment and Hiring Demographics

Recruitment Stage for All Budgeted Positions

Excludes one (1) hire who did not disclose race/ethnicity
Percentages are rounded to the nearest whole number and may not total 100%



Organizational and Employee Development by Programs/Activities

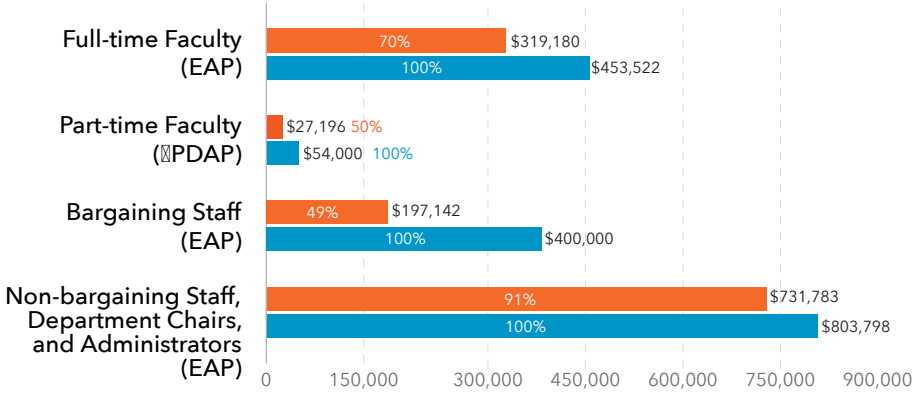
6	Employee Trainings on HR Content
16	HRSTM Representation/Participation at Campus Events
7	New Faculty, Staff, and Supervisors Orientations
21	Exit Interviews Completed

Organizational and Employee Development by Employees Served

98	Coaching and Consulting Services
252	Onboarding Support (I-9s and New Hire Follow-Up)
67	Staff Special Recognition Awards
10	Workforce Strategy Partner Consultations
17	Outstanding Staff Awards

EAP and PDAP – General Utilization

Budget figures represent annual allocations; utilization data is cumulative through June 30, 2026

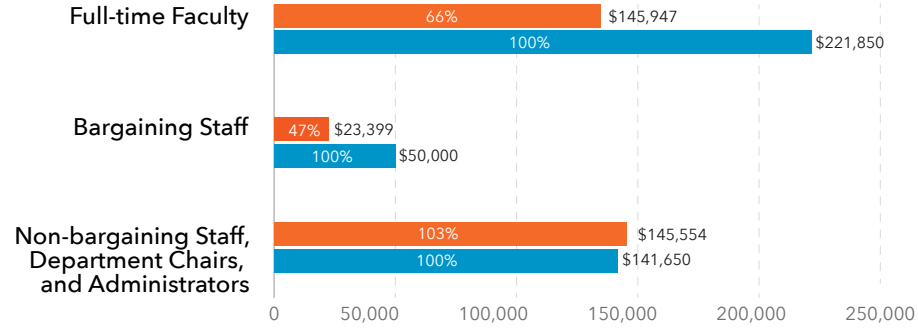


- Total Educational Assistance Program (EAP/)/Professional Development Assistance Program (PDAP) Budget
- Total Educational Assistance Program (EAP)/Professional Development Assistance Program (PDAP) Utilization

PDAP for Part-time Faculty includes travel

EAP – Travel Utilization

Budget figures represent annual allocations; utilization data is cumulative through June 30, 2026



- Total Educational Assistance Program (EAP/)/Professional Development Assistance Program (PDAP) Budget
- Total Educational Assistance Program (EAP)/Professional Development Assistance Program (PDAP) Utilization

Benefits Plan and Supplemental Retirement Account (SRA) Enrollment

Category	Total Eligible Employees	Total Enrollment	Enrollment Percentage
Medical and Prescription (all plans)	1,820	1,381	76%
Dental (all plans)		1,460	80%
Voluntary Vision		1,146	63%
Flexible Spending Accounts (all types)*		550	30%
Long-term Disability		1,089	60%
Basic Life Insurance		1,358	75%
Optional Life Insurance		1,312	72%
403(b) SRA Plan**	2,625 (includes Part-time Faculty)	717	27%
457(b) SRA Plan**		252	10%

MC Wellness Participation

318
MC Wellness Enrollment

3,240
MC Wellness Class Attendance

19
Certified Employees in Mental Health First Aid

25
Employee Wellness Ambassadors

57
Wellbeing Presentations/Webinars

*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 and/or with multiple vendors.

Data snapshot as of June 30, 2026

Internal HR Investigations

6 — Total Number of New Investigations Cases Opened

26 — Average Time (days) to Close an Investigation

4 — Total Number of Investigation Case Closed During the Quarter

2 — Total Number of Investigation Cases Continuing Into Next Quarter

By Intake Method

5 — Ethics Point

1 — Notifications to EELR

By Reason

3 — Discrimination, Sexual Harrassment, or Misconduct

1 — Other Compliance and Ethics Concerns

2 — Fraud, Theft, or Embezzlement

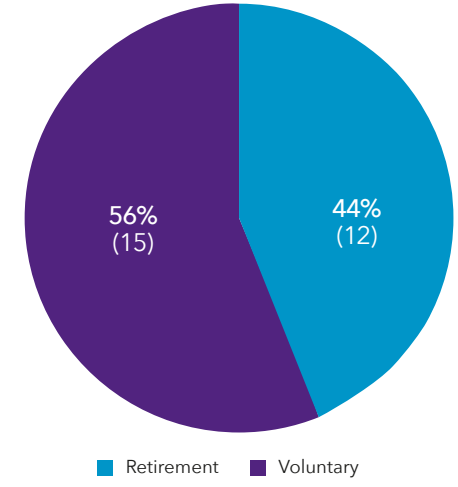
Retirement Eligibility by Employee Type

Total Benefits-Eligible Employees: 1,818‡ ; Enrolled in ORP: 634 (35%); Enrolled in Pension: 1,184 (65%)

Employee Type	Administrators			Full-time Faculty/ Department Chairs			Staff		
Plan	ORP	Pension	Total	ORP	Pension	Total	ORP	Pension	Total
Fully Retirement Eligible Now	12	2	15.4%	87	24	21%	28	140	14%
Early Retirement Eligible Now	4	5	10%	55	20	14.1%	13	108	10.1%
Not Eligible for Retirement, but Eligible in 3 Years	3	0	3.2%	2	0	0.4%	9	26	2.9%
Not Eligible for Retirement, but Eligible in 5 Years	0	0	0%	4	1	0.9%	3	9	1%
Not Eligible for Retirement within the next 5 Years	37	28	71.4%	200	138	63.6%	176	684	72%

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

Employee Separations



Data snapshot as of June 30, 2026


MONTGOMERY
COLLEGE