



### WORKFORCE DATA AND TRENDS BY EMPLOYEE CLASS

Workforce data and trends give employers context when developing strategies for managing and developing high performance workforce.

- Unless otherwise noted, all data is based on October data for faculty positions.
- The data source for most of the information is the Banner system. Alternative data sources will be identified.
- Most pages are updated annually after the October data is compiled.

#### Workforce at a Glance:

##### Classified Workforce Profile

	October 2010	October 2011	October 2012	October 2013	October 2014	October 2015
<b>Workforce Headcount</b>	481	467	476	509	530	536
<b>Median Age</b>	51	51	50	50	49	49
<b>Female</b>	48.2%	46.7%	45.0%	46.6%	47.4%	48.1%
<b>Male</b>	51.8%	53.3%	55.0%	53.4%	52.6%	51.9%
<b>Persons of Color</b>	10.4%	9.9%	10.9%	12.0%	13.4%	14.7%
<b>Persons with Disabilities</b>	1.7%	1.7%	1.9%	1.4%	1.1%	0.9%
<b>All Veterans</b>	12.7%	12.8%	12.6%	10.6%	10.2%	10.3%
<b>Vietnam Era Veterans</b>	7.7%	6.9%	6.3%	5.3%	4.7%	4.5%
<b>Disabled Veterans</b>	1.0%	1.1%	1.1%	0.6%	0.6%	0.6%
<b>Median Length of Service</b>	8.37	8.32	8.25	8.19	8.47	8.92
<b>Turnover Rate</b>	9.5%	10.9%	7.4%	10.0%	9.6%	9.7%

**Exempt Workforce Profile**

	October 2010	October 2011	October 2012	October 2013	October 2014	October 2015
<b>Workforce Headcount</b>	293	313	309	340	360	364
<b>Median Age</b>	47	46	47	47	46	46
<b>Female</b>	62.1%	61.7%	61.8%	60.3%	61.7%	61.0%
<b>Male</b>	37.9%	38.3%	38.2%	39.7%	38.3%	39.0%
<b>Persons of Color</b>	13%	12.8%	13.9%	12.6%	13.6%	15.1%
<b>Persons with Disabilities</b>	1.0%	0.3%	1.0%	0.9%	0.3%	0.3%
<b>All Veterans</b>	2.7%	2.2%	2.5%	3.5%	3.3%	3.8%
<b>Vietnam Era Veterans</b>	0.7%	0.6%	0.3%	0.3%	0.0%	0.3%
<b>Disabled Veterans</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Median Length of Service</b>	5.42	5.08	5.7	5.8	6.7	5.4
<b>Turnover Rate</b>	7.5%	13.1%	13.9%	14.1%	11.9%	13.7%

**Faculty Workforce Profile**

	October 2010	October 2011	October 2012	October 2013	October 2014	October 2015
<b>Workforce Headcount</b>	418	391	413	437	474	466
<b>Median Age</b>	51	52	51	51	51	50
<b>Female</b>	45.5%	45.3%	44.6%	44.9%	44.5%	45.3%
<b>Male</b>	54.5%	54.7%	55.4%	55.1%	55.5%	54.7%
<b>Persons of Color</b>	12.0%	13.0%	14.5%	14.2%	16.2%	17.6%
<b>Persons with Disabilities</b>	1.2%	1.0%	1.0%	0.9%	0.8%	1.1%
<b>All Veterans</b>	6.0%	5.1%	5.1%	4.6%	4.6%	4.1%
<b>Vietnam Era Veterans</b>	3.8%	3.3%	3.4%	2.5%	2.5%	2.1%
<b>Disabled Veterans</b>	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
<b>Median Length of Service</b>	8.13	8.09	8.09	8.09	8.09	8.46
<b>Turnover Rate</b>	4.3%	4.1%	8.5%	6.9%	5.5%	8.4%