

FY2020 DEMOGRAPHIC UPDATE

PRESENTED BY:

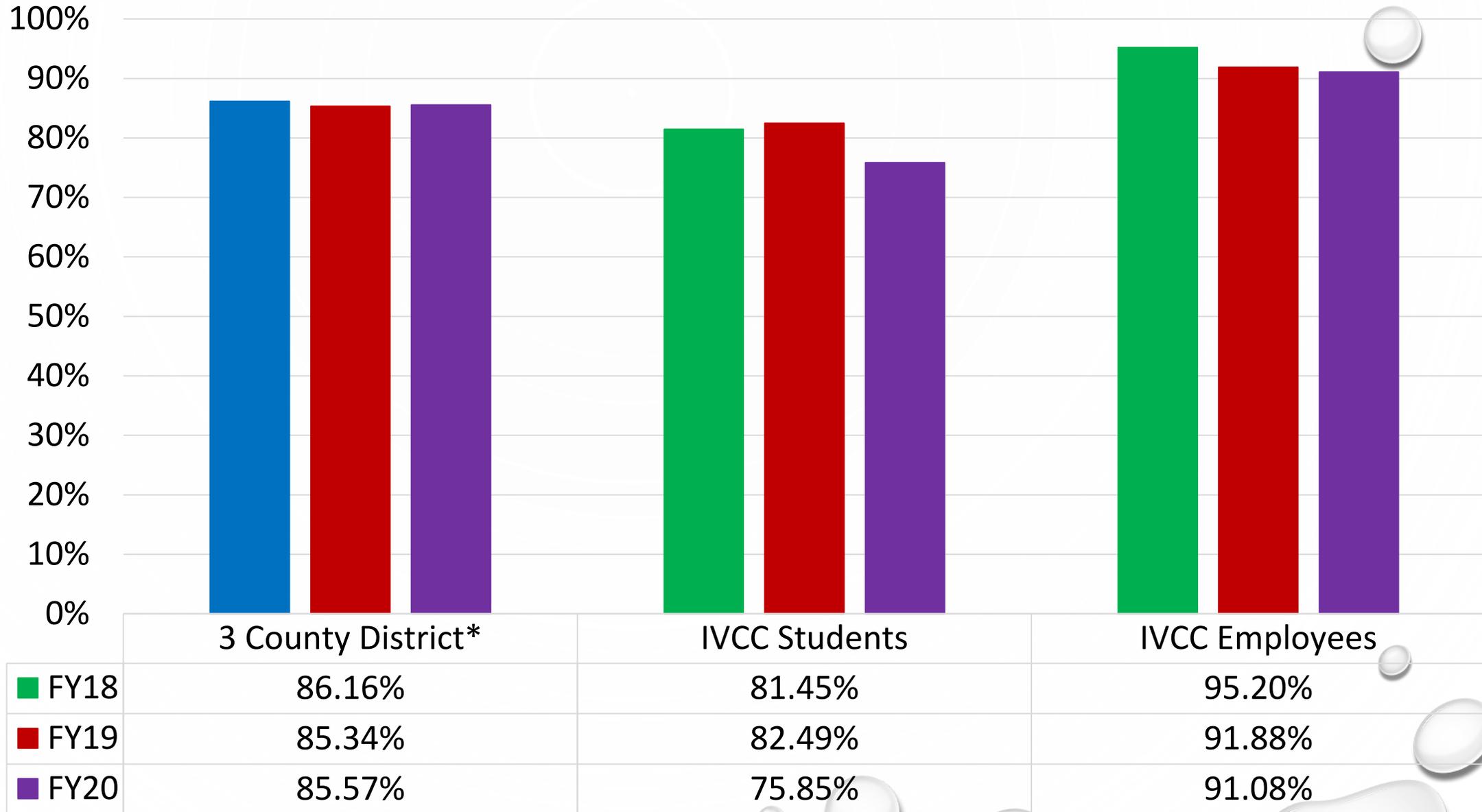
LESLIE HOFER, DIRECTOR OF HUMAN RESOURCES

12/10/2020

OUR MISSION STATEMENT

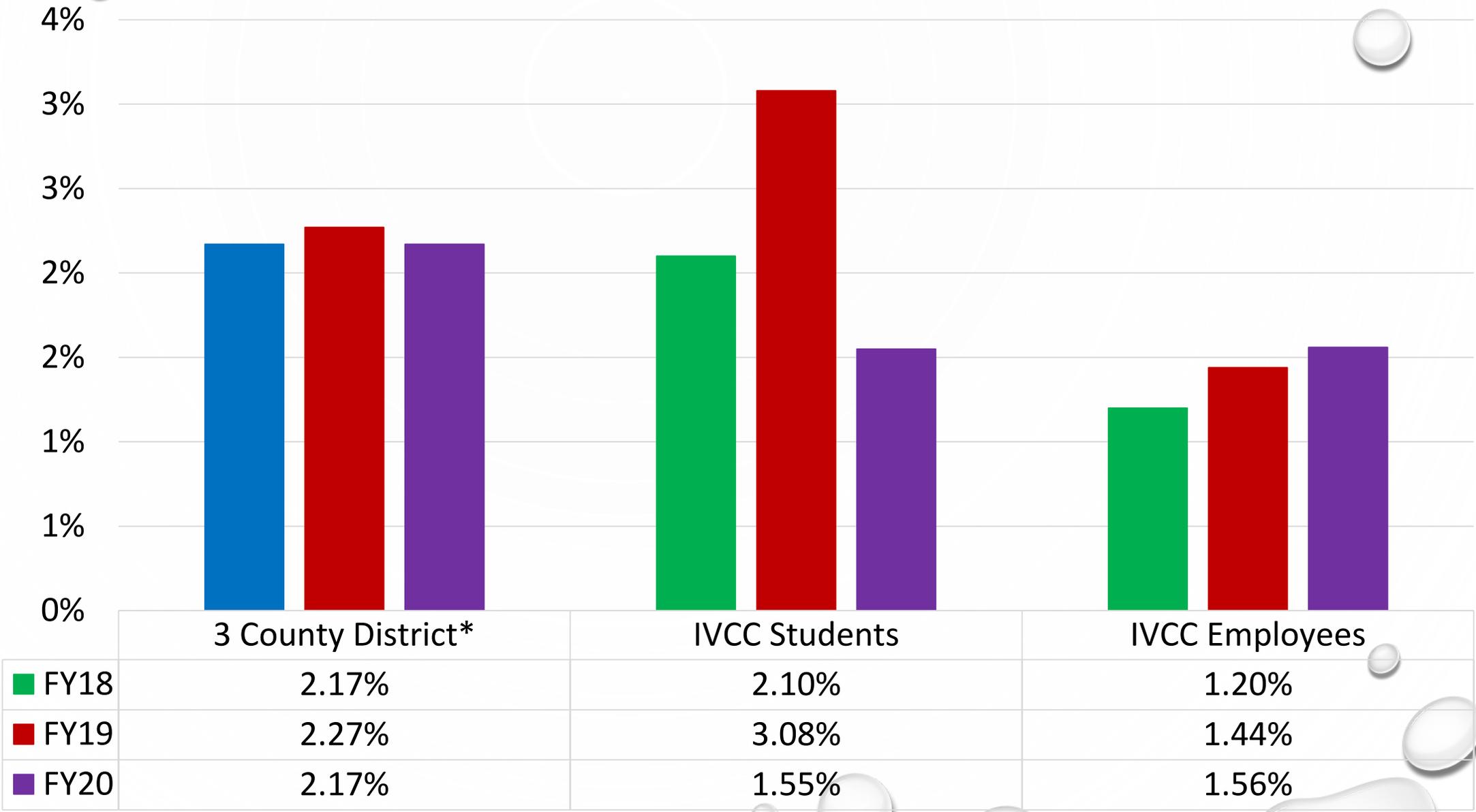
- THE OFFICE OF HUMAN RESOURCES IS COMMITTED TO PROMOTING DIVERSITY AND INCLUSION, ENSURING EMPLOYEE HEALTH AND SAFETY, RECOGNIZING AND REWARDING EMPLOYEES AND WORKING TO GUARANTEE NONDISCRIMINATORY EMPLOYMENT THROUGH FAIR COMPENSATION AND EQUAL EMPLOYMENT OPPORTUNITIES. THE HUMAN RESOURCES STAFF WILL LEAD BY PROVIDING INTEGRITY AND EXCELLENCE IN SERVICE AND PROGRAMS THAT WILL GROW AND NURTURE IVCC'S MOST VALUABLE RESOURCES - ITS EMPLOYEES.

Race/Ethnicity Comparison - White



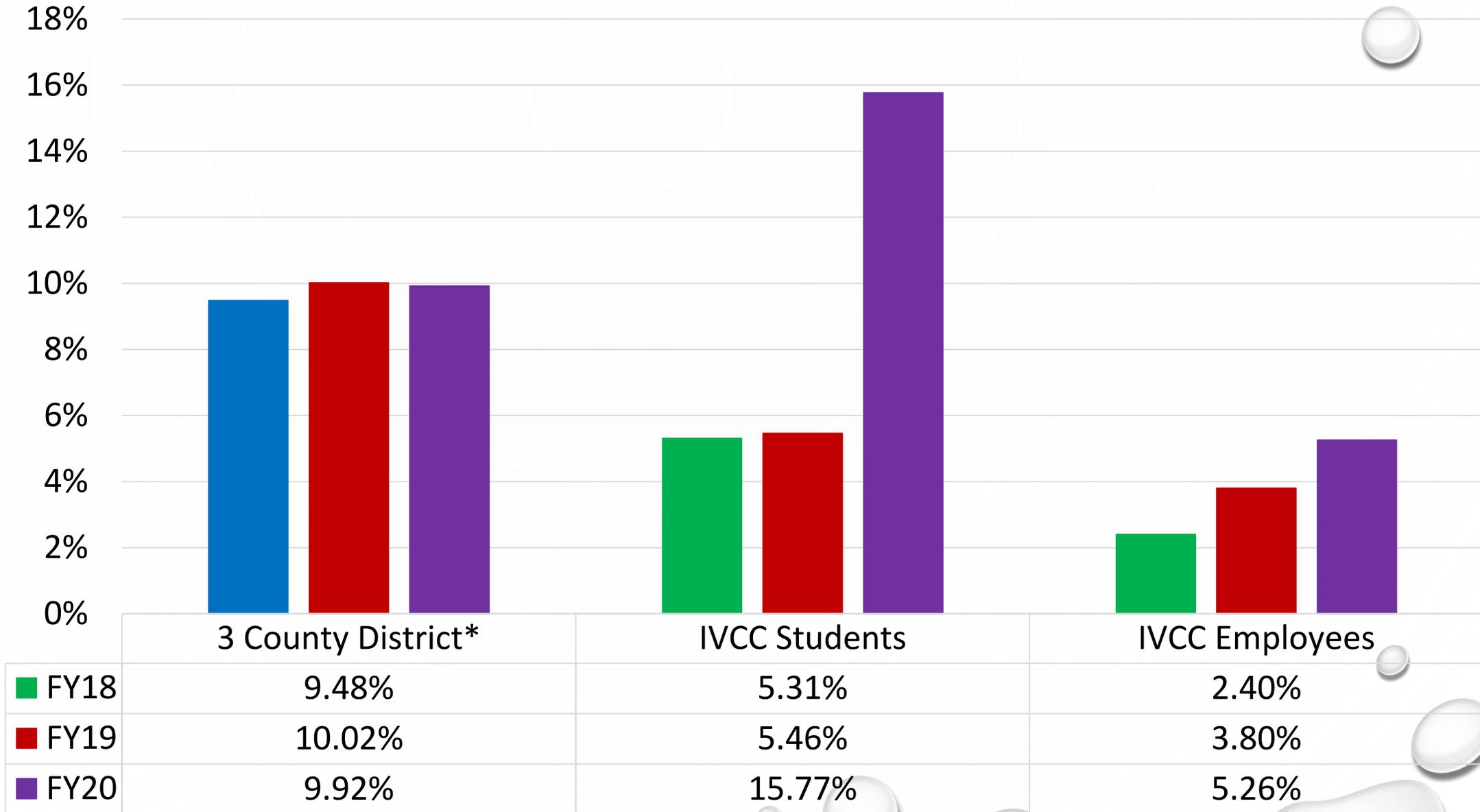
* Putnam, LaSalle, and Bureau Counties

Race/Ethnicity Comparison - Black/African American



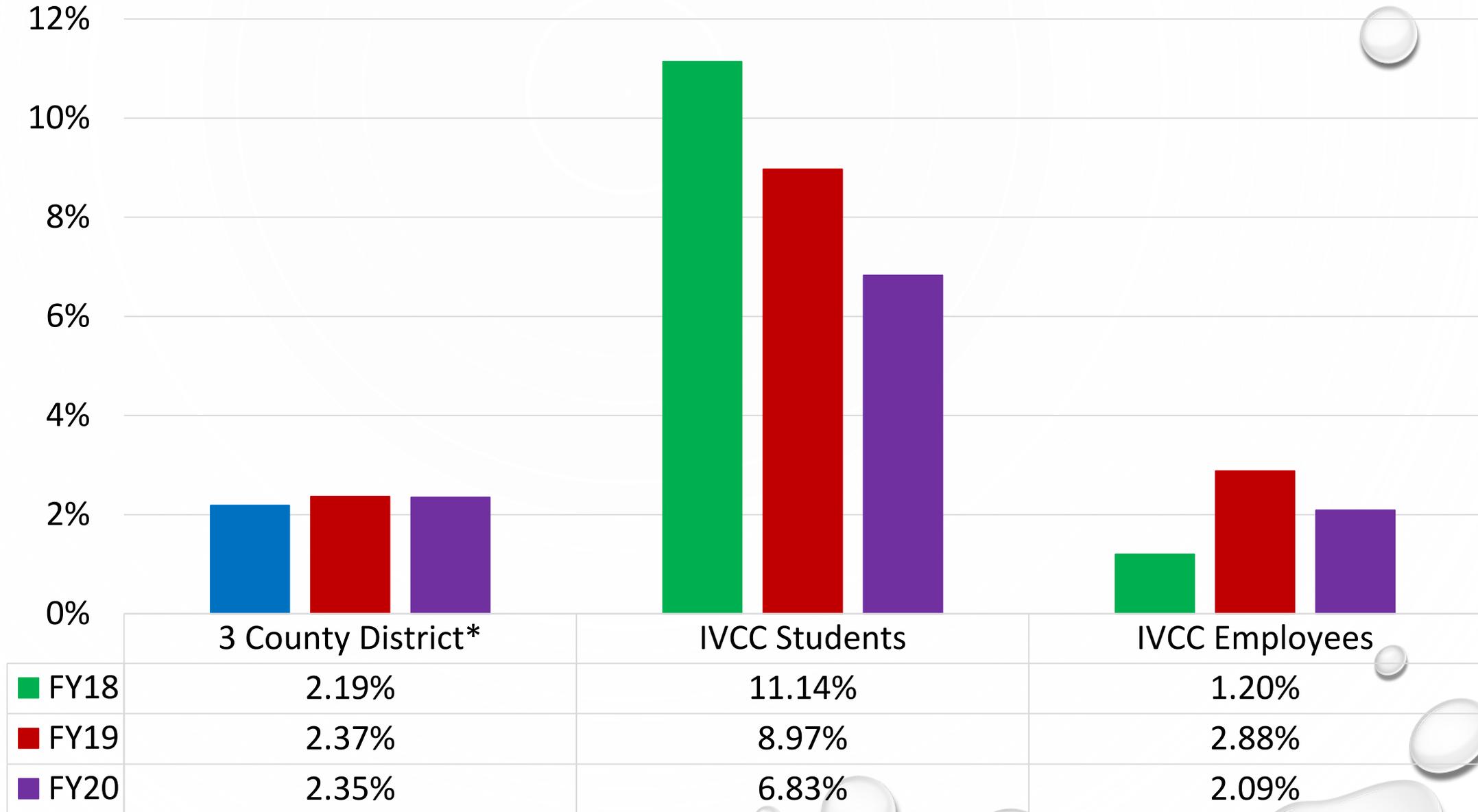
* Putnam, LaSalle, and Bureau Counties

Race/Ethnicity Comparison - Hispanic/Latino



* Putnam, LaSalle, and Bureau Counties

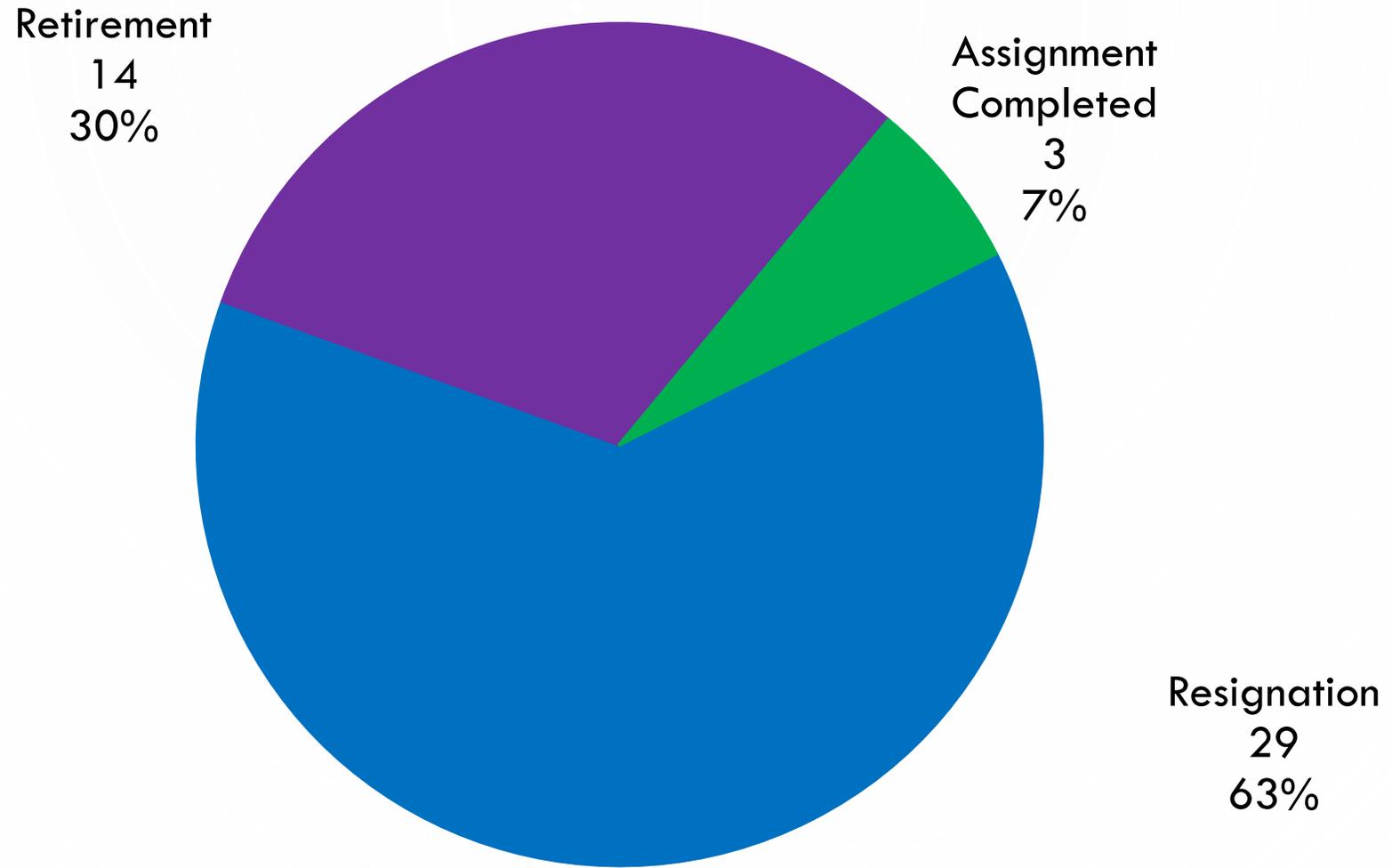
Race/Ethnicity Comparison - Other



* Putnam, LaSalle, and Bureau Counties

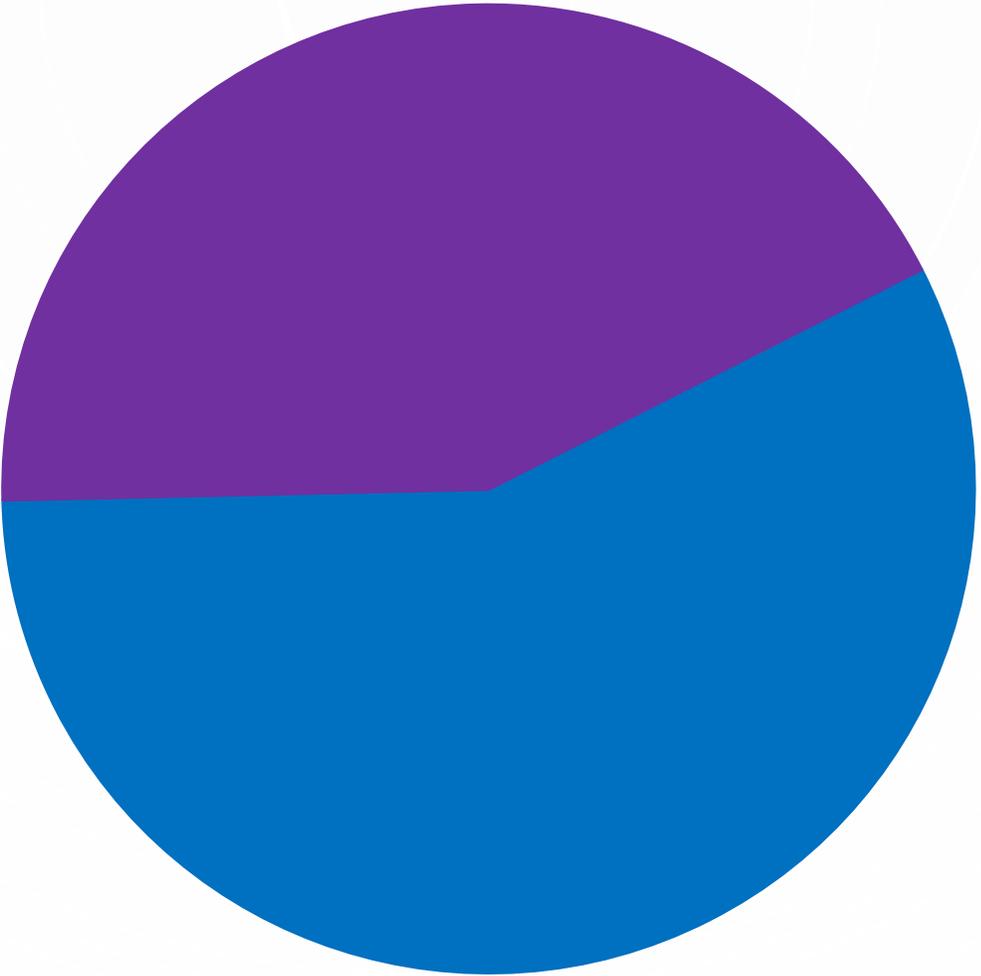
TURNOVER FY20

Full-Time and Part-Time



TURNOVER FY20 Full-Time

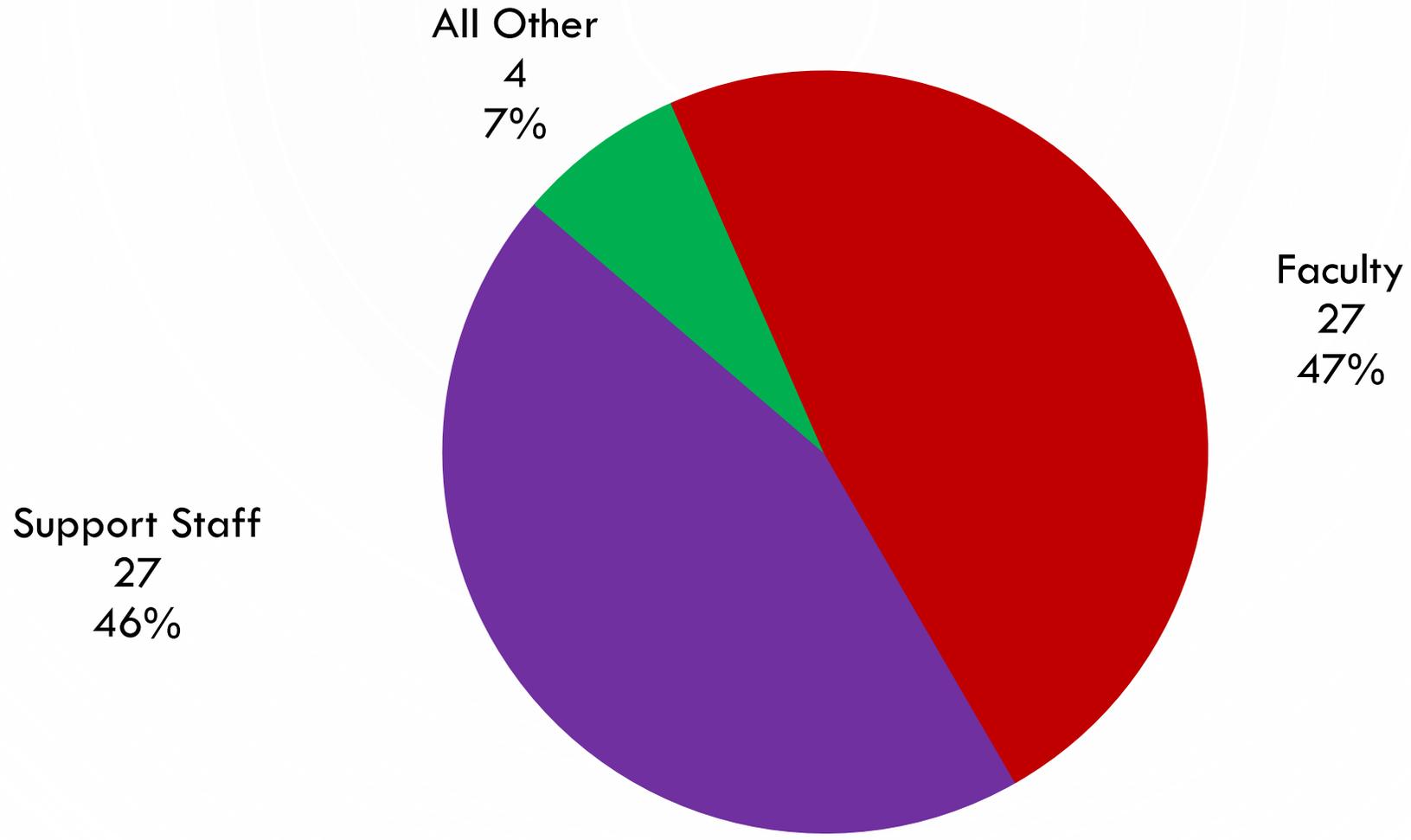
Retirement
6
43%



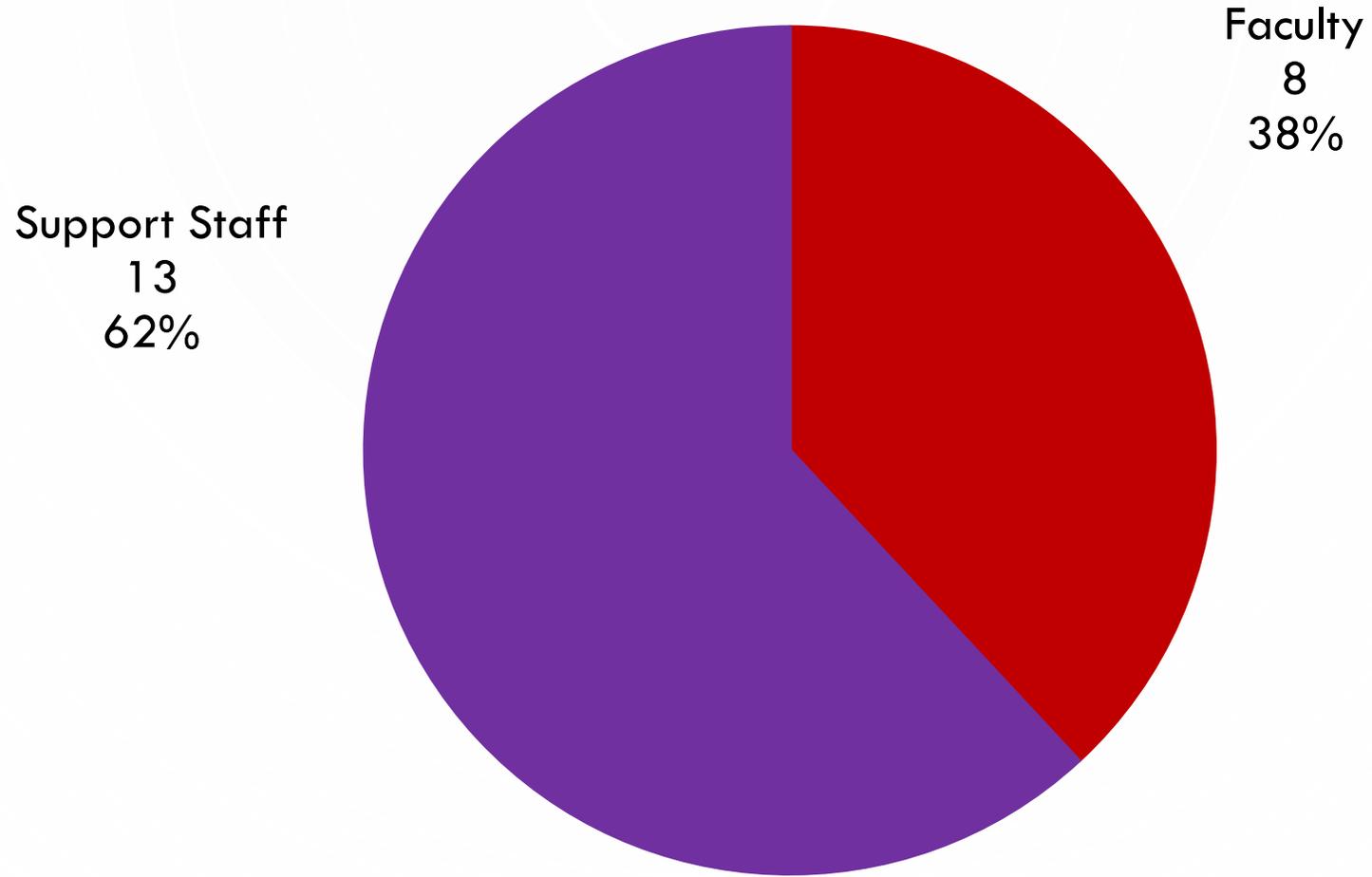
Resignation
8
57%

Positions Filled FY2020

Full-Time and Part-Time



Positions Filled FY2020 Full-Time

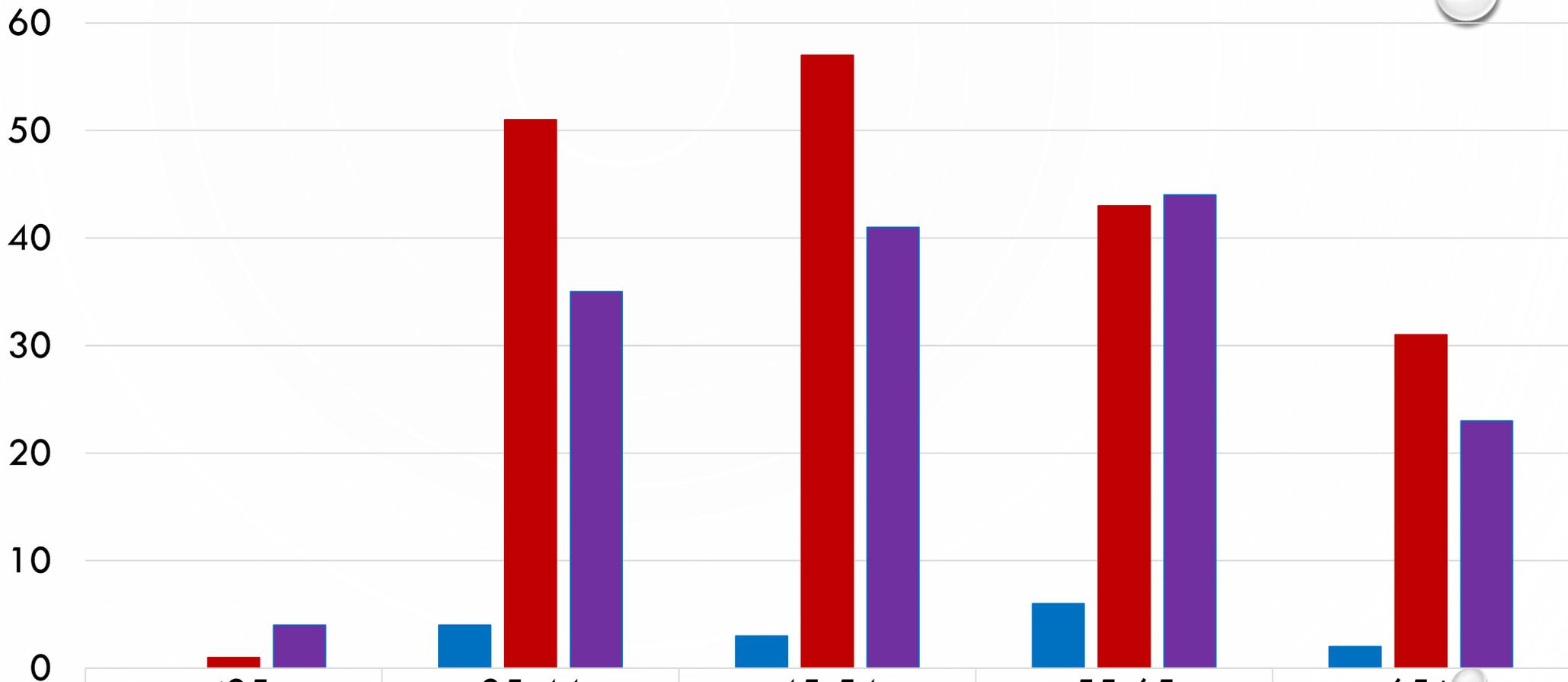


SOURCES FOR ADVERTISING FOR OPEN POSITIONS

- IVCC WEBSITE
- SOCIAL MEDIA – TWITTER, FACEBOOK, LINKEDIN
- DISCIPLINE DEPENDENT NATIONAL, STATE AND LOCAL ORGANIZATIONS
- COLLEGE CENTRAL
- HIGHEREDJOBS.COM
- EMPLOYEE REFERRAL
- ILLINOIS VALLEY CHAMBER OF COMMERCE
- COMMUNITY COLLEGE AND UNIVERSITY PLACEMENT OFFICES, JOB BOARDS, ETC.
- LISTSERV – HR, ICCB, DISCIPLINE SPECIFIC

Age Groups by Classification

Full-Time and Part-Time

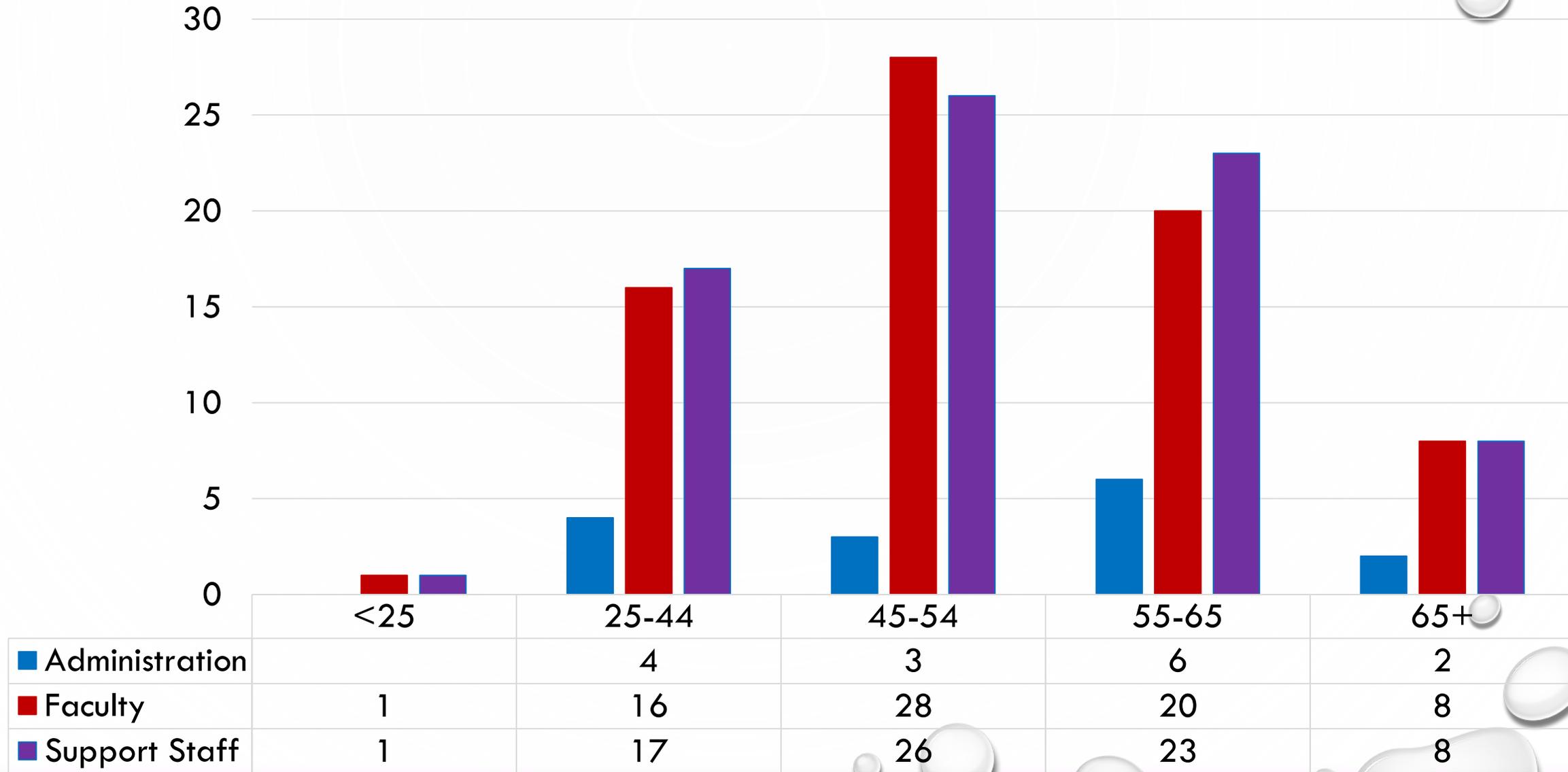


Administration	4	3	6	2
Faculty	1	51	57	31
Support Staff	4	35	41	23

Age Group	Administration	Faculty	Support Staff
<25	0	1	4
25-44	4	51	35
45-54	3	57	41
55-65	6	43	44
65+	2	31	23

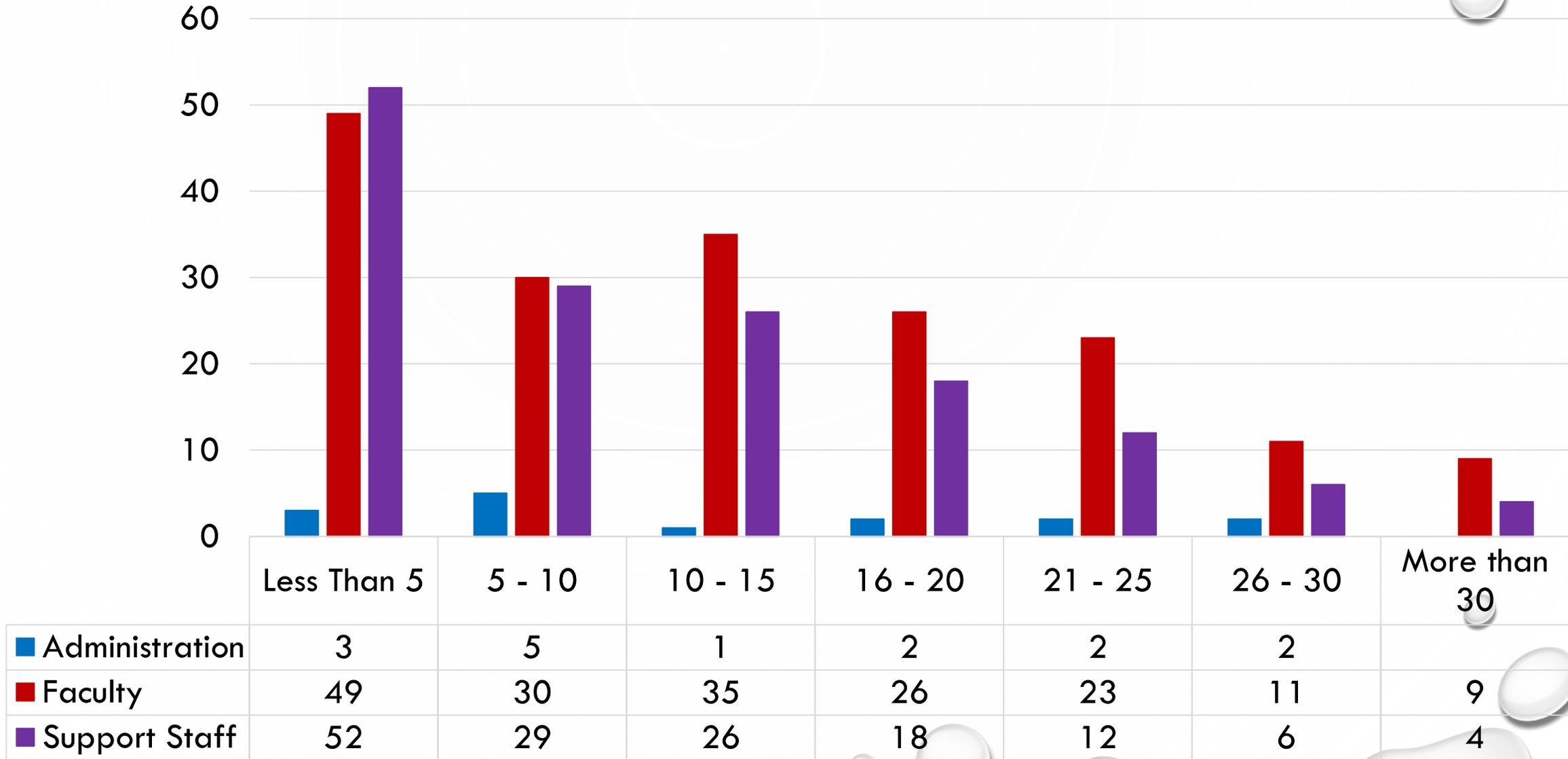
*Data from Colleague – Employees as of 12/31/2019

Age Groups by Classification Full-Time



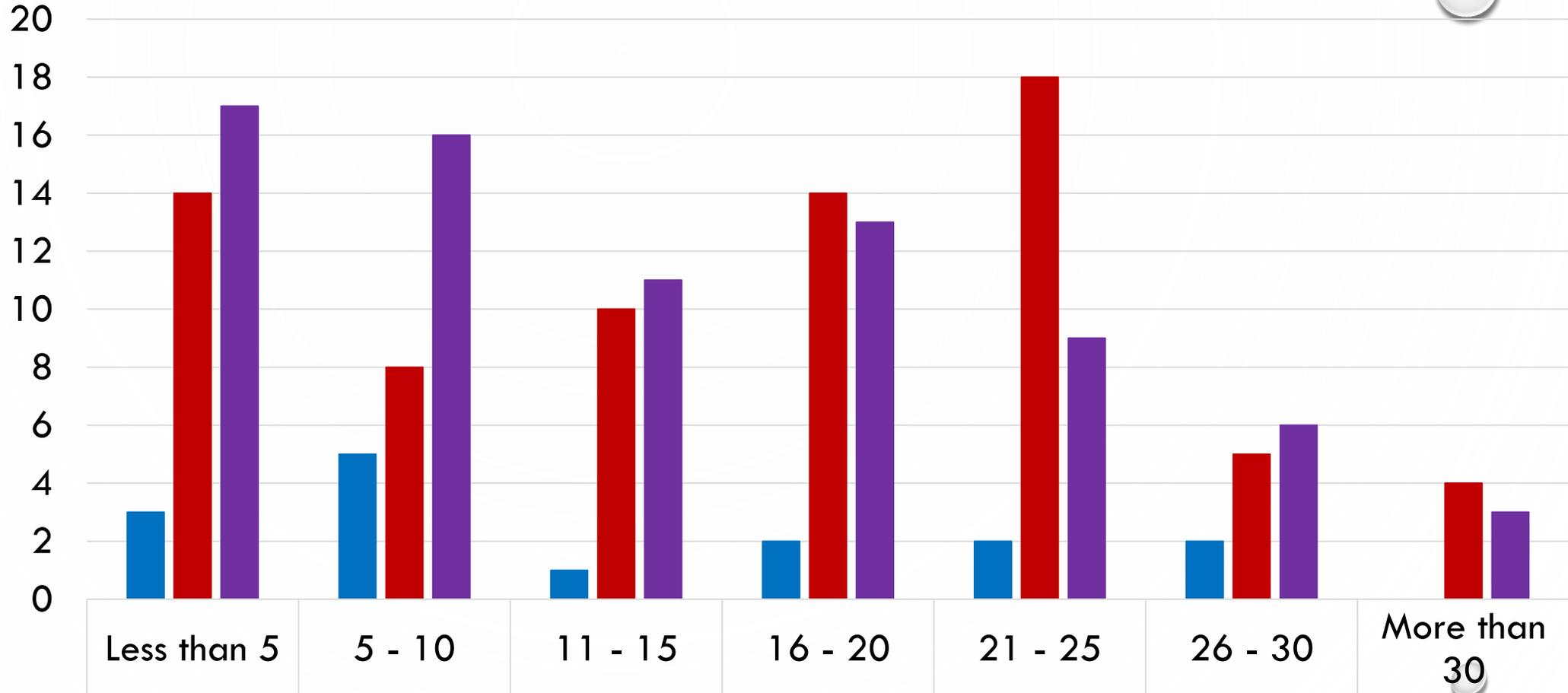
*Data from Colleague – Employees as of 12/31/2019

Years of Service Full-Time and Part-Time



*Data from Colleague – Employees as of 12/31/2019

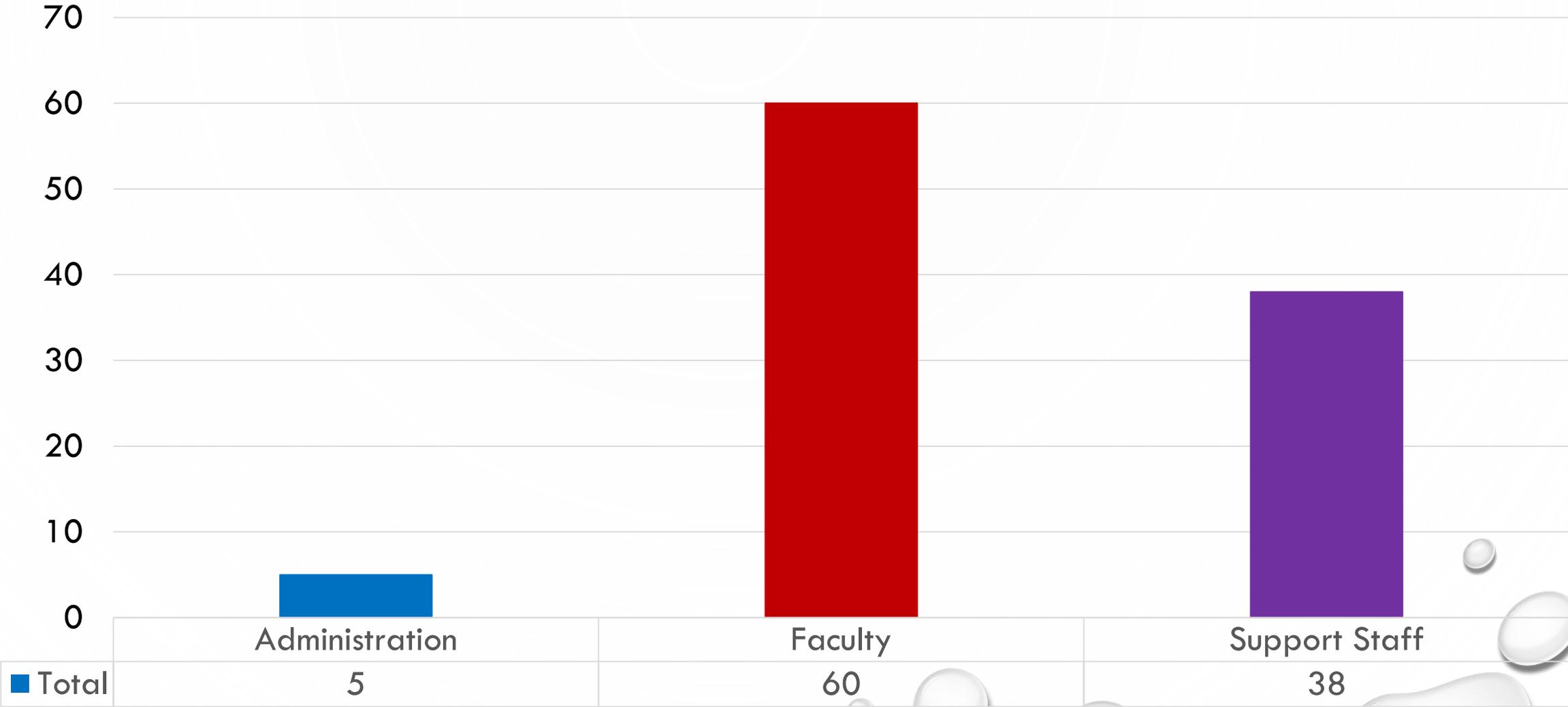
Years of Service Full-Time



Administration	3	5	1	2	2	2	0
Faculty	14	8	10	14	18	5	4
Support Staff	17	16	11	13	9	6	3

*Data from Colleague – Employees as of 12/31/2019

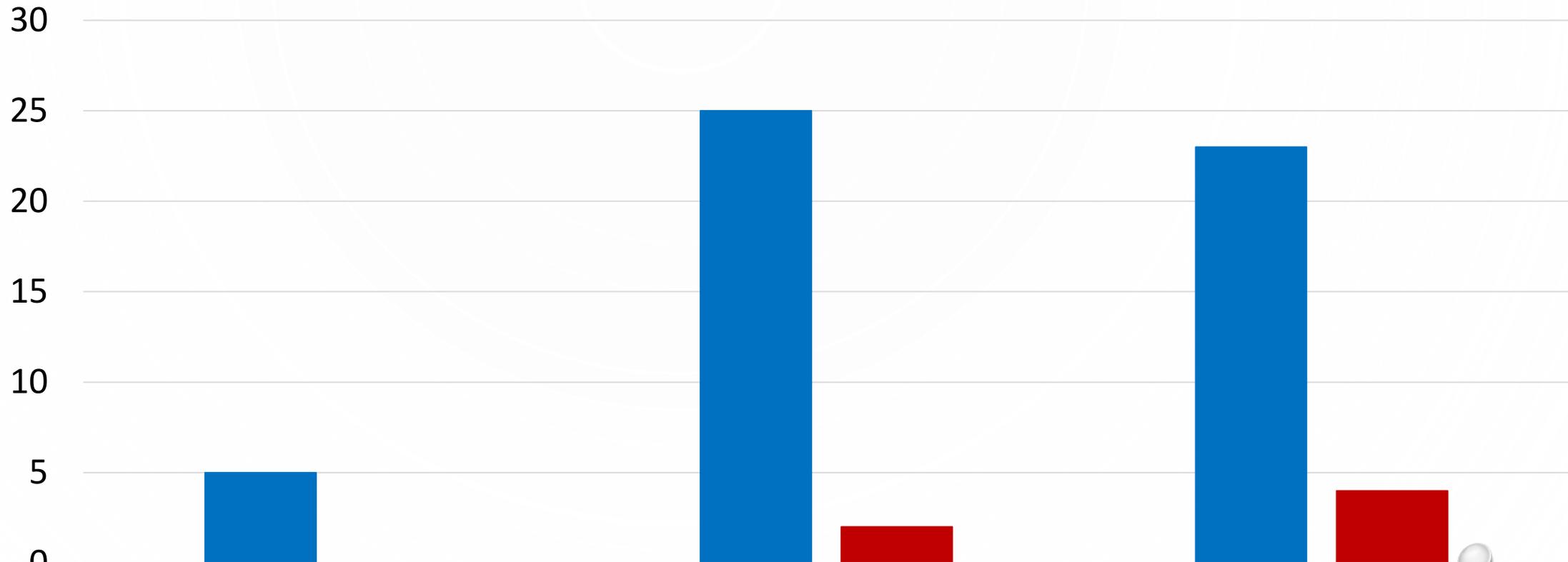
Employees Eligible to Retire as of 12/31/2020 Full-Time and Part-Time



*Data from Colleague – Employees as of 12/31/2019 and SURS

Full-Time Employees Eligible to Retire as of 12/31/2020 per SURS

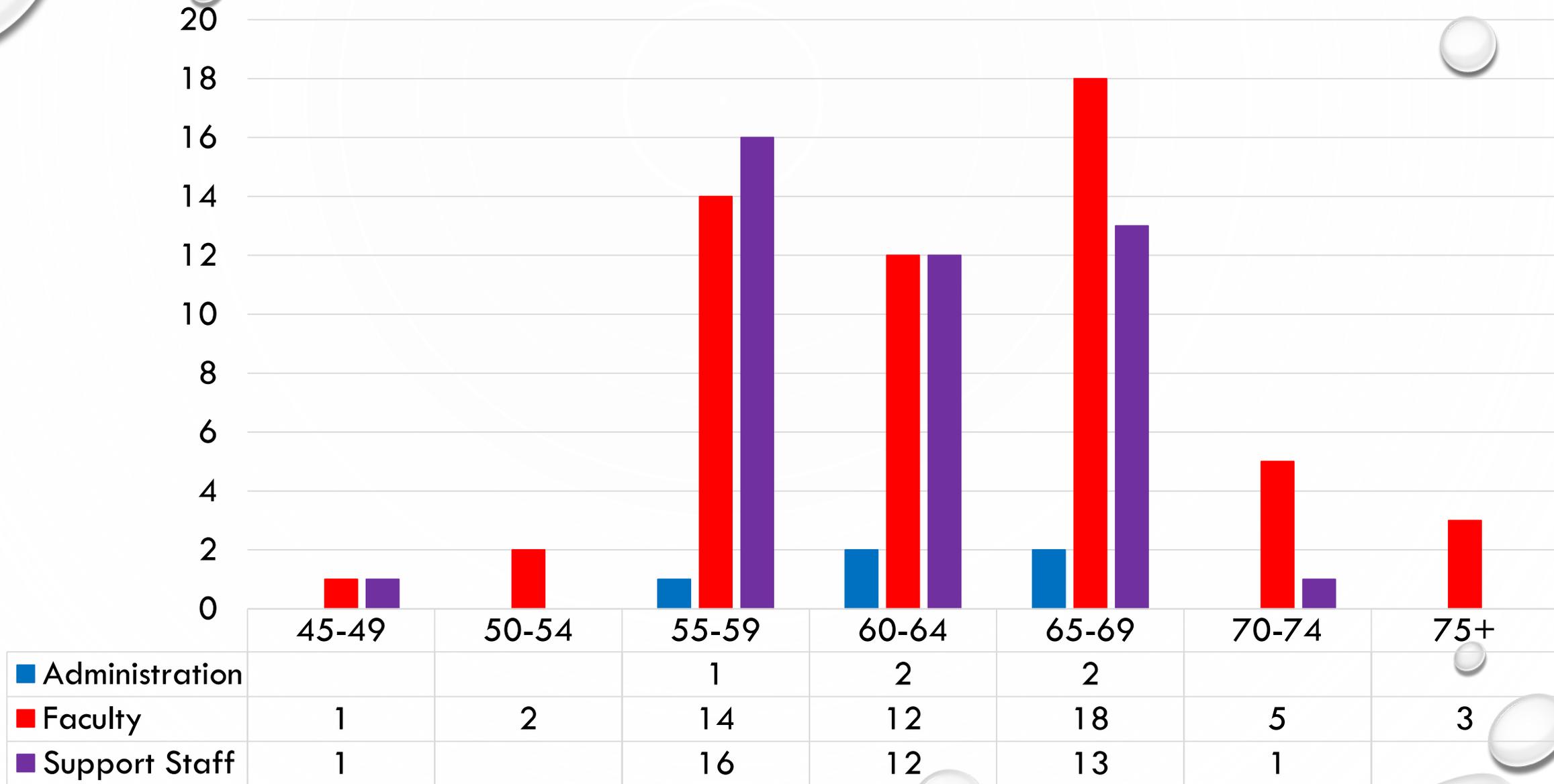
and Full-Time Employees who Retired in FY2020



	Administration	Faculty	Support Staff
■ Eligible	5	25	23
■ Retired	0	2	4

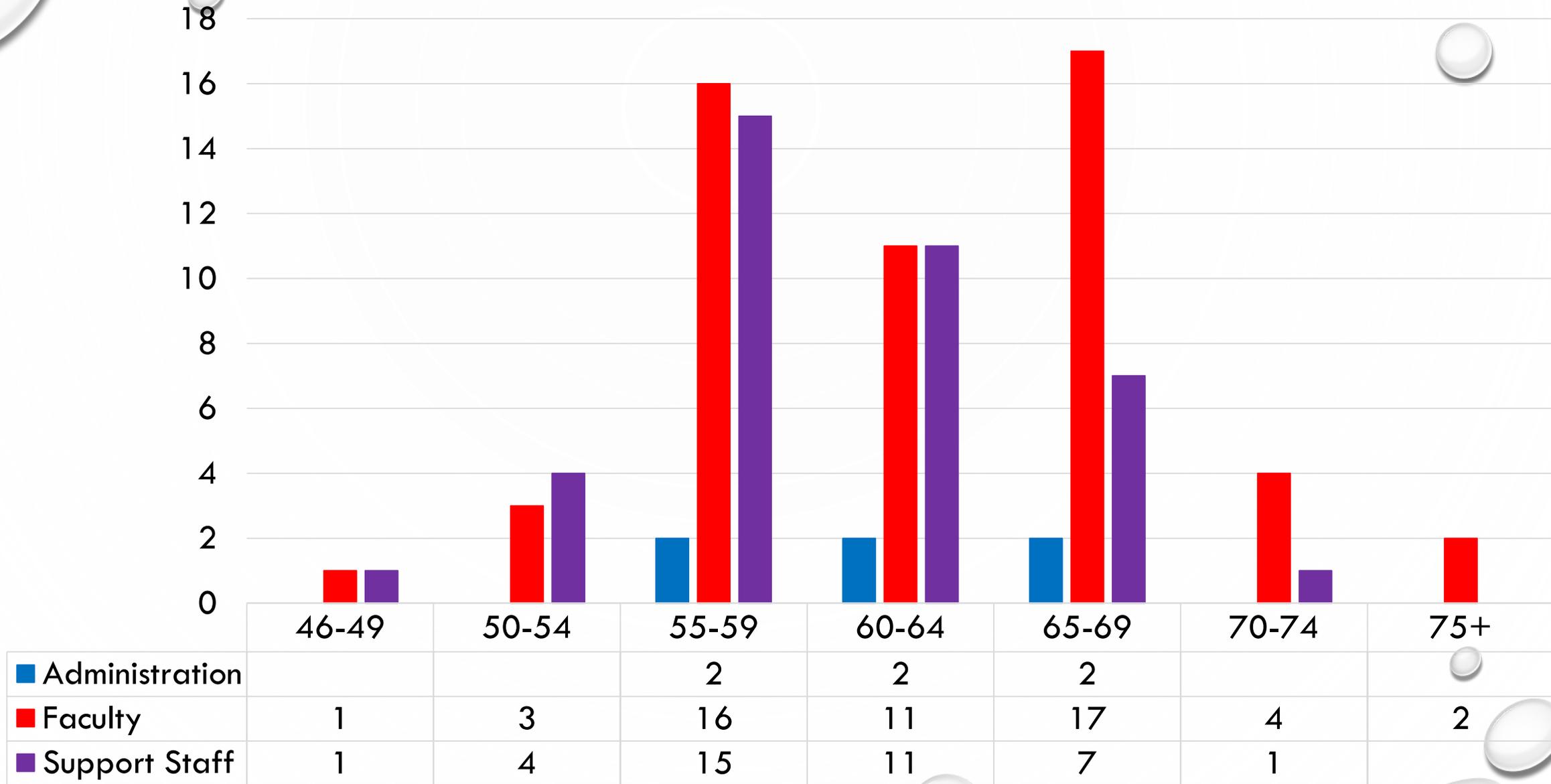
* Data from Colleague – Employees as of 12/31/2019 and SURS

Employees Eligible to Retire by 12/31/20 by Age



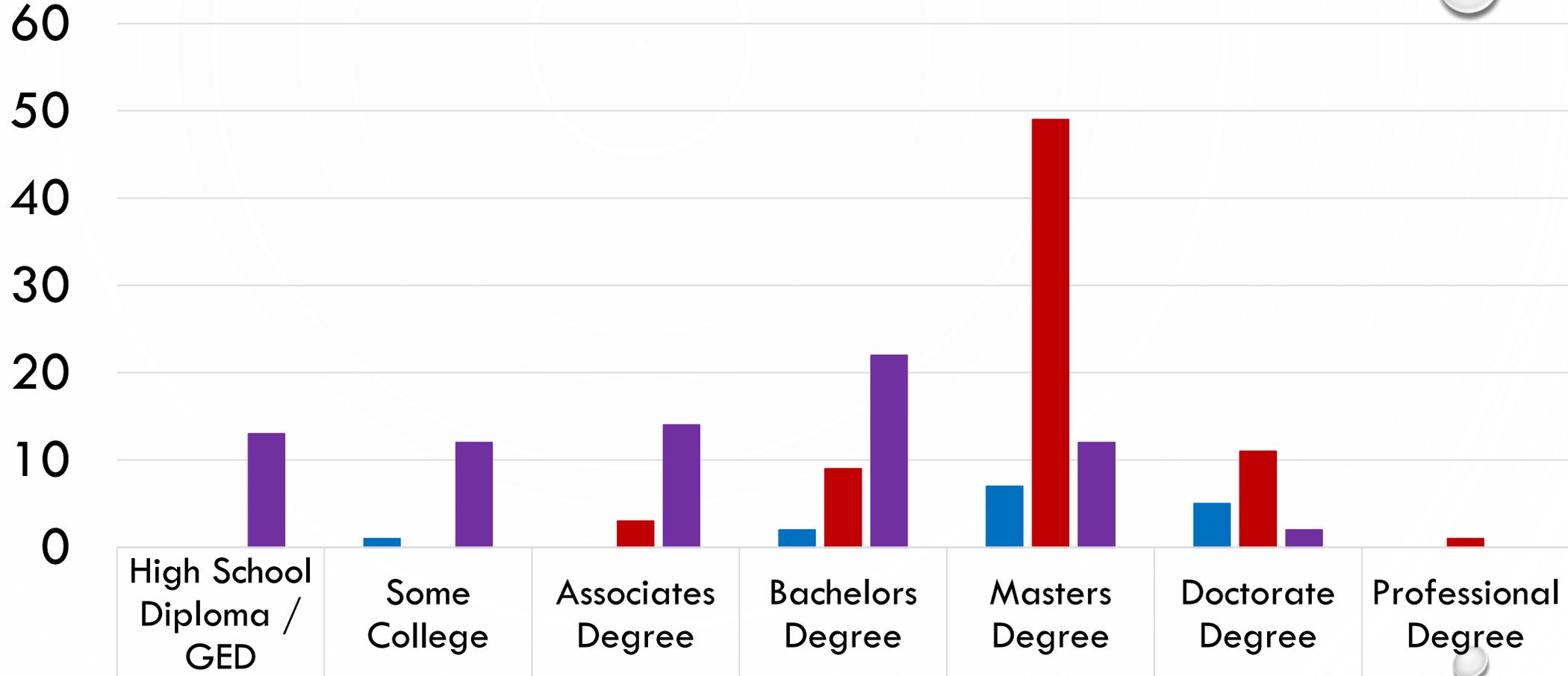
- Data from Colleague – Employees as of 12/31/2019 and SURS
- Includes employees who have retired

Employees Eligible to Retire by 12/31/2021 by Age



* Data from Colleague – Employees as of 12/31/2019 and SURS; Excludes employees who have retired FY20

Highest Degree Earned Full-Time Employees



Administration		1		2	7	5	
Faculty			3	9	49	11	1
Support Staff	13	12	14	22	12	2	

The background features a light purple gradient at the bottom. Scattered throughout are several realistic water droplets of various sizes, some with highlights and shadows. A large, faint, light-colored circle is centered in the upper half of the page, containing the text.

QUESTIONS?