



# FY 2018 Demographic Update

Presented by:

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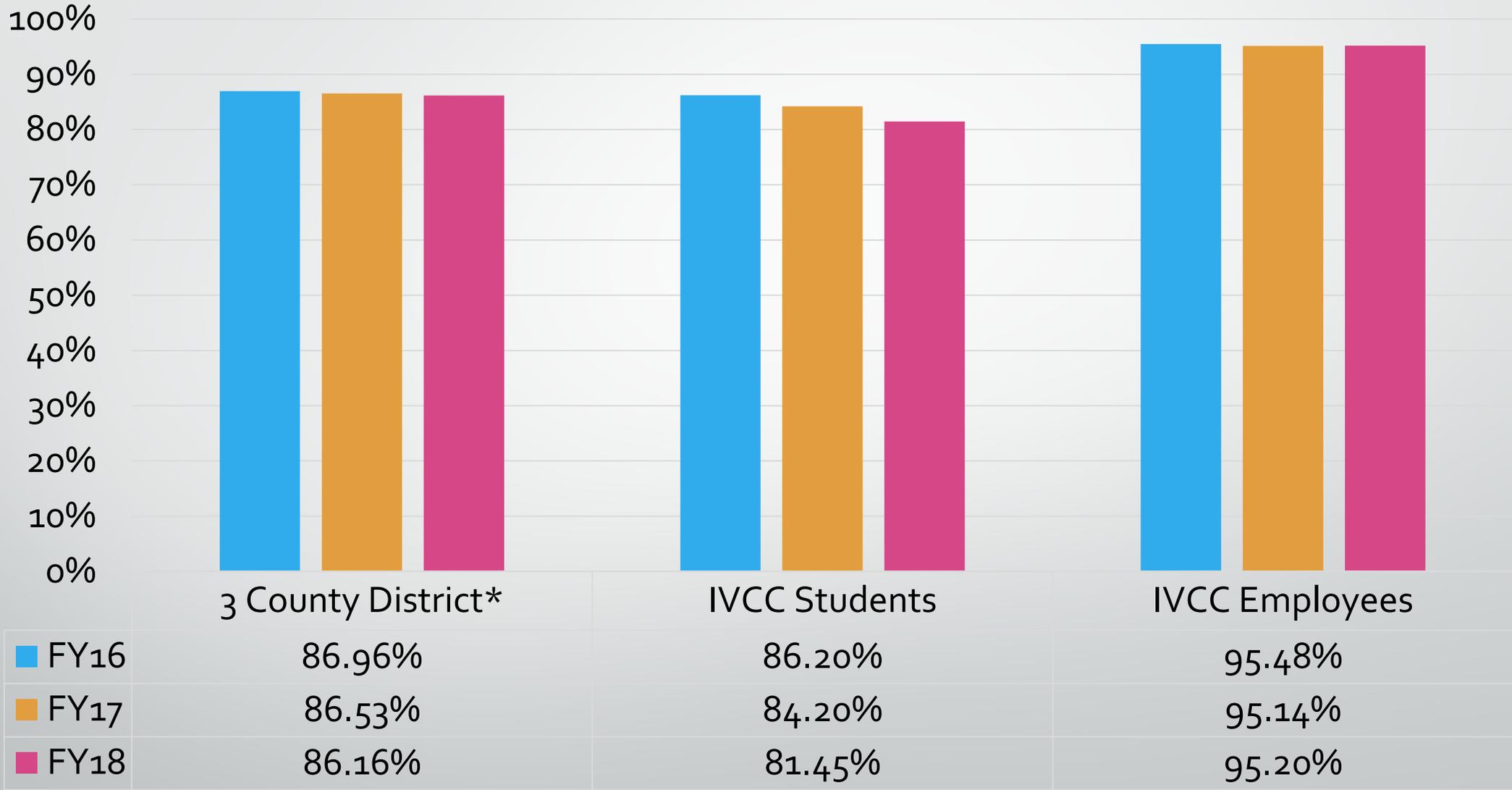
10/11/2018

# 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.



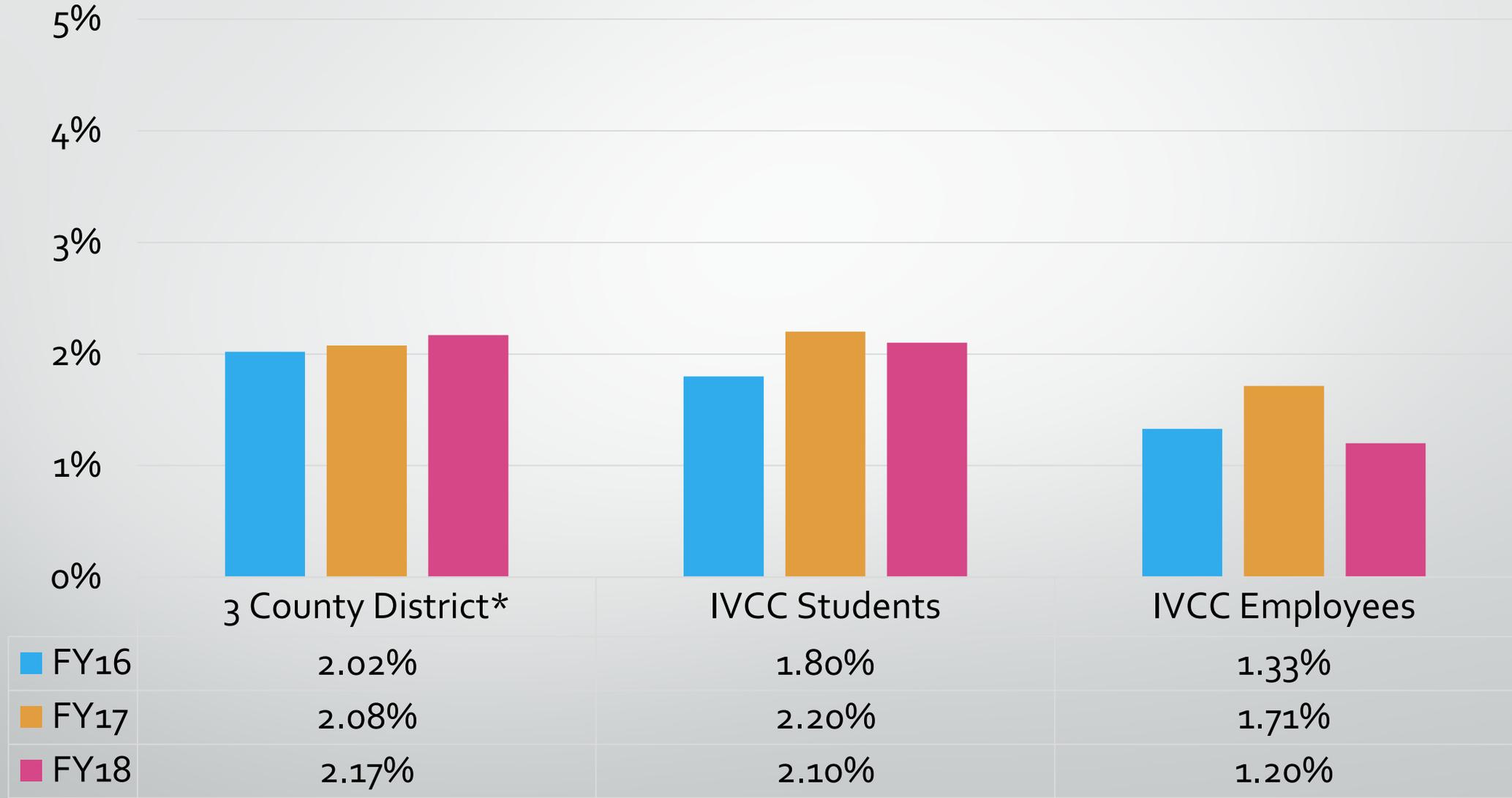
# White, Non-Hispanic Comparison



\* Putnam, LaSalle, and Bureau Counties



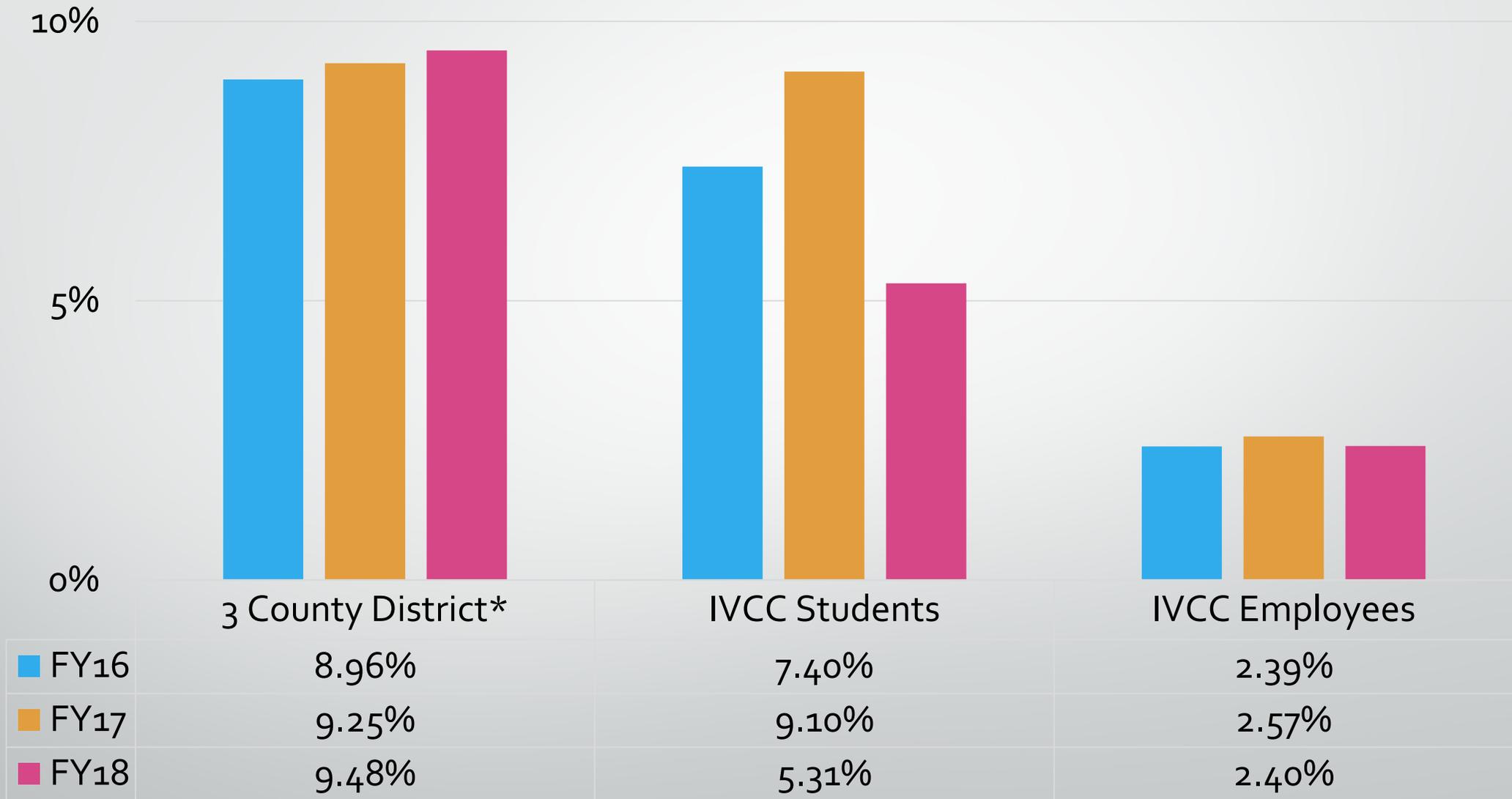
# Black/African American Comparison



\* Putnam, LaSalle, and Bureau Counties



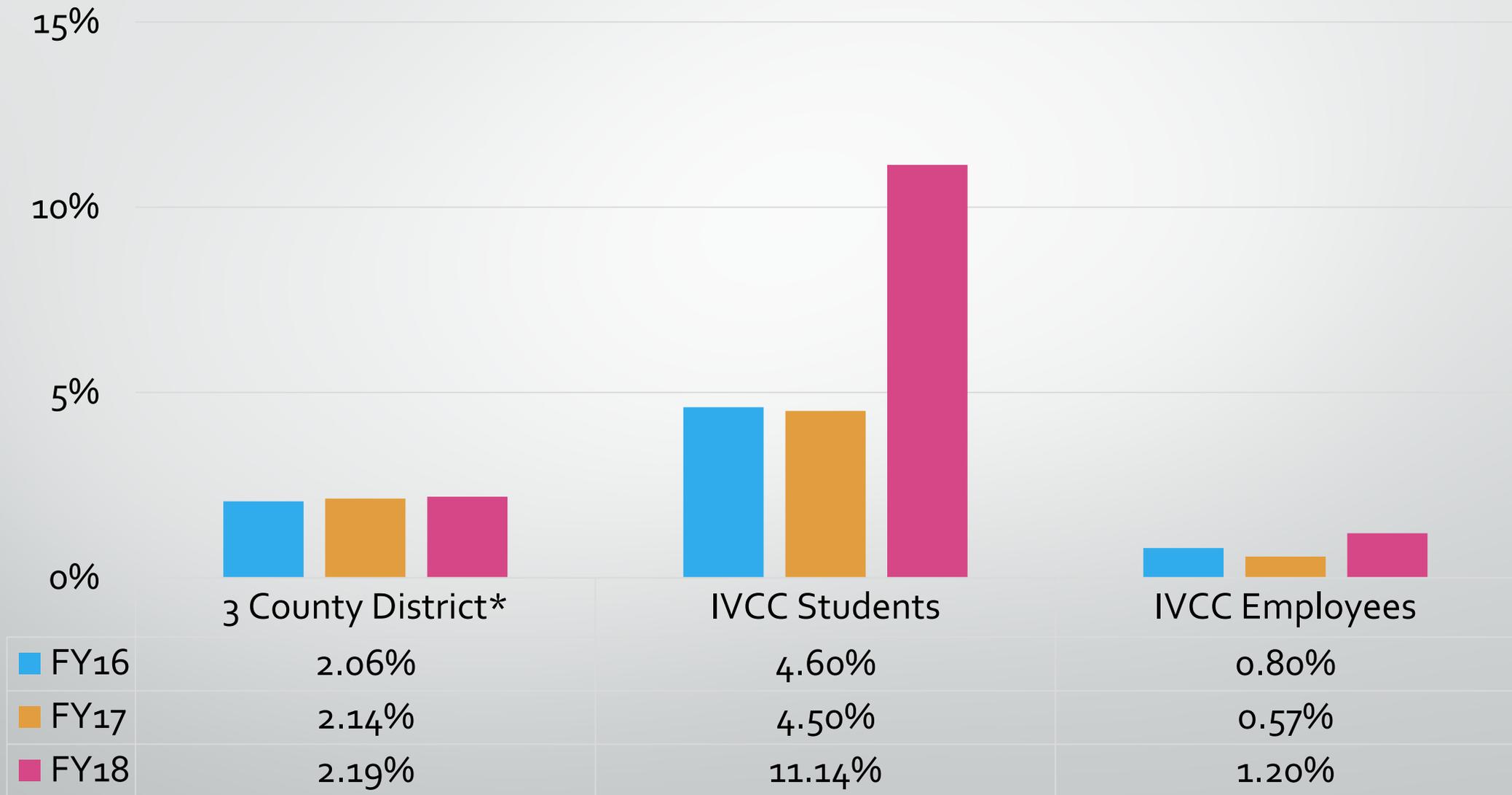
# Hispanic/Latino Comparison



\* Putnam, LaSalle, and Bureau Counties



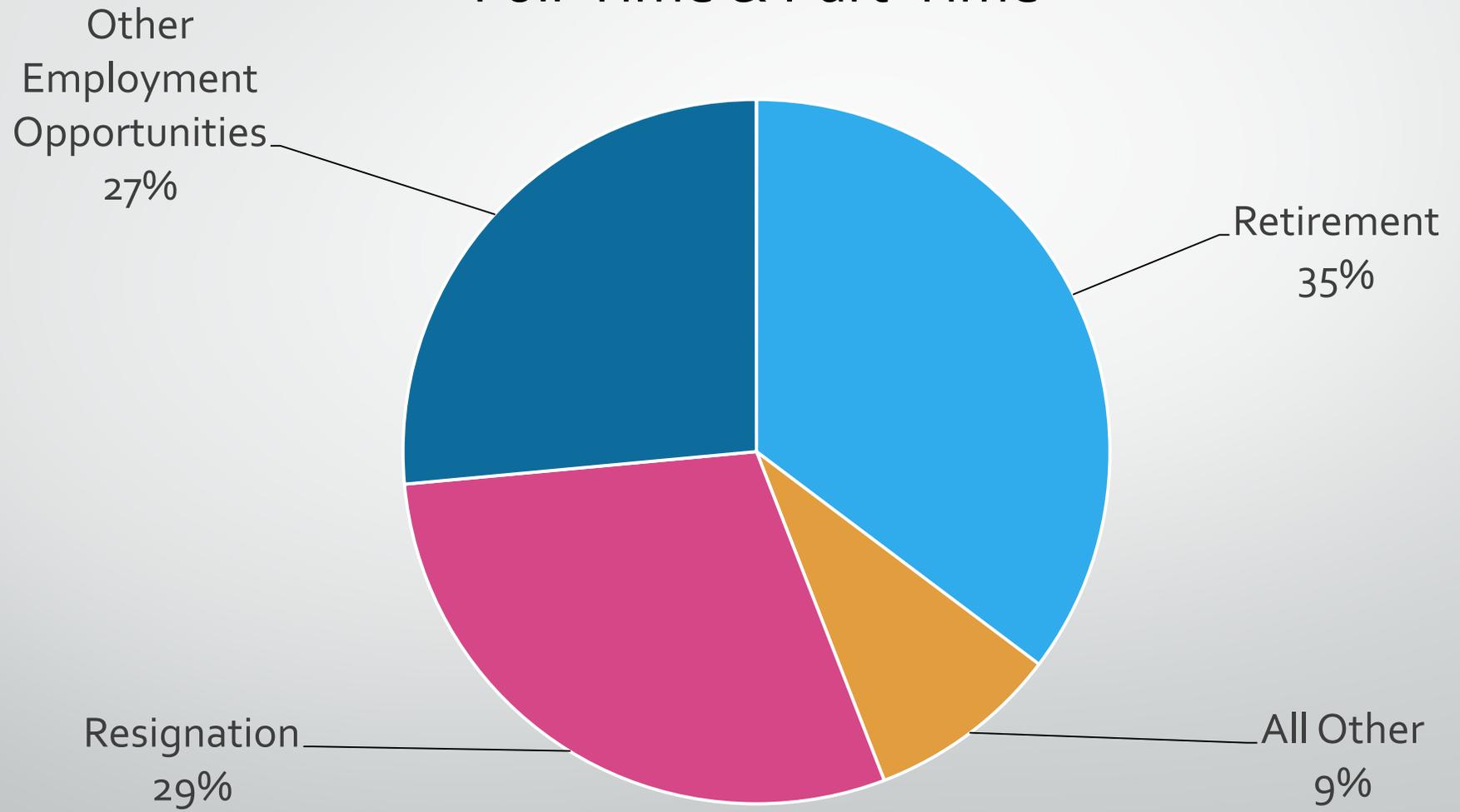
# Remaining Race/Ethnicity Comparison



\* Putnam, LaSalle, and Bureau Counties

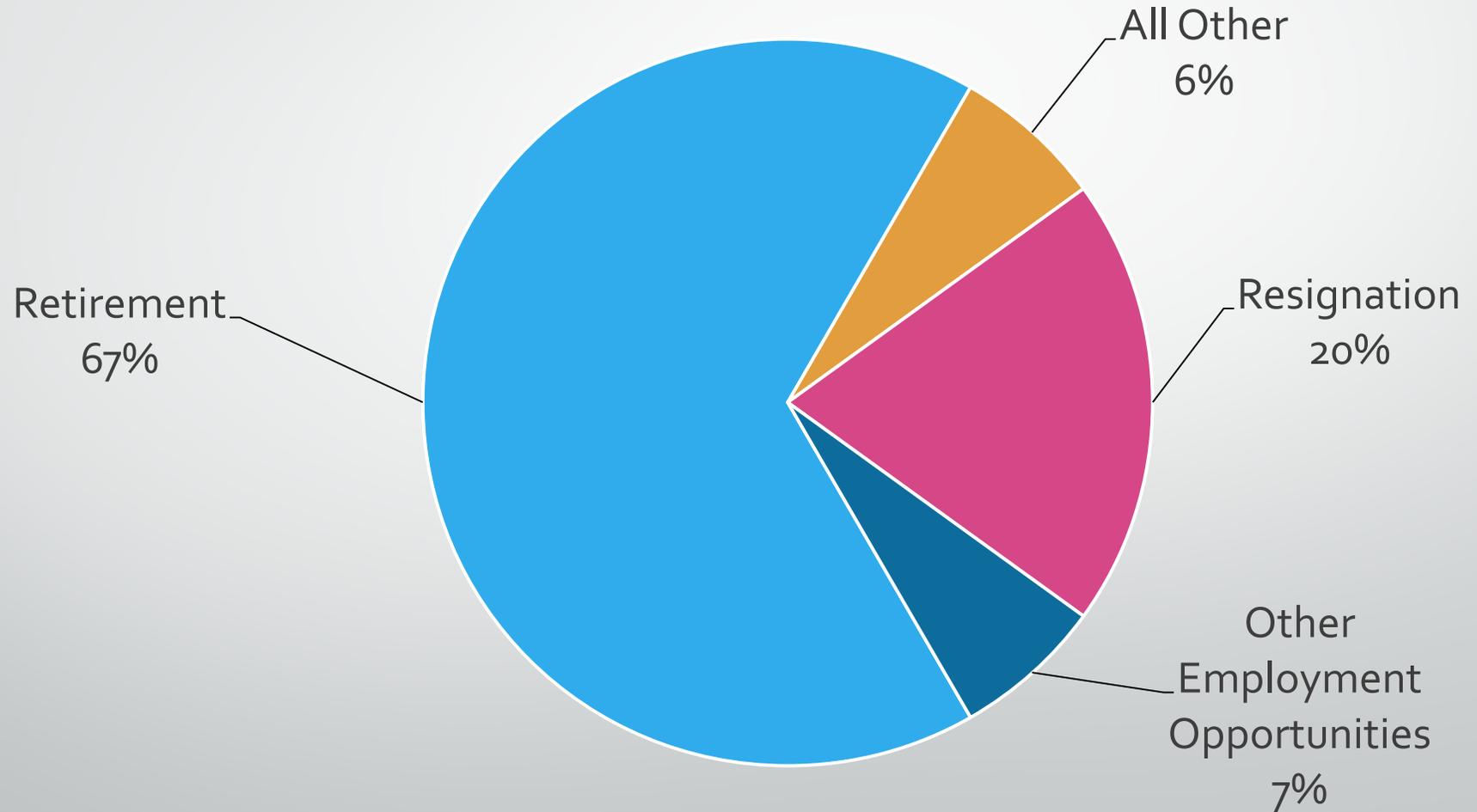


# TURNOVER FY18 Full-Time & Part-Time



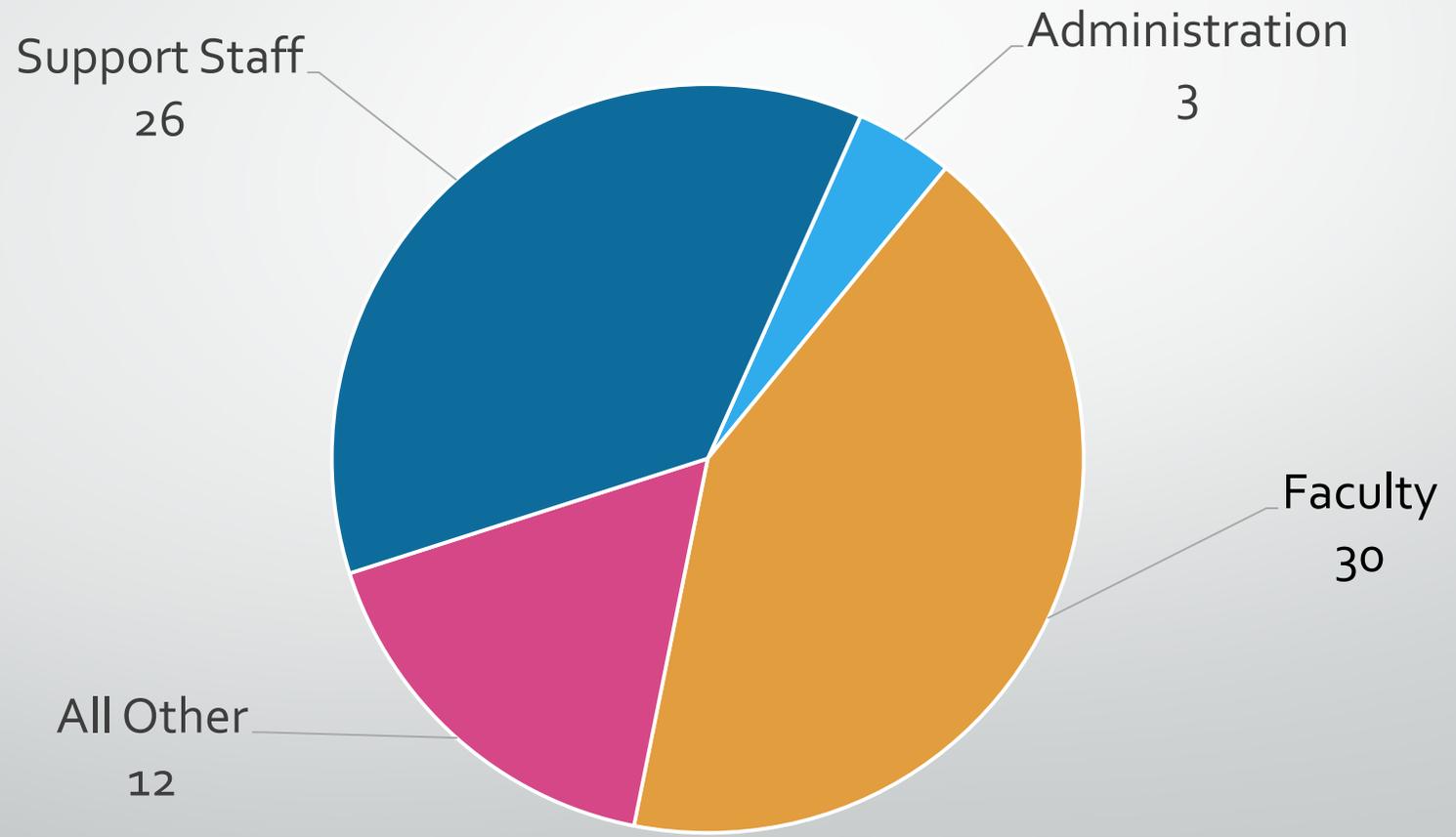


# TURNOVER FY18 Full-Time



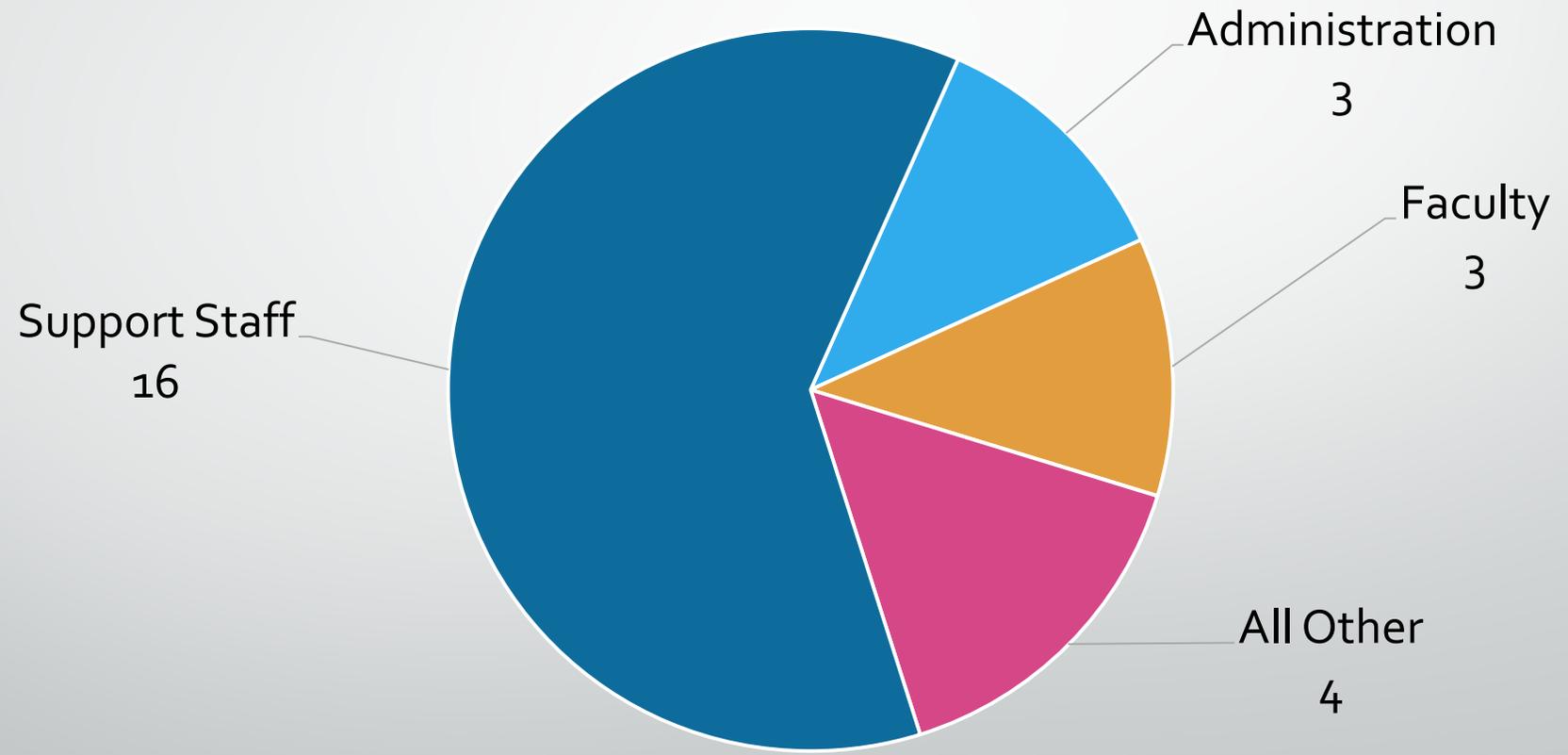


# Positions Filled FY2018 Full-Time & Part-Time





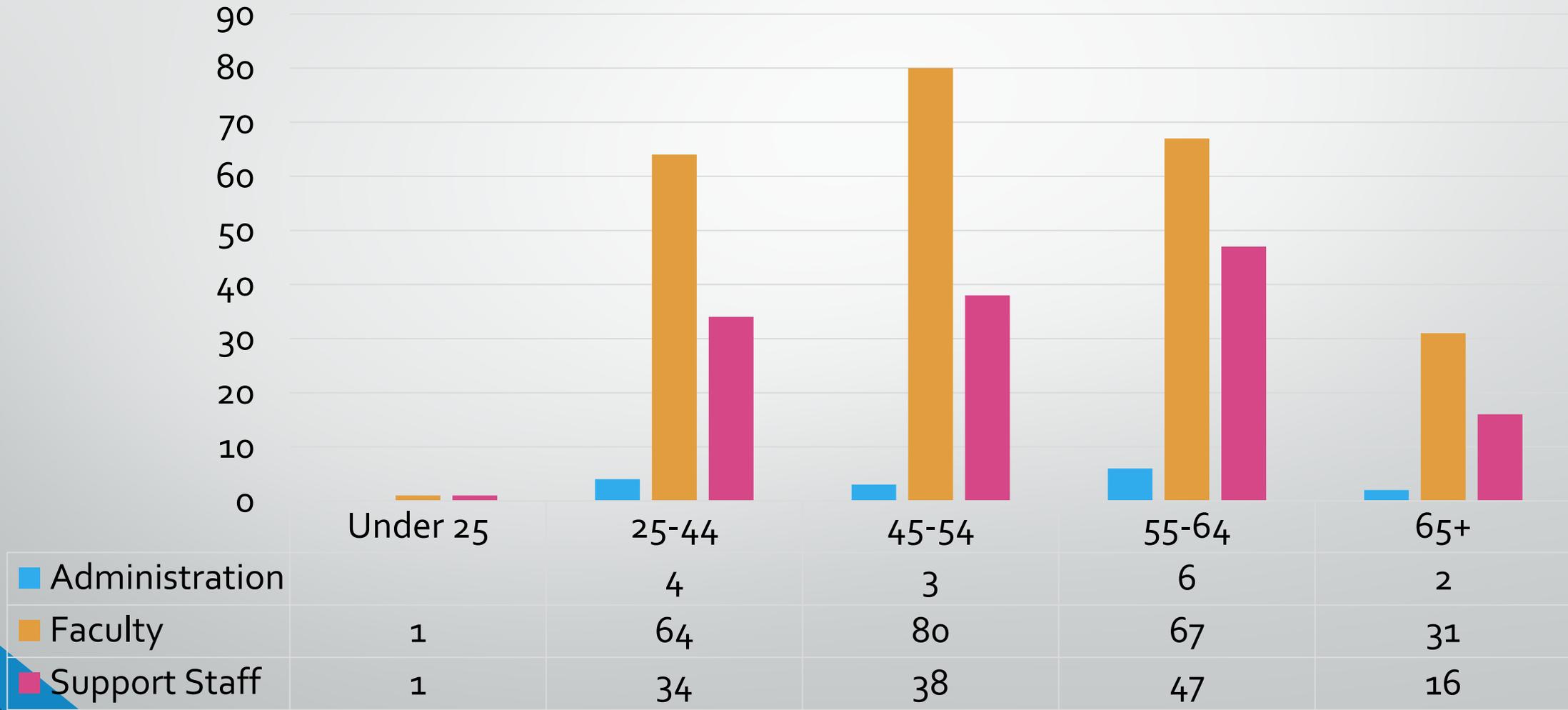
# Positions Filled FY2018 Full-Time



# Sources for Advertising for Open Positions

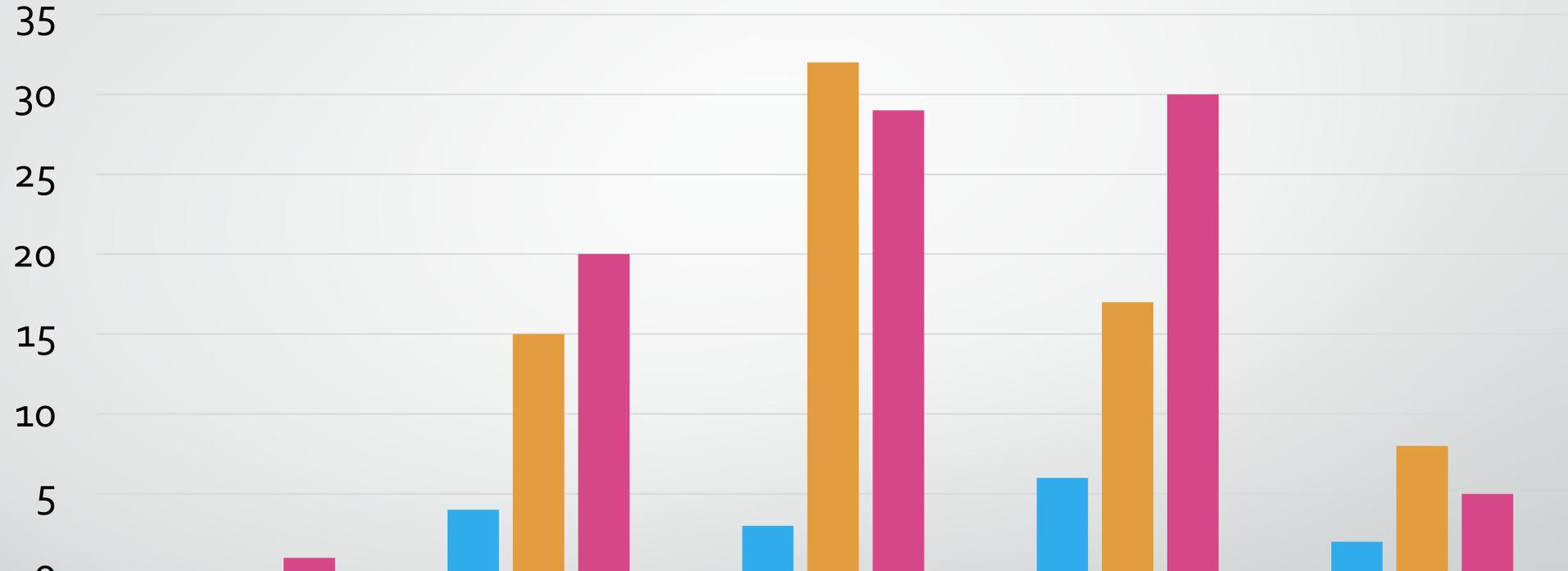
- IVCC Website
- Social Media
- Job Network
- College Central
- HigherEdJobs.com
- Employee Referral
- The Nursing Voice
- Illinois Valley Chamber of Commerce
- Community College and University placement offices, job boards, etc.  
ListServ – HR, ICCB

# Age Groups by Classification Full-Time & Part-Time



\*Data from January 2018 payroll information

# Age Groups by Classification Full-Time

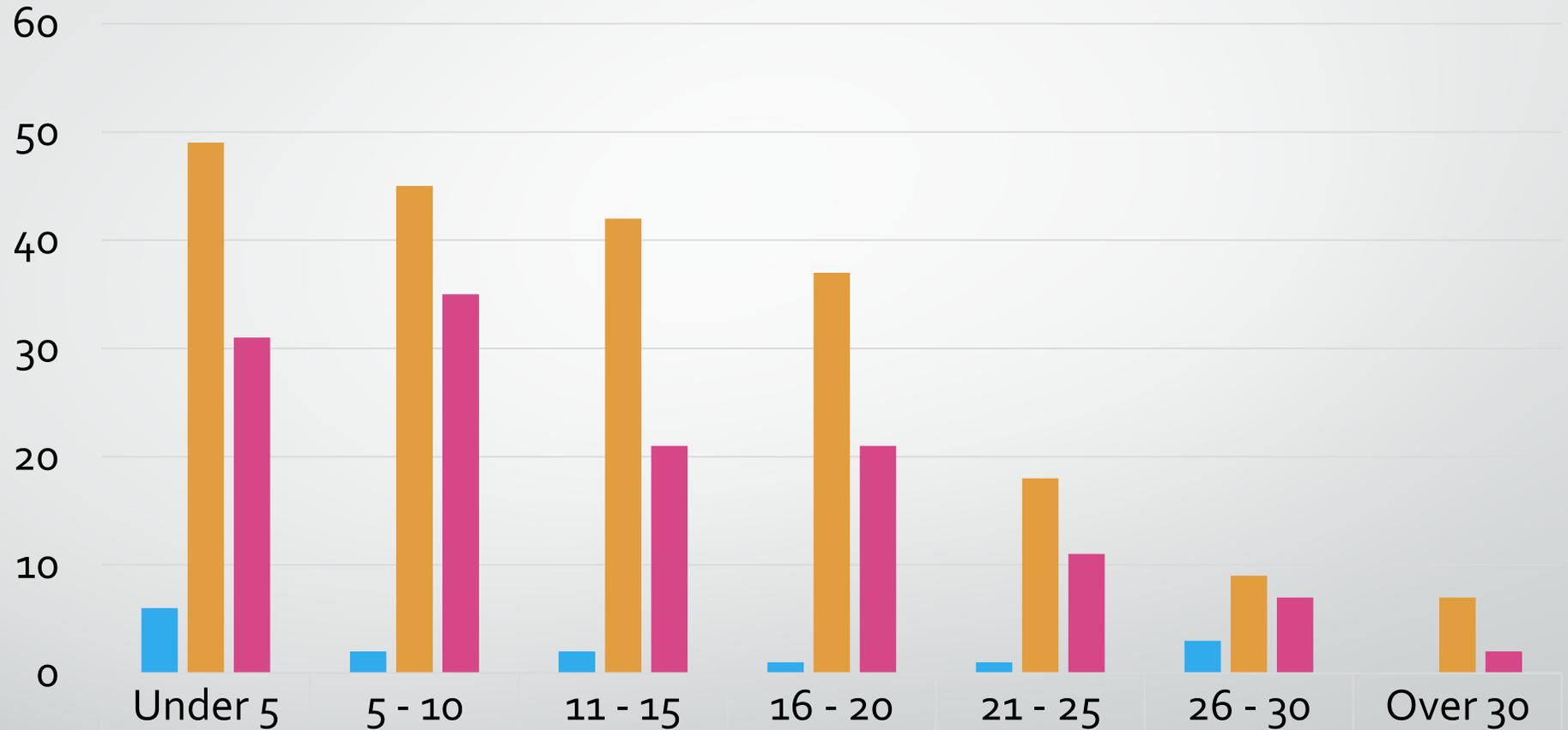


	Under 25	25-44	45-54	55-64	65+
Administration		4	3	6	2
Faculty		15	32	17	8
Support Staff	1	20	29	30	5

\*Data from January 2018 payroll information

# Years of Service

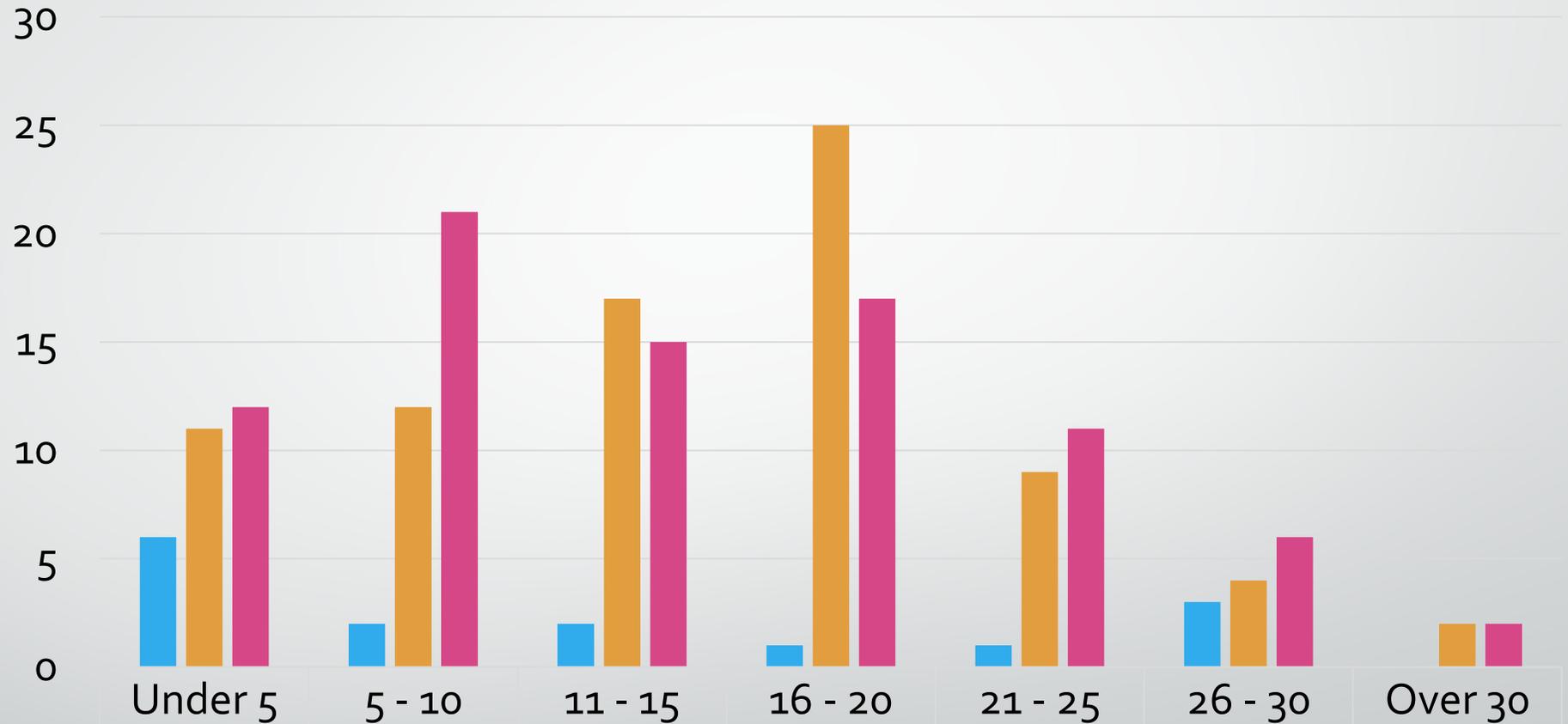
## Full-Time & Part-Time



Administration	6	2	2	1	1	3	
Faculty	49	45	42	37	18	9	7
Support Staff	31	35	21	21	11	7	2

\*Data from January 2018 payroll information

# Years of Service Full-Time

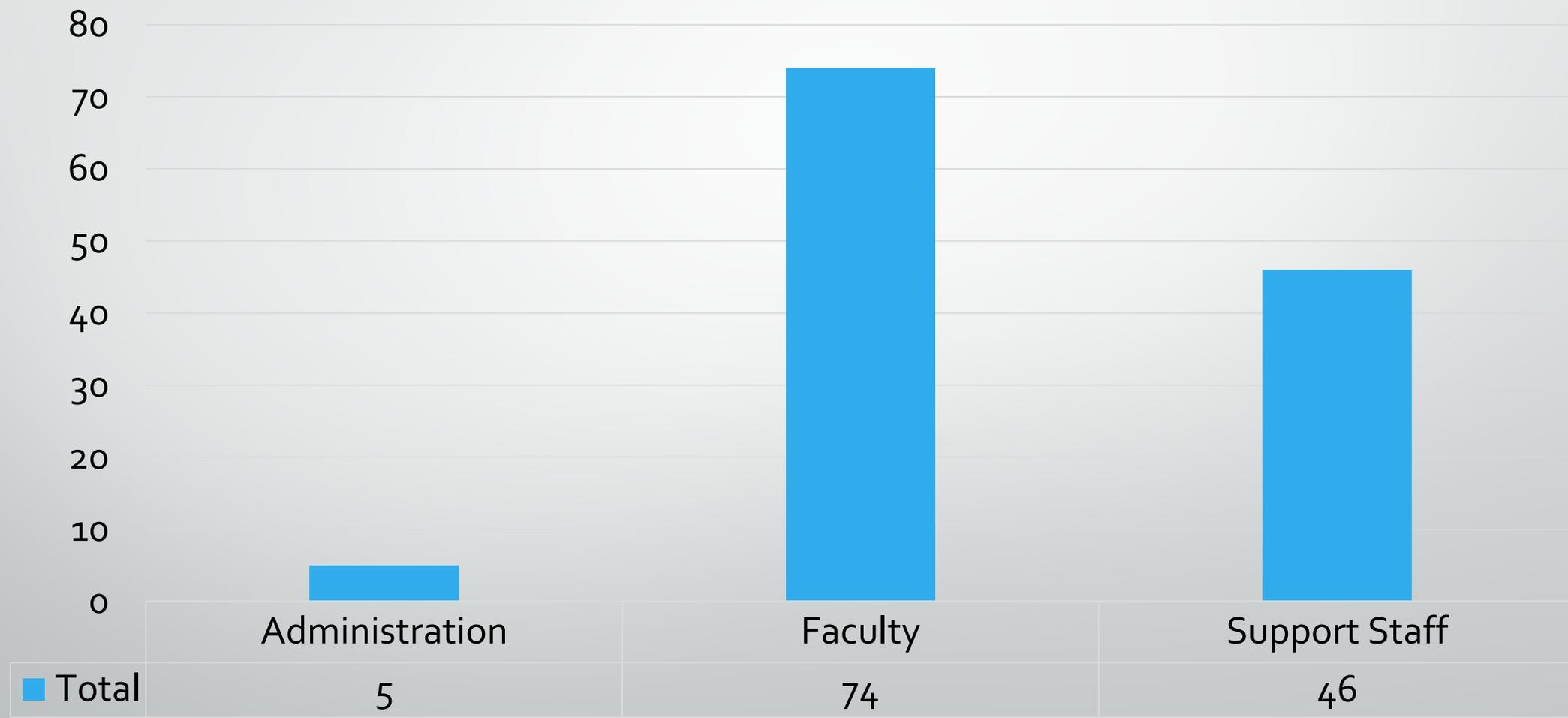


Administration	6	2	2	1	1	3	
Faculty	11	12	17	25	9	4	2
Support Staff	12	21	15	17	11	6	2

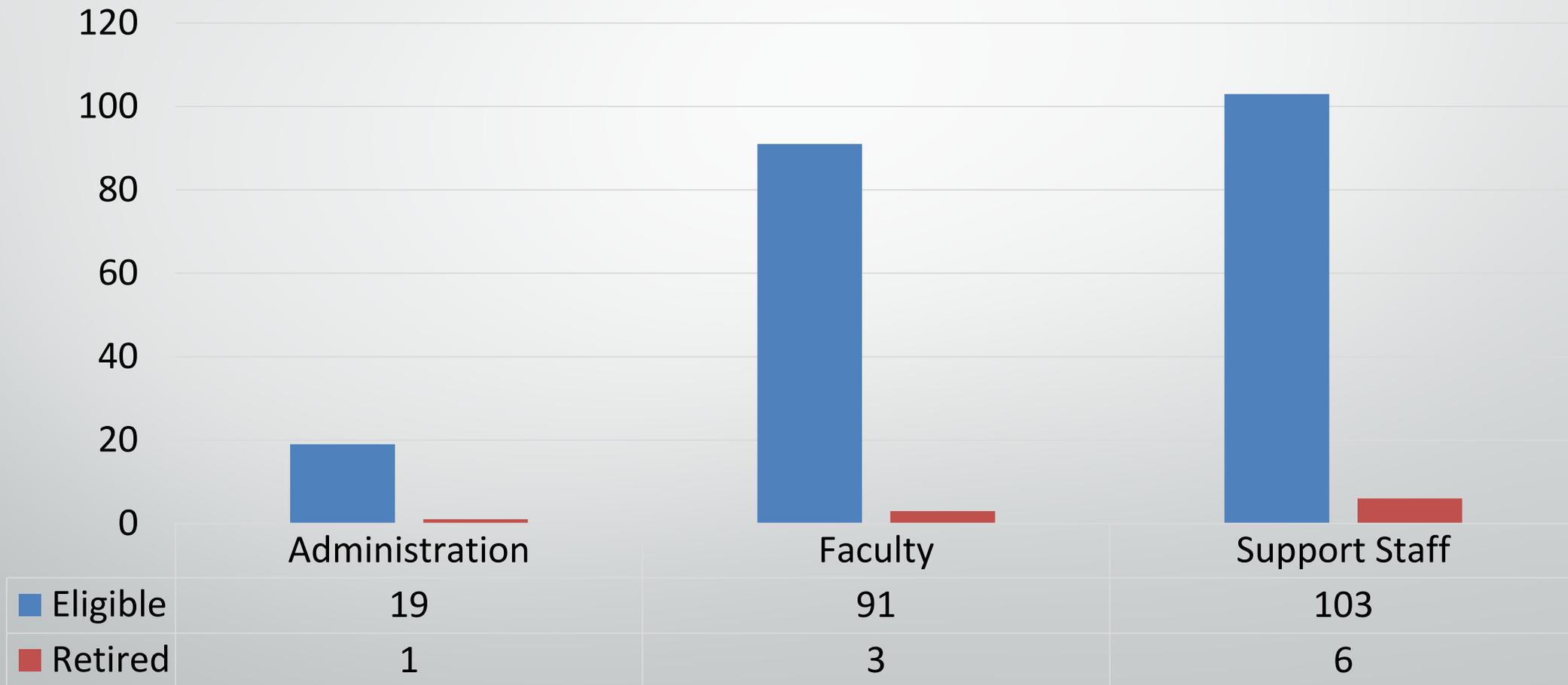
\*Data from January 2018 payroll information



# Employees Eligible to Retire as of 12/31/2018 Full-Time & Part-Time

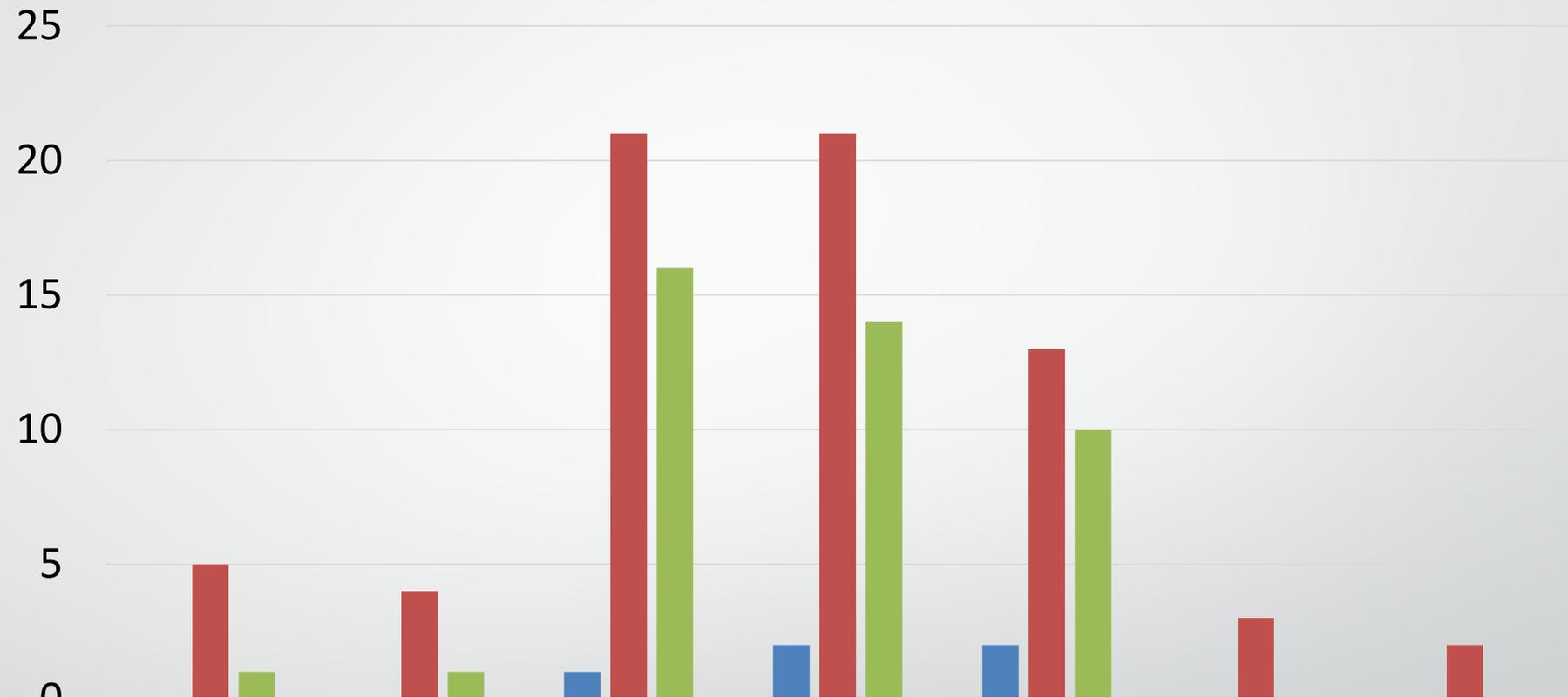


# Full-Time Employees Eligible to Retire as of 12/31/2017 per SURS and Full-Time Employees who have Retired in FY2018\*



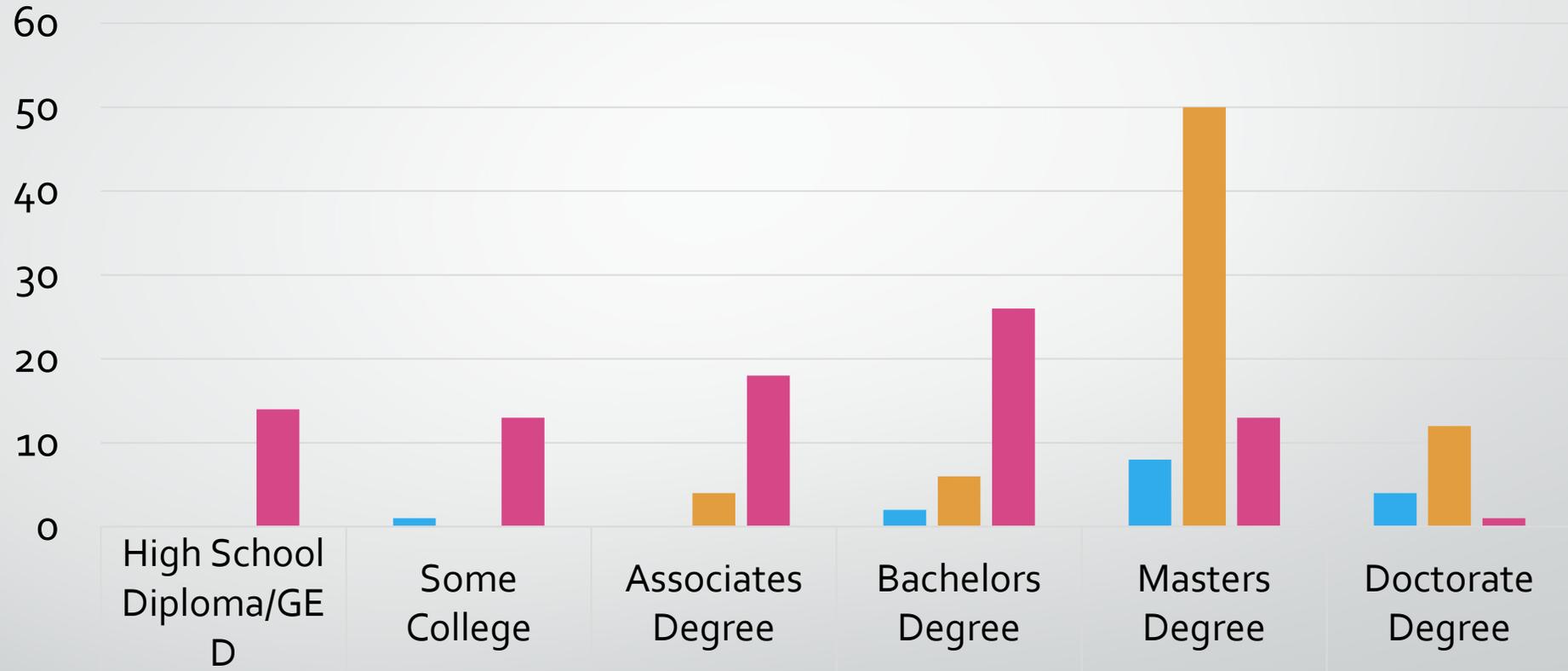
\* Includes end of FY2017 retirees

# Employees Eligible to Retire by 12/31/18 per SURS



Administration			1	2	2		
Faculty	5	4	21	21	13	3	2
Support Staff	1	1	16	14	10		

# Highest Degree Earned Full-Time Employees



Administration		1		2	8	4
Faculty			4	6	50	12
Support Staff	14	13	18	26	13	1



Questions?