



# FY 2019 Demographic Update

Presented by:

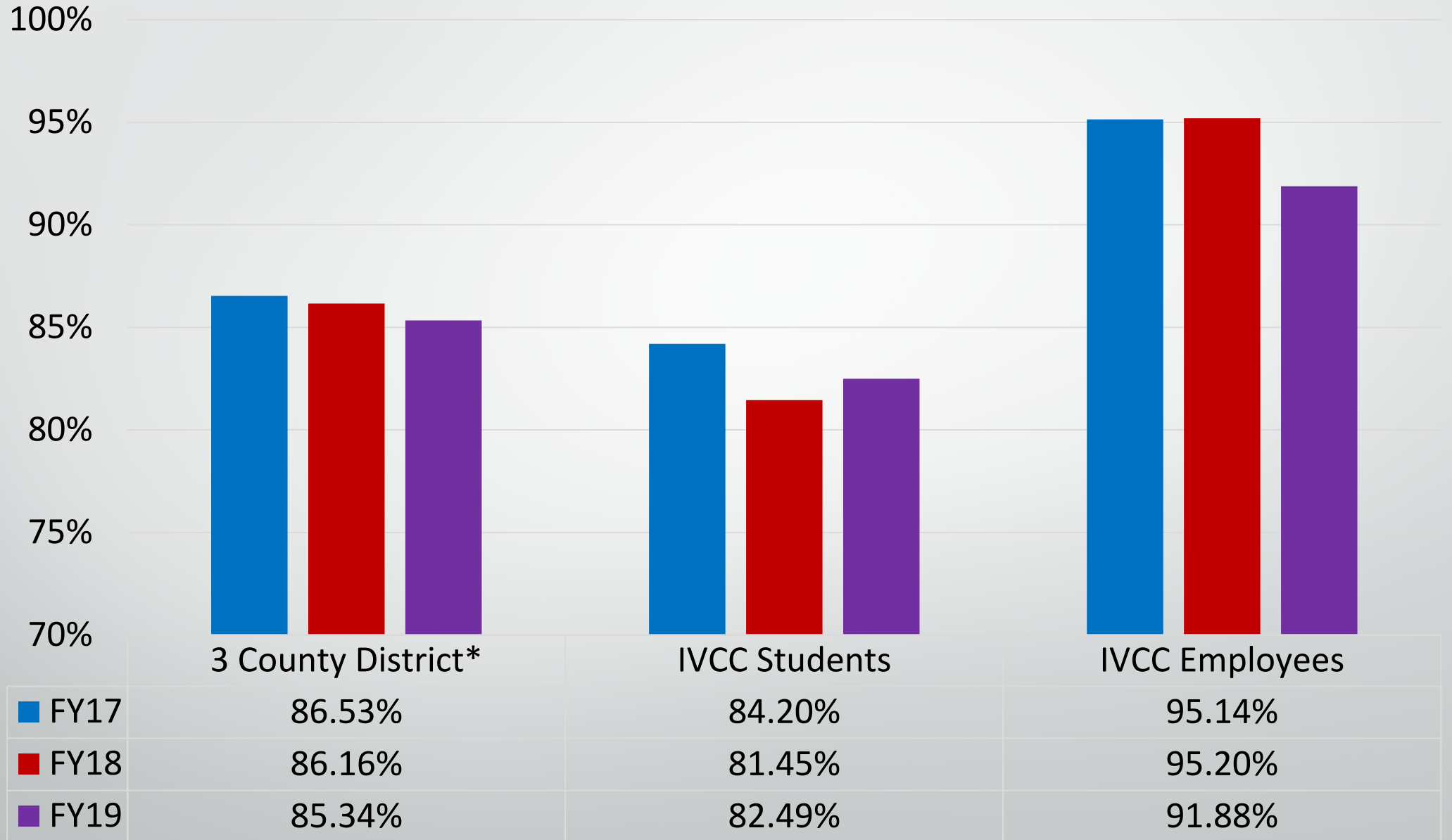
Leslie Hofer, Director of Human Resources

11/14/2019

# Our mission statement

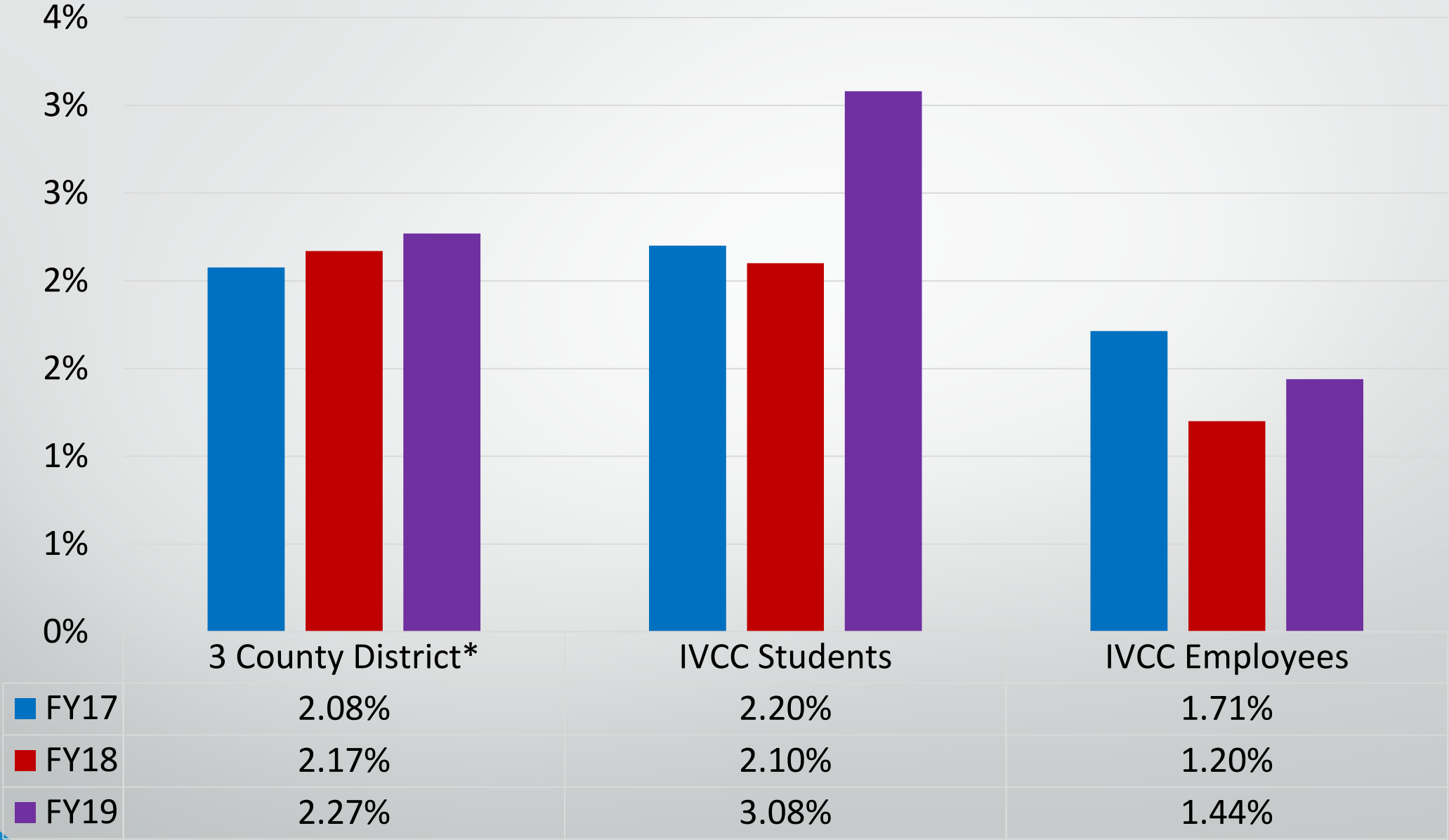
- The Office of Human Resources is committed to promoting diversity and inclusion, ensuring employee health and safety, recognizing and rewarding employees and working to guarantee nondiscriminatory employment through fair compensation and equal employment opportunities. The Human Resources staff will 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



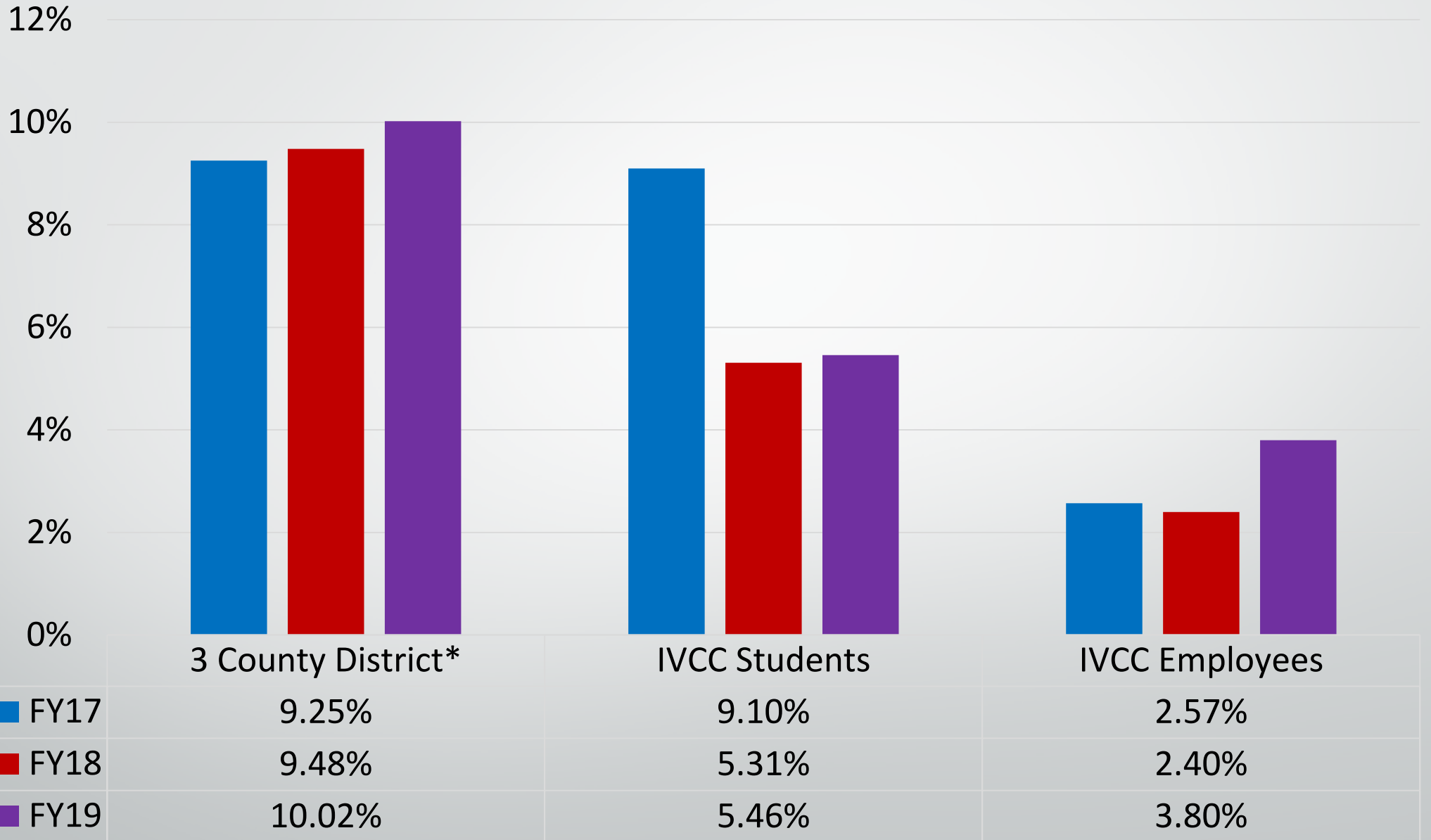
\* Putnam, LaSalle, and Bureau Counties

# Black/African American Comparison



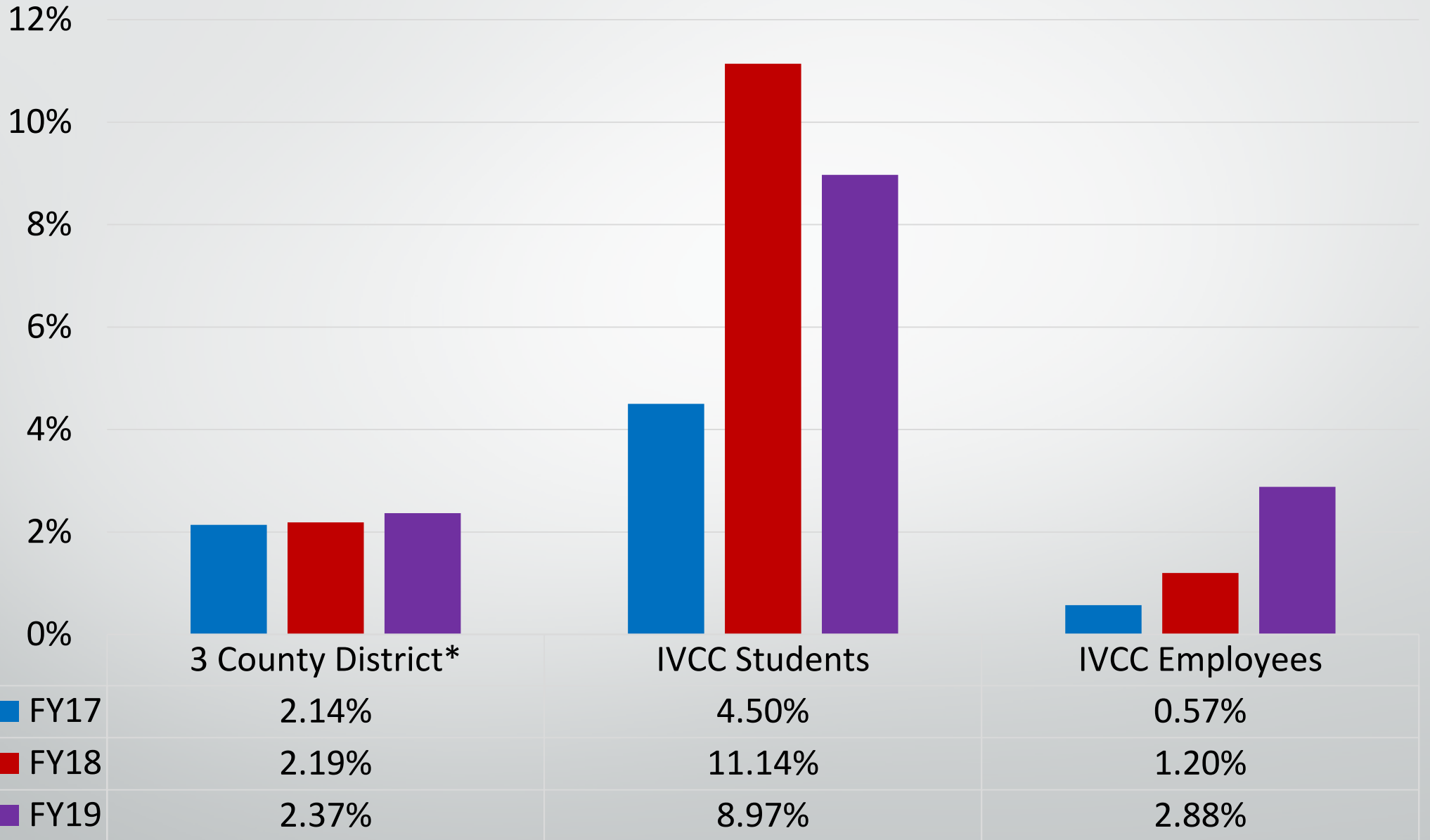
\* Putnam, LaSalle, and Bureau Counties

# Hispanic/Latino Comparison



\* Putnam, LaSalle, and Bureau Counties

# Remaining Race/Ethnicity Comparison



\* Putnam, LaSalle, and Bureau Counties

# TURNOVER FY19

## Full-Time & Part-Time

Assignment  
Completed

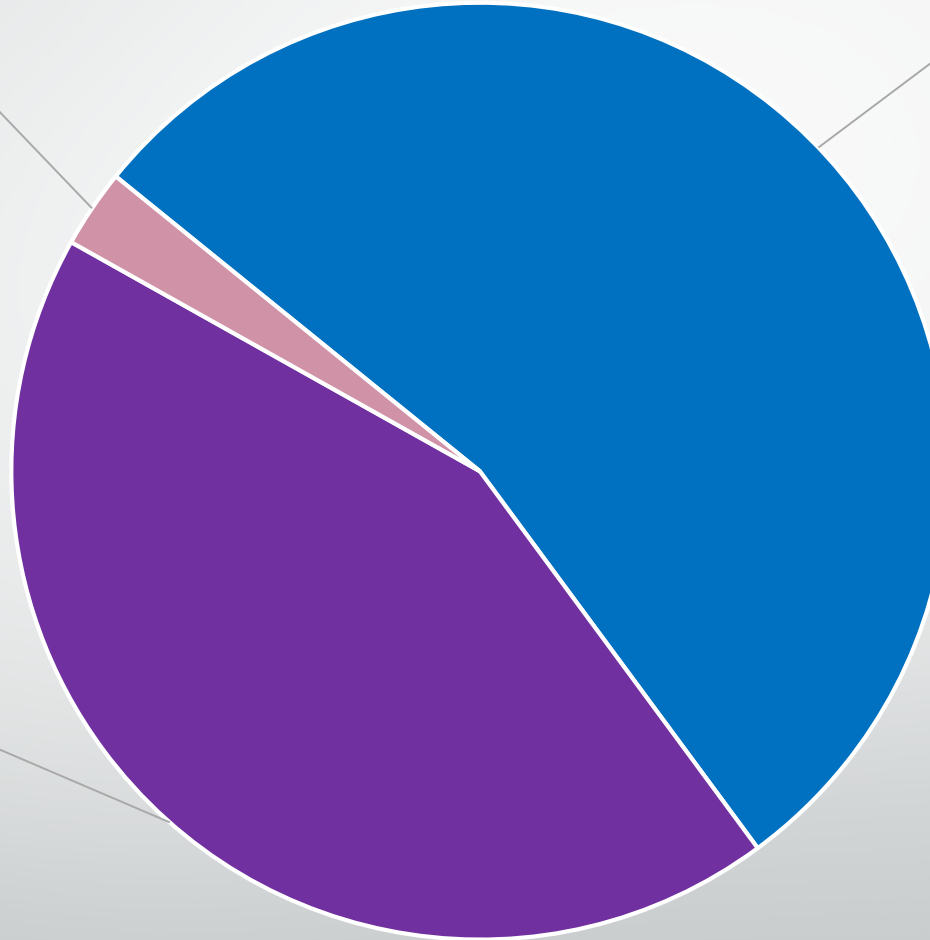
1  
3%

Resignation

20  
54%

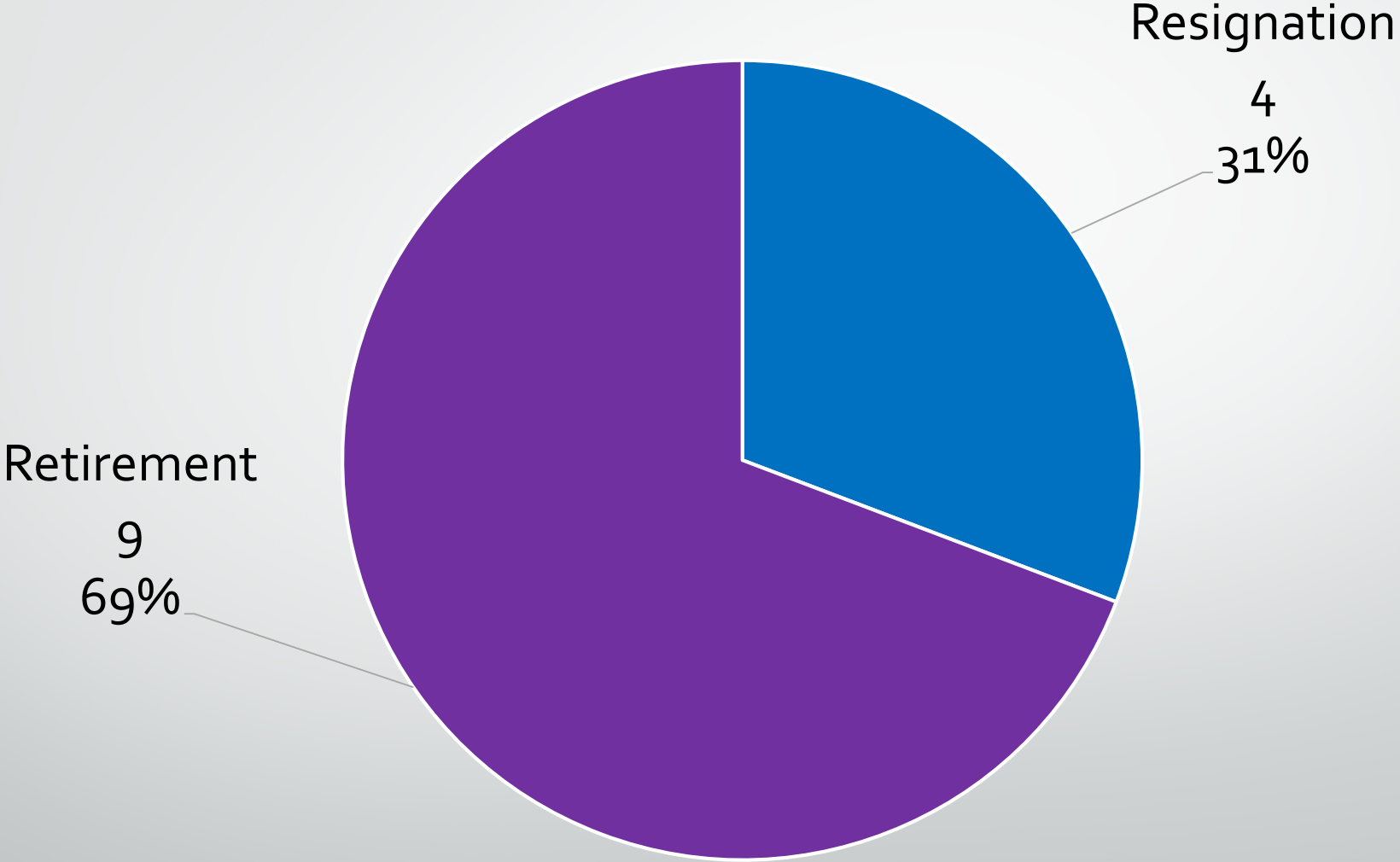
Retirement

16  
43%



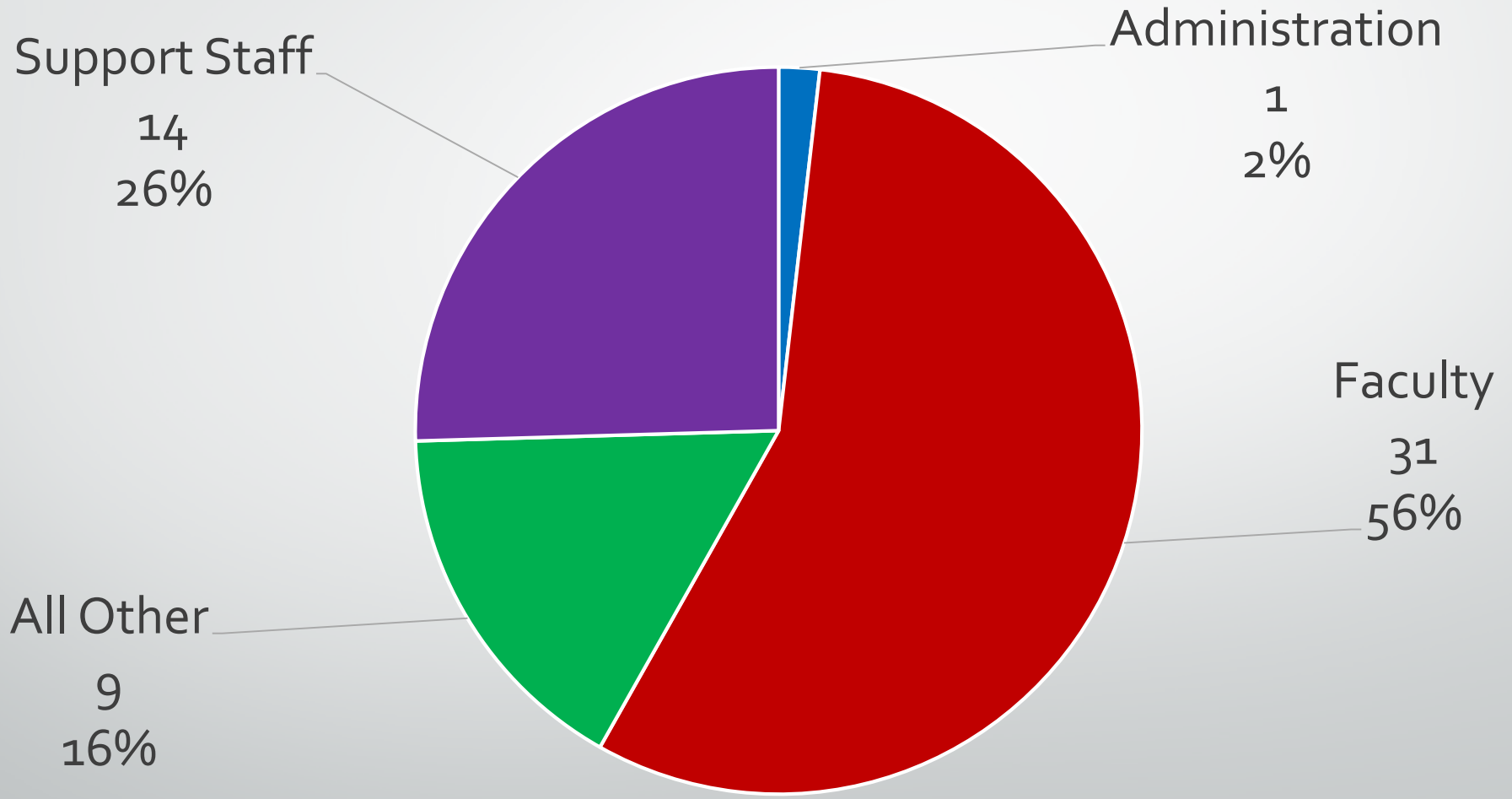
# TURNOVER FY19

## Full-Time





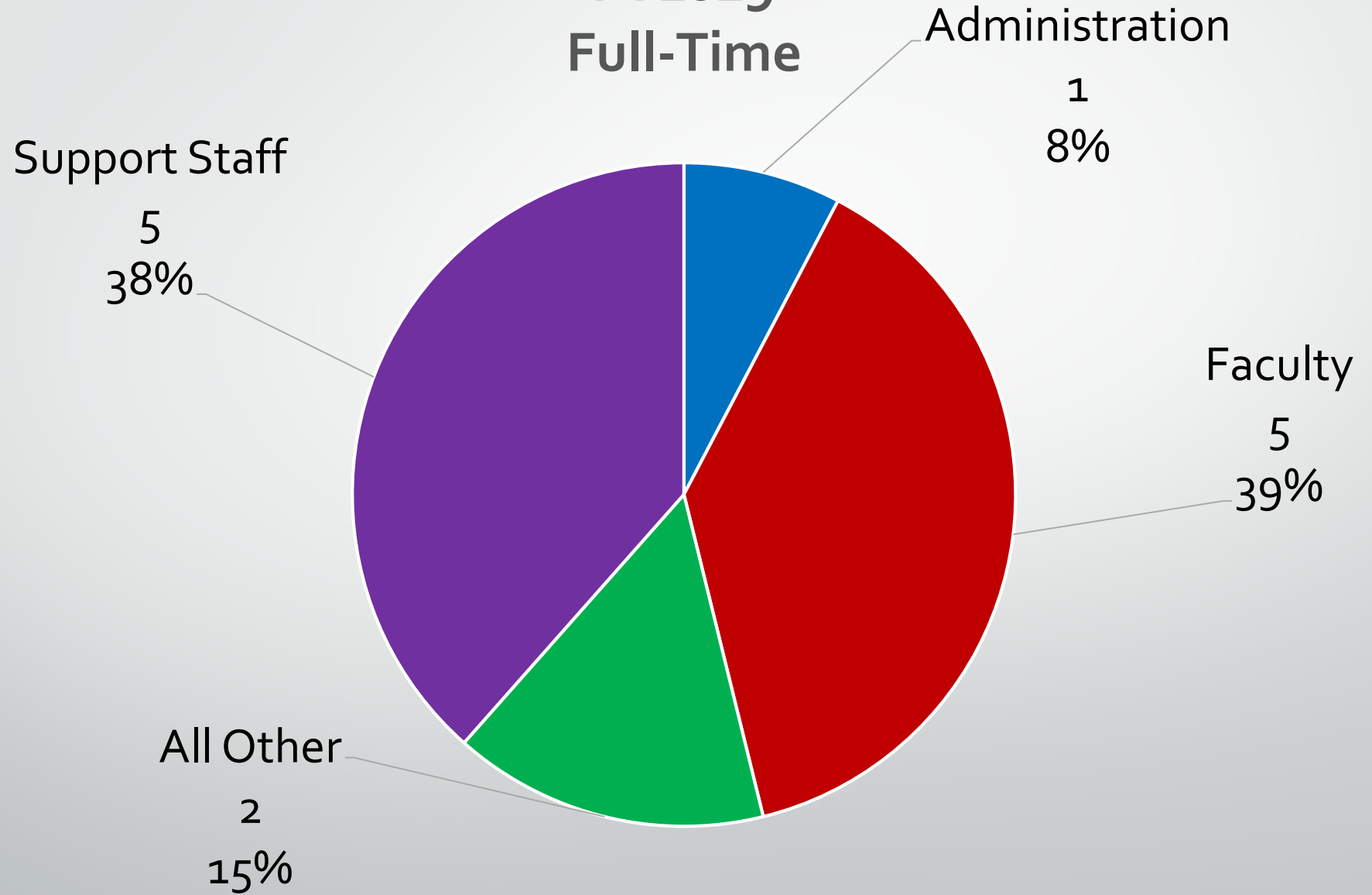
# Positions Filled FY2019 Full-Time and Part-Time



# Positions Filled

## FY2019

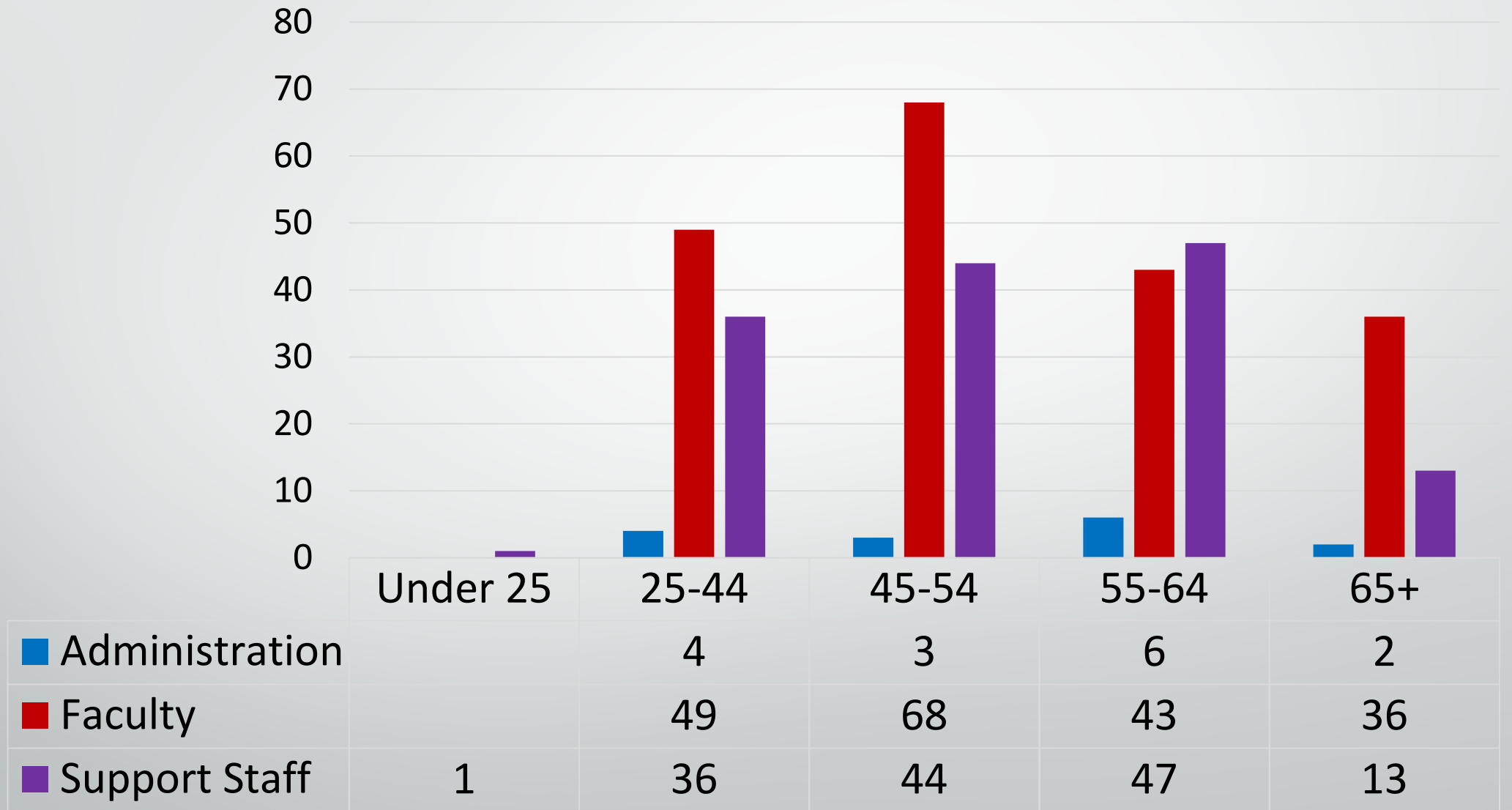
### Full-Time



# Sources for Advertising for Open Positions

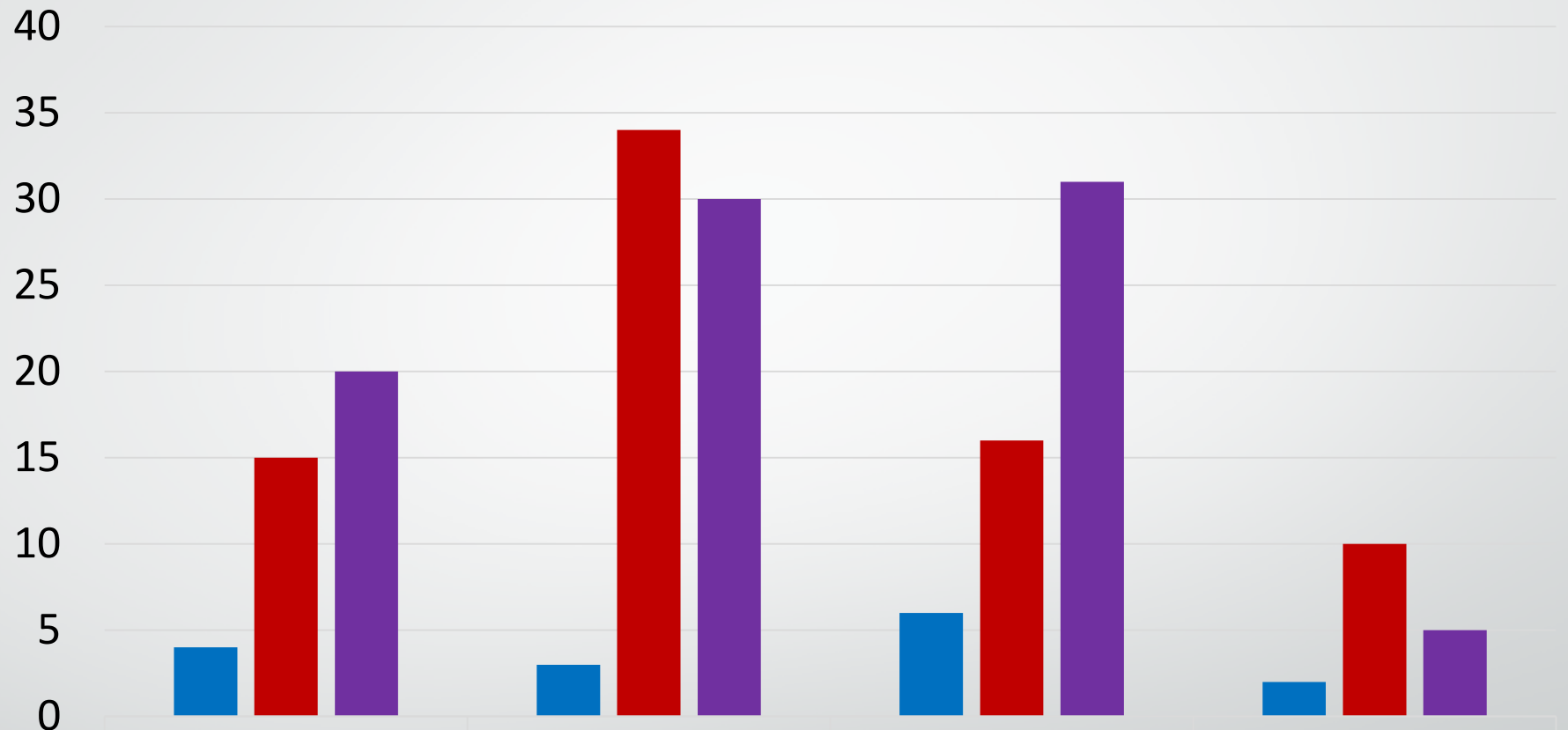
- IVCC Website
  - Social Media – Twitter, Facebook, LinkedIn
  - Discipline Dependent National, State and Local Organizations
  - College Central
  - HigherEdJobs.com
  - Employee Referral
  - Illinois Valley Chamber of Commerce
  - Community College and University placement offices, job boards, etc.
- ListServ – HR, ICCB, Discipline Specific

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



\*Data from January 2019 payroll information

# Age Groups by Classification Full-Time

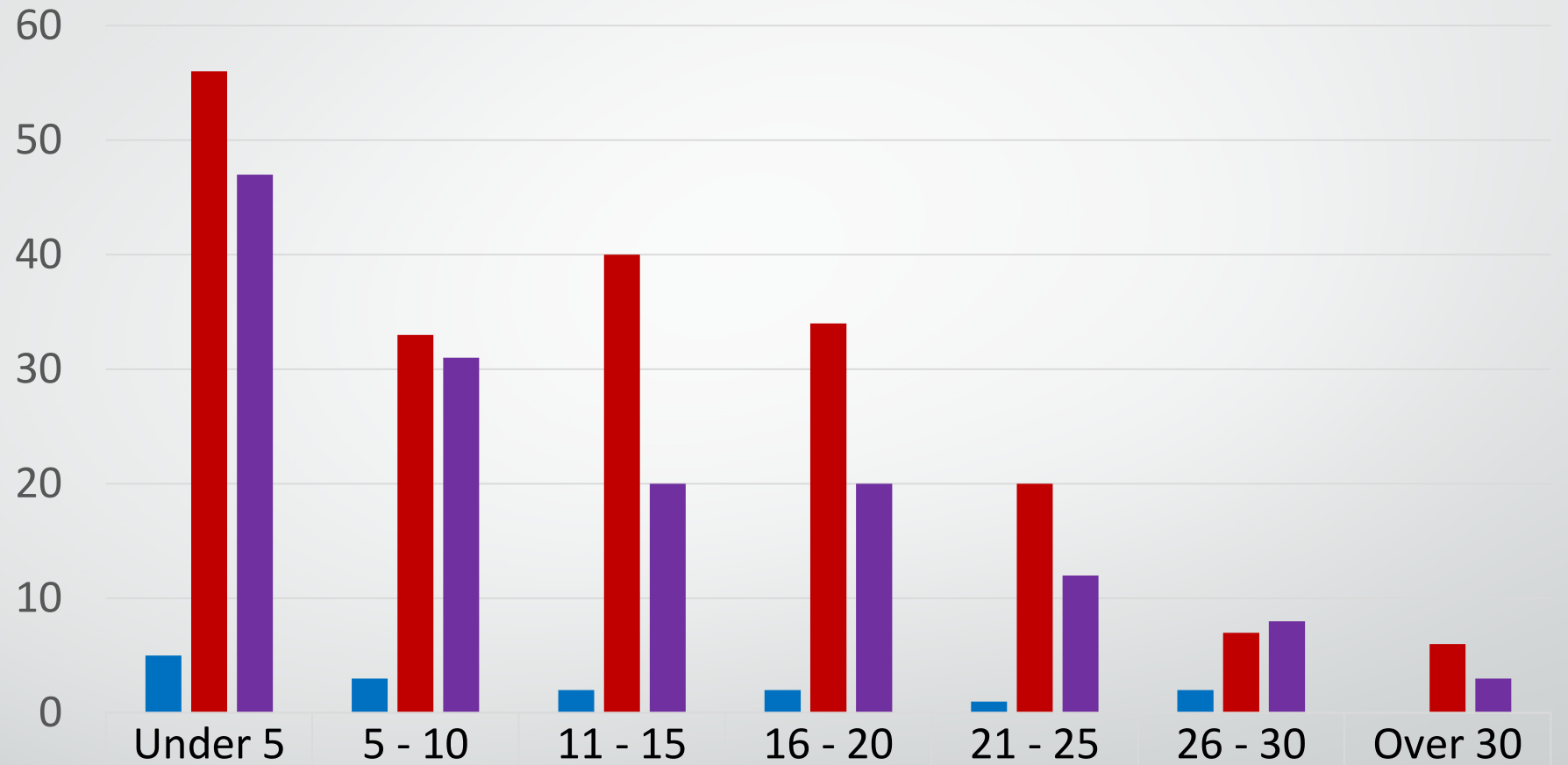


|                | 25-44 | 45-54 | 55-64 | 65+ |
|----------------|-------|-------|-------|-----|
| Administration | 4     | 3     | 6     | 2   |
| Faculty        | 15    | 34    | 16    | 10  |
| Support Staff  | 20    | 30    | 31    | 5   |

\*Data from January 2019 payroll information

# Years of Service

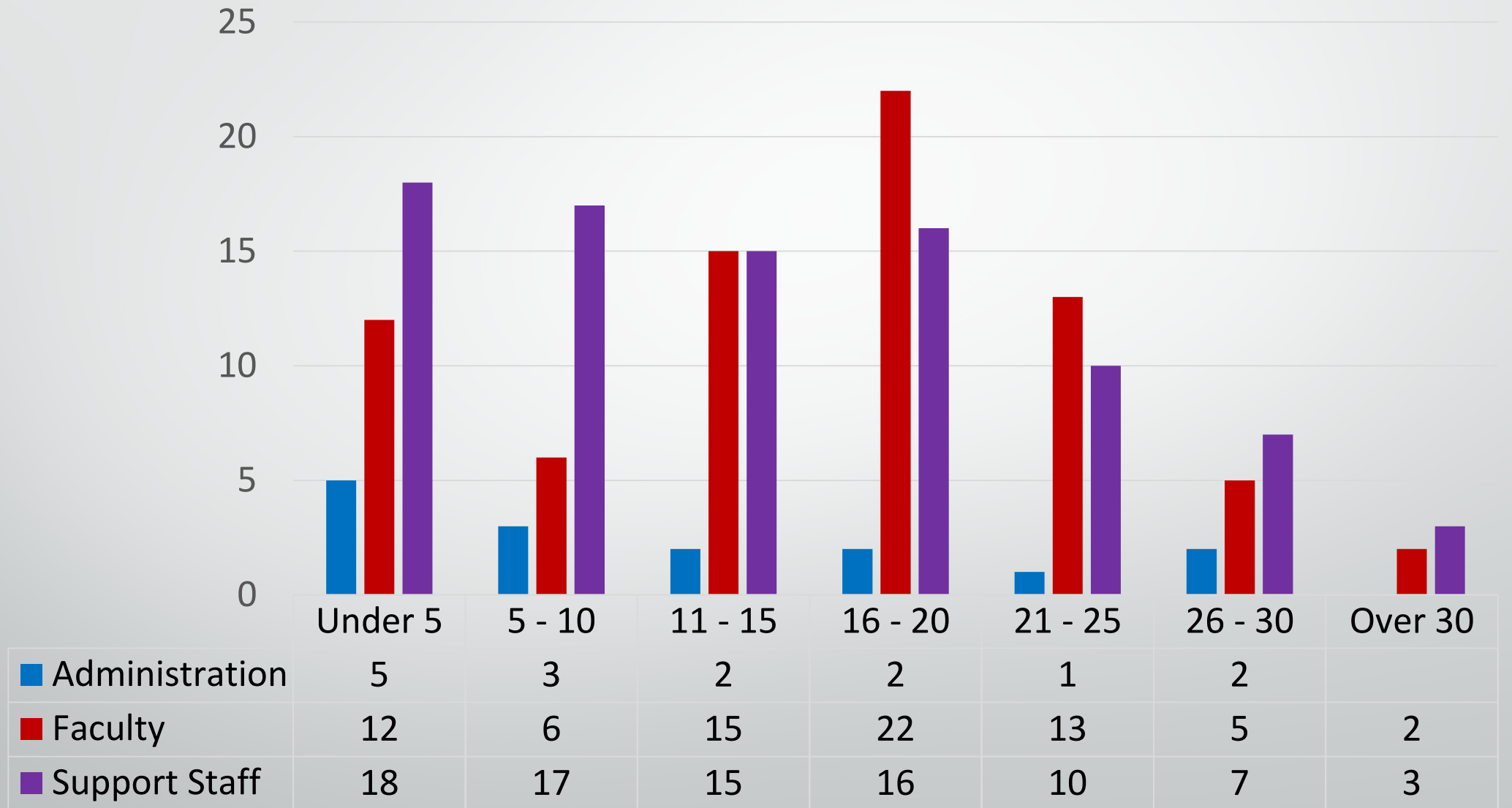
## Full-Time and Part-Time



|                |    |    |    |    |    |   |   |
|----------------|----|----|----|----|----|---|---|
| Administration | 5  | 3  | 2  | 2  | 1  | 2 |   |
| Faculty        | 56 | 33 | 40 | 34 | 20 | 7 | 6 |
| Support Staff  | 47 | 31 | 20 | 20 | 12 | 8 | 3 |

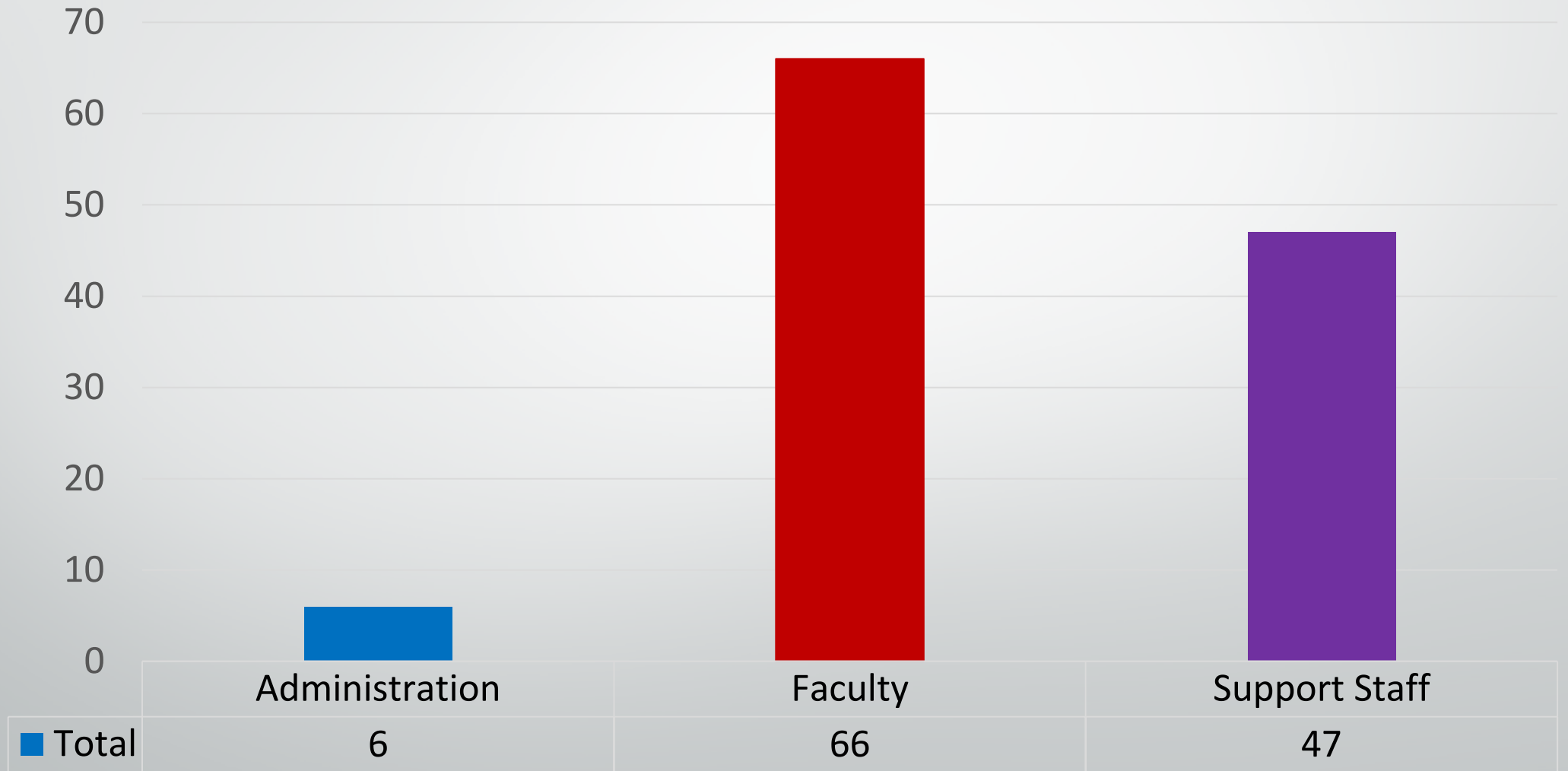
\*Data from January 2019 payroll information

# Years of Service Full-Time



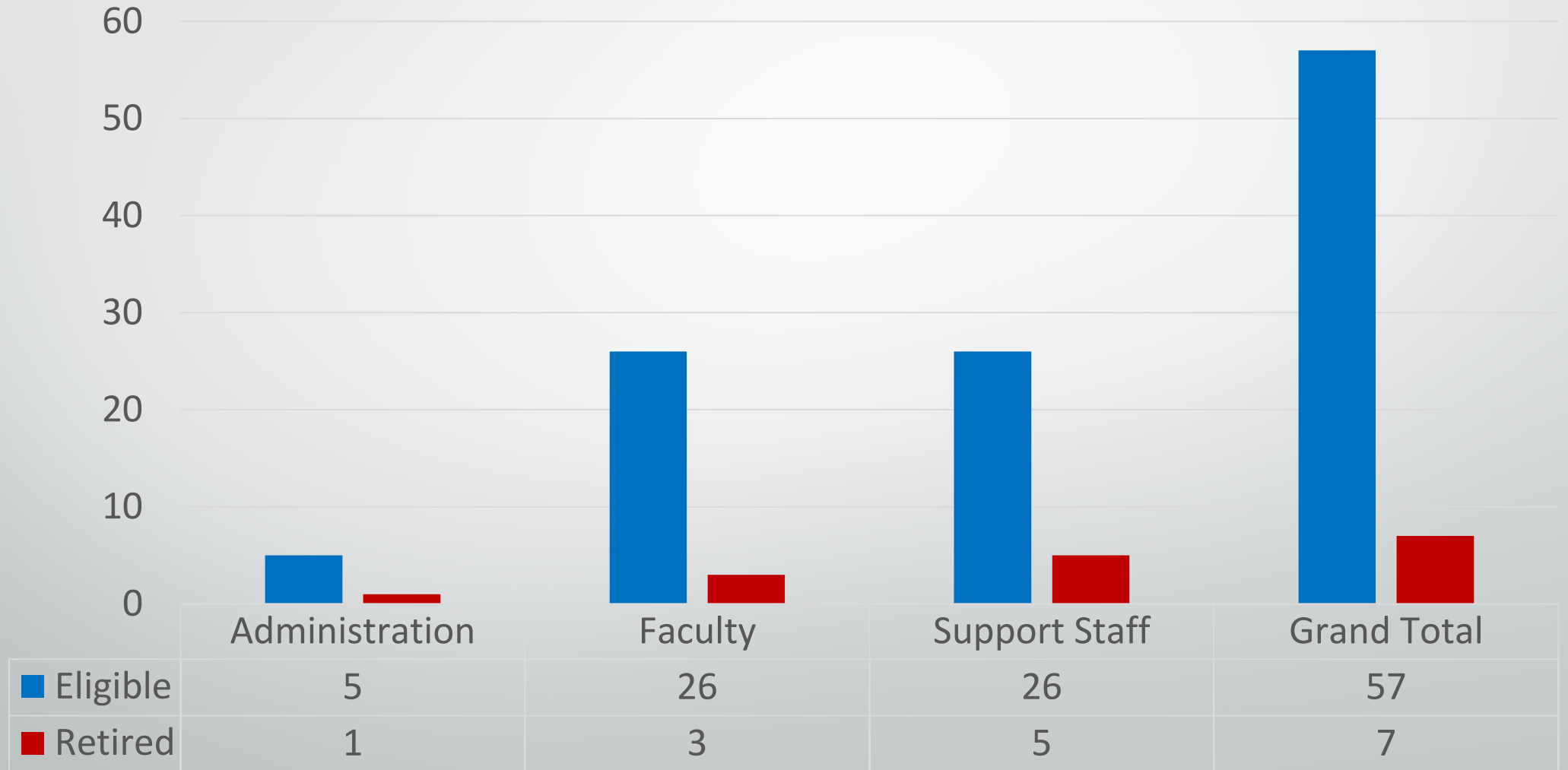
\*Data from January 2019 payroll information

# Employees Eligible to Retire as of 12/31/2019 Full-Time and Part-Time



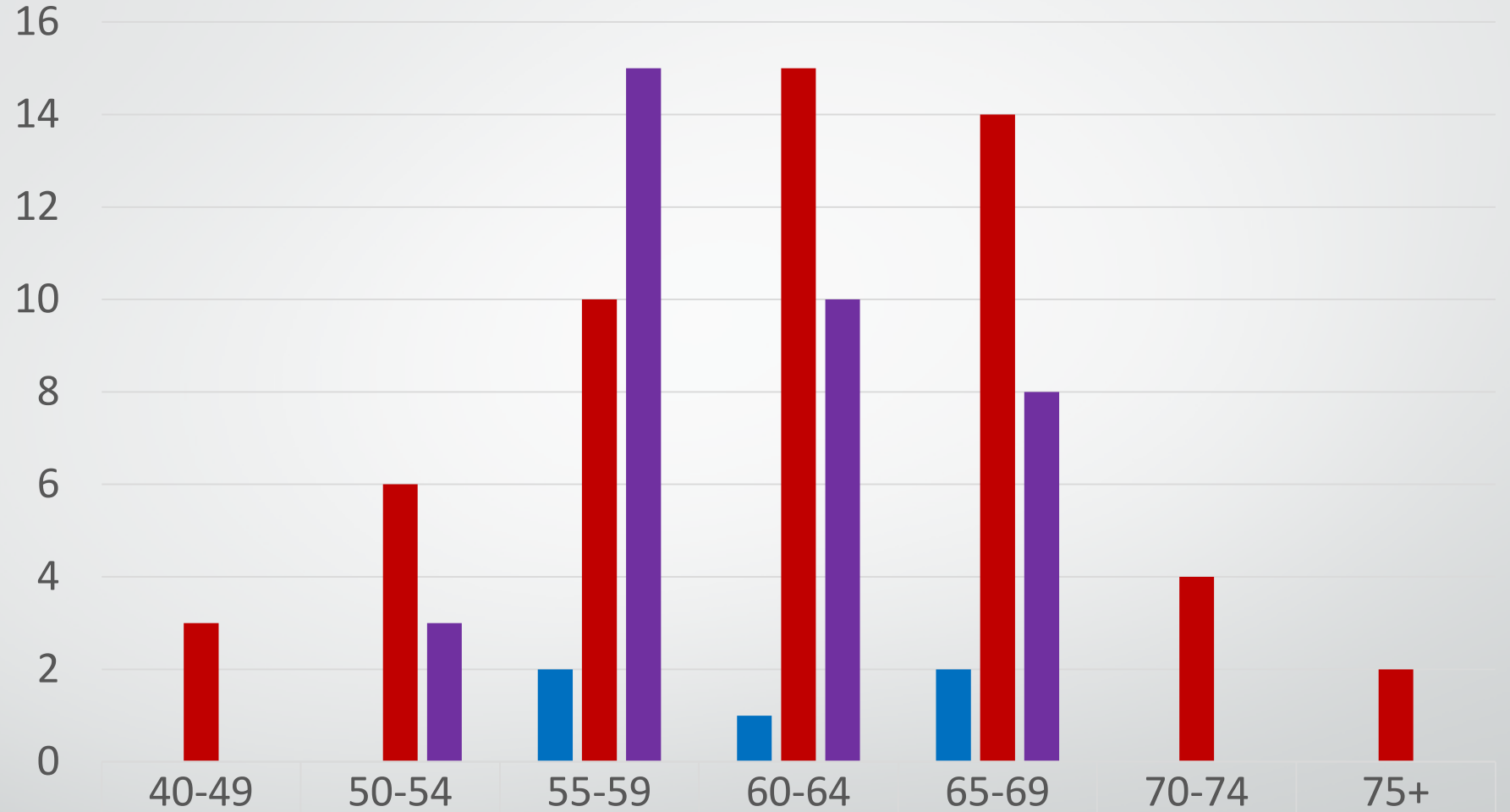


# Full-Time Employees Eligible to Retire as of 12/31/2019 per SURS and Full-Time Employees who Retired in FY2019



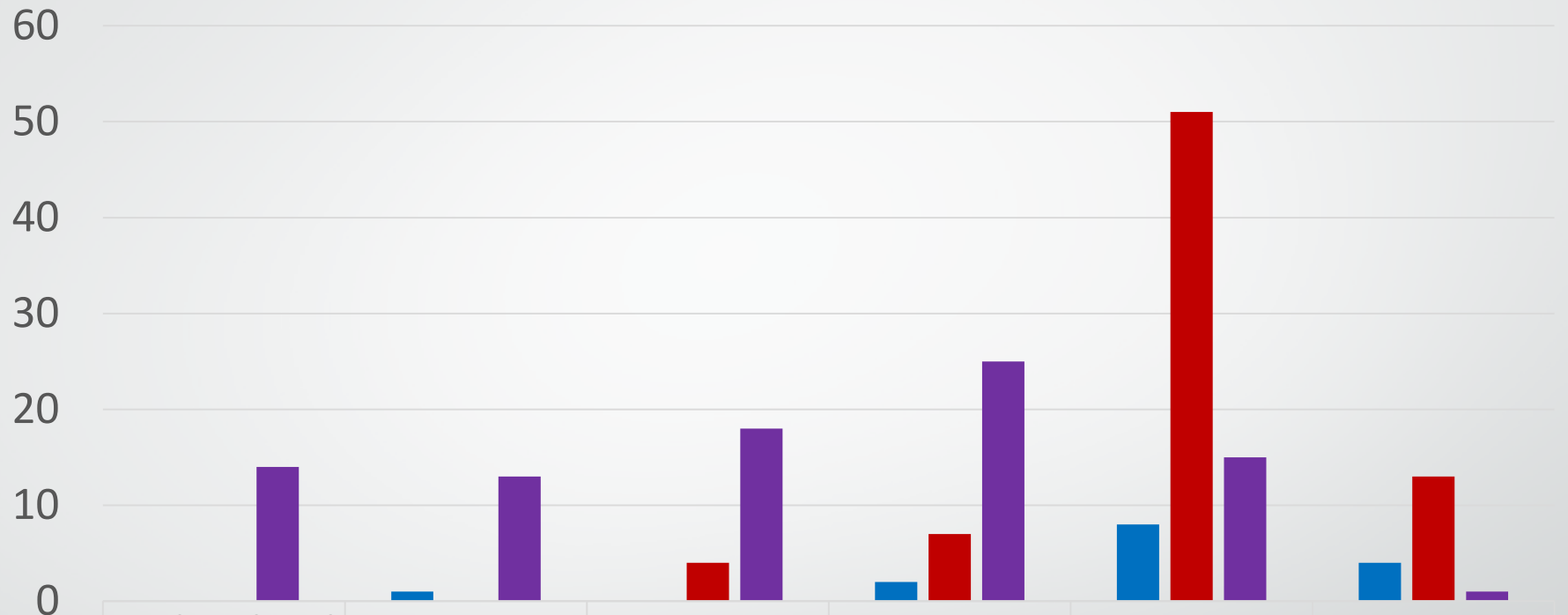
\* Includes end of FY2019 retirees

# Employees Eligible to Retire by 12/31/19 per SURS



|                |   |   |    |    |    |   |   |
|----------------|---|---|----|----|----|---|---|
| Administration |   |   | 2  | 1  | 2  |   |   |
| Faculty        | 3 | 6 | 10 | 15 | 14 | 4 | 2 |
| Support Staff  |   | 3 | 15 | 10 | 8  |   |   |

# Highest Degree Earned Full-Time Employees



|                |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| Administration | 1  | 0  | 2  | 8  | 4  |    |
| Faculty        | 0  | 0  | 4  | 7  | 51 | 13 |
| Support Staff  | 14 | 13 | 18 | 25 | 15 | 1  |



Questions?