

# HUMAN RESOURCES

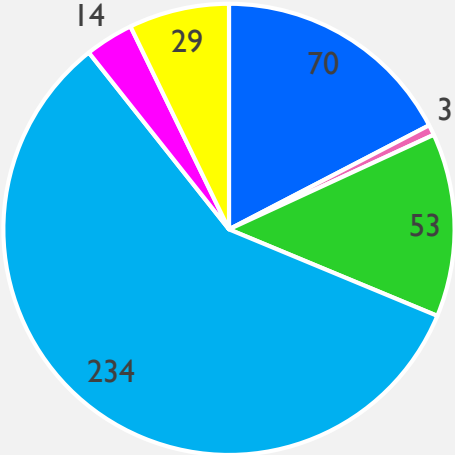
Employee Demographics & Key Workforce Challenges

Presenter: Julie Knoblich, Director of Human Resources

July 9, 2019

# EMPLOYEE DEMOGRAPHICS

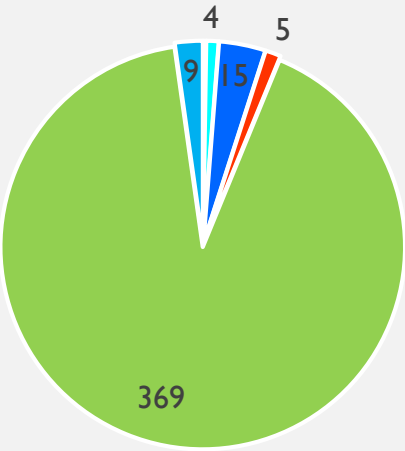
## EMPLOYEE CLASSIFICATION



■ Full-time Faculty ■ Part-time Faculty ■ Adjunct Faculty ■ Full-time Staff ■ Part-time Staff ■ Temporary Staff

# EMPLOYEE DEMOGRAPHICS

## ETHNICITY

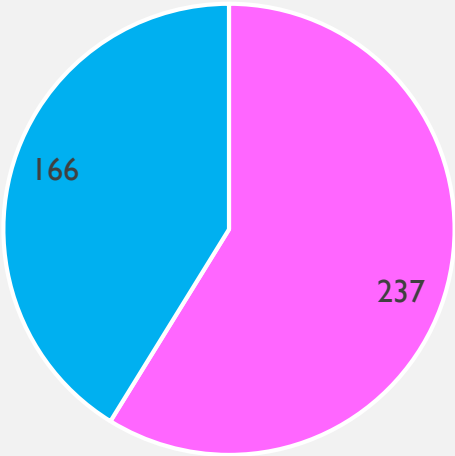


■ American Indian or Alaskan Native ■ Asian  
■ Hispanic of any race ■ White

■ Black or African American  
■ Two or more races

# EMPLOYEE DEMOGRAPHICS

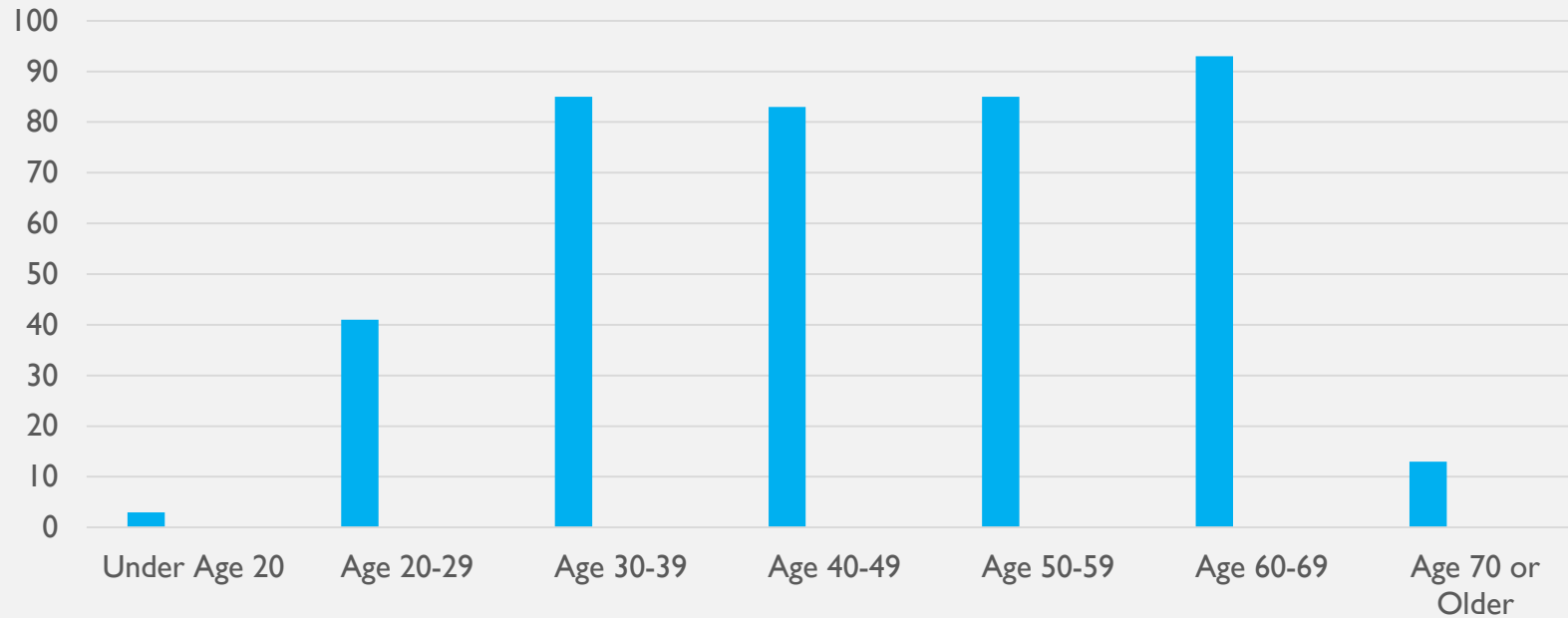
## GENDER



■ Female ■ Male

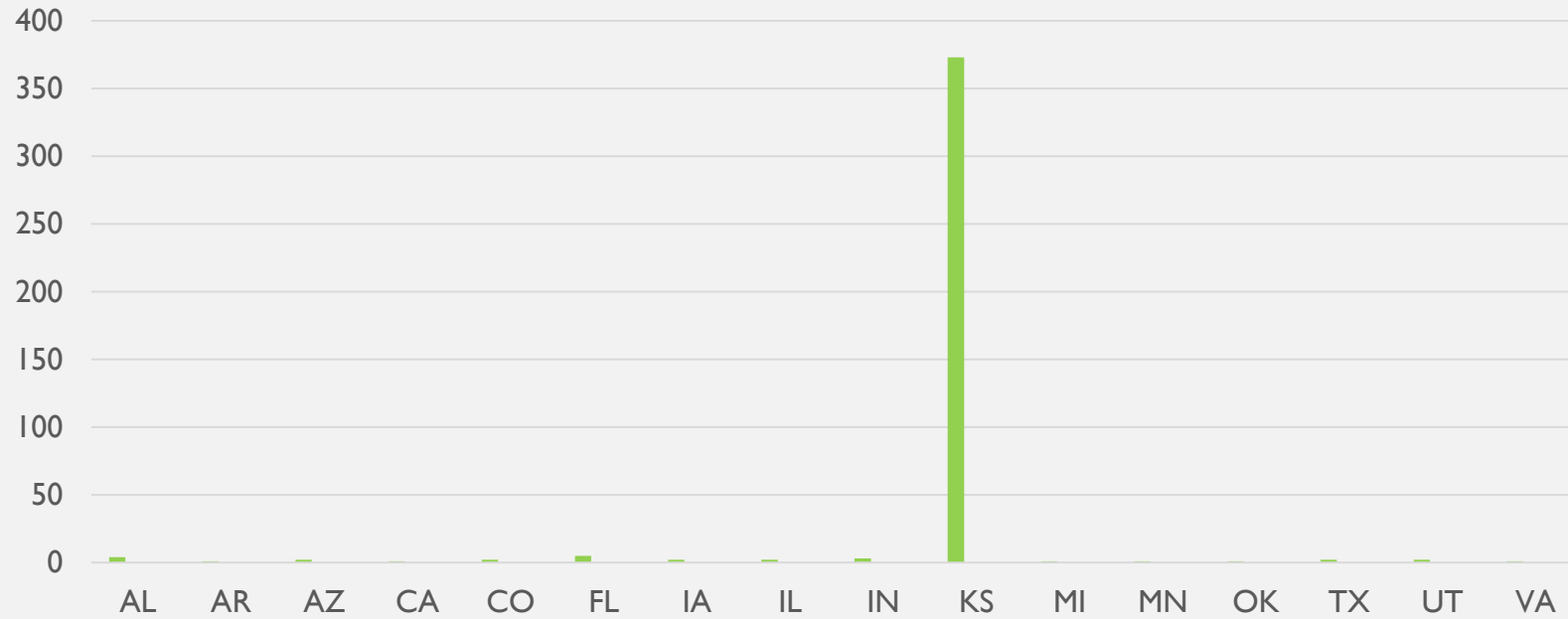
# EMPLOYEE DEMOGRAPHICS

## AGE



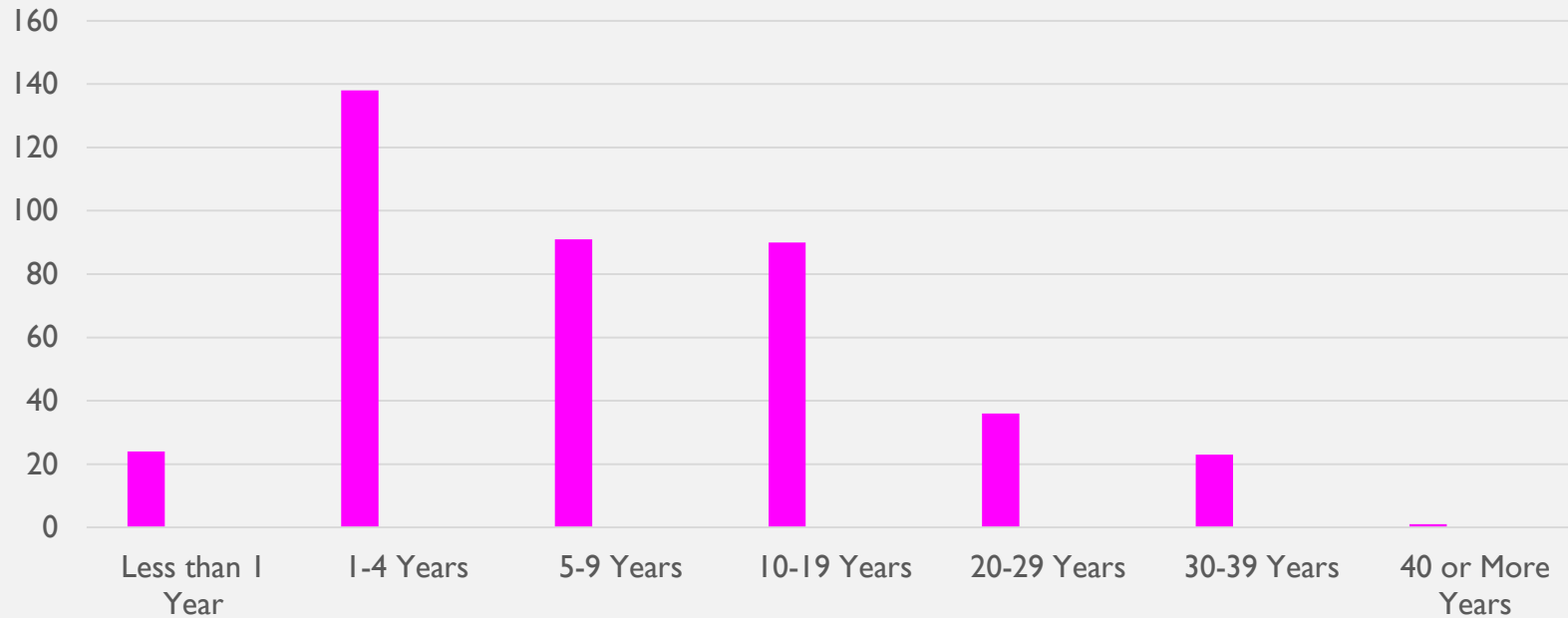
# EMPLOYEE DEMOGRAPHICS

## STATE OF RESIDENCY



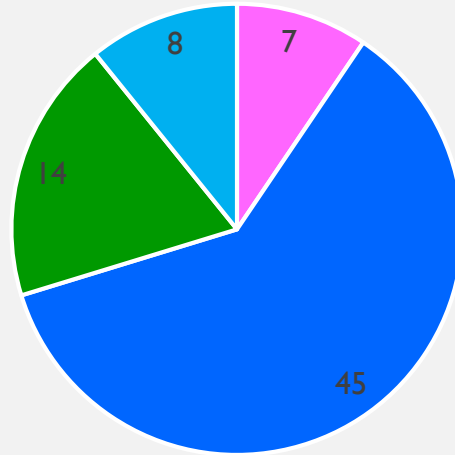
# EMPLOYEE DEMOGRAPHICS

## LONGEVITY



# EMPLOYEE DEMOGRAPHICS

## FT FACULTY DEGREES



■ Doctorate ■ Masters ■ Bachelors ■ Associates/Certification



# KEY WORKFORCE CHALLENGES

- Salaries
- Location
- Fewer Quality Candidates
- Competition
- Aging Workforce
- Potential Loss of Knowledge Due to Retirement of Aging Workforce
- Effects of Technology—Jobs Are More Complex
- Management of Out-of-State Employment and Payroll