

**ENHANCE EMPLOYEE EXPERIENCE**

Category	Baseline FY22	FY23	FY24	FY25	FY26	Target FY27	Reporting Schedule	Definition	Source	Reporting Responsibility
Pathway Opportunities	6%	Not Available				TBD in FY25	Annual beginning in FY25	Measures the opportunities for employees to move from PT to FT, to move in rank, to move in classification.	2023 SHRM Research	Human Resources
Turnover Rate	16%	13.66%				13%	Annual	Measures the number of employees who leave the college during a specified time period, typically one fiscal year. Turnover includes employees who leave the college voluntarily, those involuntarily separated from the college through termination, reduction in force, or a reorganization. Employee turnover is provided as an overall percentage and then broken down by division and classification.	2023 CUPA Reasearch	Human Resources
Diversity, Inclusion & Belonging	80% (Modern Think 2021)	78% (Modern Think 2023)				82%	Annual	Measures that diversity is valued and welcomed in all of its forms and that there is a sense of inclusion and belonging at the college.	Modern Think	Human Resources
Overall Employee Perception	69% (Modern Think 2021)	66% (Modern Think 2023)				71%	Annual	Measures the employee's overall perception of the college in the following categories: communication, confidence in leadership, diversity, inclusion and belonging, well-being, job satisfaction and support, mission and pride, performance management, professional development.	Modern Think	Human Resources