

ENHANCE EMPLOYEE EXPERIENCE										
Category	Baseline FY22	FY23	FY24	FY25	FY26	Target FY27	Reporting Schedule	Definition	Source	Reporting Responsibility
Pathway Opportunities*	6%	Exploratory Metric, Not Assessed.	Exploratory Metric, Not Assessed.	Exploratory Metric, Not Assessed.	Exploratory Metric, Not Assessed.	Exploratory Metric, Not Assessed.	Not Applicable.	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	13.27%	13.66%	12.32%	10.55%		< or =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. National higher education employee turnover rate is 16% based on CUPA research.	2023 CUPA Research	Human Resources
Diversity, Inclusion & Belonging	80% (2021)	78%	79%	84%		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% (2021)	66%	66%	70%		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

\*This is a conceptual KPI and as such is not a reportable data set.