



# FY 23 HR Metrics

# Definitions and Notes

- Data is from July 1, 2022 – June 30, 2023.
- Report does not include:
  - Adjunct Faculty, Student Employees, Temporary Employees, Fee for Service Employees and Contingent Workers
- A termination is defined as an employee leaving the University completely (not transferring)
- Turnover calculation has changed from last year. Turnover is now based on the Average Headcount for the time period. In years past, it was based on all possible employees for the time period.
  - For example:
    - In prior years, Department A started with 25 employees. 5 quit and 7 were hired. Turnover was based on 32 employees
    - Going forward, Department A started with 25 and ended with 27. Turnover is based on 26 employees
- Turnover Analysis does not include employees leaving the university for Retirement or Death

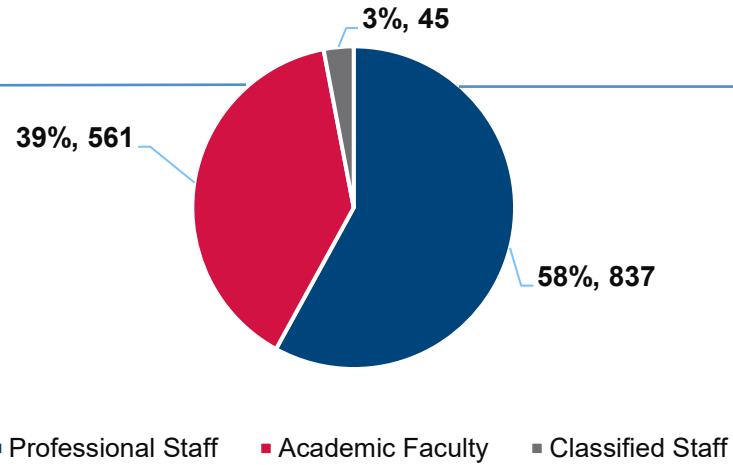
# FY23: Headcount

Tenure/Tenure Track	437
Non-Tenure	124
<b>TOTAL</b>	<b>561</b>

<b>Adjuncts</b>	<b>825</b>
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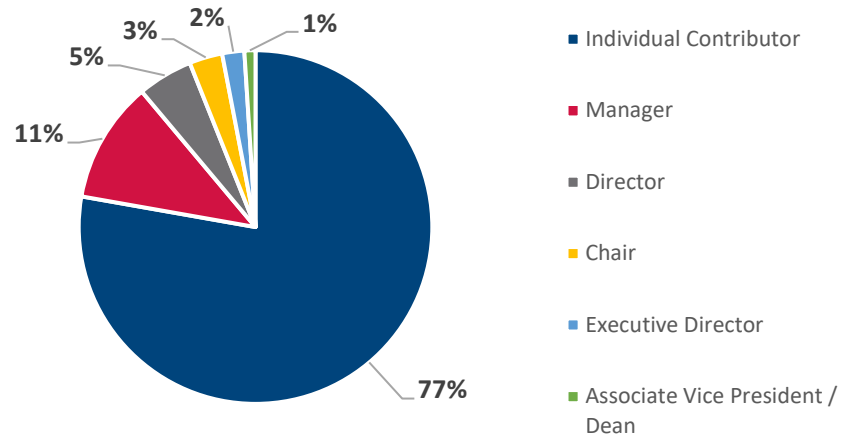
<b>Total Faculty</b>	<b>1,386</b>
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**MSU Denver Headcount by Job Family**



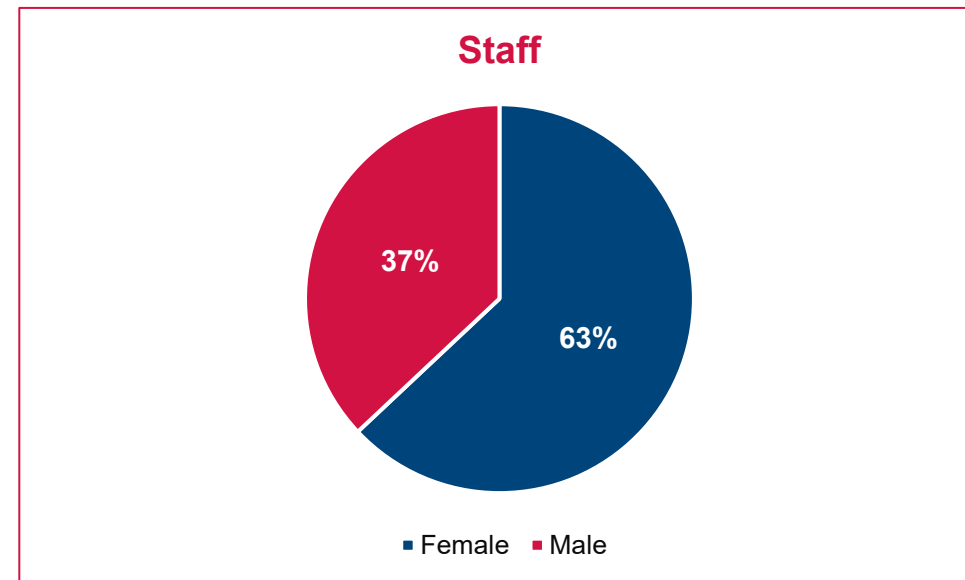
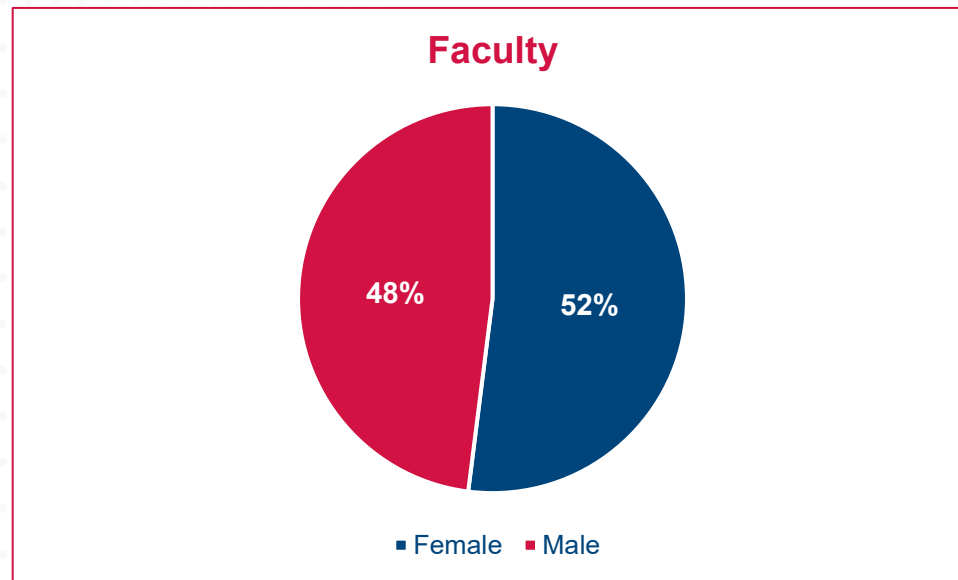
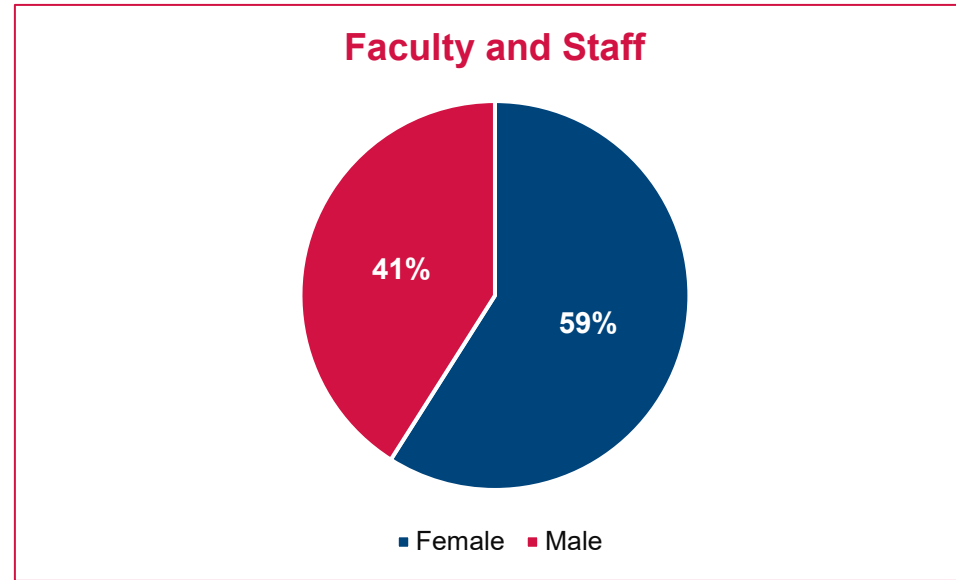
Academic Affairs	311
Student Affairs	217
Admin Affairs	188
Athletics, President's Office, Strategy, DEI, Marketing, Advancement	106
Executives/Deans	15
<b>TOTAL</b>	<b>837</b>
<b>Student Employees</b>	<b>1,224</b>

**Headcount by Management Level**



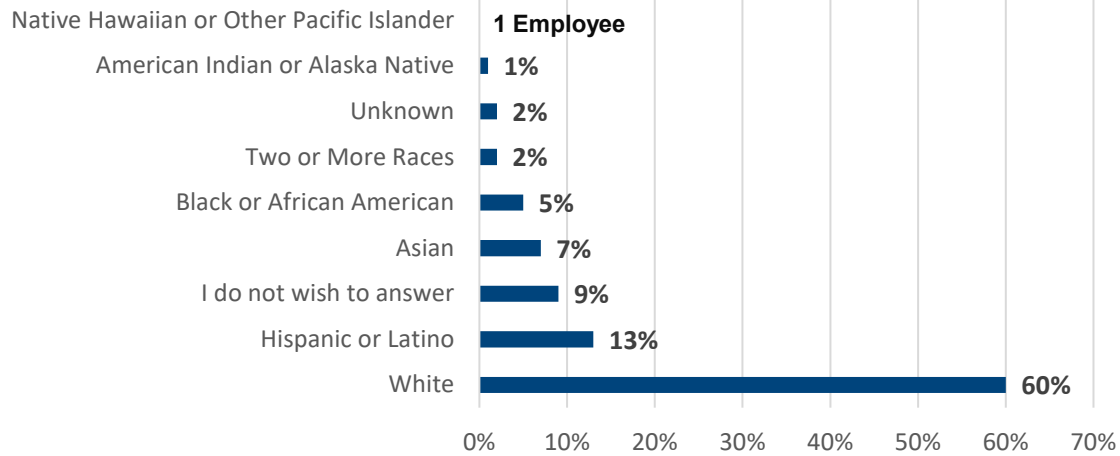
- Less than 1%**
- Executive Vice President / Provost
  - Vice President / Vice Provost
  - President

# Legal Sex as of 6/30/23



# Ethnicity as of 6/30/23

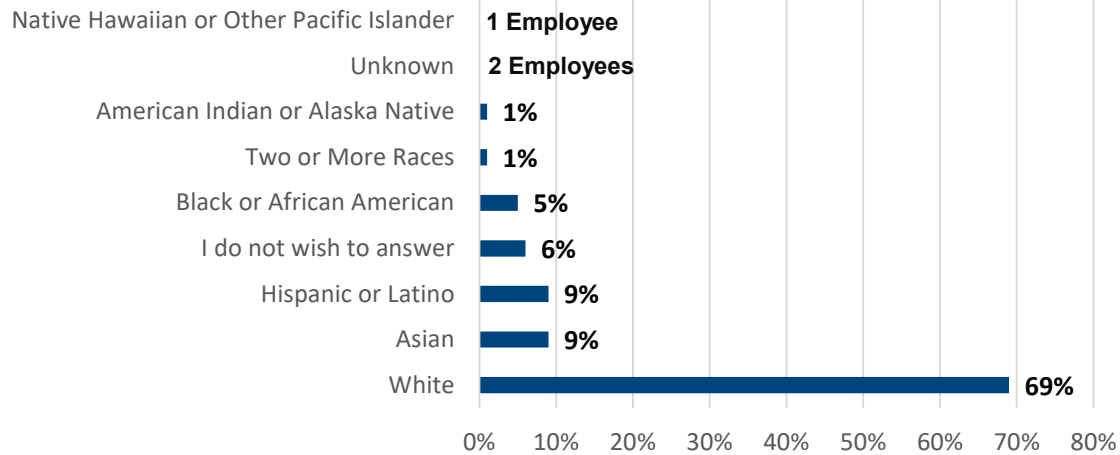
## Faculty and Staff



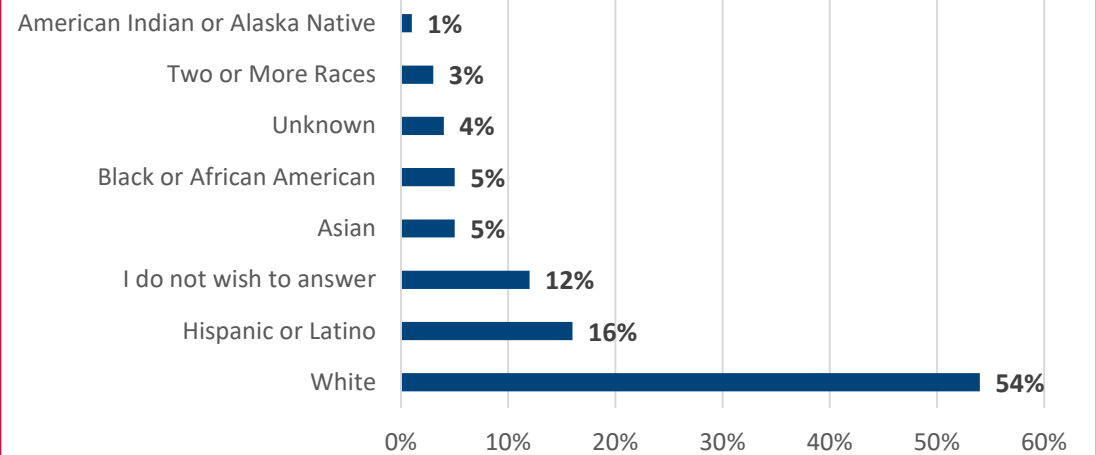
## Denver Ethnicity Demographics:

- White (Non-Hispanic) (54.2%)
- White (Hispanic) (18.1%)
- Black or African American (Non-Hispanic) (8.82%)
- Other (Hispanic) (6.74%)
- Two+ (Hispanic) (3.87%)

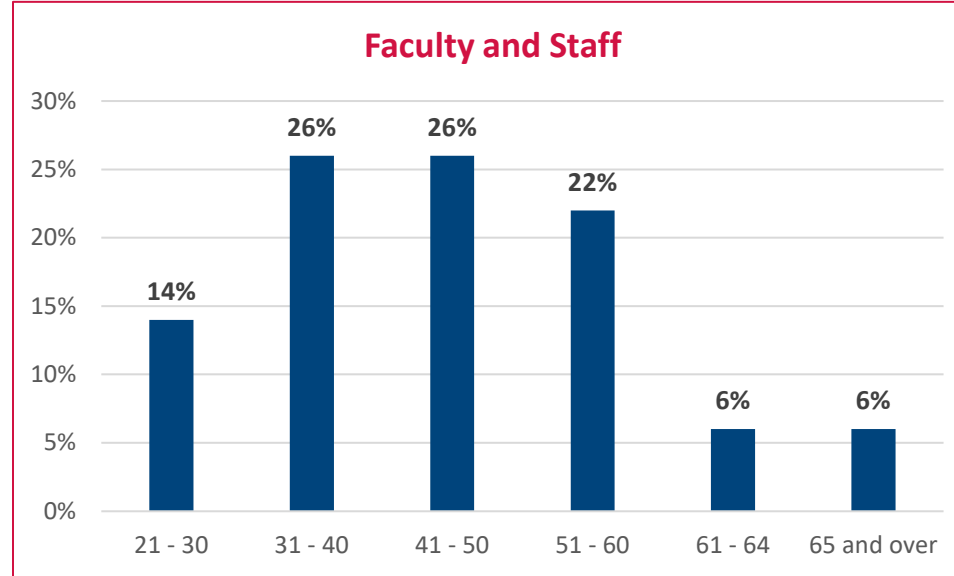
## Faculty



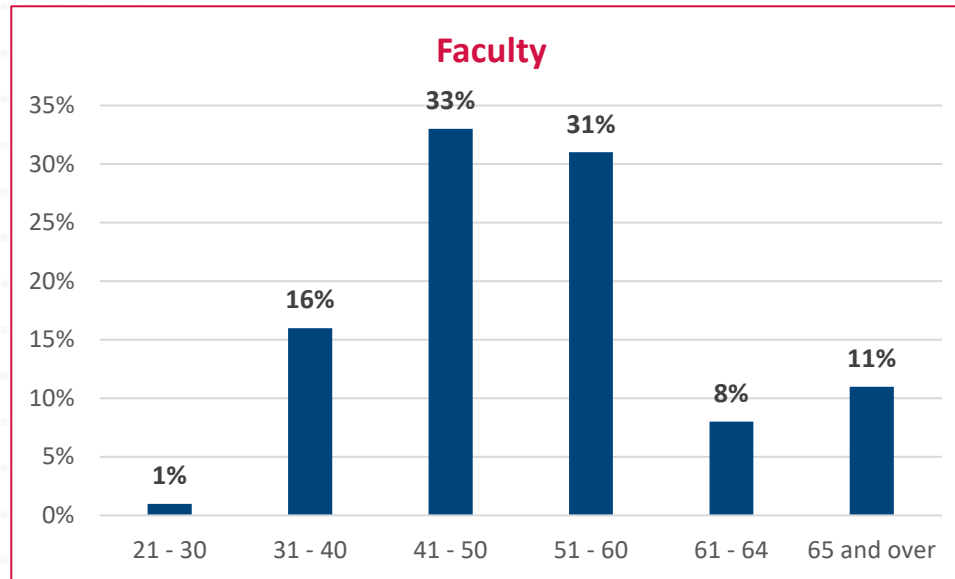
## Staff



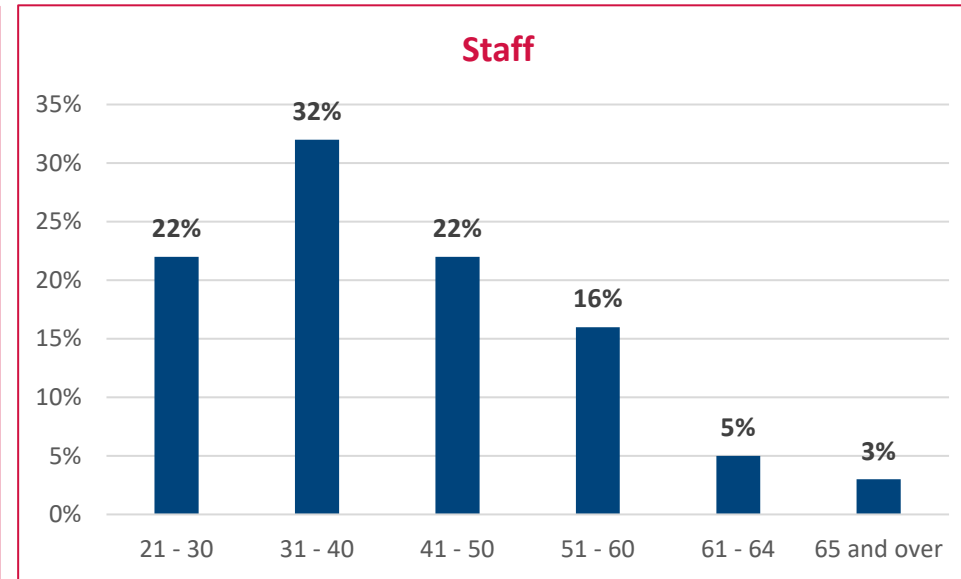
# Age as of 6/30/23



Median Age = 44



Median Age = 51



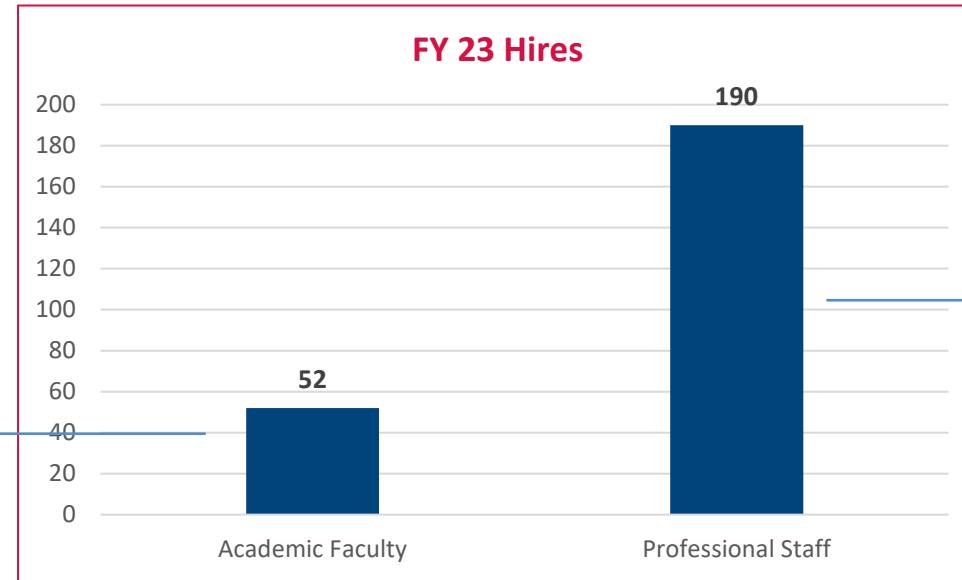
Median Age = 39



# FY 23 Hiring Analysis

# FY 23 Hires

Tenure/Tenure Track	30
Non-Tenure	22
<b>TOTAL</b>	<b>52</b>



Academic Affairs	69
Student Affairs	56
Admin Affairs	32
Athletics, President's Office, Strategy, DEI, Marketing, Advancement	29
Executives	4
<b>TOTAL</b>	<b>190</b>

- 11 Hires left within their first 90 Days

## Time to Fill from Posting (Jan 1, 2023 – June 30, 2023)

	<30 days	30 – 59 days	60 – 89 days	90+ days
Professional Staff	53%	24%	16%	7%
Student Employees	62%	22%	11%	5%

SHRM Benchmarking from Job Posting: Average Time to Fill = 41 Days



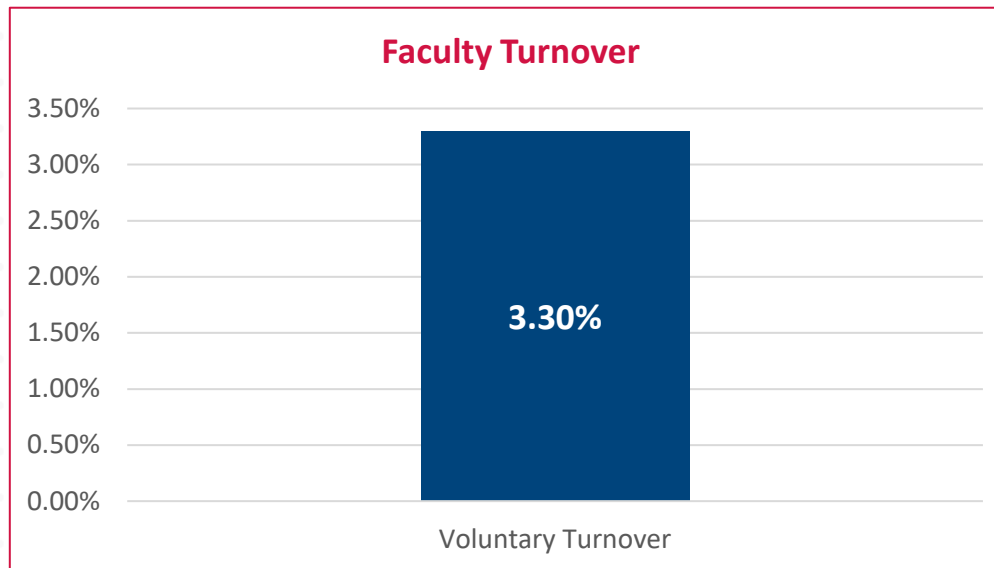


# FY 23 Turnover Analysis

# Faculty Turnover

## Total Turnover = 3.30%, n=18

CUPA-HR Benchmark for Faculty Turnover (2022-2023)  
3.7% for Tenure/Tenure Track / 7.3% for Non-Tenure Track



Tenure / Tenure Track = 11  
Non-Tenure = 7

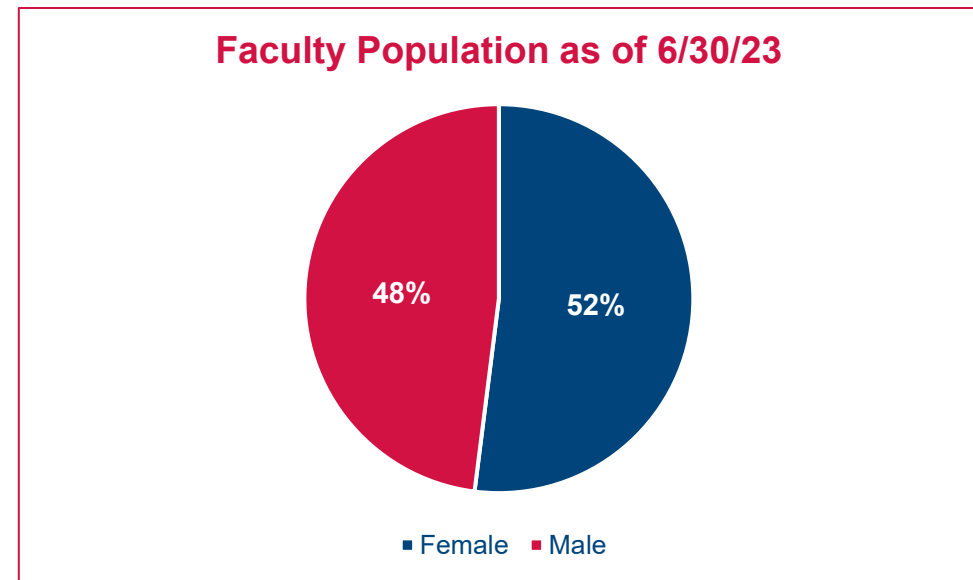
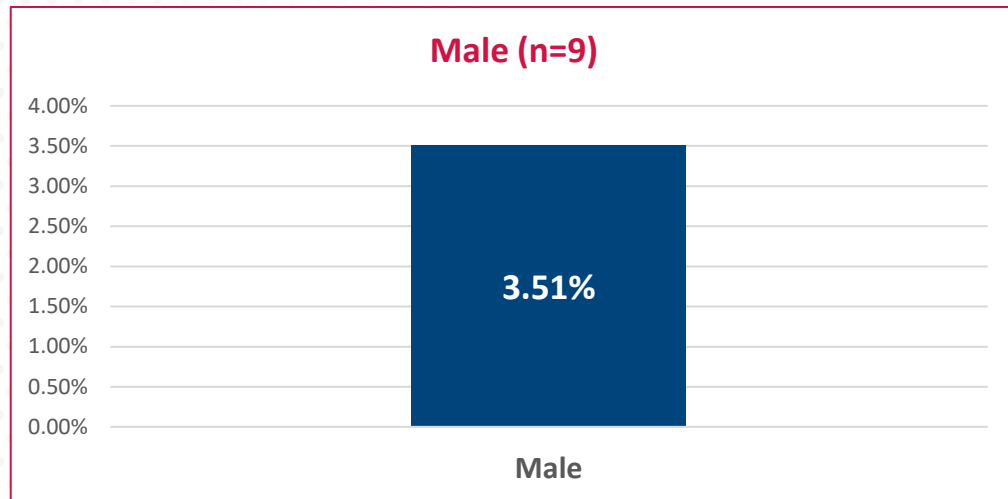
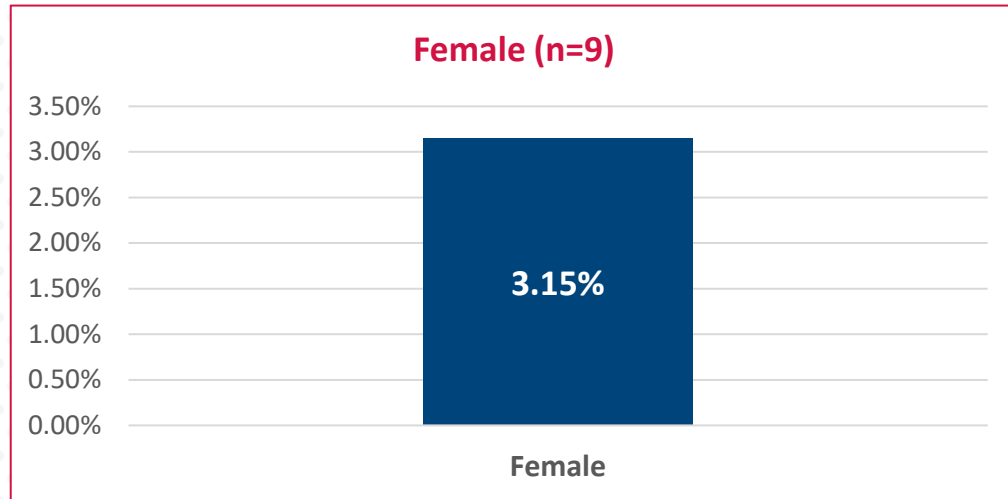
Median Age of Faculty who left MSU = 42  
Median Age of all MSU Faculty = 51

Median Salary of Faculty who left MSU = \$66,181  
Median Salary of all MSU Faculty = \$88,761

FY 2022: Total Turnover = 4.4%, n=26

\* Turnover calculation has changed from last year. See page 2

# Faculty Turnover by Legal Sex

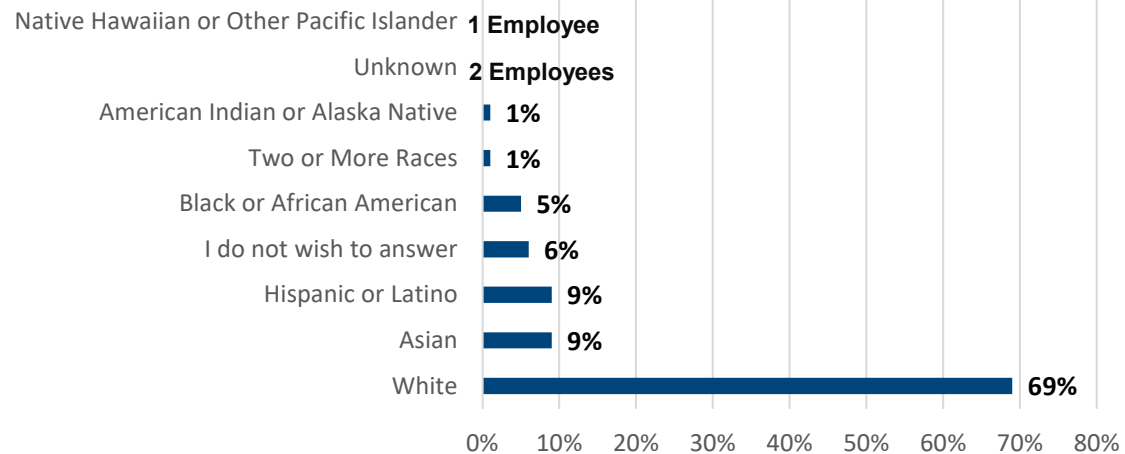


\* Turnover calculation has changed from last year. See page 2

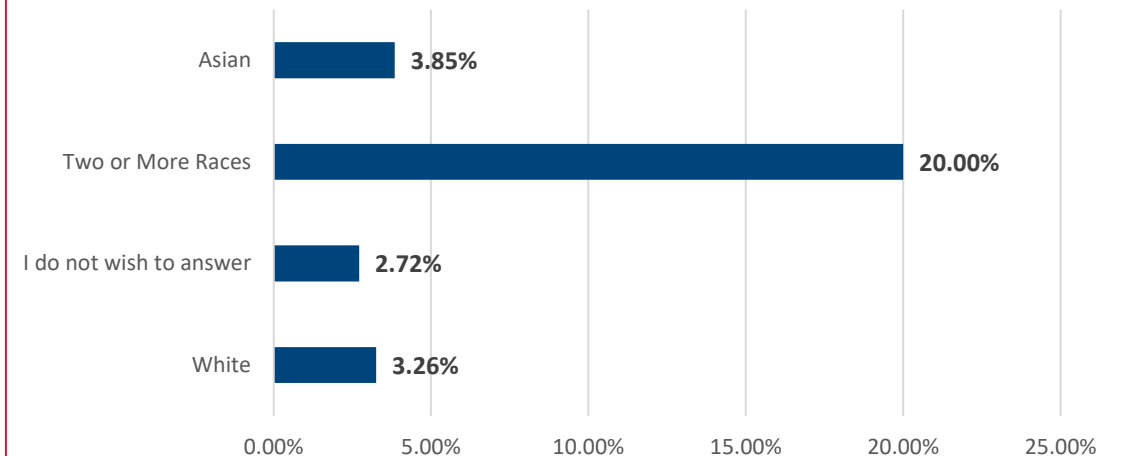
# Faculty Turnover by Ethnicity

Race/Ethnicity	Total Terminations	Voluntary Terminations	Involuntary Terminations	Total Turnover %	Voluntary Turnover %	Involuntary Turnover %
Asian	2 (2 of 52)	2	0	3.85%	3.85%	0.00%
Two or More Races	2 (2 of 10)	2	0	20.00%	20.00%	0.00%
I do not wish to answer	1 (1 of 44)	1	0	2.72%	2.72%	0.00%
White	13 (13 of 399)	13	0	3.26%	3.26%	0.00%
<b>Total</b>	<b>18</b>	<b>18</b>	<b>0</b>	<b>3.30%</b>	<b>3.30%</b>	<b>0.00%</b>

## Faculty Population as of 6/30/23



## Faculty Turnover by Ethnicity

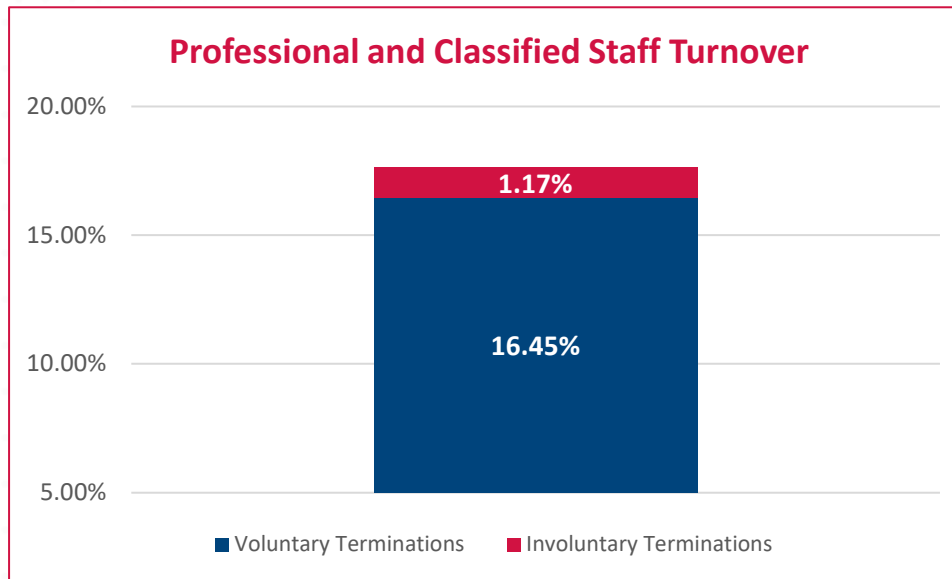


\* Turnover calculation has changed from last year. See page 2

# Professional and Classified Staff Turnover

## Total Turnover = 17.62%, n=151

CUPA-HR Benchmark for Professional Staff Turnover (2022-2023)  
14.3% for Full-Time / 10.3% for Part-Time



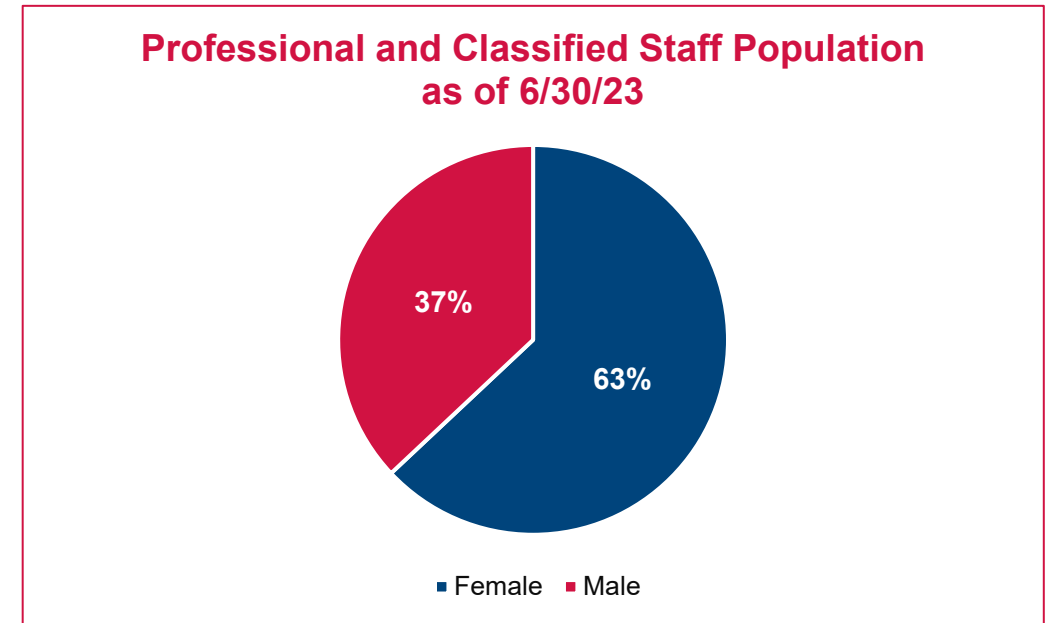
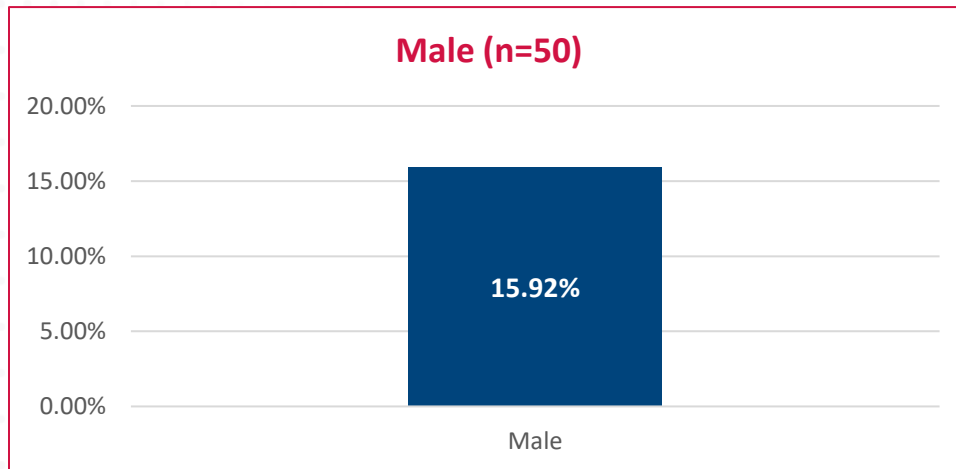
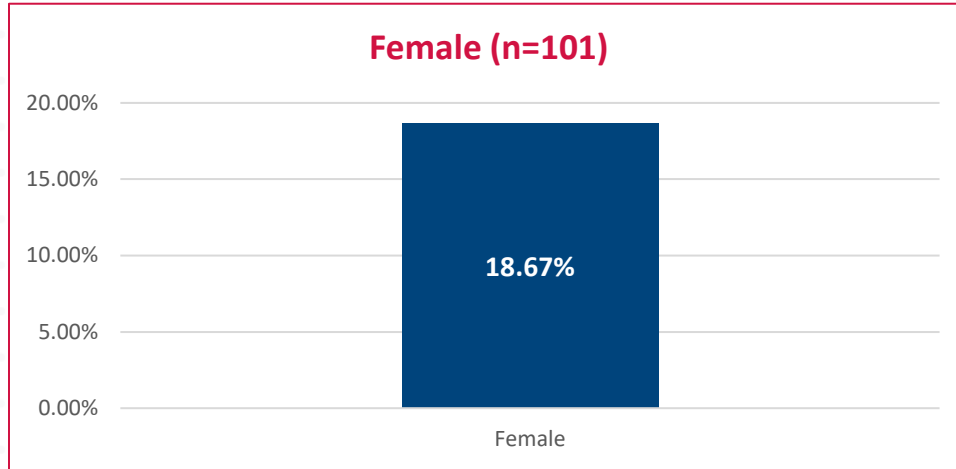
FY 2022 = Total Turnover = 17.8%, n=180

\* Turnover calculation has changed from last year. See page 2

Median Age of Staff who left MSU = 36  
Median Age of all MSU Staff = 39

Median Salary of Staff who left MSU = \$58,608  
Median Salary of all MSU Staff = \$64,015

# Professional and Classified Staff Turnover by Legal Sex

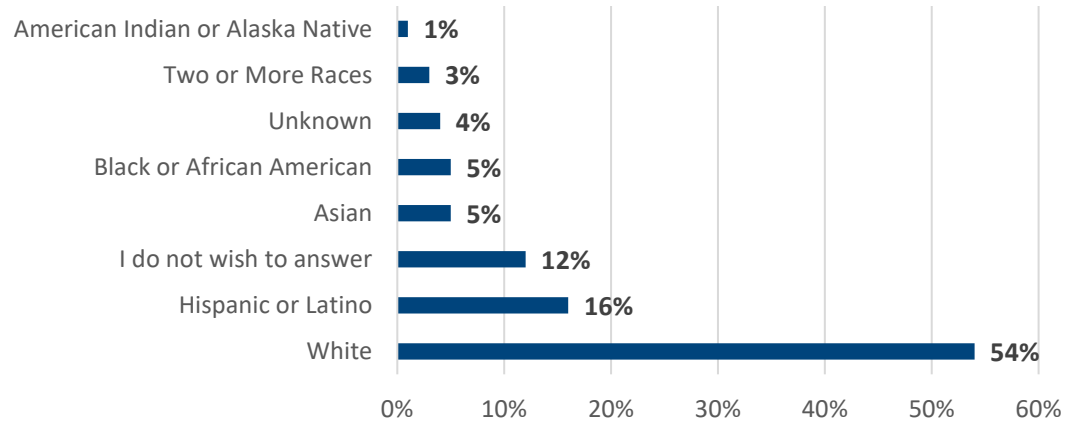


\* Turnover calculation has changed from last year. See page 2

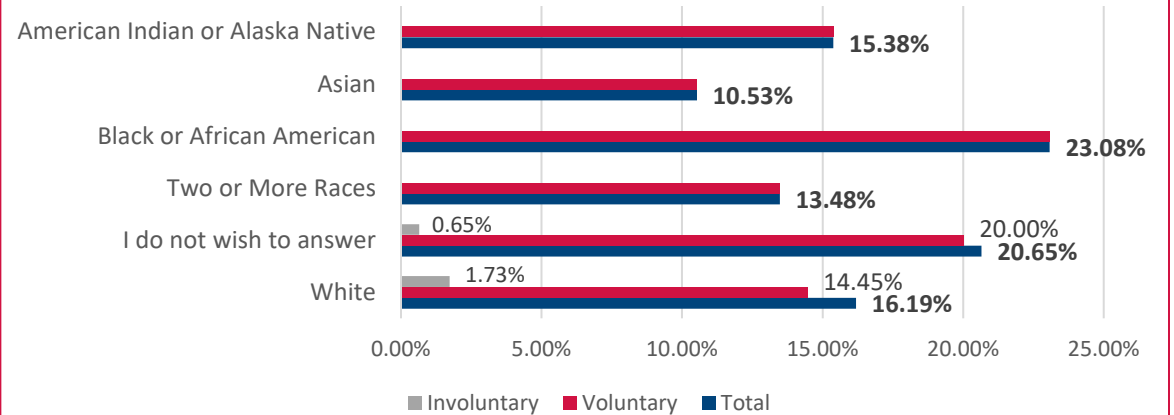
# Professional and Classified Staff Turnover by Ethnicity

Race/Ethnicity	Total Terminations	Voluntary Terminations	Involuntary Terminations	Total Turnover %	Voluntary Turnover %	Involuntary Turnover %
American Indian or Alaska Native	3 (3 of 20)	3	0	15.38%	15.38%	0.00%
Asian	5 (5 of 48)	5	0	10.53%	10.53%	0.00%
Black or African American	12 (12 of 52)	12	0	23.08%	23.08%	0.00%
Two or More Races	6 (6 of 45)	6	0	13.48%	13.48%	0.00%
I do not wish to answer	32 (32 of 155)	31	1	20.65%	20.00%	0.65%
White	84 (84 of 519)	75	9	16.19%	14.45%	1.73%
Unknown	9	9	0			
<b>Total</b>	<b>151</b>	<b>141</b>	<b>10</b>	<b>17.62%</b>	<b>16.45%</b>	<b>1.17%</b>

Professional & Classified Staff Population as of 6/30/23



Professional and Classified Staff Turnover by Ethnicity



# Exit Survey

46 Responses out of 74 Terminations (January – June). Not all respondents answered all questions

## Top 5 Celebrations

I had the autonomy to perform my job well		Would you consider returning to MSU Denver to work?		Demonstrated equity and inclusion		Valued Me		Supported work-life balance	
Always	25	Yes	29	Always	25	Always	22	Always	21
Usually	9	Not Sure	5	Occasionally	4	Usually	8	Usually	9
Occasionally	4	No	4	Rarely	3	Occasionally	3	N/A	3
Rarely	1			Usually	3	Rarely	3	Occasionally	3
				N/A	2	Never	1	Rarely	1

## Top 5 Opportunities for Improvement

Showed me appreciation		I felt valued as an employee of my department.		Morale was good in my department.		How satisfied were you with your compensation for the job?		Provided recognition of my accomplishments	
Always	17	Always	15	Usually	20	Slightly Satisfied	11	Always	15
Usually	12	Usually	14	Always	10	Satisfied	9	Usually	8
Occasionally	5	Occasionally	6	Occasionally	5	Moderately Satisfied	8	Occasionally	7
Rarely	2	Rarely	4	Rarely	3	Not Satisfied	8	Rarely	4
Never	1			N/A	1	Very Satisfied	2	N/A	2
								Never	1



# Exit Survey

46 Responses out of 74 Terminations (January – June). Not all respondents answered all questions

**Please indicate your top 3 reasons for leaving MSU Denver**

Other career opportunity/advancement	21
Other:	13
Retiring	12
Family Responsibilities or other personal needs	10
Lack of Advancement Opportunities	9
Dissatisfied with Pay/Compensation	8
Family/Partner	5
Commute to work location	4
Department Culture	4
Workload or Work hours	4
Personal Health Reasons	3
Lack of Recognition	2
Conflict with other employee(s)	1
Denver Metropolitan Area cost of living	1
Discontinuation of Funding/Contract Ended	1
Discrimination or Harassment (experienced or observed)	1
Dissatisfied with my job responsibilities	1
Laid off/Contract not renewed	1
Management Practices	1
Quality of Supervision	1

# Senior Leadership next steps

## Upcoming HR Meeting (You, Stacy, Senior HR Partner)

- Your branch turnover, exit survey/interview data themes
- Support with Compensation Equity Study
- Competition for Energage engagement survey
- Promoting Roadrunners Who Soar