

***HR MONITORING
REPORT
2024***



AGENDA

Introduce HR Team

Stats and trends from 2023

Recruitment & Hiring

Training & Professional Development

Employee Engagement

Plan for 2024



Richland
COMMUNITY COLLEGE



HR TEAM



Amy Snow

Assistant Director,
HR



Shupi Kandawasvika

HR Assistant



Kristie Dawson

Executive Director,
HR



Kim Dial

HR Generalist



2023 HIRING FULL TIME STAFF & FACULTY

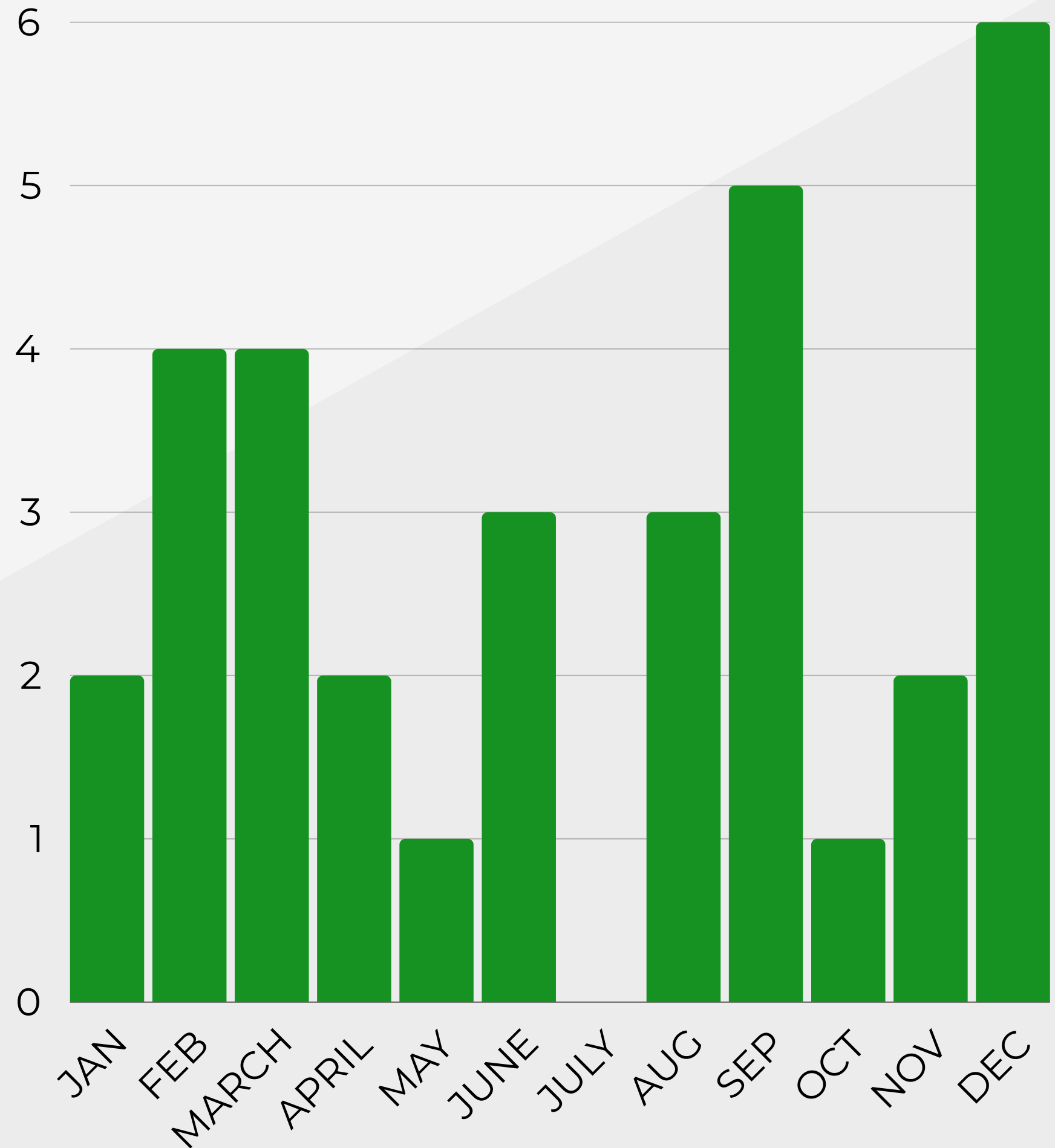
29 FULL TIME HIRES

3 Directors

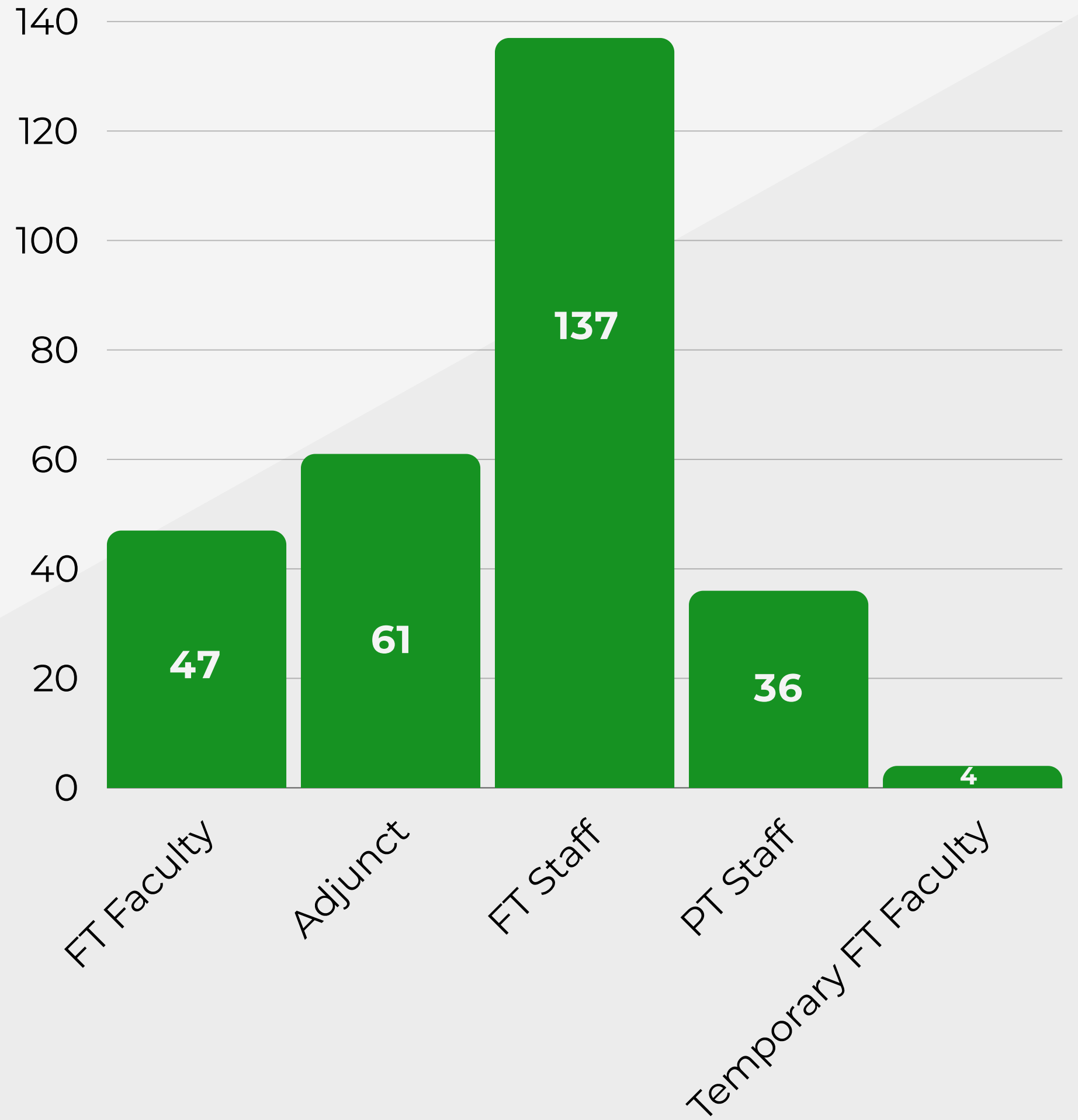
1 Dean

6 FT Faculty

*4 temporary full time



HEADCOUNT
285 EMPLOYEES

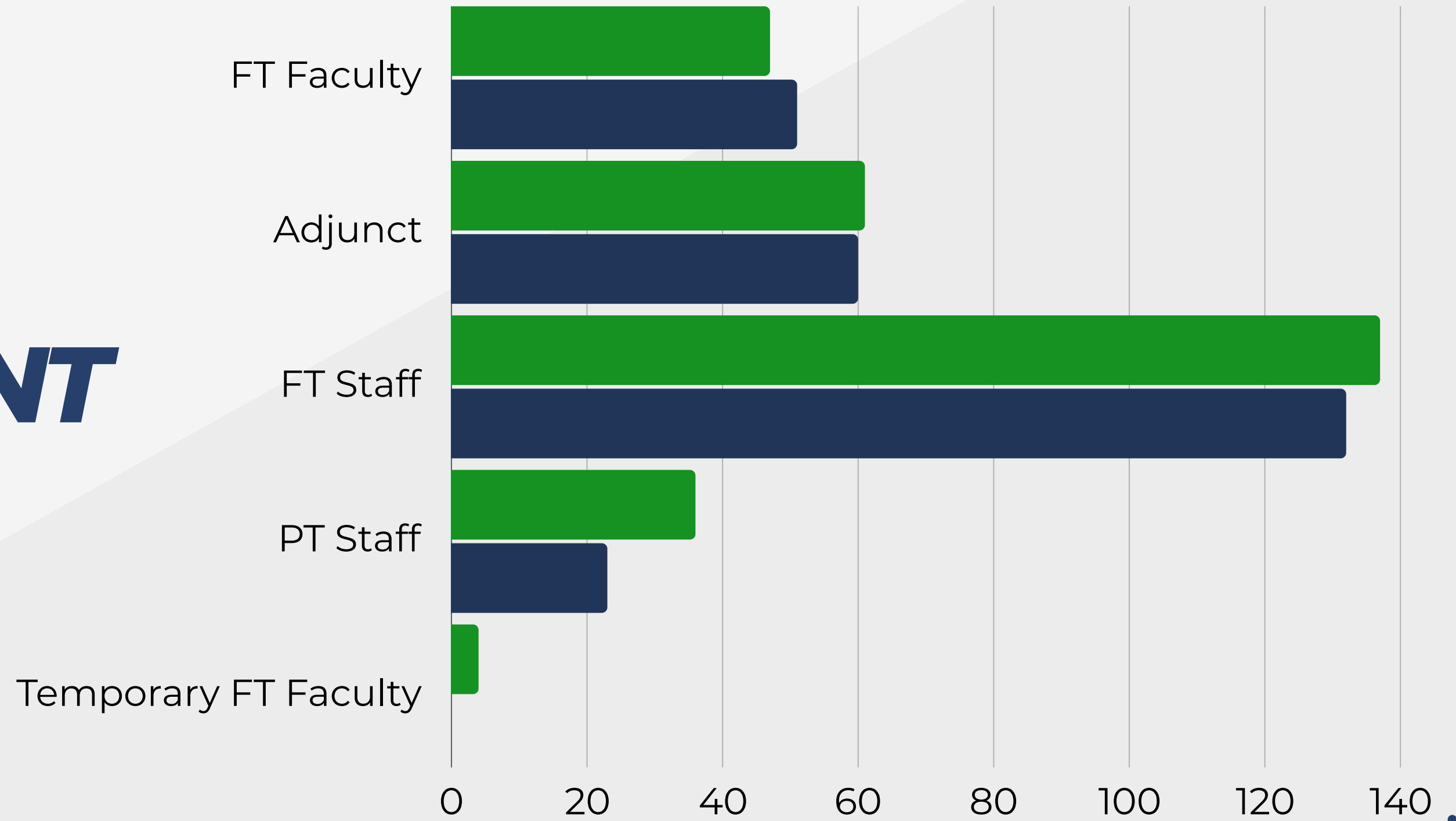




HEADCOUNT

2023 VS 2022

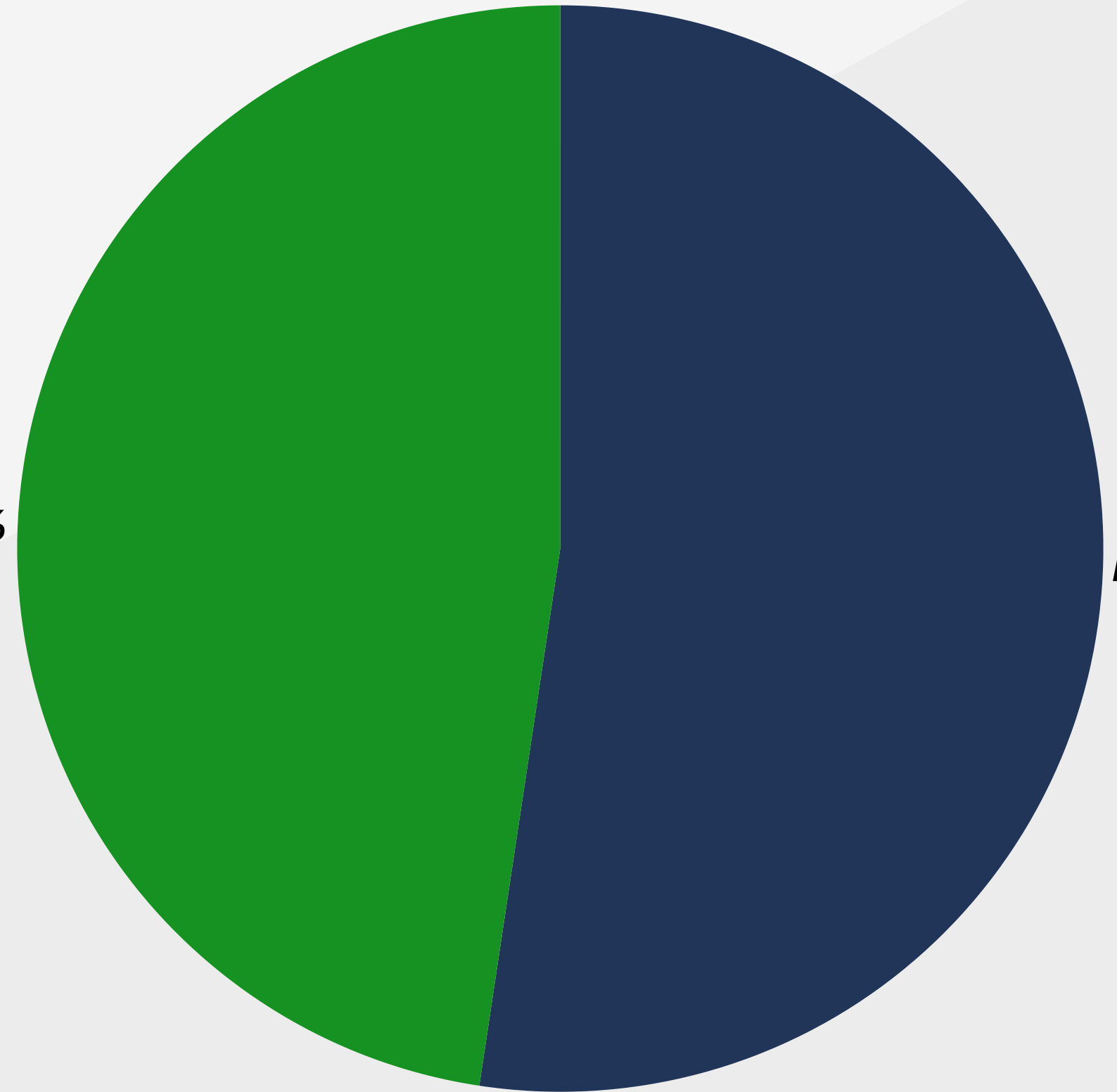
2023 2022



TOP LEADERSHIP

- ***DIRECTOR***
- ***DEAN***
- ***EXECUTIVE***

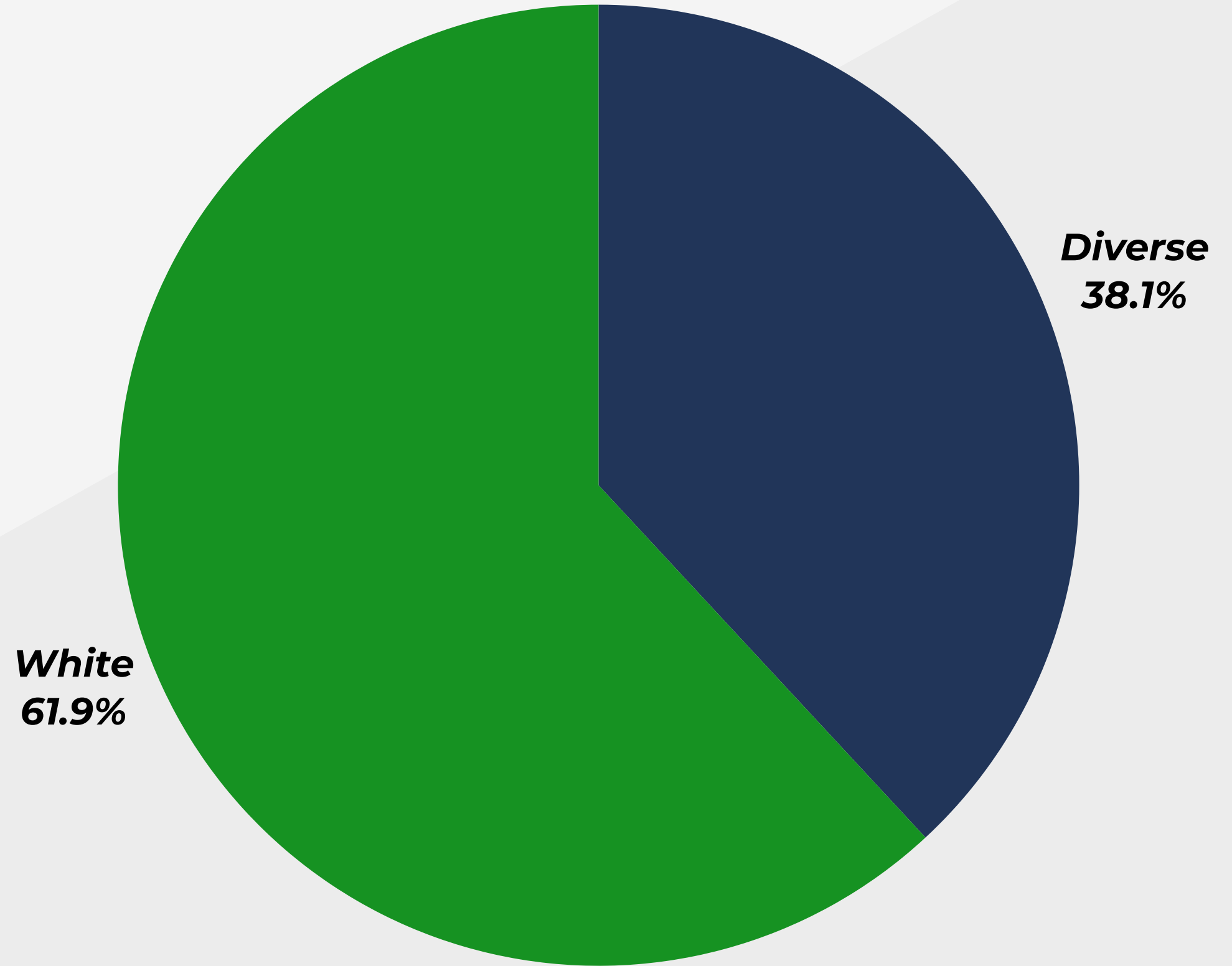
**Male
47.6%**



**Female
52.4%**

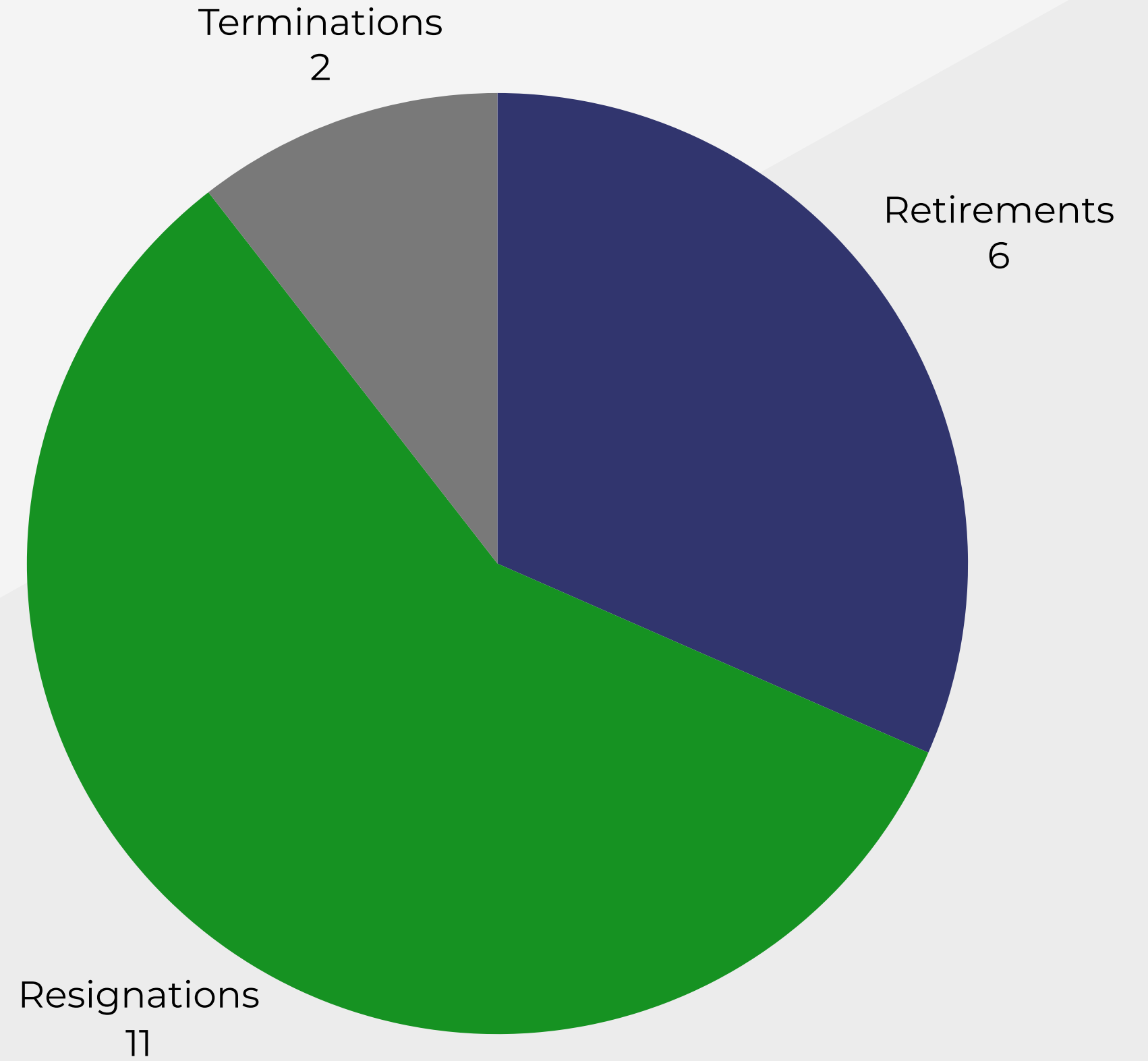
TOP LEADERSHIP DIVERSITY

- DIRECTOR***
- DEAN***
- EXECUTIVE/VP***



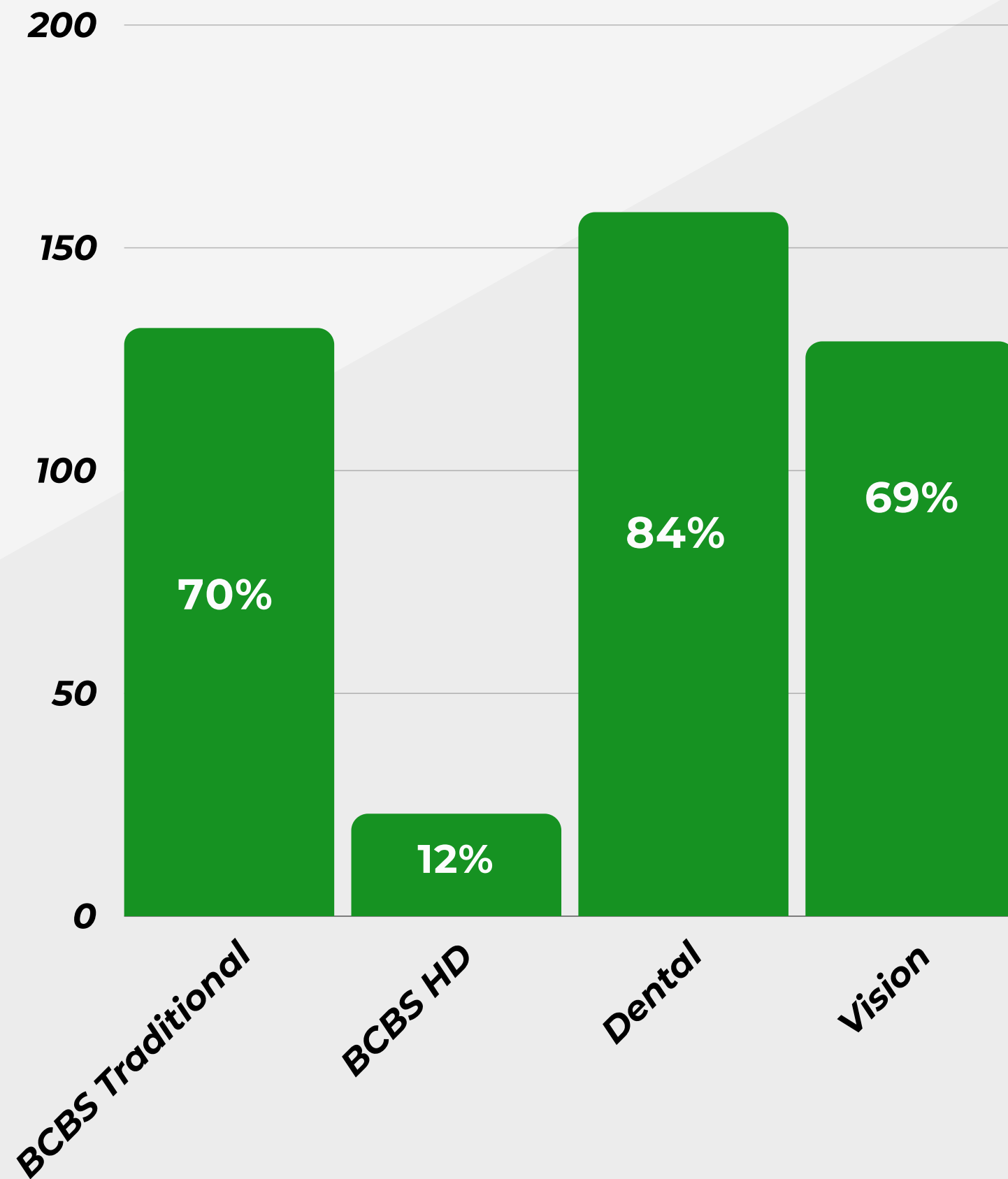


RETIREMENTS
RESINATIONS
TERMINATIONS



INSURANCE UTILIZATION

ROLLING GTL AND LTD INTO
BCBS PLATFORM SAVED THE
COLLEGE **\$20,000!**



Richland Community College EAP Dashboard



Total # of Intakes

18

Intakes by Date



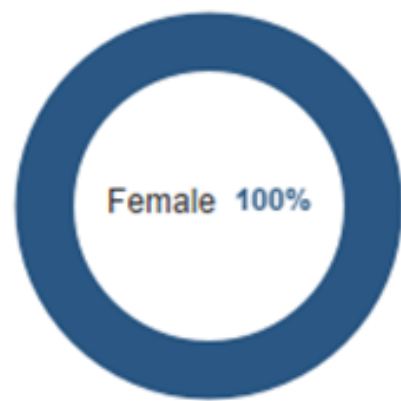
Total # of Services

66

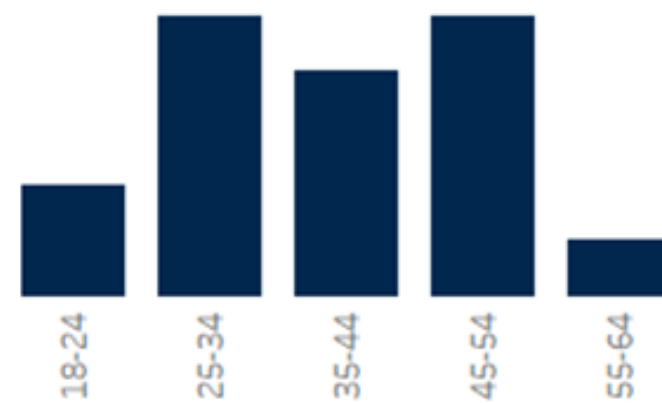
Services by Date



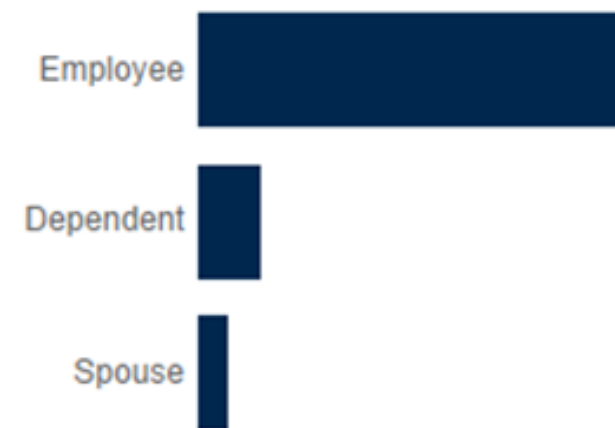
Gender



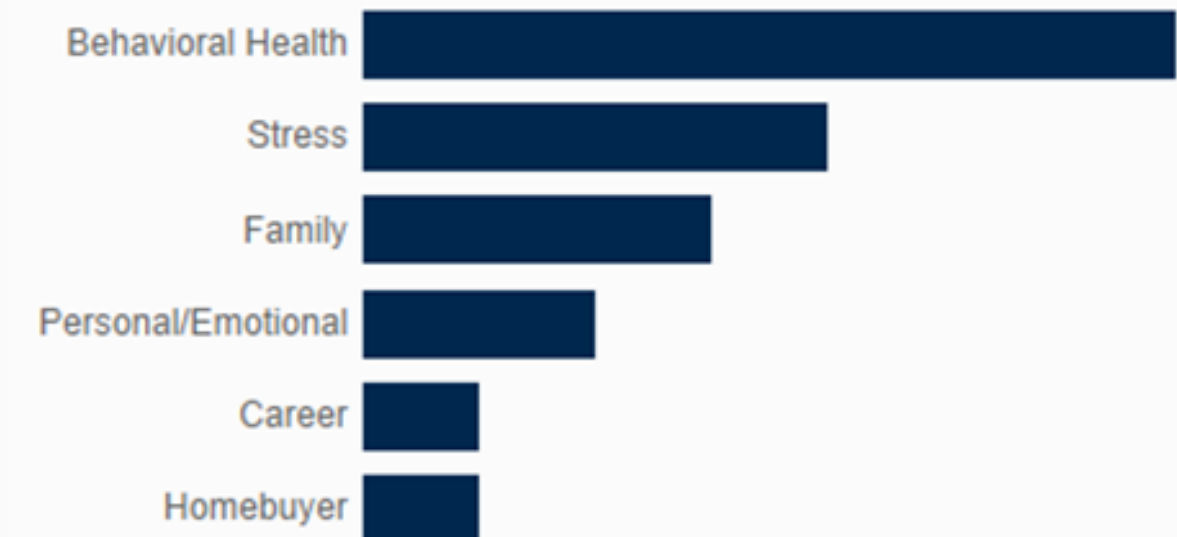
Age



Recipient



Problem Type





RECRUITMENT AND JOB BOARDS



HigherEdJobs

#1 for faculty recruitment

INDEED

#1 for staff positions

Social Media

- RCC Career Facebook
 - LinkedIn
- ability for other to "like" and share postings*

Chambers

- Decatur
- MT Zion
- Black Chamber of Commerce for IL
- Black Chamber of Commerce, Decatur

Others

- Workforce Investment Solutions
- Limitless /
- Now Decatur
- Herald and Review
- Zip Recruiter

TRAINING AND PROFESSIONAL DEVELOPMENT



- Angel Howard - DEIB
- Franklin Covey: Speed of Trust, Leading at the Speed of Trust, 6 Critical Practices for Leadership, on demand trainings
- Supervisor Trainings (monthly).
- Civility Training
- Mandated Safe College Trainings: Ethics, Sexual Harassment, Title IX, FERPA



EMPLOYEE ENGAGEMENT

Coffee and Conversations

Quarterly in HR

Mental Health Awareness Month

- **Stretching and Breathing Exercises**
- **Group Walks**
- **Fruit Bar & Ergonomics**

Halloween

Witches Brew
Coffee

RCC Employee Christmas Party

Music Bingo
Holiday Trail Mix
Bar
Raffle Prizes

Trees on Tees

248 participants



**WITCHES BREW
COFFEE &
CONVERSATIONS**



Employee Christmas Party

B I N G O



2024 HR Goals



- Roll out new Performance Evaluation Platform (April 1)
- Continue with Employee Engagement including two “Richland Days” TBD
- Start full file audit (2 year process)
- Review Board Policy Section 3
- Module Manager for ERP implementation
- College Bargaining Negotiations
- Continue Franklin Covey Trainings
- Monthly Supervisor Training (topics vary).
- Start Employee Handbook- roll out end of 2025



THANK YOU

