

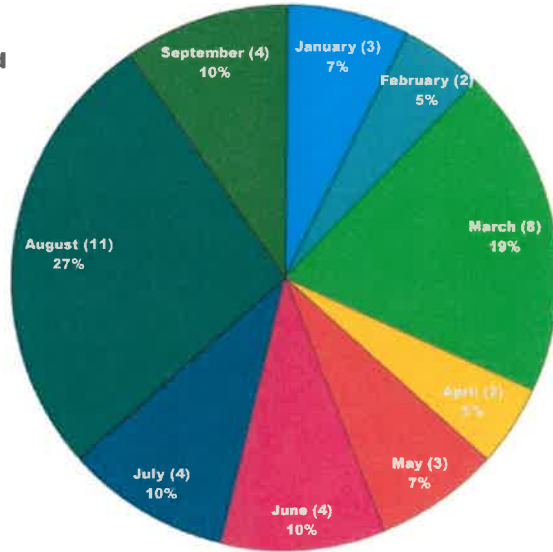
## HR Purpose/Responsibility

- Ensure that the best employees are cultivated at RCC to serve students to the highest level.
- Variety of ways we do this work.

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### 2024 HIRES (FULL-TIME FACULTY & STAFF)

**41 Employee Hired**  
**27/Staff**  
**14/Faculty**



- January (3)
- February (2)
- March (8)
- April (2)
- May (3)
- June (4)
- July (4)
- August (11)
- September (4)
- October (0)
- November (0)
- December (0)

### Current Headcount

**304 employees**

Includes:

Full-time, Part time,  
Temporary

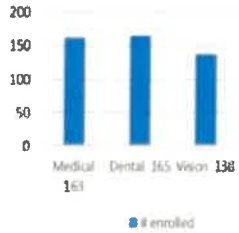
Faculty, Staff



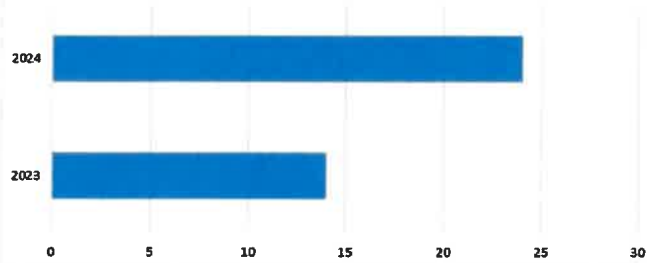
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## Benefit Utilization

**Benefit Enrollment**  
Total Eligible: 204  
Employee's



**EAP-Employee Assistance Program**  
2023-2024  
Employee Intake Comparison



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## Human Resources

Where are We????

- Millikin and RCC Career Fairs
- Decatur SHRM monthly meetings
- SHRM Certification- Kim
- DEIB committee
- Accessibility committee
- Flu Clinic
- Networking with other Community College HR teams

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## 2024 Implementations

- Performance Pro
  - 120-day evaluation and annual evaluation for all PT and FT Staff
- Service Policy
  - Employees who complete 16 hours of Service Time during the current fiscal year will earn an additional personal day (8 hours) to use during the following fiscal year
  - 163 hours have been logged
- Attendance Policy
  - Promote the efficient operation of the college and minimize unscheduled absences.

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## Professional Development

### Supervisor Training-

- Policy updates, policy roll out, training topics, accountability, group discussion
- 6 meetings in 2024

### Franklin Covey-

- Assigned 3 different trainings to accompany the new evaluation process and platform (Performance Pro)
- Giving Feedback, Receiving Feedback, Difficult Conversations

### Franklin Covey cont.-

- Navigating Difficult Conversations  
Facilitated course-
  - one session for employees,
  - one session for Supervisors

### Annual Trainings- Safe Colleges

- Added Cyber Security Awareness to the annual training assignments



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# Employee Engagement

## 2024 Events

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### Valentine's BINGO



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### Celebrate Summer



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### Splash Cove



Saturday, August 10th, 7pm-9pm

Sign up for swimming OR mini golf!

This event is open to RCC employees and their family

Concessions will be available for purchase during the event.



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### Popcorn and Pop



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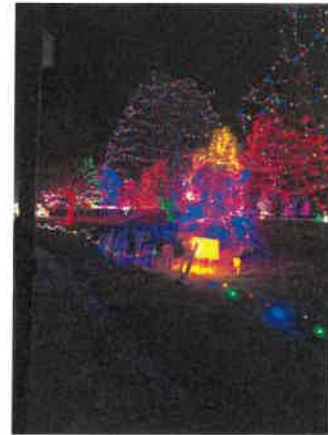
### Pumpkin Decorating Event



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### Trees on the Tees

- College provided tickets to employees
- 259 people attended the event



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### Additional Events




- North Wing Coffee and Conversation
- Devon concert tickets and parking pass
- Celebrated National Pet Day via TEAMS
- Mimi's Frosty




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**2025 Plan**



- Continue focus of hiring, development and engagement
- Navigate internal department changes
- Perfect current processes
- Begin the development of Employee Handbook



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