

HR Data on Staff employment length and turnover

- Avg. Length of Service of full-time employees – **9.6** years (10.6 years for faculty, 8.9 years for staff)
- Projected staff turnover FY 07-08 – **9.4%** compared to approx. 28% for education/healthcare industry based on BLS statistics, voluntary turnover – 5.6%, ratio of voluntary to involuntary turnover 1.5:1
- Projected staff new hires from outside the University (i.e. does not include transfers) FY 07-08 – **161**, ratio of new hires to terminations – 1.3:1
- Projected applications received for staff openings FY 07-08 – **9135** (up from 5337 in FY 06-07)
- Projected grievance rate – **1.2%** of eligible staff employees (12 grievances filed in FY 07-08)