



WAYNE STATE UNIVERSITY

Board of Governors
Personnel Committee

December 11, 2024



HR's Mission and Vision

Mission: To be an indispensable business partner fostering *excellence* and success through *people-first* strategies

Vision: Wayne State University is an *employer of choice*

Values: Collaboration, Integrity, Innovation, Excellence, & Diversity, Equity & Inclusion





FY 2024 Highlights of Campus Personnel Accomplishments

Efficiency Improvements

- Eliminated paper paychecks
- Began automation of Banner Personnel Action Forms
- Mapped current state Recruit-to-Hire process with redesign underway
- Improved fall hiring/onboarding

Compliance Enhancements

- Enhanced multi-state compliance for out of state employees
- Reduced union grievances

Expanded training/professional development



WSU Workforce Demographics



WSU Workforce Demographics

As of October 1, 2024

Employee Type	No. of Employees	% of Total Employees
Non-Represented		
Academic	1,838	21%
Non-Academic	1,238	14%
Total Non-Represented	3,076	35%
Represented		
Academic	2,731	31%
Non-Academic	1,056	12%
Total Represented	3,787	44%
Total Regular Employees	6,863	79%
Temporary		
Students	1,473	
Other Temporary	358	
Total Temp Employees	1,831	21%
Total All Employees	8,694	

Gender:

Female = 57%

Male = 43%

Ethnicity:

White = 55%

African American = 23%

Asian = 16%

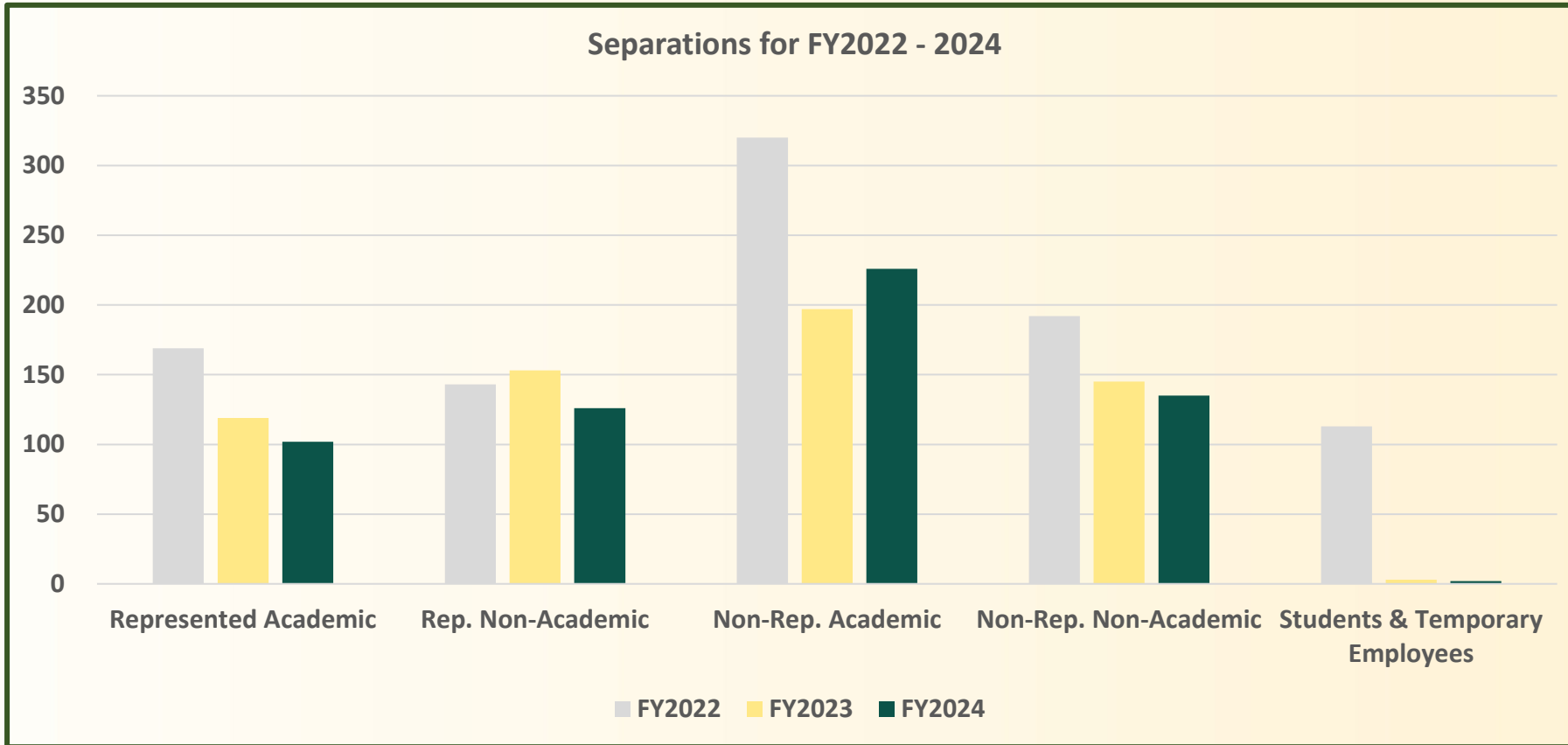
Other = 6%



Wayne State Turnover Half the National University Rate

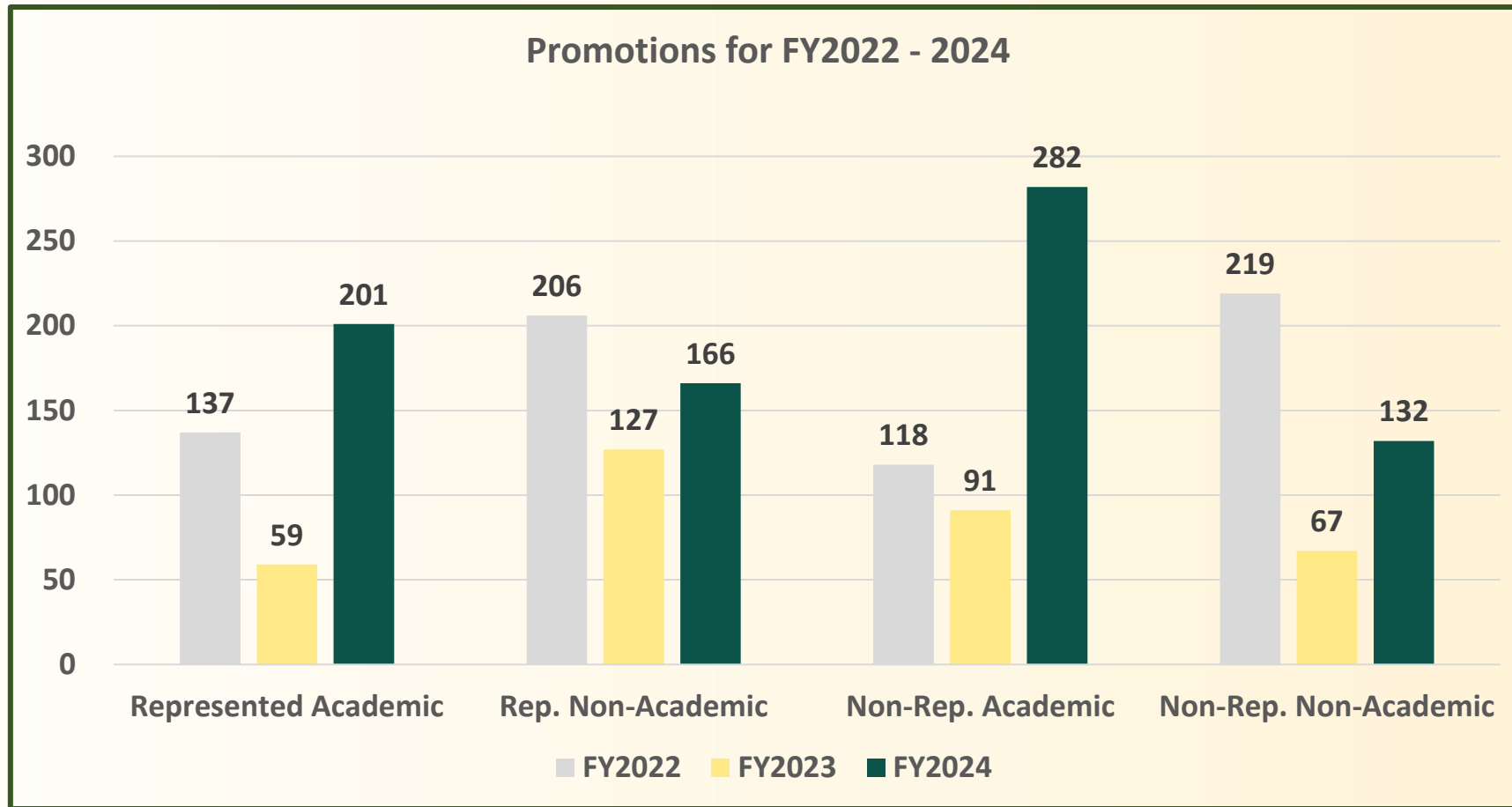
Higher Education Industry (per CUPA-HR)	14%
WSU	7%

Separations in FY 2024 totaled 591, with a 29% decline from FY 2022.





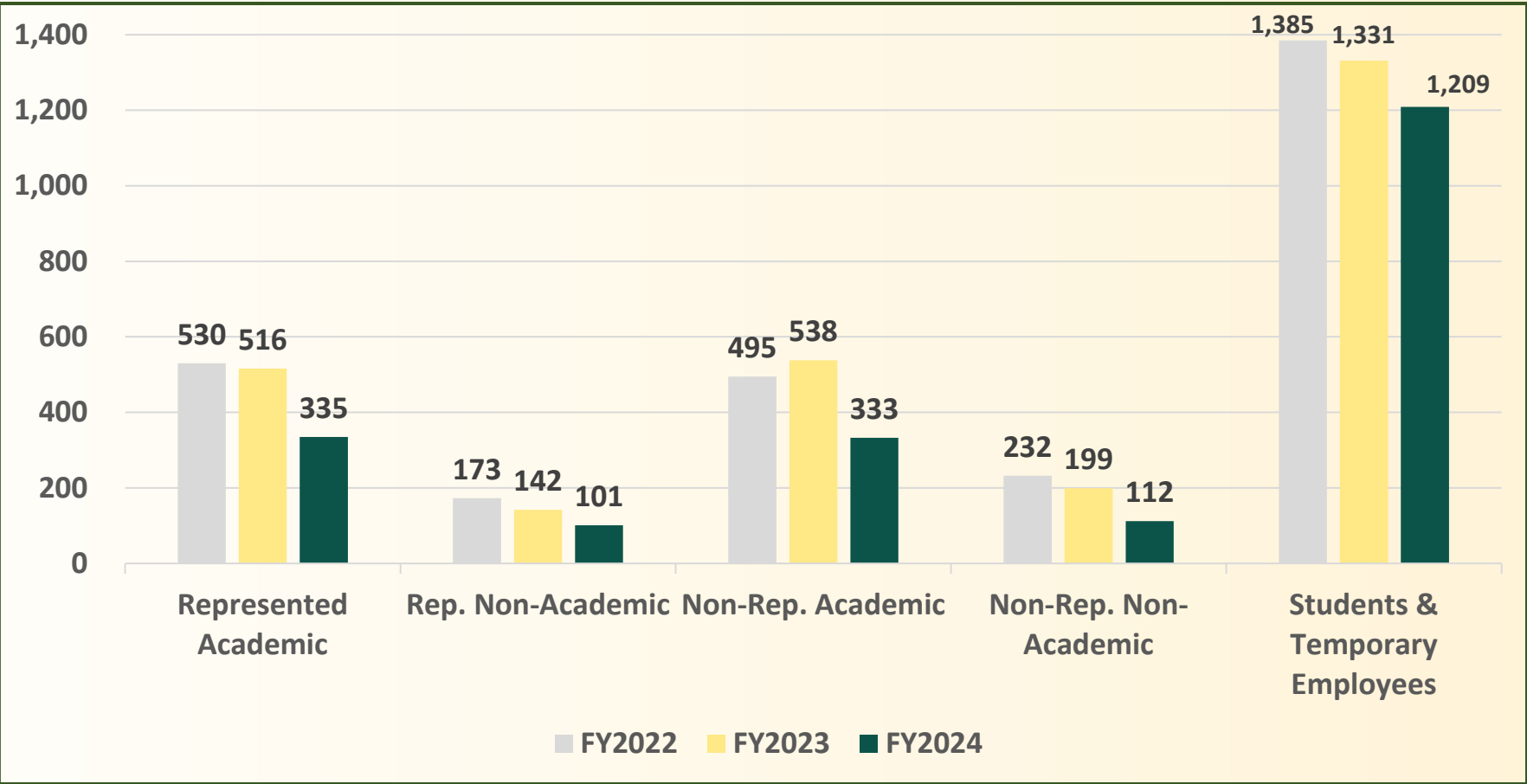
Internal promotions up in 2024



Promotions have increased, on average, 145% between FY 2023 and FY 2024.



Hiring slowed in 2024



Total new hires for FY24, excluding student and temporary employees, were 881 employees.



WSU Exit Interview Results



WSU Exit Interview Results for FY2024

✓ Can be completed via:

- In person interview with HR
- Private online survey

✓ FY24 Response rate:

57% overall: 43% - Represented, 54% - Non-represented

- 47% - separated after less than 2 years of employment
- 27% - separated after 2-5 years of employment
- 26% - separated after 5+ years of employment

✓ FY24 Results:

- 85% - would recommend WSU as an employer
- 75% - would return to WSU to work

Top Roles Vacated:

- Management
- Police Officers
- Research Assistants
- Major Gift Officers
- Administrative Assistants

Top turnover SCDs:

- Public Safety
- Medicine
- Research
- Development





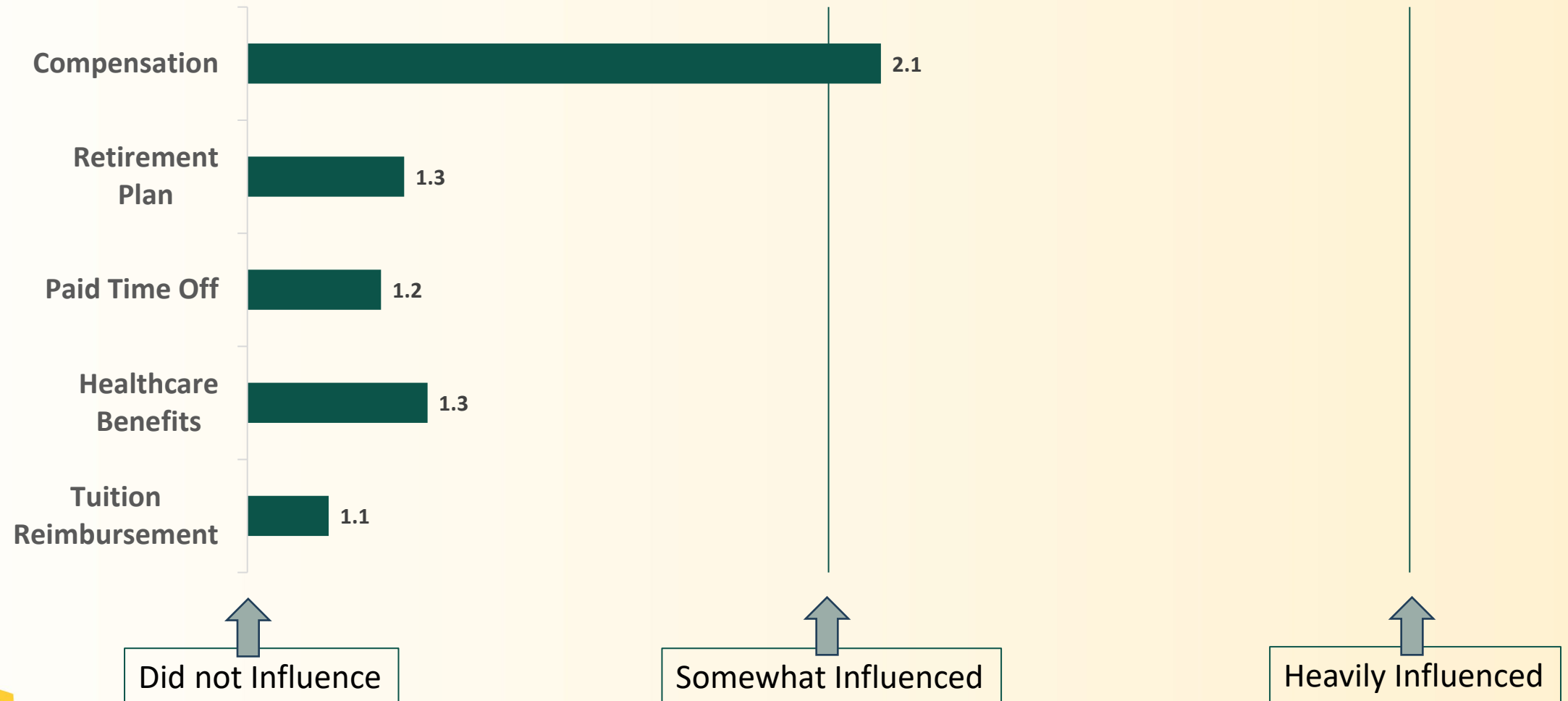
WSU Exit Interview Results for FY2024

- Exit Survey asked employees to rate various factors on their decision to leave with 3 scoring options:
 - Did not influence
 - Somewhat Influenced
 - Heavily Influenced
- The survey asked about 28 various factors related to 4 Key Areas:
 - Pay/Benefits
 - Position Attributes
 - Supervision Attributes
 - University Attributes
- Over the 28 factors only the 2 below had an average score that equaled *somewhat influenced*, the rest fell below:
 - Compensation
 - Career Advancement

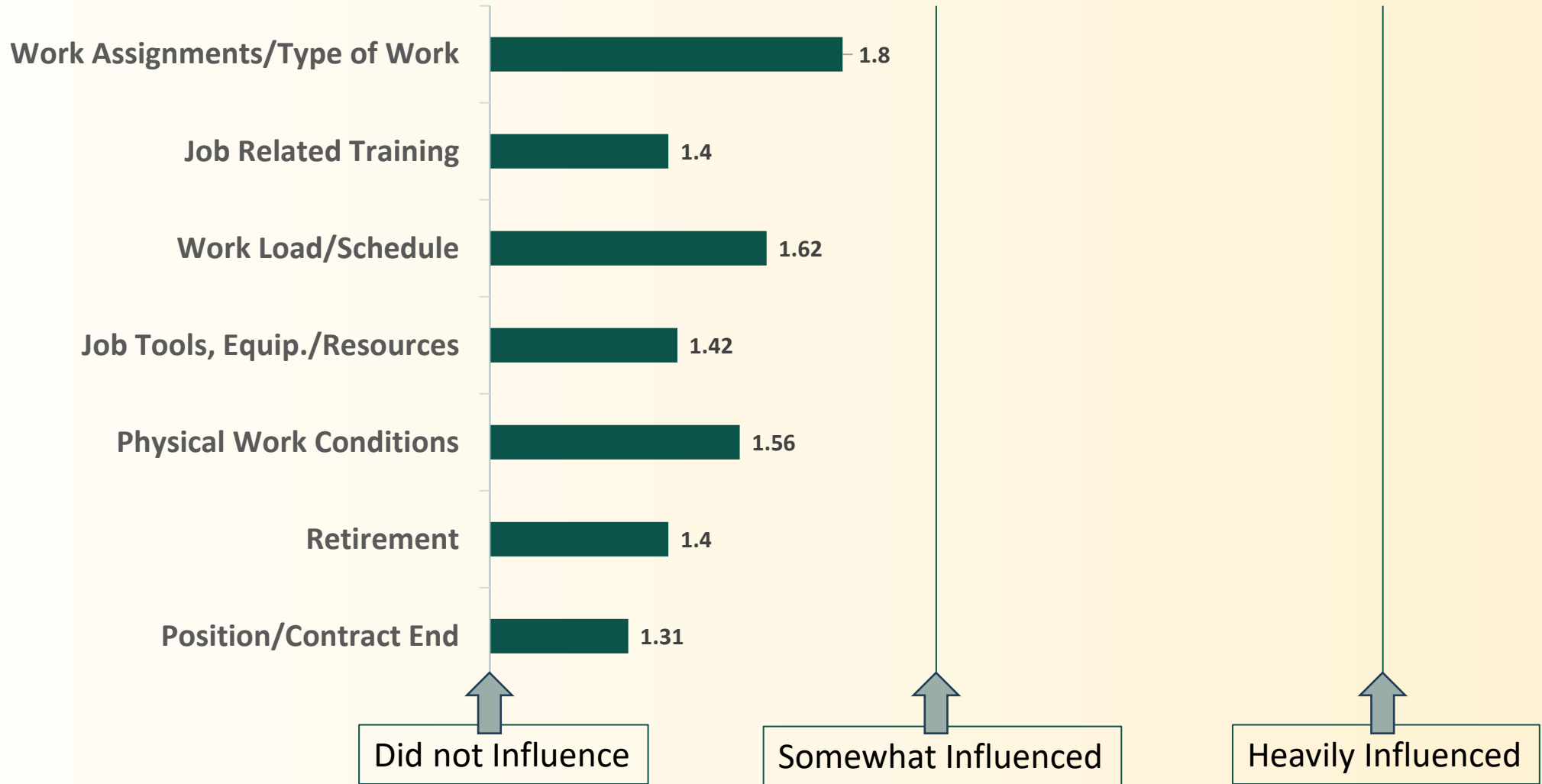




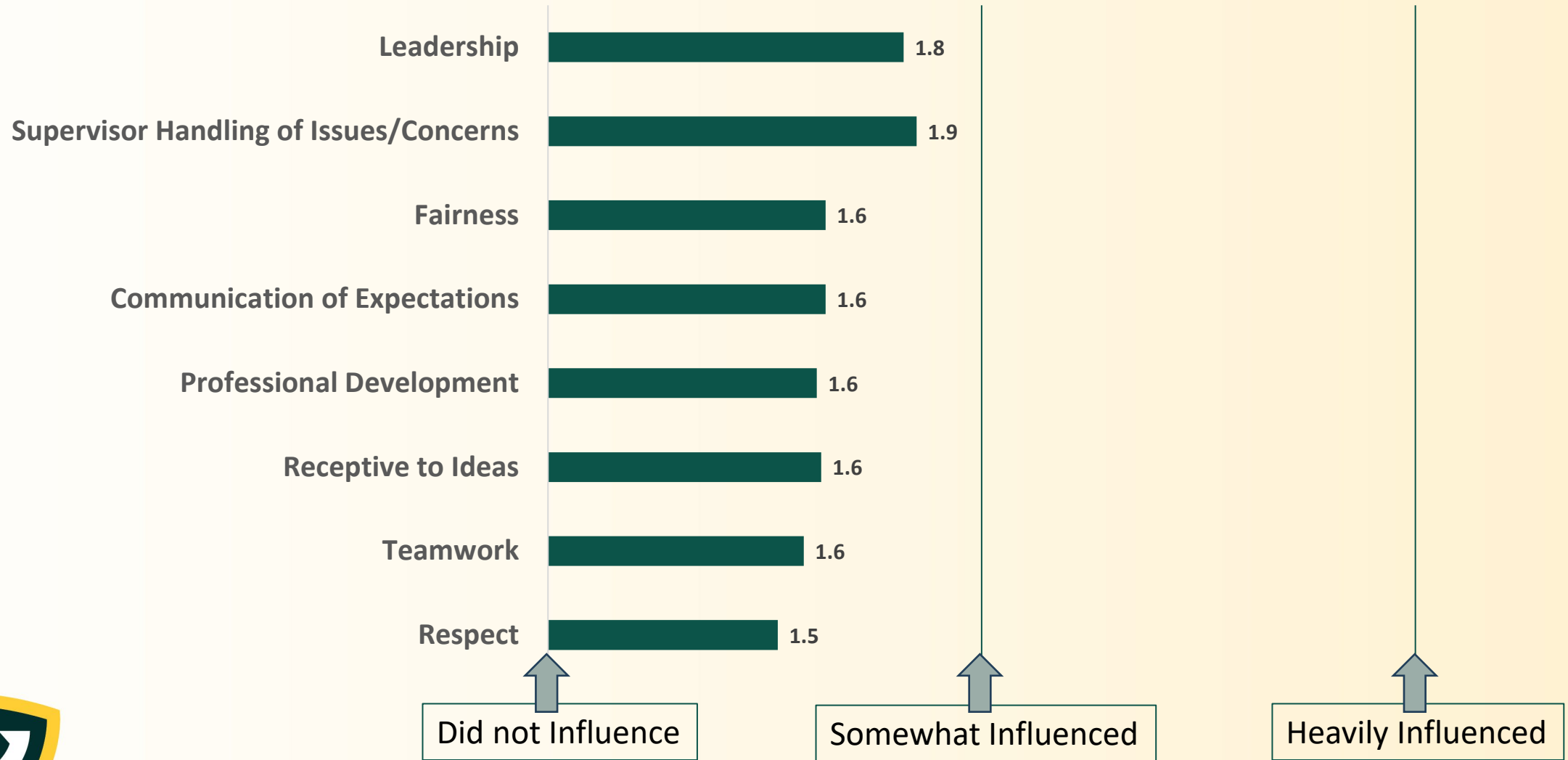
Compensation top factor related to **pay/benefits** influencing the decision to leave



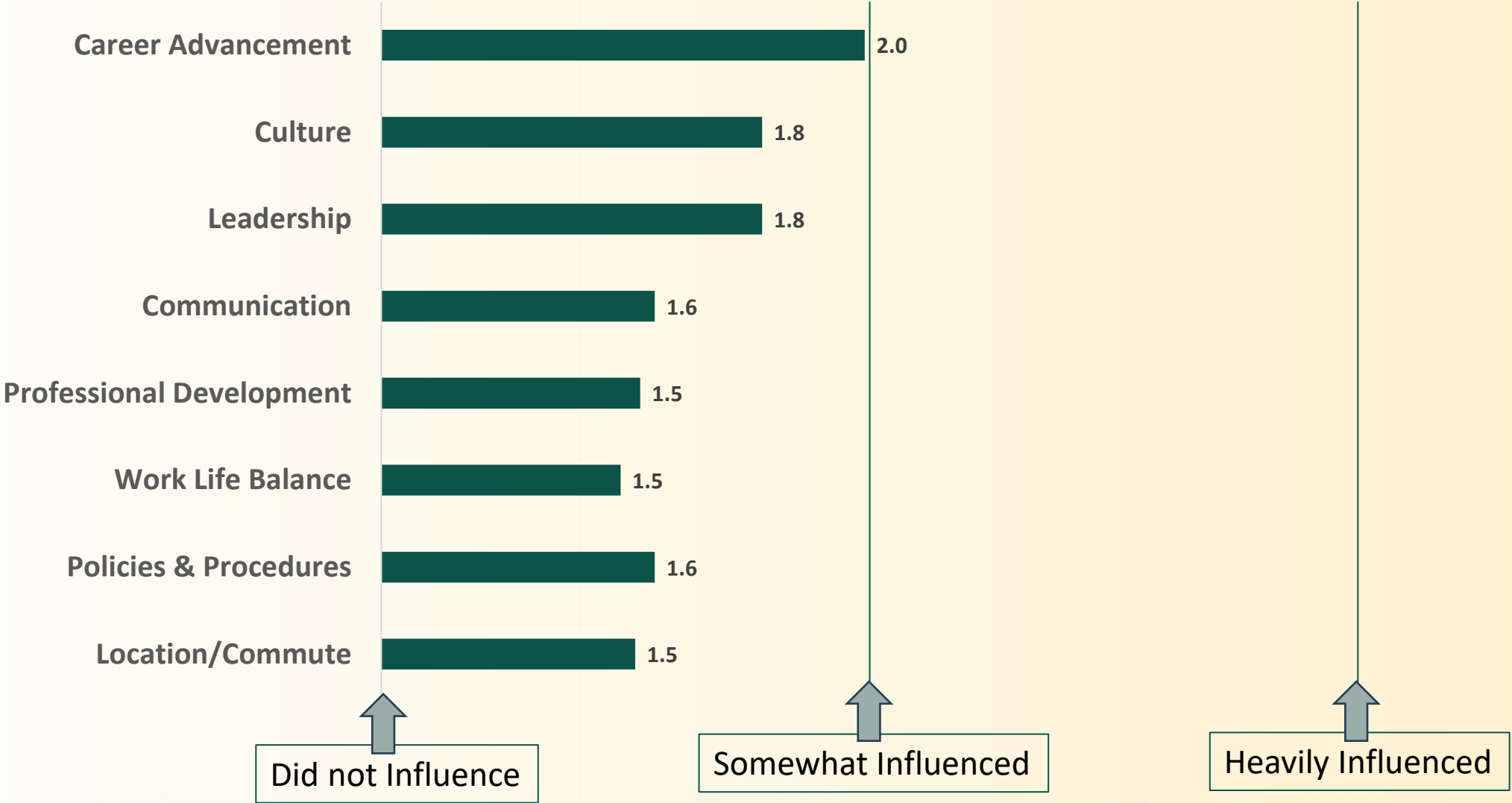
Type of Work the top reason related to **position** influencing the decision to leave



Leadership and Handling of issues top factors related to **supervision** influencing the decision to leave



Career Advancement top factor related to **Wayne State** influencing the decision to leave



Questions

