Constituency Engagement

• Overview sessions (November/December) - 50 sessions held and 1,000+ employees reached
• Pop-ups (January-March) - 40 pop-up sessions held
• One-on-one info sessions (January - March) - 116
• Great Place Expos Attendance - 342 attendees
  – 169 MCV Campus
  – 173 Monroe Park Campus
• Questions submitted/responded to at hrredesign@vcu.edu - 66
Enrollment by VCU Years of Service

*includes employees hired into roles posted before 7/1/2016
Enrollment by Gender

- Enrolled (n = 922): 33.5% Female, 66.5% Male
- Tot. Workforce (n = 2,221): 37.4% Female, 62.6% Male
Enrollment by Race/Ethnicity

- **American Indian/Alaskan**: 0.5% of Enrolled, 0.7% of Total Eligible Workforce
- **Asian**: 0.7% of Enrolled, 4.2% of Total Eligible Workforce
- **Black/African American**: 21.3% of Enrolled, 28.6% of Total Eligible Workforce
- **Hawaiian/Pacific Islander**: 0.1% of Enrolled, 0.1% of Total Eligible Workforce
- **Hispanic/Latino**: 3.3% of Enrolled, 2.7% of Total Eligible Workforce
- **International**: 0.3% of Enrolled, 0.5% of Total Eligible Workforce
- **Two or More Races**: 3.5% of Enrolled, 2.4% of Total Eligible Workforce
- **Unknown**: 0.9% of Enrolled, 0.7% of Total Eligible Workforce
- **White**: 60.0% of Enrolled, 65.9% of Total Eligible Workforce
Enrollment by FLSA Exemption Status

- **Exempt**
  - as % of Enrolled: 55%
  - as % of Eligible Workforce: 41%
- **Non-Exempt**
  - as % of Enrolled: 45%
  - as % of Eligible Workforce: 59%
1-on-1 Appointment Enrollment (w/Choice)

- 65, 78%
- 18, 22%
Summary of Enrollment/Workforce Profile as of 7.1.18

- 922 classified employees chose to enroll in the new HR plan. That is 41.5% of the number of classified employees with a choice.
- On July 1, about 2/3 of our non-faculty salaried workforce will be university employees and about 1/3 will remain classified employees.

*Data as of 4.1.18*