EXIT DASHBOARD

Voluntary Term	Retirement Only	Involuntary Term	Total Exits
130	72	19	221

Month	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	12 Month Totals	
														Avg Head count
Head Count	2135	2130	2126	2130	2147	2156	2161	2171	2179	2170	2165	2164	2153	
Exits	17	18	24	52	19	9	10	4	19	25	11	13	221	Exits

Target Goal: 90%   CUPA FT Avg. - 86%

Retention: 89.7%

12 Month Rolling Turnover

Month	Staff	Faculty
Apr-24	16	1
May-24	17	1
Jun-24	23	1
Jul-24	18	34
Aug-24	15	4
Sep-24	9	0
Oct-24	9	1
Nov-24	4	0
Dec-24	2	17
Jan-25	13	12
Feb-25	11	0
Mar-25	11	2

Annual Turnover
10.3%

Without Retirees
6.9%

Retirees Only
3.3%

Est. Cost ($6,500pp)
$1,436,500.00

10-Year Annual Fall Turnover (Oct - Sept)

Exits	212	233	215	207	222	249	220	287	256	223

Year	Including Retirees	Excluding Retirees
2015	9.53%	6.87%
2016	10.37%	6.99%
2017	9.55%	5.86%
2018	9.28%	6.41%
2019	9.99%	6.75%
2020	11.42%	7.39%
2021	10.34%	6.25%
2022	13.51%	9.75%
2023	12.20%	9.10%
2024	10.60%	6.40%

Linear (Including Retirees) · Linear (Excluding Retirees)

Turnover by Skill Code

Skill Code	Value
Executive/Admin and managerial	5
First Level Managers	3
Faculty	60
Other professionals	68
Technical and paraprofessional	17
Clerical and secretarial	31
Skilled crafts	9
Service/Maintenance	28
Instruction/research assistant	0
Other	0
Other administrative	0

Turnover by Age

Age	Count
20-29	31
30-39	48
40-49	32
50-59	37
60-69	58
70-79	14
80-89	1

Average Age
48.6

Turnover by Cost Center

Cost Center	Value
Administration and Finance	34
Student Affairs	32
President	28
College of Health and Human Services	20
RCASH	19
College of Natural and Applied Sciences	17
College of Business	15
West Plains	14
College of Education	12
Community and Global Partnerships	6
Executive Vice President	5
Offices under Provost	5
College of Agriculture	4
Library	3
Information Services	3
University Advancement	2
Marketing and Communications	1
Graduate College	1

Resignation Reason and Average Years of Service

This chart does not include involuntary terms or retiree data

Reason	Average of YOS	# of Employees
Undetermined Reason	3.73	64
Accepted Other Emp	3.57	35
Personal	3.81	16
Relocation	3.00	9
Resignation Job Dissatisfaction	1.50	4
Return School	2.00	2