



UNC SYSTEM EMPLOYEE TURNOVER METRICS FOR FISCAL YEAR ENDING JUNE 30, 2019

For HR Council
(Discussion Purposes only)

Total Terminations

Fiscal Year	Employee Category	ASU	ECSU	ECU	FSU	NCAT	NCCU	NCSU	NCSSM	UNCA	UNCC	UNC-CH	UNCG	UNCP	UNCSA	SYS OFC	UNCW	WCU	WSSU	SYS AVG
FY-18	Faculty	6.0%	23.7%	8.2%	6.1%	7.8%	5.8%	7.5%	15.0%	7.2%	6.2%	4.4%	5.9%	8.0%	10.0%		4.9%	5.3%	5.8%	6.3%
FY-18	EHRA NF	13.9%	24.4%	13.0%	14.5%	17.5%	16.5%	11.1%	28.2%	20.4%	12.4%	13.3%	11.1%	13.4%	12.2%	28.8%	11.2%	17.8%	15.7%	13.4%
FY-18	SHRA	9.9%	9.1%	10.9%	14.4%	10.8%	11.0%	10.4%	10.0%	13.7%	11.1%	12.4%	9.4%	10.2%	10.8%	17.1%	12.5%	12.0%	12.9%	11.4%
FY-18	Campus Total	9.1%	16.9%	10.4%	11.7%	11.2%	10.5%	9.9%	16.6%	13.0%	9.7%	10.0%	8.7%	10.1%	10.8%	20.8%	9.8%	10.8%	11.0%	10.2%
FY-19	Faculty	5.6%	14.3%	6.7%	5.4%	8.8%	11.3%	6.6%	6.8%	6.1%	4.5%	9.5%	7.7%	7.1%	4.9%		5.1%	9.6%	7.8%	7.5%
FY-19	EHRA NF	13.5%	24.4%	15.7%	22.4%	18.4%	25.8%	11.4%	4.9%	23.6%	13.8%	13.4%	9.7%	18.1%	11.7%	18.0%	12.4%	20.4%	17.8%	14.1%
FY-19	SHRA	9.3%	10.6%	11.2%	14.0%	14.4%	16.0%	10.4%	16.7%	15.5%	13.0%	13.3%	11.0%	10.7%	13.2%	10.8%	10.9%	10.5%	13.3%	12.0%
FY-19	Campus Total	8.8%	15.2%	10.5%	12.6%	13.6%	16.7%	9.8%	9.7%	14.2%	10.4%	12.1%	9.6%	10.9%	10.4%	13.3%	9.2%	12.1%	12.2%	11.1%

Total Terminations - Voluntary Only

Fiscal Year	Employee Category	ASU	ECSU	ECU	FSU	NCAT	NCCU	NCSU	NCSSM	UNCA	UNCC	UNC-CH	UNCG	UNCP	UNCSA	SYS OFC	UNCW	WCU	WSSU	SYS AVG
FY-18	Faculty	2.5%	8.9%	4.4%	3.6%	3.2%	1.9%	2.3%	9.2%	2.1%	3.4%	3.1%	2.2%	4.3%	2.1%		1.6%	1.7%	1.6%	3.0%
FY-18	EHRA NF	8.9%	12.9%	8.3%	9.4%	8.9%	11.1%	8.2%	22.9%	17.2%	7.4%	9.1%	8.0%	9.9%	7.3%	19.2%	8.8%	11.0%	8.2%	9.1%
FY-18	SHRA	5.5%	4.5%	7.4%	10.9%	4.9%	6.6%	7.5%	6.3%	9.6%	7.3%	8.3%	4.8%	6.4%	7.5%	6.7%	8.6%	6.8%	5.8%	7.4%
FY-18	Campus Total	5.0%	7.7%	6.6%	8.2%	5.2%	6.0%	6.5%	11.6%	8.8%	6.1%	6.8%	4.7%	6.4%	5.8%	10.7%	6.3%	5.8%	4.7%	6.4%
FY-19	Faculty	1.7%	7.6%	3.6%	4.0%	3.6%	6.4%	1.9%	3.4%	3.9%	2.1%	4.5%	2.3%	2.9%	0.0%		1.6%	4.7%	3.4%	3.3%
FY-19	EHRA NF	9.9%	13.3%	10.7%	16.8%	8.4%	15.7%	9.3%	4.9%	22.3%	8.7%	8.9%	6.6%	14.7%	9.3%	14.3%	8.6%	13.2%	9.5%	9.9%
FY-19	SHRA	5.9%	4.4%	7.5%	11.3%	8.7%	9.6%	7.9%	5.1%	10.1%	8.3%	9.1%	6.0%	6.5%	10.4%	7.0%	7.1%	6.3%	7.9%	8.0%
FY-19	Campus Total	5.1%	7.6%	6.8%	9.8%	7.2%	9.9%	6.9%	4.4%	10.8%	6.4%	7.6%	4.9%	6.9%	7.1%	9.5%	5.5%	7.1%	6.6%	7.0%

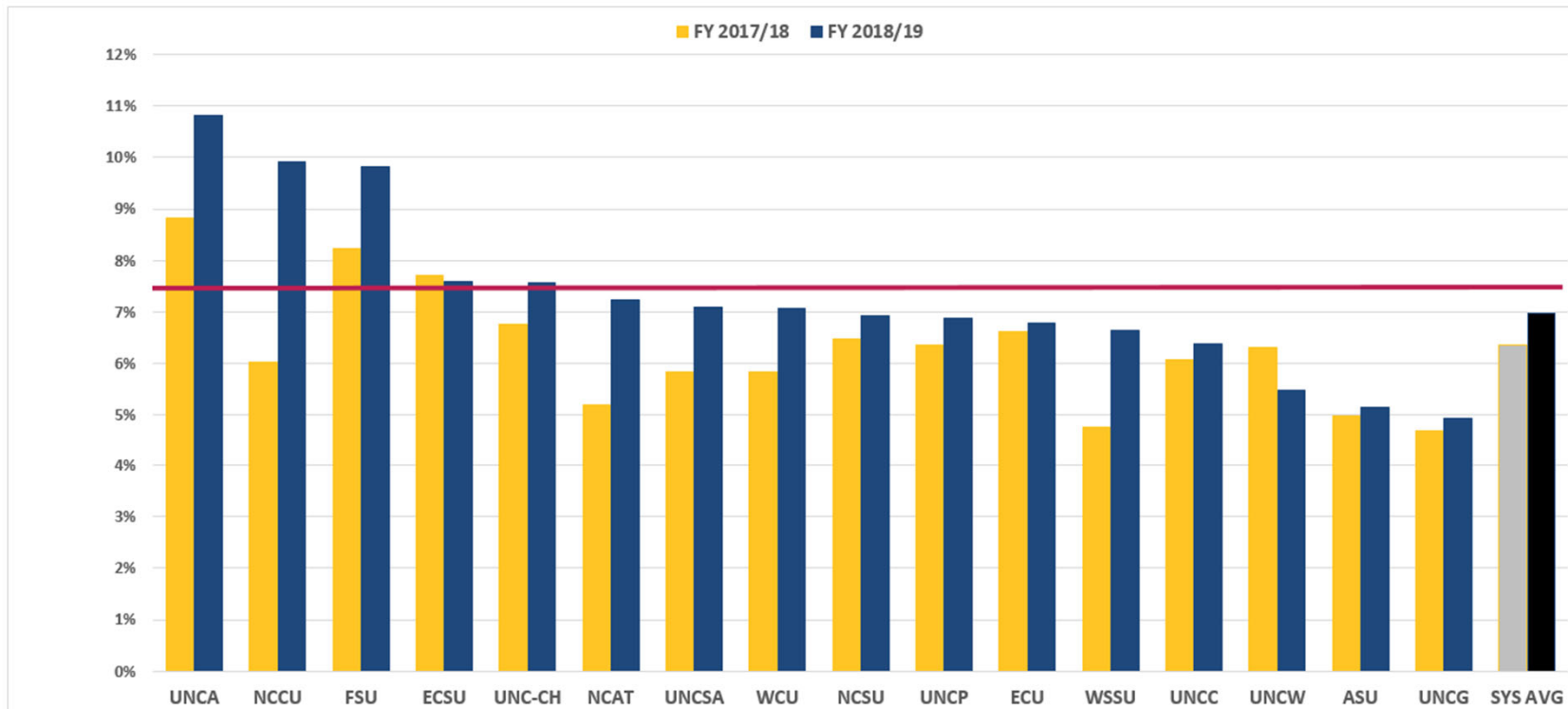
Total Terminations - Involuntary Only

Fiscal Year	Employee Category	ASU	ECSU	ECU	FSU	NCAT	NCCU	NCSU	NCSSM	UNCA	UNCC	UNC-CH	UNCG	UNCP	UNCSA	SYS OFC	UNCW	WCU	WSSU	SYS AVG
FY-18	Faculty	1.9%	8.9%	1.5%	1.4%	1.1%	0.5%	4.8%	2.3%	0.4%	0.5%	0.3%	2.1%	0.7%	0.0%		0.7%	2.4%	1.0%	1.6%
FY-18	EHRA NF	2.5%	10.0%	2.5%	2.2%	6.0%	4.7%	1.9%	0.0%	1.9%	3.3%	2.0%	2.2%	1.2%	1.2%	4.0%	1.2%	3.6%	5.0%	2.5%
FY-18	SHRA	1.0%	3.9%	1.1%	0.9%	2.4%	1.6%	0.8%	0.0%	0.6%	0.9%	1.4%	1.2%	0.8%	0.8%	5.6%	1.0%	0.7%	2.6%	1.2%
FY-18	Campus Total	1.6%	6.8%	1.5%	1.3%	2.7%	1.9%	2.0%	0.9%	0.8%	1.2%	1.1%	1.7%	0.8%	0.6%	5.1%	0.9%	1.9%	2.5%	1.6%
FY-19	Faculty	2.4%	2.9%	0.8%	0.7%	0.9%	0.2%	4.2%	1.1%	0.0%	1.2%	1.9%	3.1%	1.0%	0.0%		0.7%	2.5%	0.7%	1.9%
FY-19	EHRA NF	1.8%	10.0%	2.6%	4.9%	5.4%	8.4%	1.7%	0.0%	0.6%	3.3%	2.4%	2.4%	1.1%	0.0%	2.3%	2.5%	4.9%	5.1%	2.7%
FY-19	SHRA	0.8%	0.6%	1.0%	0.5%	1.9%	2.3%	0.6%	0.0%	0.6%	0.6%	1.1%	2.1%	0.0%	0.0%	0.8%	1.2%	1.5%	3.6%	1.0%
FY-19	Campus Total	1.6%	3.6%	1.2%	1.3%	2.3%	3.0%	1.8%	0.4%	0.4%	1.3%	1.6%	2.5%	0.6%	0.0%	1.3%	1.2%	2.5%	2.8%	1.6%

Total Terminations - Other Only

Fiscal Year	Employee Category	ASU	ECSU	ECU	FSU	NCAT	NCCU	NCSU	NCSSM	UNCA	UNCC	UNC-CH	UNCG	UNCP	UNCSA	SYS OFC	UNCW	WCU	WSSU	SYS AVG
FY-18	Faculty	1.6%	5.9%	2.3%	1.1%	3.5%	3.4%	0.4%	3.5%	4.7%	2.2%	1.1%	1.7%	3.0%	7.8%		2.5%	1.3%	3.2%	1.8%
FY-18	EHRA NF	2.5%	1.4%	2.2%	2.9%	2.5%	0.7%	1.0%	5.3%	1.3%	1.7%	2.2%	1.0%	2.3%	3.7%	5.6%	1.2%	3.2%	2.5%	1.8%
FY-18	SHRA	3.4%	0.6%	2.3%	2.6%	3.5%	2.7%	2.1%	3.8%	3.4%	2.9%	2.8%	3.4%	3.0%	2.5%	4.8%	2.9%	4.5%	4.6%	2.8%
FY-18	Campus Total	2.6%	2.5%	2.3%	2.1%	3.3%	2.5%	1.4%	4.0%	3.4%	2.5%	2.1%	2.3%	2.9%	4.3%	5.1%	2.5%	3.1%	3.7%	2.3%
FY-19	Faculty	1.5%	3.8%	2.3%	0.7%	4.3%	4.7%	0.4%	2.3%	2.2%	1.3%	3.2%	2.3%	3.2%	4.9%		2.7%	2.4%	3.7%	2.3%
FY-19	EHRA NF	1.8%	1.1%	2.4%	0.7%	4.5%	1.7%	0.4%	0.0%	0.6%	1.9%	2.2%	0.7%	2.3%	2.3%	1.5%	1.4%	2.3%	3.2%	1.6%
FY-19	SHRA	2.6%	5.6%	2.7%	2.2%	3.8%	4.1%	1.8%	11.6%	4.7%	4.0%	3.2%	3.0%	4.2%	2.8%	3.1%	2.7%	2.7%	1.8%	2.9%
FY-19	Campus Total	2.1%	3.9%	2.5%	1.5%	4.1%	3.8%	1.1%	4.8%	3.0%	2.7%	3.0%	2.2%	3.5%	3.3%	2.6%	2.5%	2.5%	2.7%	2.5%

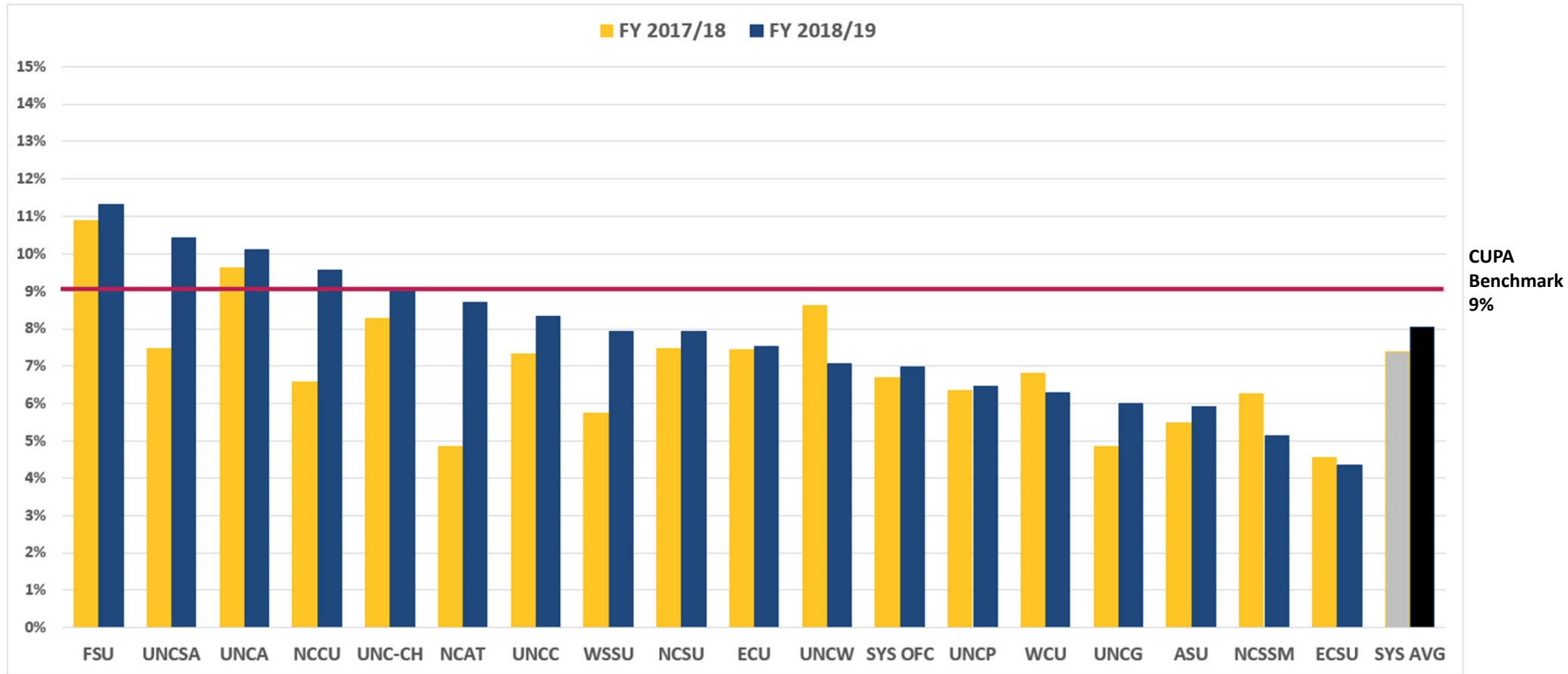
VOLUNTARY TURNOVER RATES - UNC SYSTEM-WIDE



	UNCA	NCCU	FSU	ECSU	UNC-CH	NCAT	UNCSA	WCU	NCSU	UNCP	ECU	WSSU	UNCC	UNCW	ASU	UNCG	SYS AVG
FY 2017/18	8.8%	6.0%	8.2%	7.7%	6.8%	5.2%	5.8%	5.8%	6.5%	6.4%	6.6%	4.7%	6.1%	6.3%	5.0%	4.7%	6.4%
FY 2018/19	10.8%	9.9%	9.8%	7.6%	7.6%	7.2%	7.1%	7.1%	6.9%	6.9%	6.8%	6.6%	6.4%	5.5%	5.1%	4.9%	7.0%
PERCENT CHANGE	2.0%	3.9%	1.6%	-0.1%	0.8%	2.1%	1.3%	1.2%	0.5%	0.5%	0.2%	1.9%	0.3%	-0.8%	0.2%	0.3%	0.6%

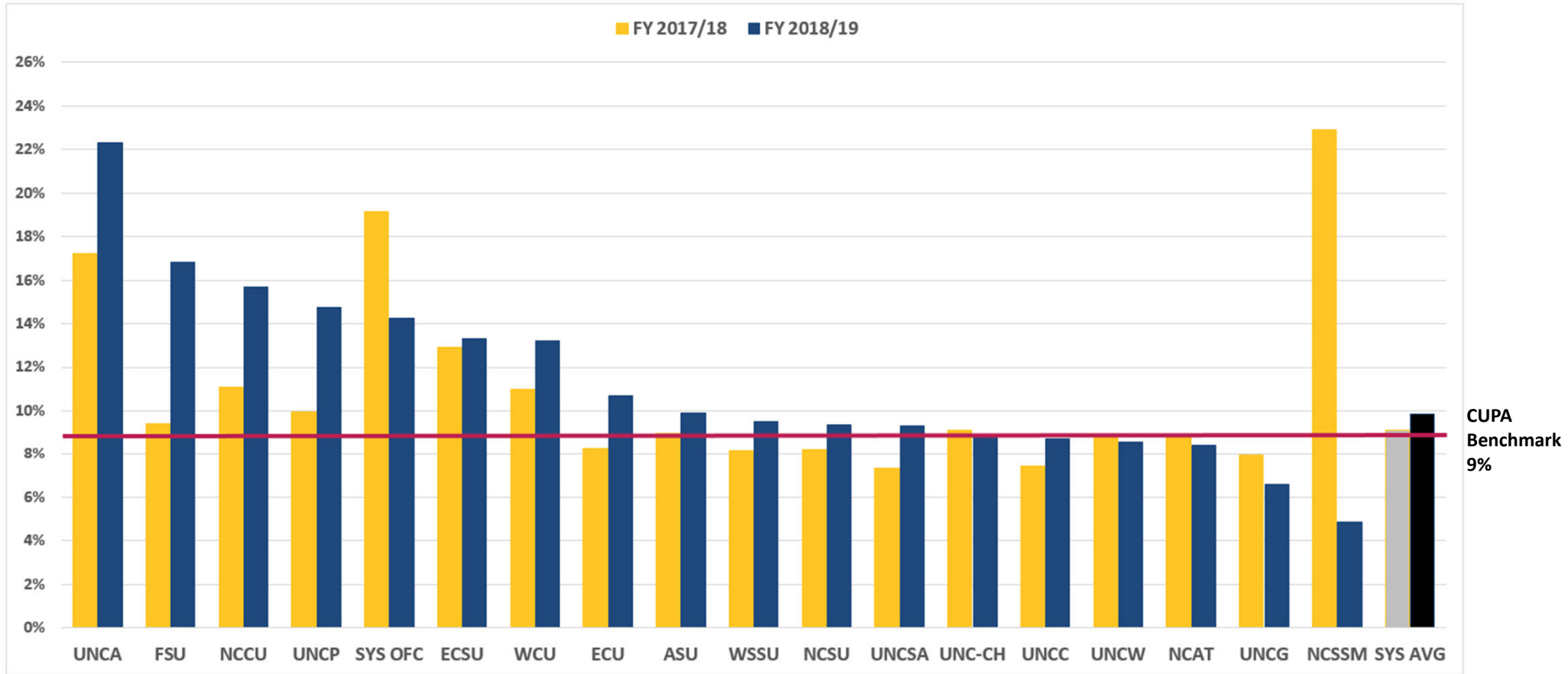
Sorted by highest to lowest
FY19 turnover rate (blue columns)

VOLUNTARY TURNOVER RATES – SHRA EMPLOYEES



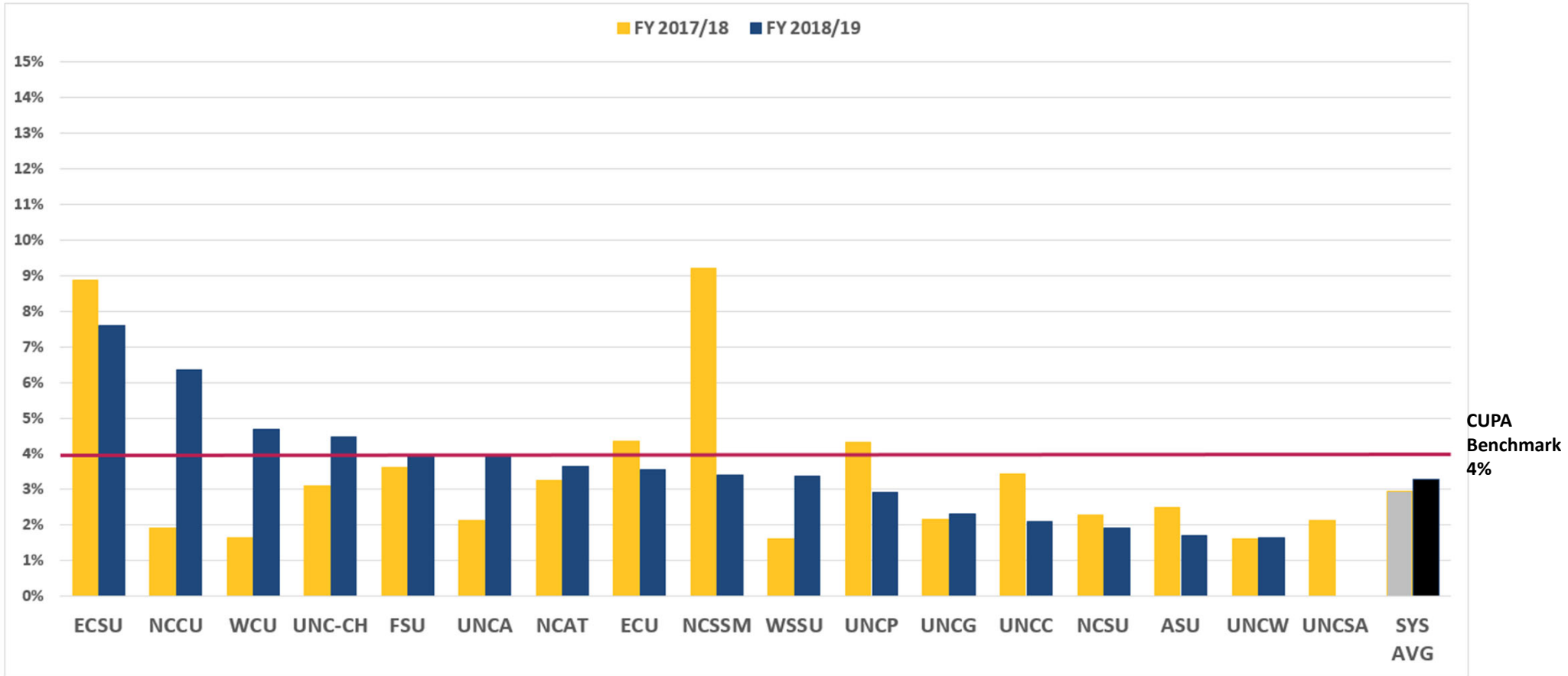
Sorted by highest to lowest
FY19 turnover rate (blue columns)

VOLUNTARY TURNOVER RATES - EHRA NON-FACULTY EMPLOYEES



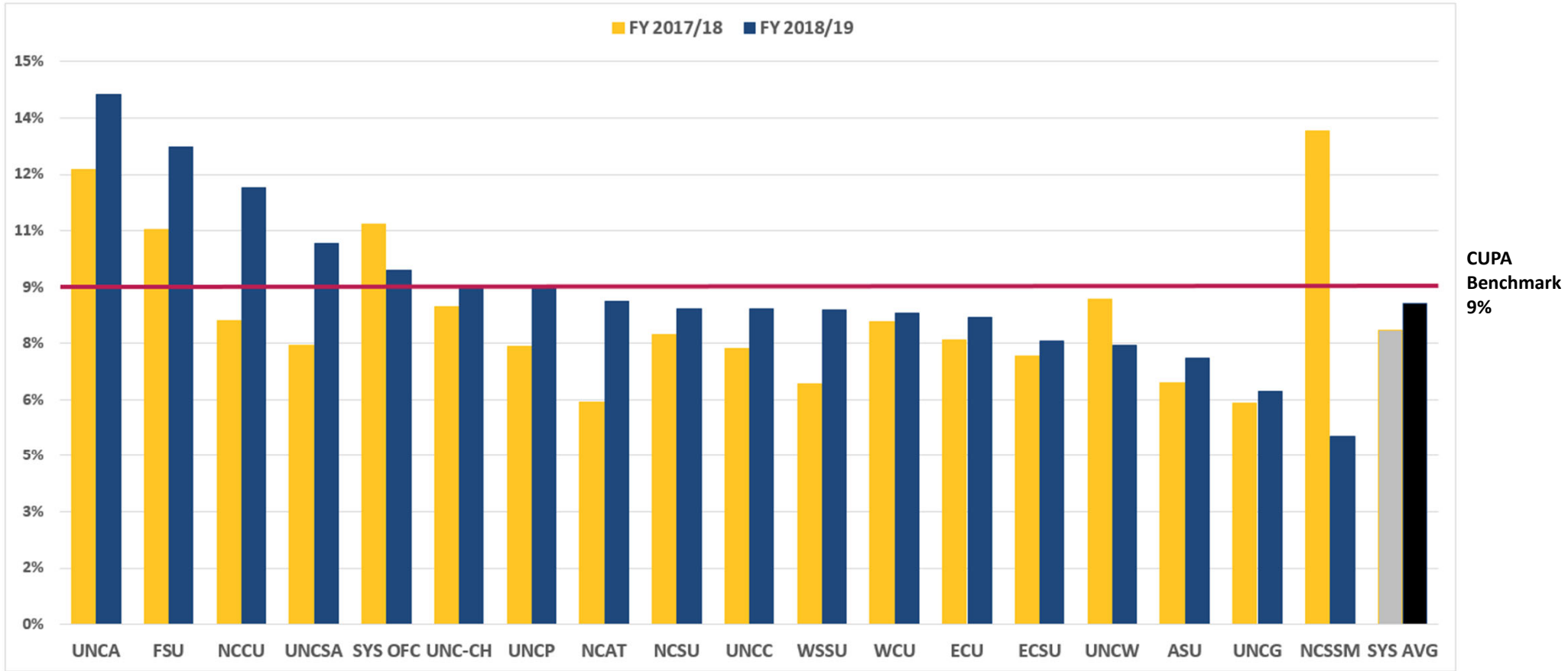
Sorted by highest to lowest
FY19 turnover rate (blue columns)

VOLUNTARY TURNOVER RATES – FACULTY EMPLOYEES



Sorted by highest to lowest
FY19 turnover rate (blue columns)

VOLUNTARY TURNOVER RATES – ALL STAFF EMPLOYEES



Sorted by highest to lowest
FY19 turnover rate (blue columns)