

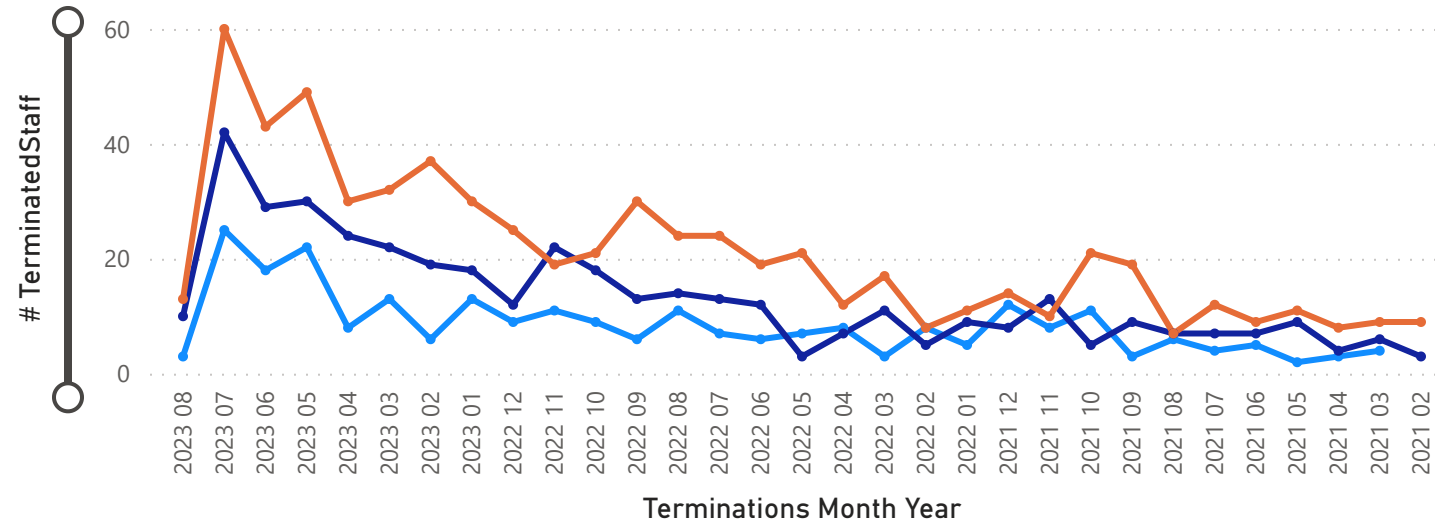
3,000.00

# 51.10

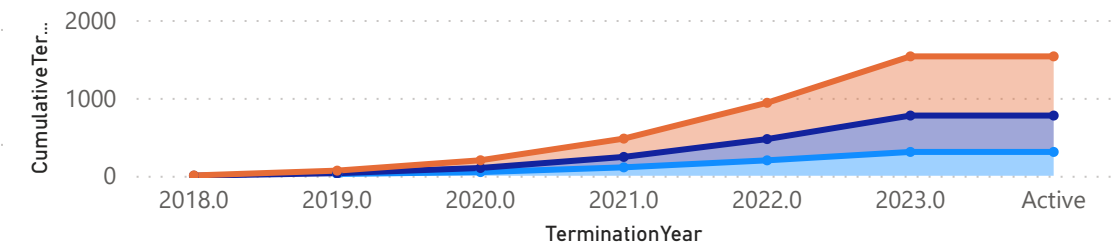
1533

1467

**Faculty** ● Faculty of Arts ● Faculty of Engineering ● Faculty of Medicine

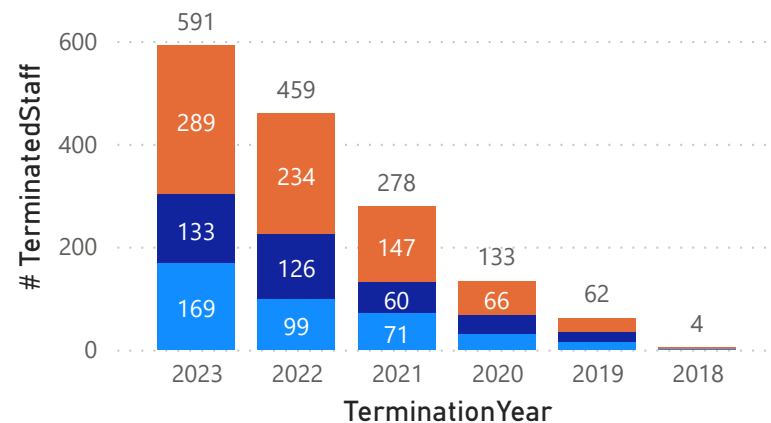


**Faculty** ● Faculty of Arts ● Faculty of Engineering ● Faculty of Medicine

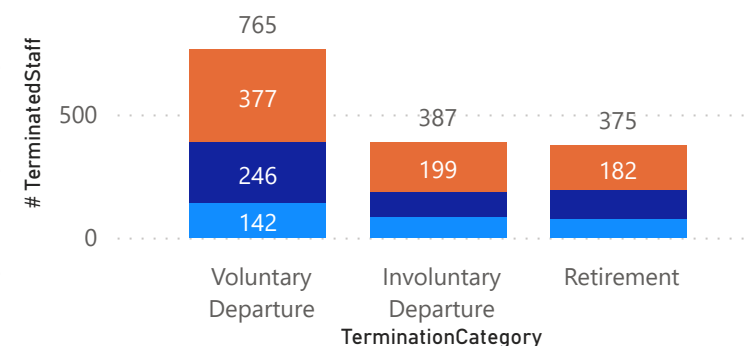


| Faculty                | Attrition %  | Active %     | Voluntary<br>Departure % | Involuntary<br>Departure % | Retirement<br>% |
|------------------------|--------------|--------------|--------------------------|----------------------------|-----------------|
| Faculty of Engineering | 51.66        | 48.34        | 52.89                    | 22.27                      | 24.84           |
| Faculty of Medicine    | 50.50        | 49.50        | 49.87                    | 26.18                      | 23.95           |
| Faculty of Arts        | 51.78        | 48.22        | 46.41                    | 27.78                      | 25.82           |
| <b>Total</b>           | <b>51.10</b> | <b>48.90</b> | <b>50.10</b>             | <b>25.31</b>               | <b>24.59</b>    |

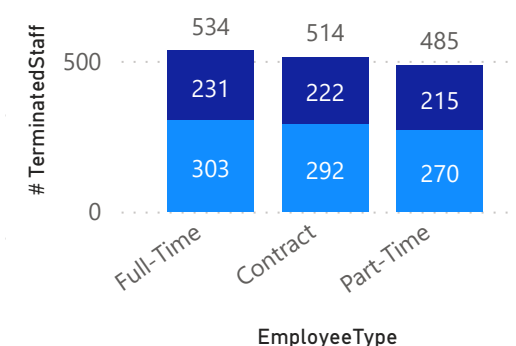
**Termination...** ● Involuntary D... ● Retirement ● Voluntary D...



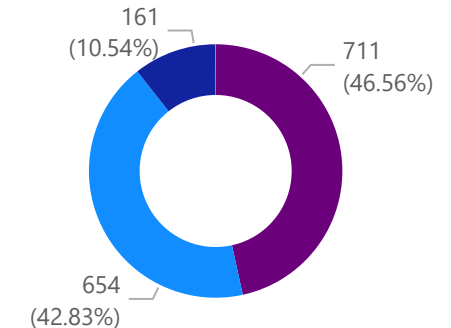
**Faculty** ● Faculty of Arts ● Faculty of Engineeri... ● Faculty of Me...



**Gender...** ● Female ● Male



**Tenu...** ● <1yr ● 1-3yrs ● 3-5yrs ▶



Total Employee

1,467.0

% Predicted AtRisk

2.8

Model Accuracy %

97.2

Staff at High Risk

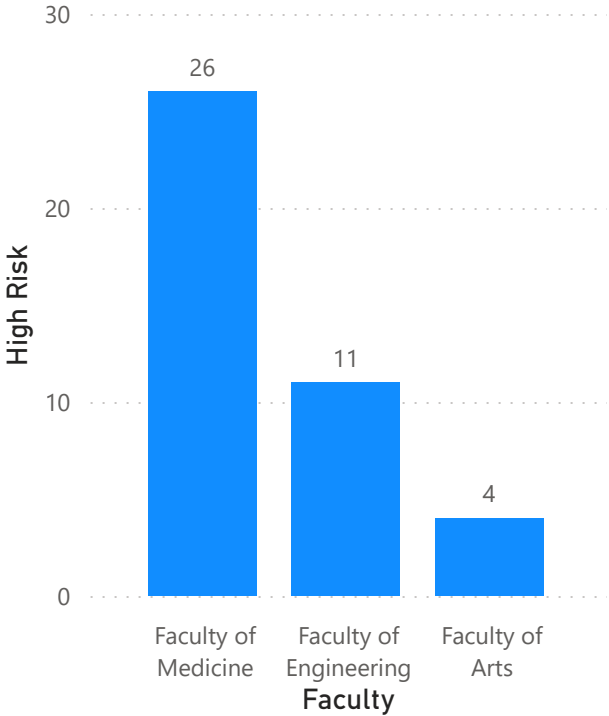
41

EmploymentStatus

Active

Terminated

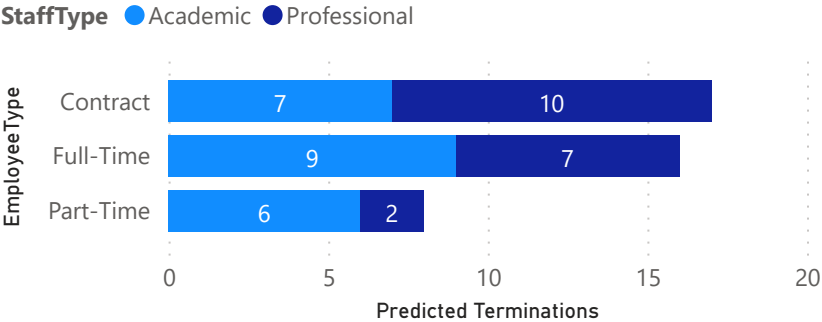
Predicted Risk Levels by Faculty



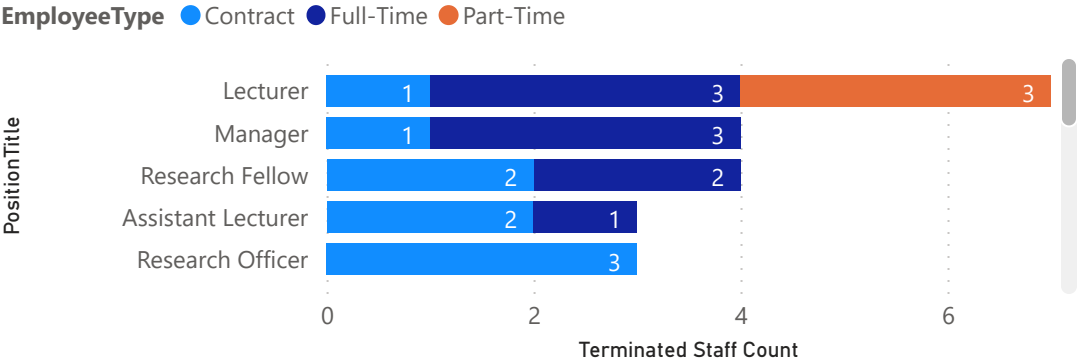
Employee Termination Insights by Probability Score

| Employee ID | Full name         | StartDate  | ExitDate | Age | TenureGroup | Terminated Staff | Predicted _Terminated | Probability Termination % | PositionTitle      | Termination Category | Faculty                |
|-------------|-------------------|------------|----------|-----|-------------|------------------|-----------------------|---------------------------|--------------------|----------------------|------------------------|
| 1481        | Ashlynn Moses     | 15/03/2023 |          | 24  | 1-3yrs      | 0                | 1                     | 99.17                     | Lecturer           | Active               | Faculty of A           |
| 1323        | Leigh Ann Smith   | 6/12/2022  |          | 72  | 1-3yrs      | 0                | 1                     | 98.49                     | Assistant Lecturer | Active               | Faculty of Engineering |
| 1763        | Mckenzie Mack     | 6/04/2023  |          | 75  | 1-3yrs      | 0                | 1                     | 98.34                     | Animal Technician  | Active               | Faculty of Medicine    |
| 3340        | Mina Hancock      | 29/11/2022 |          | 64  | 1-3yrs      | 0                | 1                     | 97.31                     | Lecturer           | Active               | Faculty of Medicine    |
| 1146        | Emmalee Cervantes | 6/08/2023  |          | 61  | 1-3yrs      | 0                | 1                     | 92.65                     | Senior Officer     | Active               | Faculty of Engineering |
| 1095        | Karen Mancuso     | 7/04/2023  |          | 83  | 1-3yrs      | 0                | 1                     | 92.25                     | Senior Lecturer    | Active               | Faculty of A           |
| 1730        | Kristen Squatrito | 30/04/2023 |          | 48  | 1-3yrs      | 0                | 1                     | 90.69                     | Lecturer           | Active               | Faculty of Medicine    |
| 1568        | Patricia Pruitt   | 1/03/2023  |          | 30  | 1-3yrs      | 0                | 1                     | 88.33                     | Senior             | Active               | Faculty of             |
| Total       |                   |            |          |     |             | 0                | 41                    |                           |                    |                      |                        |

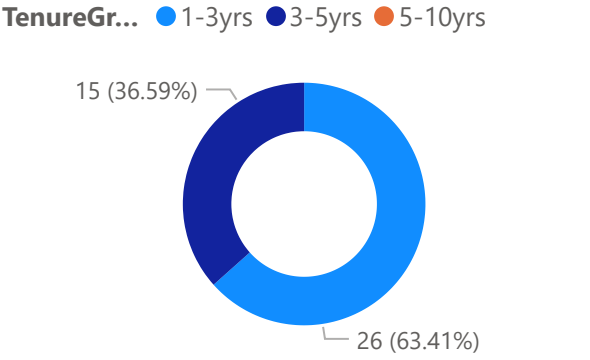
Predicted Staff Terminations by Employee Type and Staff Type



Job Titles Most at Risk of Termination



Predicted Staff Terminations by Gender



Faculty

☐ Faculty of Arts

☐ Faculty of Engineeri...

☐ Faculty of Medicine

PerformanceGr...

☐ High

☐ Low

☐ Medium

SEW\_Aggregat...

☐ High

☐ Low

☐ Medium

Total Staff

3000

% Actual AtRisk

51.10

Actual High Risk

1533

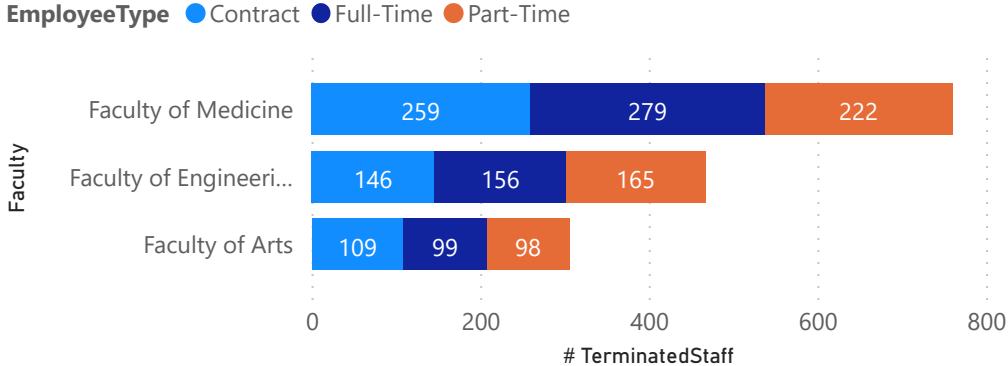
Actual Low Risk

1467

Faculty-wise Risk Distribution by Performance & Survey Scores

| Faculty                | Performance Group | SEW_Aggregate Level | % Actual AtRisk | Actual High Risk | Actual Low Risk |
|------------------------|-------------------|---------------------|-----------------|------------------|-----------------|
| Faculty of Engineering | Low               | Medium              | 59.34           | 54               |                 |
| Faculty of Arts        | High              | Low                 | 58.18           | 32               |                 |
| Faculty of Engineering | High              | High                | 57.89           | 22               |                 |
| Faculty of Engineering | High              | Low                 | 56.70           | 55               |                 |
| Faculty of Medicine    | Medium            | Low                 | 55.76           | 184              |                 |
| Faculty of Medicine    | Low               | Low                 | 55.68           | 98               |                 |
| Faculty of Engineering | High              | Medium              | 55.29           | 47               |                 |
| Faculty of Arts        | High              | High                | 54.55           | 12               |                 |
| Faculty of Medicine    | Medium            | High                | 54.47           | 67               |                 |
| Total                  |                   |                     | 51.10           | 1533             |                 |

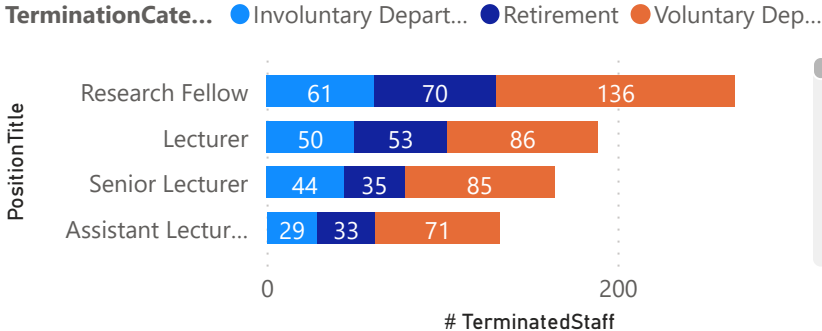
TerminatedStaff by Faculty and Employee Type



Employee Termination Insights by Probability Score

| Employee ID | Full name       | StartDate  | ExitDate   | Tenure Group | Age | Actual Terminated Staff | Probability Termination % | PositionTitle                  | Termination Category  | Faculty              |
|-------------|-----------------|------------|------------|--------------|-----|-------------------------|---------------------------|--------------------------------|-----------------------|----------------------|
| 2891        | Addyson Pollard | 11/08/2021 | 7/11/2021  | <1yr         | 29  | 1                       | 100.00                    | Research Fellow                | Voluntary Departure   | Faculty Engineeri... |
| 1962        | Megan Faller    | 25/06/2023 | 25/07/2023 | <1yr         | 74  | 1                       | 100.00                    | Associate Professor (Research) | Involuntary Departure | Faculty Medicin...   |
| 3964        | Marlee Stevens  | 7/06/2021  | 25/01/2023 | 1-3yrs       | 24  | 1                       | 100.00                    | Professor                      | Involuntary Departure | Faculty Engineeri... |
| 3833        | Elise Vazquez   | 26/01/2022 | 2/11/2022  | <1yr         | 72  | 1                       | 100.00                    | Manager                        | Retirement            | Faculty Engineeri... |
| 1847        | Maverick Lang   | 3/12/2022  | 24/12/2022 | <1yr         | 24  | 1                       | 100.00                    | Officer                        | Voluntary Departure   | Faculty Medicin...   |
| 1913        | Damaris         | 19/11/2022 | 15/02/2023 | <1yr         | 52  | 1                       | 100.00                    | Professor                      | Involuntary           | Faculty              |
| Total       |                 |            |            |              |     |                         | 1533                      |                                |                       |                      |

# TerminatedStaff by PositionTitle and TerminationCategory



TerminatedStaff by GenderCode and StaffType

