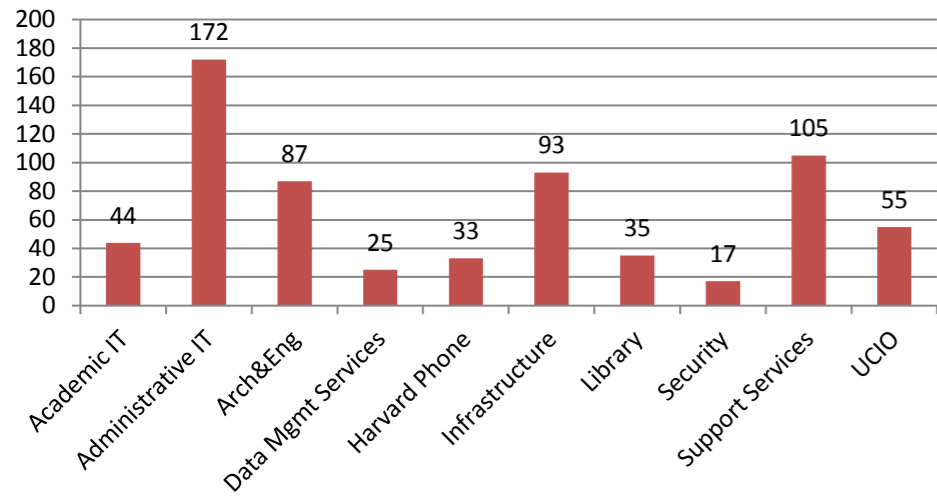


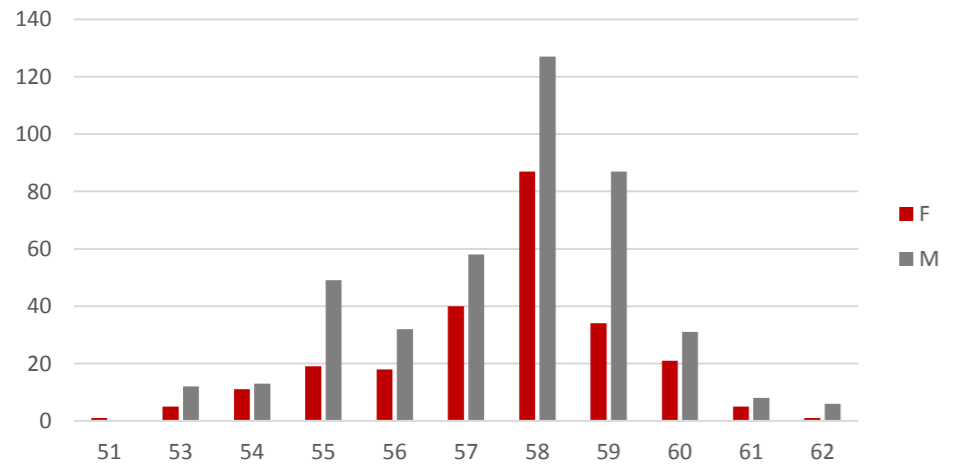
# HUIT FY17 Q1 OPERATIONAL UPDATE - SEPTEMBER 30, 2016

## Workforce Demographics as of 9/30/16

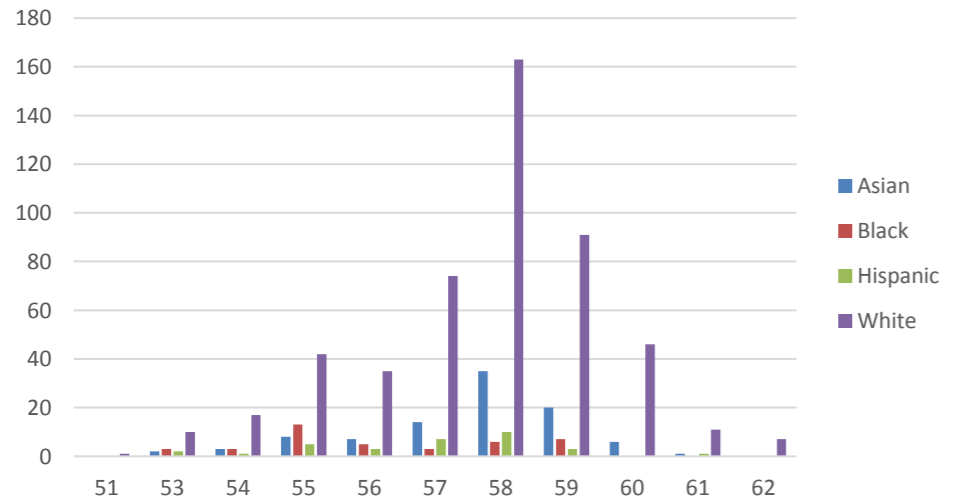
Total Employee (EE) count: 666



EE Count by Service Delivery Area



EE Count by Grade & Gender



EE Count by Grade & Ethnicity

## HIRING AND PROMOTIONS

FYTD Hire/Rehires/Transfers: 26

FYTD Promotions: 10

### RECRUITMENT

#### TIME TO FILL

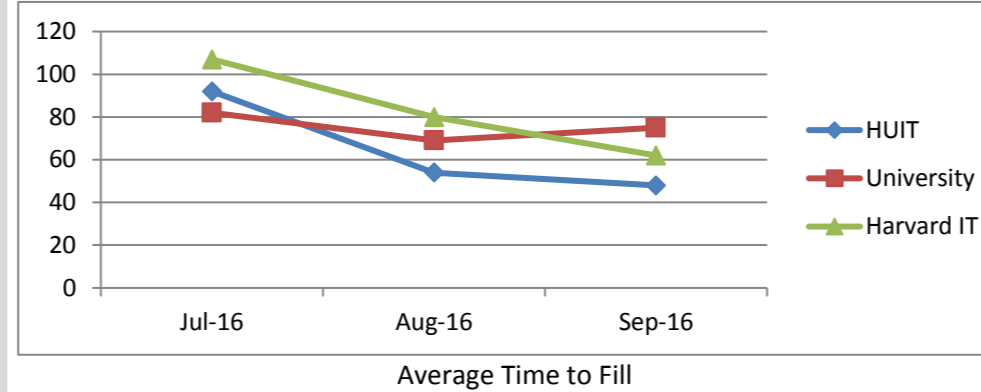
Avg TTF (Grade <57)	63 days
Avg TTF (Grades 57-58)	61 days
Avg TTF (Grades 59+)	69 days
% of Jobs w/TTF > 90 days	19%
% of Jobs w/TTF < 30 days	30%

FY17 Jobs Filled: 27

### INTERNAL TRAINING

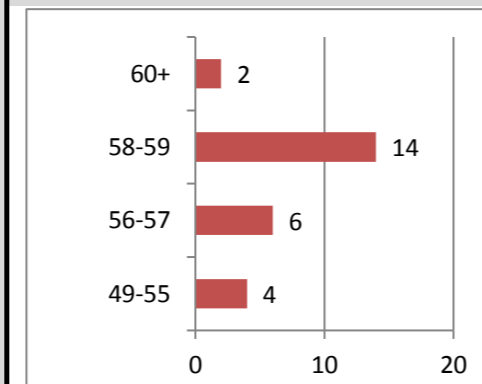
#### SERVICE AREA

SERVICE AREA	AVG hours per EE
Academic Tech	2.7
Admin Tech	3.5
Arch& Eng	6.7
Data Mgmt Services	5.3
Harvard Phone	3.2
Infrastructure	3.2
Library Tech	2.9
Security	2.1
Support Services	2.2
UCIO: Admin, PVMO, Fin	4.8
Total Average Training Hrs per EE:	3.7
Total Staff Training Participation:	35%



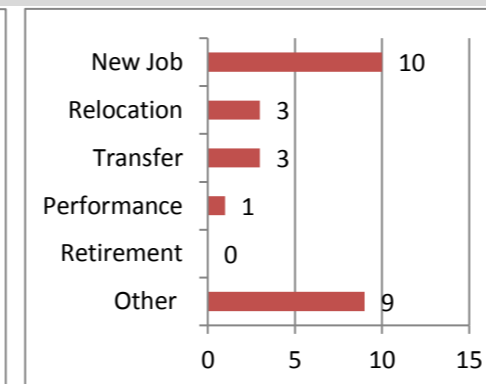
## RETENTION

### DEPARTURES BY GRADE



HUIT FY17 Total Departures: 26  
 HUIT FY17 Total Turnover: 3.9%  
 HUIT FY17 Voluntary Turnover: 2.6%

### DEPARTURES BY REASON



Harvard FY16 Voluntary Turnover: 9.6%  
 HUIT FY16 Voluntary IT Turnover: 8.5%  
 Harvard FY16 Voluntary IT Turnover: 8.9%

## 18 Open Positions as of October 14, 2016

UNIT	POSITION	POSTED	MGR
Ac Tech	Web Project and Support Analyst	11/4/2016	Doyle, K.
Acct & Srv Mgmt	IT Service Manager	11/4/2016	Curcio, M.
Admin Tech	Senior DevOps Engineer	7/18/2016	Ladan, M.
Admin Tech	Mgr of Client Relations & Product Mgmt	8/3/2016	Stronach, D.
Admin Tech	Business Systems Analyst	8/29/2016	Alpen, S.
Admin Tech	Senior Programmer/Analyst	10/26/2016	Ohlsten, R.
Admin Tech	Software Engineer, Java	10/26/2016	Sclaroff, S.
Admin Tech	Business Systems Analyst	10/28/2016	Rhodes, C.
Admin Tech	Business Analyst	11/4/2016	Modiano, I.
Admin Tech	Developer	11/4/2016	O'Brien, Mary
Administration	Facilities & Business Ops Coordinator	10/11/2016	Craig, S.
CTO	Enterprise Architecture Lead	10/11/2016	Lurie, A.
Infrastructure	Virtualization Engineer	9/1/2016	Brady, W.
Infrastructure	Director of Infrastructure Strategy	10/24/2016	Burson, J.
Library Tech	Production Systems Librarian	8/23/2016	Morse, L.
Support Services	Endpoint Systems Administrator	10/26/2016	Bernhard, J.
Support Services	Senior Technical Support Engineer	11/4/2016	DeSimone, B.
Support Services	Technical Support Engineer	11/4/2016	Heywood, R.

\* Red highlight denotes position open over 100 days

## CONTRACTORS

Total Contractors: 103

Operational Support: 55  
 Undetermined: 0

Project Support: 48