

DAR HEADCOUNT			
DAR Funded	Total # of FTEs	New Campaign FTEs	# FTEs in search
Frontline Fundraiser Group	68	2	9
Infrastructure Group	78		6
Administrative Group	34		4
Alumni Group	28		3
Sub Total	208		
NON DAR Funded			
Frontline Fundraiser Group	26		
Infrastructure Group	22		
Administrative Group	4		
Alumni Group	10		
Sub Total	62		
Total FTE	270		

DAR Job Catagories (All: Vacant & filled)	
Management FTE	99
Fundraisers FTE	90
DAR Apps/IT	17
Administrative support	38
DAR Staff - NOT FTE's	
Total Casuals	6
Total Students	75
Total Interns	2
Total Headcount (FTE/Non-FTE)	351

DEMOGRAPHICS	
Gender	
Female	69 %

ATTRITION		
	Number	%
By Tenure		
Less Than 1 year service (A)	0	0 %
1-2 years of service (B)	5	83 %
3-5 Years of Service ©	1	17 %
6-9 Years of Service (D)	0	0 %
10+ Years of Service (€)	0	0 %
By Generation		
Boomer (1946-1964)	0	0 %
Gen X (1965-1980)	0	0 %
Millenials - Gen Y (1981-1995)	3	50 %
Gen Z (1995 -)	3	50 %
By Gender		
Female	6	100 %
Male	0	0 %
Transgender/non binary	0	0 %
By Race and Ethnicity		
Amer. Indian/Alaskan Native	0	0 %
Asian	0	0 %
Black /African American	0	0 %
Hispanic / Latino	1	17 %
Native Hawaiian / Pacific Islander	0	0 %
White/ Caucasian	5	83 %
Prefer not to say	0	0 %

Total # of Terminations	
Number of terminations	6
Attrition Rate	2 %

Male	31 %
Transgender/non binary	
Prefer not to say	
Generation	
Boomers (1946-1964)	7 %
Gen x (1965-1980)	40 %
Millenials (1981-1995)	41 %
Gen Z (1995 -)	12 %
Prefer not to say	
Ethnics Demographics	
Amer. Indian/Alaskan Native	
Asian	8 %
Black /African American	6 %
Hispanic / Latino	5 %
Native Hawaiian / Pacific Islander	
White/ Caucasian	81 %
Prefer not to say	
Tenure	
Less Than 1 year service (A)	31
1-2 years of service (B)	76
3-5 Years of Service ©	27
6-9 Years of Service (D)	46
10+ Years of Service (€)	45

DIVERSITY, EQUITY, INCLUSION & BELONGING	
DEI Council	
DEI Town Hall Meetings	0
Events	0
Workshops/ Sessions/Trainings	0
Partnerships	0
Amplify Women & Gender Intiative	
Leads	2
Participants	10
Event	1
All DEI Events	
	1

RECOGNITION	
Work Anniversaries	19
Awards	1
Heroes Among us	0

TALENT ACQUISITION	
Advertising & Marketing	
Open Positions Advertised	
Number of Ads in DEI websites	
DEI Job Fairs attended	
Number of Industry Nights	0
# of ext. participants to industry nights	
Other Hiring events	
Interviews	
Itineraries	
Candidates / People interviewed	
1-1 Informational interviews	
Diverse Candidates interviewed	
All Positions Filled	
Total FTE Filled	3
New Hires (External)	1
New Hires (Internal)	2
Fundraisers	0
Managers	0
Women	3
Men	0
Transgender/Non binary	0
Underrepresented groups (Ethnicity & Race)	0
Average time to fill a position	
Casual (Terry/Bri)	
Terrier Temps (Terry/Bri)	
Student Workers (Terry)	
BU Transfers	0
Campaign Hires - New FTEs	0

CAREER DEVELOPMENT	
Promotions to Open Positions	
	2
Men	0
Women	2
Transgender/non binary	0
Underrepresented groups	0
Promotions in Place (existing position)	
	11
Men	2
Women	9
Transgender/non binary	0
Underrepresented groups	1
Lateral moves (same level)	
	0
Men	0
Women	0
Transgender/non binary	0
Underepresented groups	0
BU Transfers	
	0
IN	0
OUT	0
Men	0
Women	0
Transgender/non binary	0
Underepresented groups	0
Total Promotions	
	13

ENGAGEMENT	
Gallup	

Transferable skills	
Onboarding	
DAR 101 Sessions	3
Welcome Breakfast	0
Hail & Farewell	0
Staff Ambassadors (Buddies)	1
Offboarding	
FTE	6
Exit Interviews	6

DAR score	4,02
Engagement Team Workshops	2
Teams Action Plans	3
Strengths Workshops	0
Employee Resource Groups	
ACE - Number of Sessions	0
ACE- Members	35
Affinitive Goups Meeting	
DAR Tea (LGBTQ+)	0
Parents Affinity Group	1
Social Engagement Committee	0
Women's Impact Network	1
Book Club	0
DAR SOCIAL EVENTS	
In person	1
Virtual	

LEARNING & DEVELOPMENT	
Divisional Training	
All Staff Meetings	0
Hours	0
Fundraisers Trainings	
Number of Trainings	1
Hours	1
Participants	22
Management Trainings	
Number of sessions	0
Hours	0
Others Management Trainings	0
Other/All Staff Training	
Number of Trainings	0
Hours	0
Participants	0
Meet Your Colleagues	
Number of Trainings	0
Hours	0
Participants	0
HR/STM BU Trainings	
Number of Trainings	0
Hours	0
Participants	0
External Presenters	
Vendor Name / Training	0
Hours	0
Participants	0
Cost	0

L&D Total Hours	1
Total Participants	22
Total Cost	US\$0

Professional Dev.	
Conferences (CASE, AFP, WID)	2
Workshops/Sessions	0
Participants	15

COACHING	
Internal Coaching	
Career	
Performance	
Performance/HR Business Partner	
Engagement / Strengths	
Number of staff	
External Coaching	
Coach	
Number of staff having coaching	
Mentoring	
Mentor	0
Mentees	0