

Caltech

Talent Management Dashboard Project



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November 18, 2025



Today's Agenda

1. Project Overview
2. Project Team / Roles and Responsibilities
3. Project Schedule and Timeline
4. Brainstorm Session
5. Dashboard and App
6. Questions

A Word from
our Sponsor...





Project Overview

Objective: Create an internal Tableau dashboard to track and analyze key talent management metrics and KPIs to guide our work and maximize ROI within AAR.

Audience: Talent Management and VP of AAR

Project Team

Project Sponsor: Senior Director of Talent Management

Project Manager: Senior Director of Strategic Initiatives

Project Team: 3 Talent Management staff members (subject matter experts); 3 Advancement Information Services staff members (Tableau developer, App developer & technical consultant)

AAR Stakeholder: VP of Advancement & Alumni Relations



Roles and Responsibilities: Project Sponsor

- Final approval for project scope and significant scope changes
- Ensure alignment with AAR's mission and strategies
- Ensure commitment and support of leadership and team members
- Be an advocate for the project



Roles and Responsibilities: Project Manager

- Manage overall project and schedule
- Communicate project status and issues
- Manage project scope
- Identify and communicate milestones
- Develop, maintain and distribute the project plan
- Coordinate and guide requirements gathering and oversee development of deliverables
- Ensure acceptance of deliverables
- Identify and resolve issues



Roles and Responsibilities: Project Team

- Participate in meetings
- Participate in requirements gathering, brainstorming, and review of current data sources
- Help identify issues and possible solutions
- Be an ambassador for the project



Project Schedule & Timeline

January: Project Kickoff & Brainstorming

February: Review of Current Data Sources

February thru August: App Development

April thru August: Tableau Development

September: Project Closeout



[illegible]

- $$\begin{matrix} 1 \\ 0 \end{matrix}$$

72 Metrics in 9 Categories Considered

- Recruiting (17)
- Turnover/Retention/Tenure (4)
- Staffing Demographics (19)
- Benchmarking (3)
- Onboarding (3)
- Employee Engagement (3)
- AAR Together (8)
- Professional Development (14)
- Awards (1)

✓ Yes (27)

? Maybe (10)

⊘ No (35)

Final Dashboard: 32 Metrics in 8 Categories

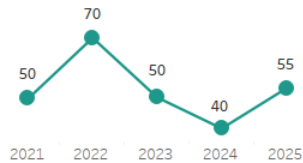
Talent Acquisition



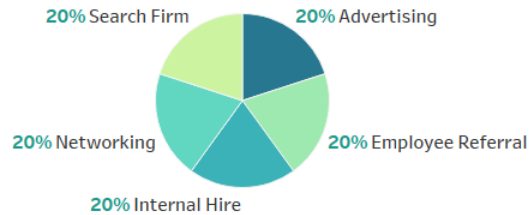
150 FTE

10 Positions in Recruitment

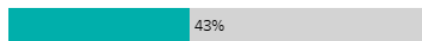
55 Days
Median
Time-to-Fill



Sources of Hire

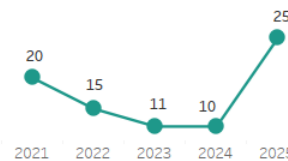


Non-Traditional Hires

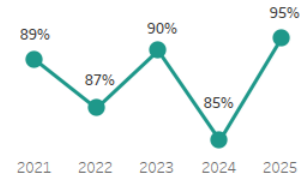


Talent Mobility

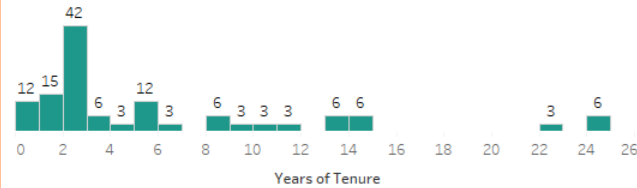
25
Hires



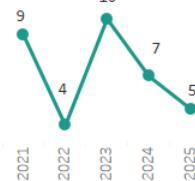
95%
Retention



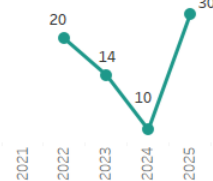
5 Years Average Caltech Tenure



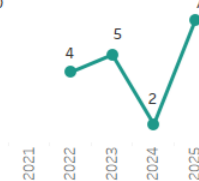
5
Promotions



30
Market/Equity
Adjustments



7
Stipends



Benchmarking

Most recent data displayed.



\$3,000,000
Fundraising Production
per FTE

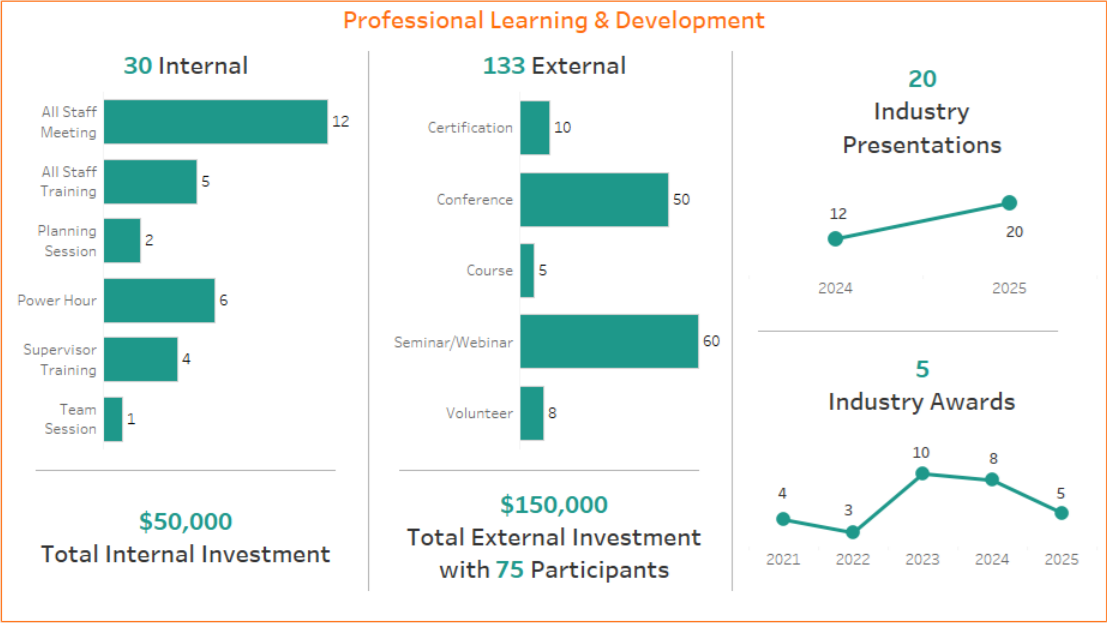
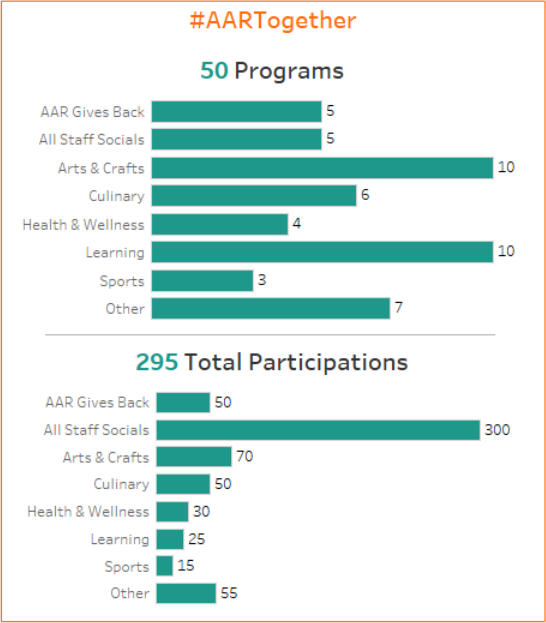
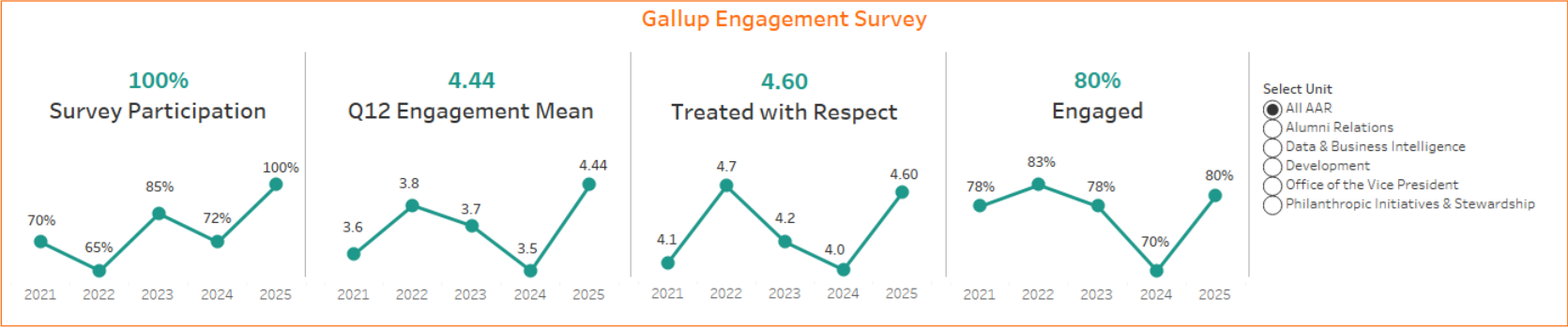
Peer Cohort = \$1,000,000



\$100,000
Investment
per FTE

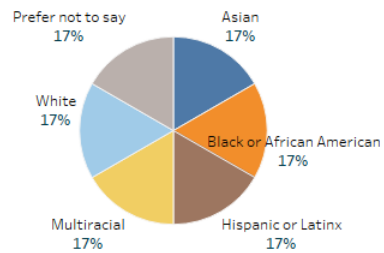
(labor and operating)

Peer Cohort = \$50,000

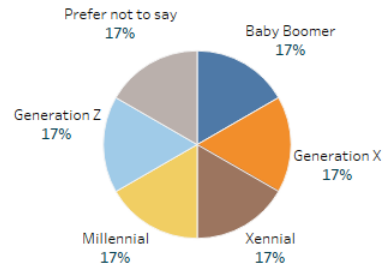


Demographics

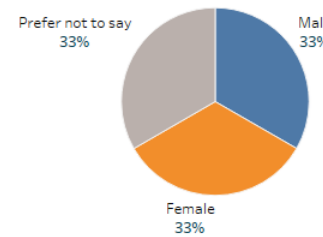
Race/Ethnicity



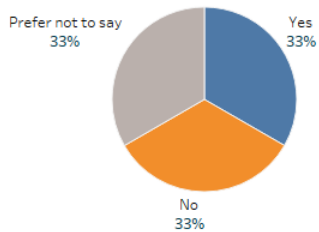
Generation



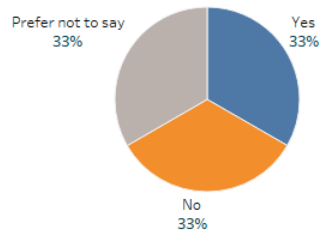
Gender Identity



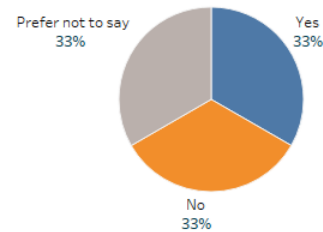
LGBTQ+



Caretaker of Children



Caretaker of Adults

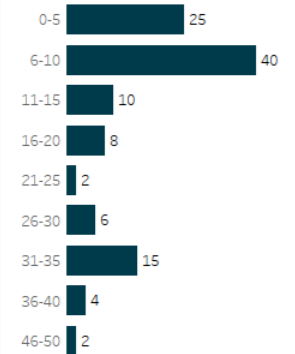


Caltech Mobility Survey

10
Median Miles
Commuted



Miles Commuted



Professional Development Application

Staff Data

- AAR Professional Development
- Industry Award and Presentation

Talent Management Data

- AAR Together
- Talent Management Professional Development





(Expected) Outcomes

- Operational efficiency
- Talent Management data centralized
- Transparency
- All staff own the data
- Increased staff engagement



Questions?