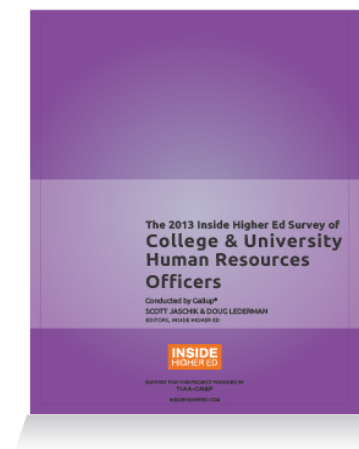


# HOW CHIEF HR OFFICERS SEE THE WORLD



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An *Inside Higher Ed* webinar  
Results of 2013 Survey of College  
and University Human Resources Officers  
Nov. 13, 2013

**INSIDE  
HIGHER ED**

# Presenters

- **Doug Lederman**, co-editor, *Inside Higher Ed*



- **Sabrina Ellis**, vice president for human resources, George Washington University

# Methodology

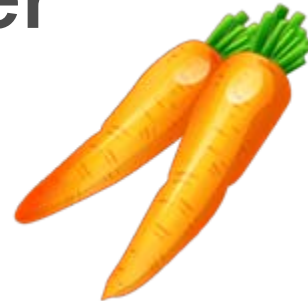
- Survey conducted by Gallup in September 2013
- Responses from 399 chief HR officers
- Gallup estimates 95 percent confidence level of margin of error of 4.9 percentage points on overall results, with higher margins for subsets of the survey population.
- Responses were coded to allow for analysis by sector of some questions.
- Complete anonymity for individuals and institutions.

# Key Findings

- **3 in 5 CHROs support policy that would have imposed \$100 monthly health insurance surcharge on employees who didn't have annual physical exams; 2/3 favor \$75 monthly fee for smokers.**
- **Half have limited hours of adjuncts to keep them under limit at which ACA would require institution to provide health insurance; a third of the rest considering such limits.**
- **Just 1/4 of HR officers say employees at their institutions "have sufficient knowledge and understanding about issues related to retirement."**

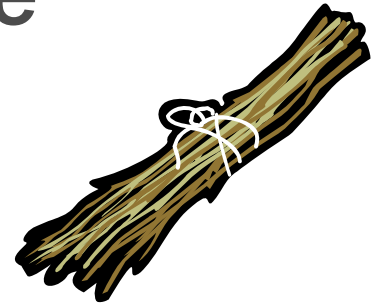
# Wellness Carrots ...

- **Wellness clearly a focus: 81% of CHROs say their campuses have wellness programs, and 55% are paying increasing attention to the issue.**
- **But only 30% say they offer rewards/benefits for healthy employees.**



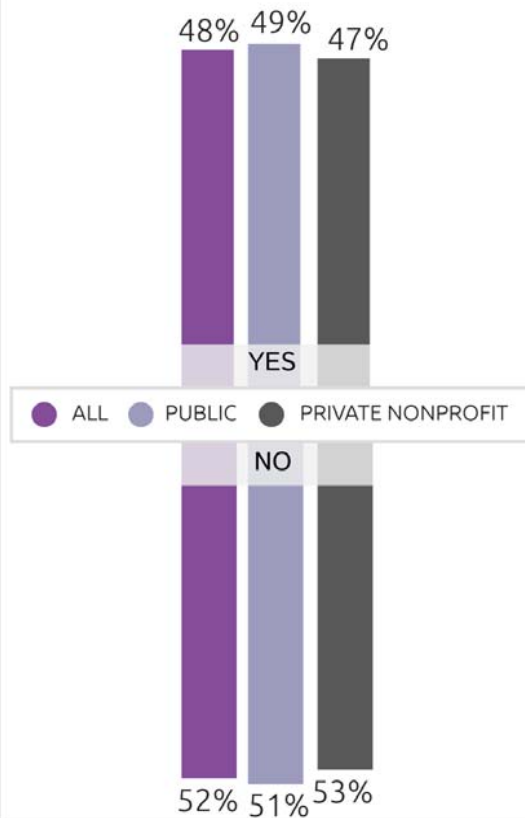
## ... and Sticks

- 60% say they support Penn State plan (now suspended) to charge \$100 monthly fee to insured who don't get annual physical, etc.
- Two-thirds (68%) favor monthly surcharge for smokers.

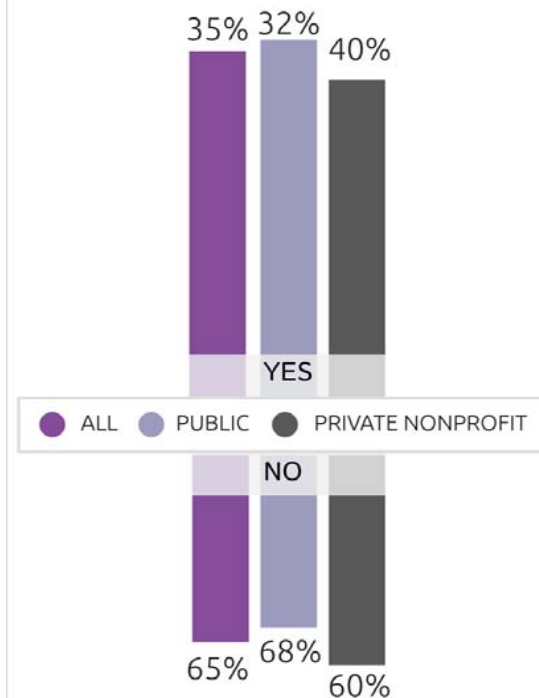


# Adjuncts and the ACA

Has your institution placed or enforced limits on adjunct faculty hours to avoid having to meet new federal requirements for employer-provided health insurance?



Is your institution currently considering placing or enforcing limits on adjunct faculty hours to avoid having to meet new federal requirements for employer-provided health insurance?\*



# Other Adjunct Issues

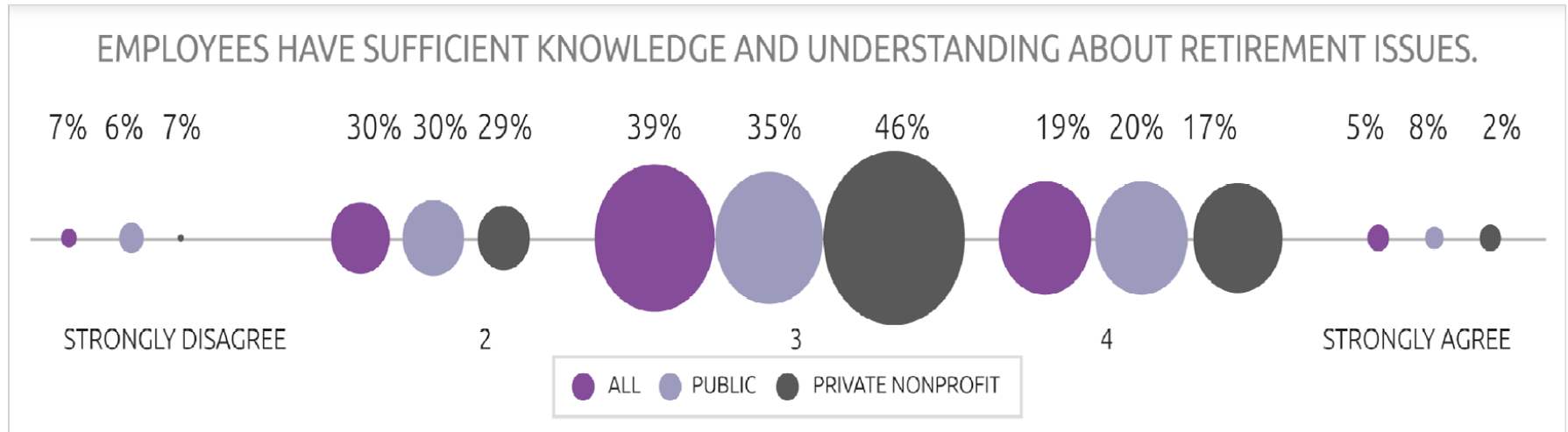
- Adjuncts now make up 70% of the instructional work force.
- 1/4 of HR officers say they offer adjuncts health care – and only 38% say their institutions *should* offer that benefit.
  - About half (51%) agree or strongly agree their colleges fairly compensate adjuncts. (20% disagree)
  - 38% say they provide “appropriate” benefits package to adjuncts – 33% disagree
  - 45% say they provide appropriate job security and due process protections (25% disagree)



# Retirements on the Horizon

- | Issue  | % of CHROs Very/<br>Moderately Concerned |
|--|--|
| Growing health care costs for retirees             | 68%                                      |
| Faculty working past traditional retirement age    | 62%                                      |
| Lack of sufficient incentives for eligible faculty | 53%                                      |
| Filling positions of non-academic retirees         | 49%                                      |
| Pension costs for retirees                         | 47%                                      |

# Biggest Retirement Issue?



## Other Top Issues

- **Big gaps between colleges that say they offer certain benefits and *should* offer others: rewards for healthy employees (30% do vs. 82% should, etc.)**
- **CHROs evenly divided on whether their institutions provide sufficient phased retirement options for professors: 39% positive, 37% negative**
- **Nearly  $\frac{3}{4}$  of HR administrators (72%) say institutions had recently adopted new policies aimed at preventing violence; 82% say staff members receive training to respond to violent incidences. But 40% staff members on campus do not get adequate training to respond to violent incidences.**

# Questions/More Information

- Read more about the survey:  
<http://www.insidehighered.com/news/survey>
- Contact me: [doug.lederman@insidehighered.com](mailto:doug.lederman@insidehighered.com)

# With Thanks

