



**Introduction (5 min)** 

**Employee Trends (5 min)** 

Panel Discussion (30 min)

Audience Q&A (15 min)



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# How the Great Resignation is impacting higher education





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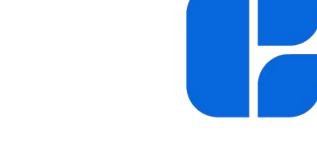
















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## The Higher Education Employee Experience

#### Recent findings:

- Compared to 2021, Korn Ferry's higher education clients are reporting higher turnover, lower pay confidence, and questions regarding action planning processes
- Qualtrics found that on average, only 64% of higher education employees intend to stay at their institution for 3 or more years (67% for faculty, 58% for non-faculty)
- CUPA-HR found that 57.2% of employees are at least somewhat likely to leave their role in the next year
- Many 2022 NACUBO conference conversations focused heavily on attrition and retention efforts
- Inside Higher Ed: 78% of LinkedIn poll respondents indicated they are looking for a new job
- 2022 Chronicle of Higher Education + Huron survey: 77% of respondents shared that higher ed
  is a less appealing industry to work in compared to last year

#### Employees' pain points:

- Compensation
- Burnout and feelings of diminishing psychological safety
- Values alignment
- Role expectations and workload
- Feeling underappreciated and undervalued



# Employee listening allows for success at every level of an institution, with positive impacts on stakeholders



**Institutional success:** An institution that is fully aligned with its mission, purpose, and strategic planning initiatives

Team success: Teams that can unleash their collective intelligence and passion for education.

Leadership success: Leaders who drive change and inspire others to do the same.



Individual success: Individuals who are engaged and enabled.

- Designing agile institutions that are aligned to strategy.
- Creating cultures that drive the right behaviors.
- Building talent and reward programs that attract, retain, motivate and develop the people your institution's needs.
- Engaging hearts and minds to drive change and make it stick.
- Bringing the right people together and creating the conditions for high-performing, engaged teams at every level of an institution.
- Identifying the leadership capabilities you need.
- Assessing the leaders you have.
- Developing leaders at every level from entry level to the Chancellor or President.
- Recruiting the right people with the right mindset to lead you into the future.
- Identifying and developing your high potentials.
- Recruiting the right people into the right roles.
- Designing rewards that your talent value, that drive the right behaviors and grow the business while keeping an eye on cost.



# **Employee Experience Panel Discussion**

# Audience Q&A

## **Employee Experiences Matter More than Ever**



#### **Teaching is more stressful**

Depression rates in teachers have nearly doubled since the COVID-19 pandemic began impacting schools (Seela, 2020)



#### **Belonging & inclusivity are vital**

Women and protected classes have been disproportionately affected by the pandemic, especially non-teaching staff (McKinsey, 2020)



### Digital workspaces are a critical experience

IT services and targeted technology programs can greatly improve the work experience for the most impacted faculty and staff



### **Attrition is driven by non-monetary factors**

89% of employers believe pay is the #1 driver of attrition. But only 12% of employees actually cite pay as the reason for leaving (Branham)

# **Employee Engagement**

One critical outcome that is a product of the Employee Experience

# **Employee Experience**

The daily interactions and touchpoints that drive Employee Engagement and critical people outcomes





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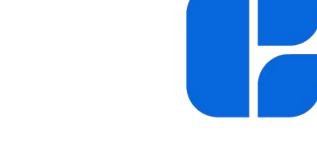
















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