

HOW HR PROFESSIONALS SEE THE WORLD: A SURVEY

INSIDE
HIGHER ED

An Inside Higher Ed webinar
Monday, Oct. 8, 2012
2 p.m. EDT

Presenters

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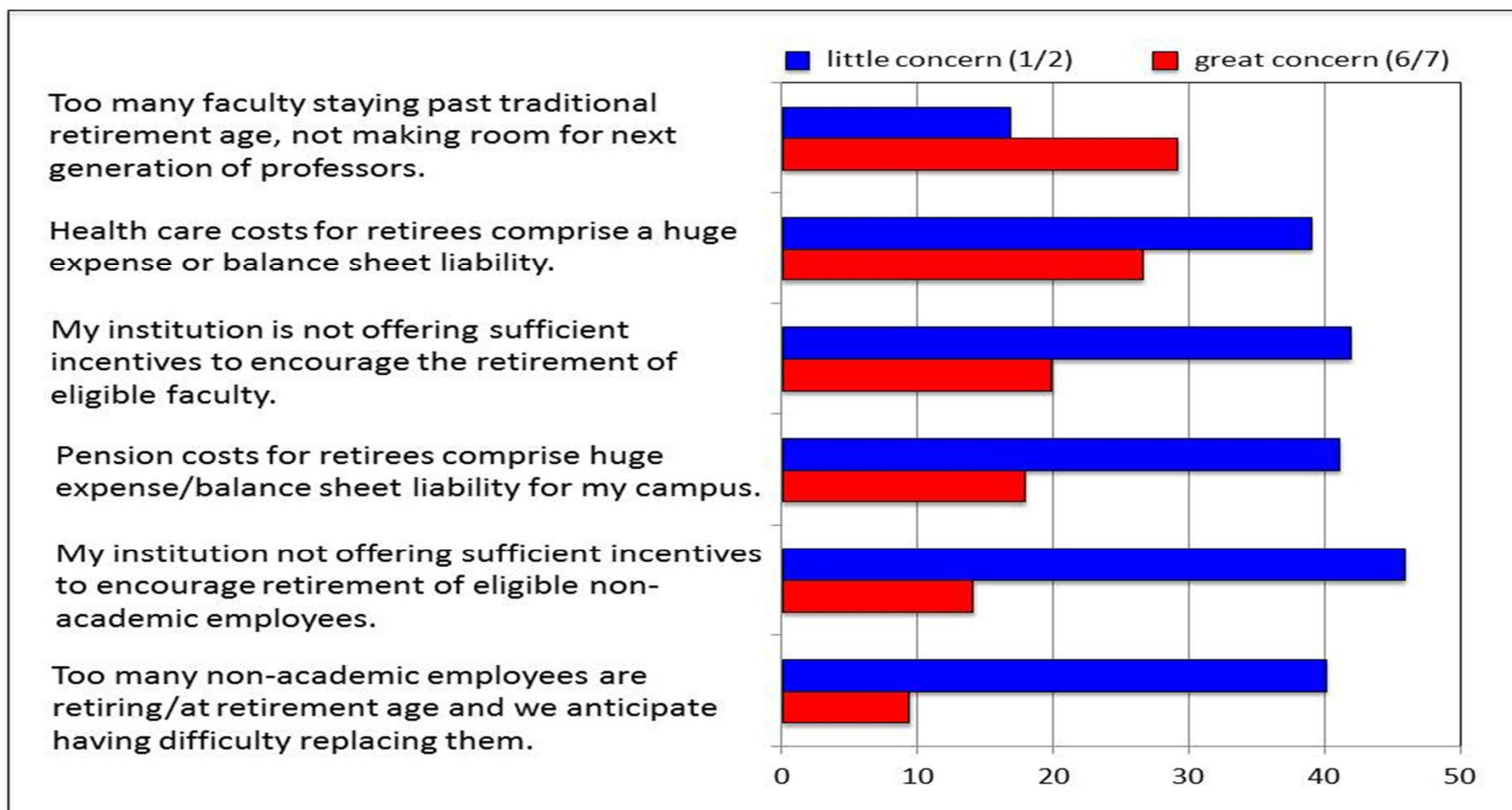


Methodology

- 324 responses
- Breakdowns by sector
- Complete anonymity
- Survey conducted July/August 2012

Retirement: Not a Big Worry

Chief HR officers, in general, express relatively little concern about retirement-related issues.



Exceptions to That Rule

- Issue of most concern: Too many faculty members retiring, especially at doctoral institutions.
- Noteworthy levels of concern about retiree health costs as a financial liability, particularly at public doctoral universities.

Barriers to Retirement

- **Assessments of the Barriers to Retirement**

(percentage reporting 6/7; scale 1=not significant, 7=significant)

Financial concerns caused by stock market declines that have affected employee retirement accounts.

Employee concerns about post-retirement health care/loss of institutional insurance.

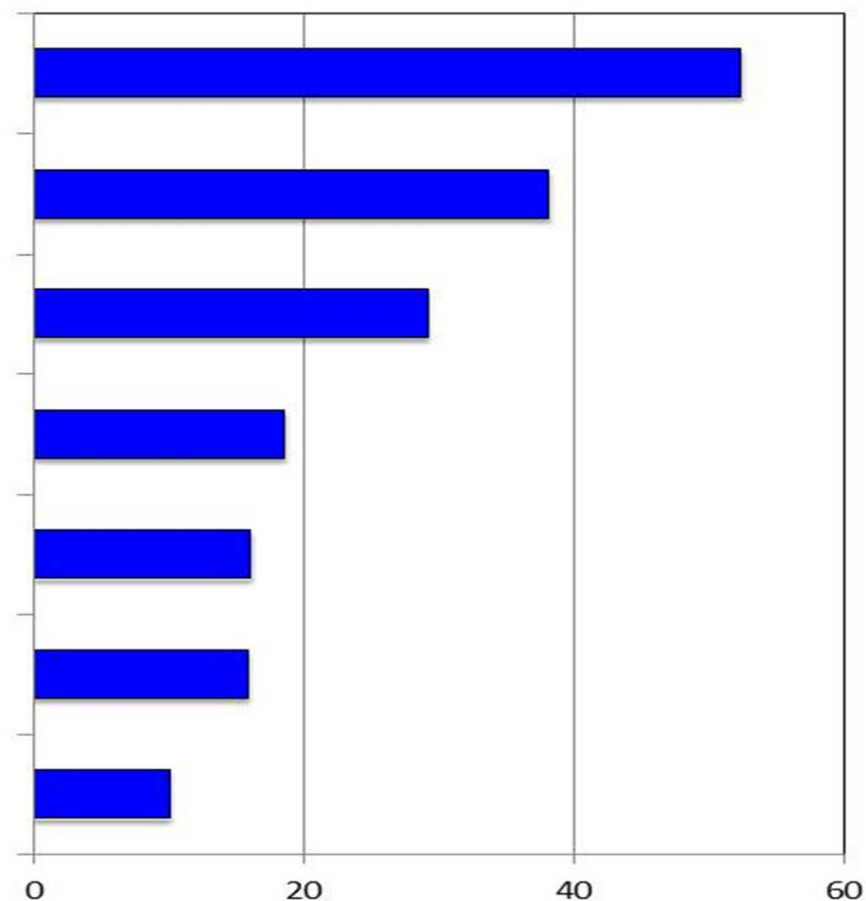
No clear program to help individual staff with productivity declines face decision to retire.

The institution's lack of phased-retirement options.

Insufficient knowledge about essentials of retirement (living costs/arrangements, pension issues, post-retirement financial planning).

Employee concerns about social/emotional well-being after retirement.

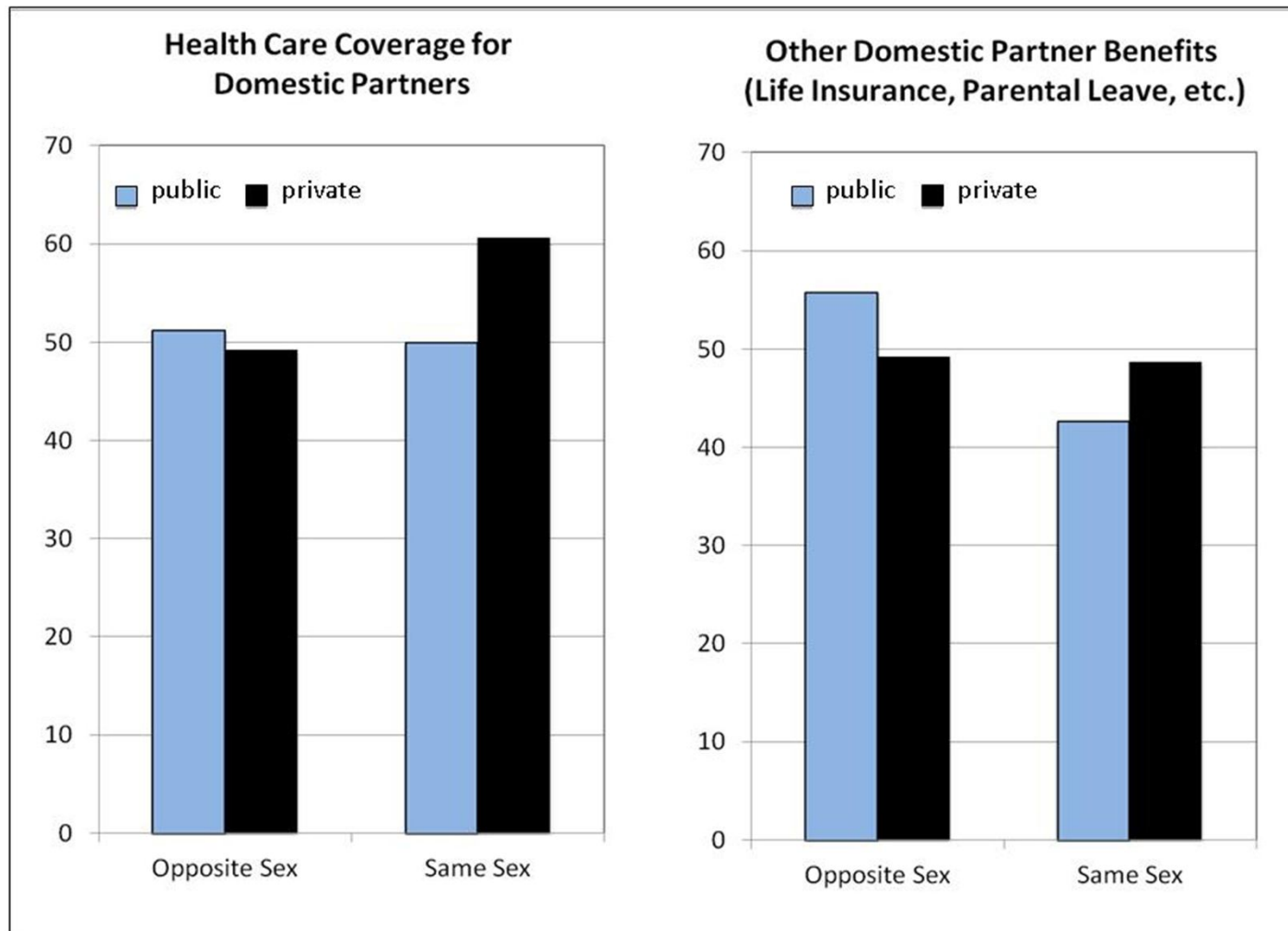
Absence of an effective retirement counseling or planning program at my campus.



Health Care Highlights

- Just over ½ of respondents said they thought the Affordable Care Act, when fully implemented, will change their colleges' health care coverage; 14.9% said their institutions would realize net savings on health costs as a result of ACA.
- Wellness programs a growing focus (43% said they were giving more attention to offering or promoting wellness programs – more than for any other issue).
- 73.7% agreed their institution should offer wellness policies that "reward real outcomes" (weight loss, quitting smoking, etc.) rather than just participation in these programs.

Domestic Partner Benefits



Unions – Unifiers or Dividers?

	All Institutions
Unions have helped to secure better salaries and benefits than might otherwise be provided.	42.0
Unions promote fairness in the treatment of employees.	34.3
Unions provide for good communication between management and labor.	22.9
Union agreements restrict management's ability to redeploy people and re-define job tasks.	78.0
Unions discourage individual rewards for the best performing employees.	83.4
Unions provide too much protection for poorly performing employees.	78.2

CHRO Status and Authority

	All Institutions	Public Doctoral	Public Master's	Public Bacc.	Public Assoc.	Private Doctoral	Private Master's	Private Bacc.
Are you official member of president's cabinet?	43.2	47.6	25.7	42.9	67.9	47.6	37.5	20.6
Do you consider yourself to be in president's inner circle?	57.7	50	42.9	50	76.5	66.7	53.6	47.1
Are you sought out for guidance on strategic HR as much as you believe is appropriate?	57.7	54.8	40	50	71.6	76.2	51.8	51.5

Questions and comments.....

- How big an issue is retirement on your campuses? Which aspects are most acute?
- Are you seeing growth of union interest/activity on your campuses?
- Do chief HR officers get enough credit/opportunity for strategic thinking on their campuses? If not, what should they do to earn more?

The *Inside Higher Ed* survey of chief human resources officers was made possible with generous financial support from

