How the Great Resignation is impacting higher education
Agenda

Introduction (5 min)

Employee Trends (5 min)

Panel Discussion (30 min)

Audience Q&A (15 min)
How the Great Resignation is impacting higher education
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

- 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.

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

- Bringing the right people together and creating the conditions for high-performing, engaged teams at every level of an institution.

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

- 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.

**Individual success:** Individuals who are engaged and enabled.

- 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.

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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