



2023 PRESIDENTS INSTITUTE

Designing the Future >>>

How to Manage Changing Workplace Expectations of Faculty and Staff

Thursday, January 5, 2023

Confidential (C)



2023 PRESIDENTS INSTITUTE

Designing the Future >>>

guidebook

HARVEST
TABLE
CULINARY GROUP


MCALLISTER
& QUINN
Winning Strategies.
Proven Track Record.

2023
PRESIDENTS
INSTITUTE

Designing
the Future >>>



Presenters

Natalie Harder

President, Coker University

Anne Ollen

Managing Director, TIAA Institute

Lynn Perry Wooten

President, Simmons University

Chair: Christopher Ames

President, Russell Sage College

Challenges We Face



2023 PRESIDENTS INSTITUTE

Confidential
(C)

Designing the Future >>>

Coker University





The academic workforce:
That was then, this is now

Key human capital challenges and opportunities

That was then (coming out of the pandemic)...

- Personnel – Lever for cost management/cost reduction
- Focus was on incentivizing voluntary separations with attractive financial benefits and gradual transitions out of the workforce

This is now...

- Need to rebuild and re-energize staff/Focus on hiring and retention
- Concerns for administrative, staff AND faculty positions

Topline objectives:

- Ensure that sufficient human capital resources are available
- Ensure that human capital is being strategically managed to maintain morale and meet campus needs

Recent headlines

Higher Ed is a Land of Dead End Jobs

Solving Higher Ed's Staffing Crisis

Securing Talent for Tomorrow:
Can Higher Ed Still Attract the
Best and Brightest

The Hard Truths About the
Academic Labor Crisis

Survey: More than Half of Higher Ed Workers Plan to Leave

Pay Raises, Massages, and Free Food:
Can Colleges Lift Employees' Morale?

How the Great Resignation is
Impacting Higher Education

Turnover, Burnout
and Demoralization
in Higher Ed

The Great Resignation...or the
Great Surrender?

Calling it Quits

Can Higher Ed Attract Diverse
Talent for the Long Haul?

Recruitment and retention: Challenges and opportunities

Challenges:

- Pandemic gave time for employee self- reflection
- Competition from other sectors
- Higher expectations/ demands on employees
- Intensified personal responsibilities for employees

Opportunities:

- Advance diversity and inclusion objectives
- Ensure strengthened but flexible support systems for those historically underserved
- Rethink and update policies
- Holistic approach to employee engagement
- Foster adaptability among the workforce

Academic workforce: Positioning your institution as an employer of choice

Attracting the best recruits requires distinctive offers and value propositions

C. The biggest reason people are leaving my institution today is...

Mentimeter



Responses from administrators at a November 2021 higher education conference.

Attention needed

Value proposition of employment in higher ed

TIAA Institute qualitative research designed to answer the questions:

- What distinctive combinations of benefits, perks and connections with personal values make employment in higher education particularly attractive?
- To what degree does compensation, including specific employee benefits and employee support services, matter?
- How does the employee value proposition for higher education employment vary between faculty and professional staff?



Preliminary findings: Key themes

Simmons University



2023 PRESIDENTS INSTITUTE

Designing the Future >>>

Confidential
(C)

QUESTIONS?

2023
PRESIDENTS
INSTITUTE

Designing
the Future >>>





2023 PRESIDENTS INSTITUTE

Designing the Future >>>

Download, save, or share session resources

guidebook



2023 PRESIDENTS INSTITUTE

Designing the Future >>>

Thank you



McALLISTER
& QUINN

Winning Strategies.
Proven Track Record.

HARVEST
TABLE
CULINARY GROUP