



The Higher Ed Workforce Crisis and Our Shared Responsibility to Address It

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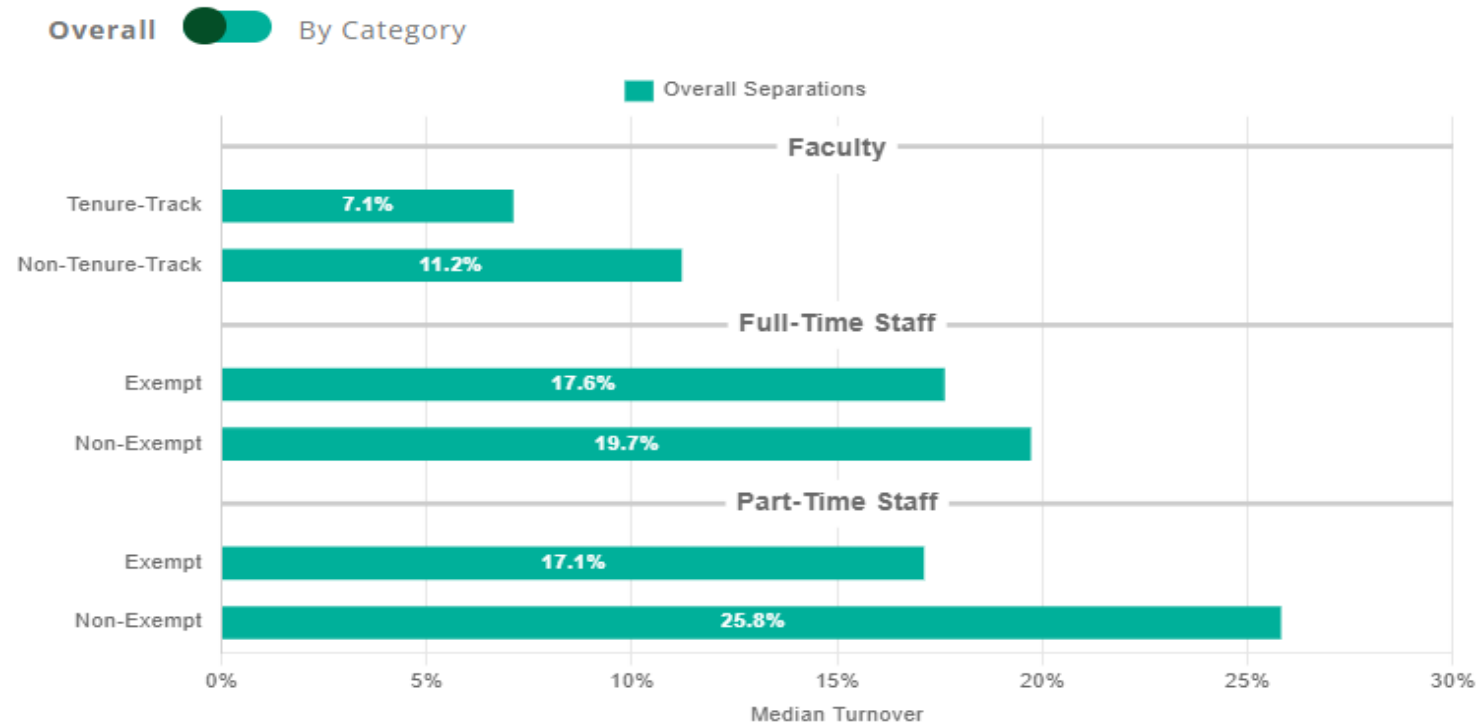
April 3, 2024

KNOWLEDGE
RESOURCES
ADVOCACY
CONNECTIONS

Higher Education Turnover Challenges

2023 Workforce Surveys

Turnover for Staff and Faculty in 2022-23

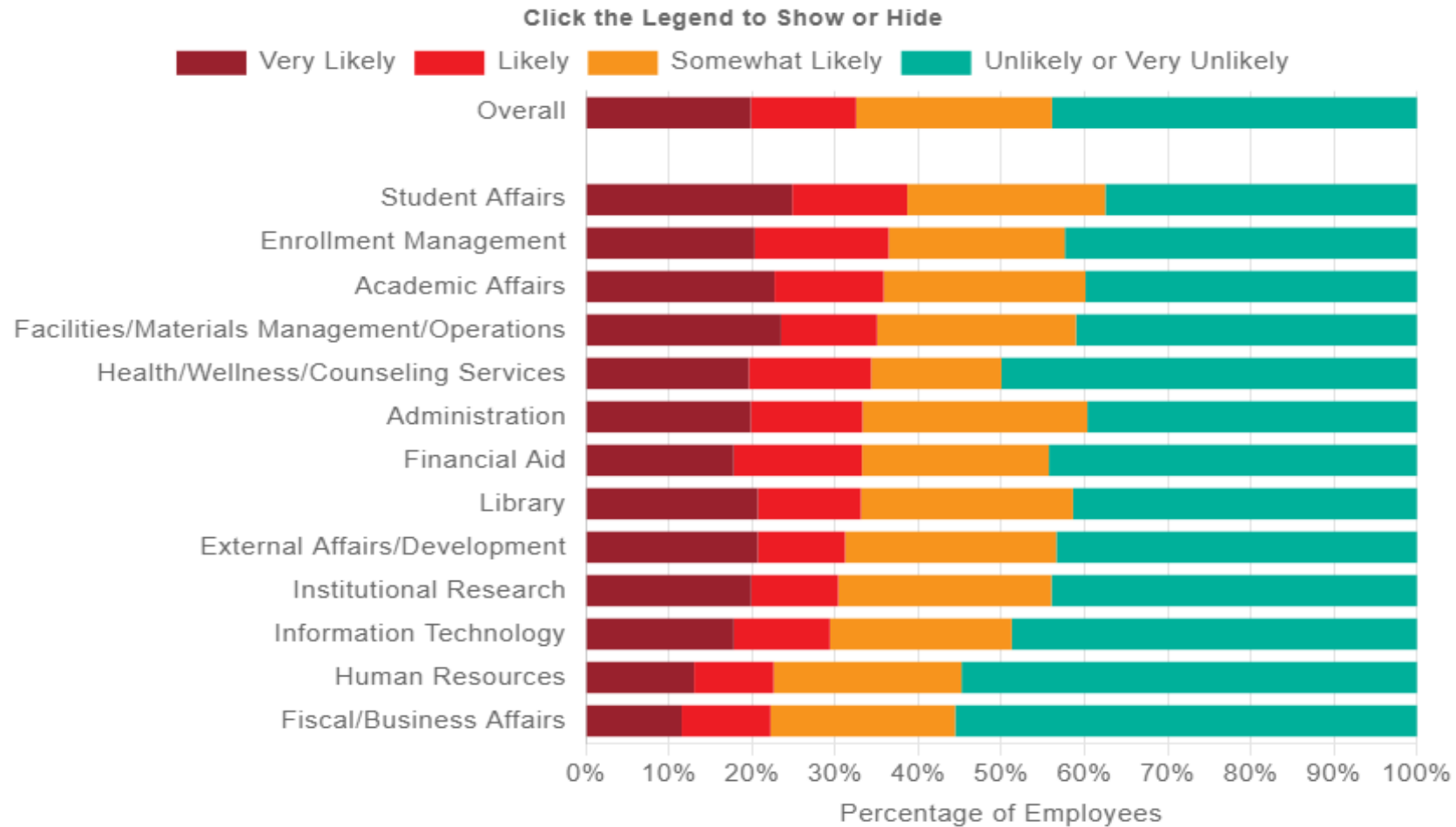


[Link to CUPA-HR Research Center](#)



Employer of Choice

Likelihood of Looking for Other Employment Within the Next 12 Months

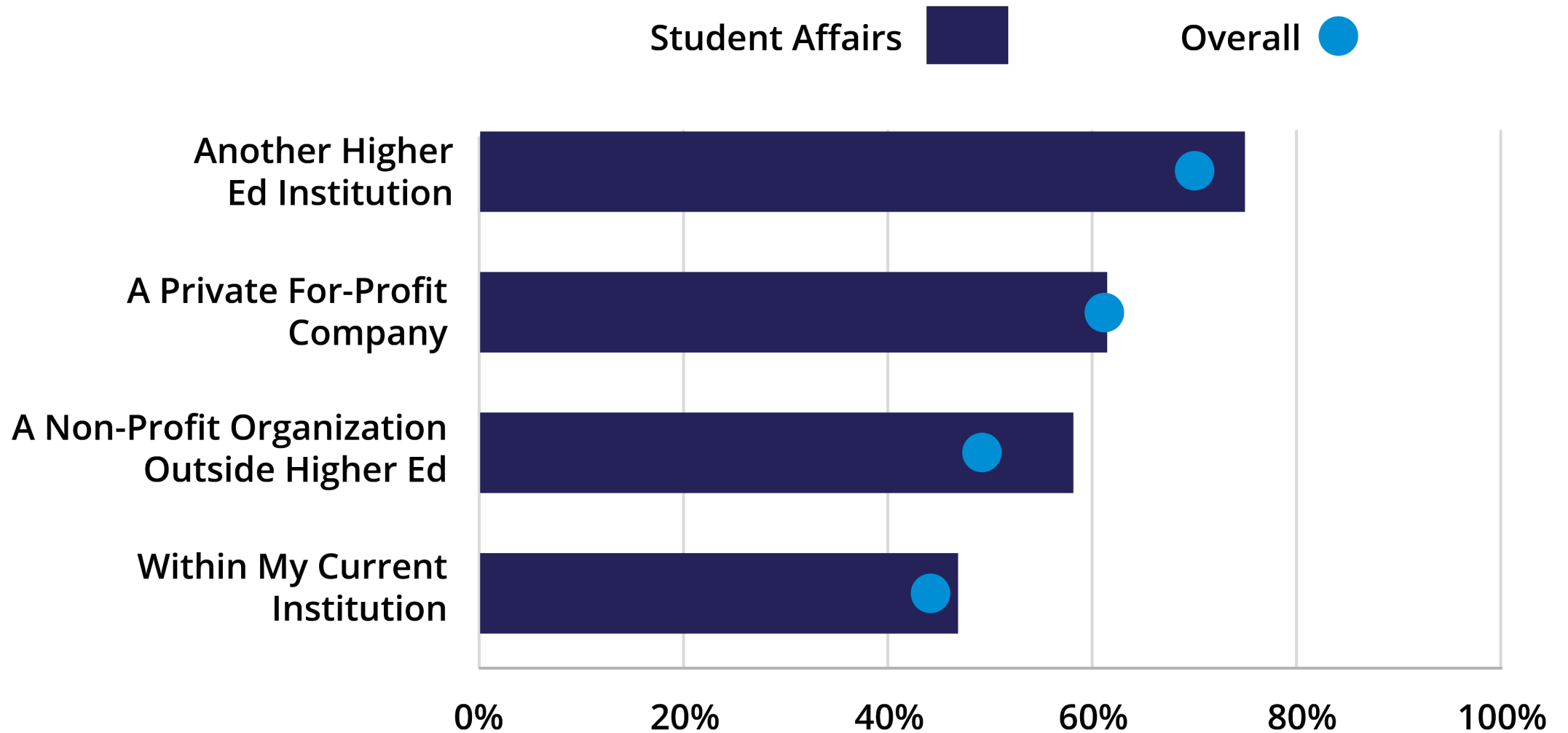


Audience Questions

What are 2-3 of the biggest challenges in recruiting and retaining employees?

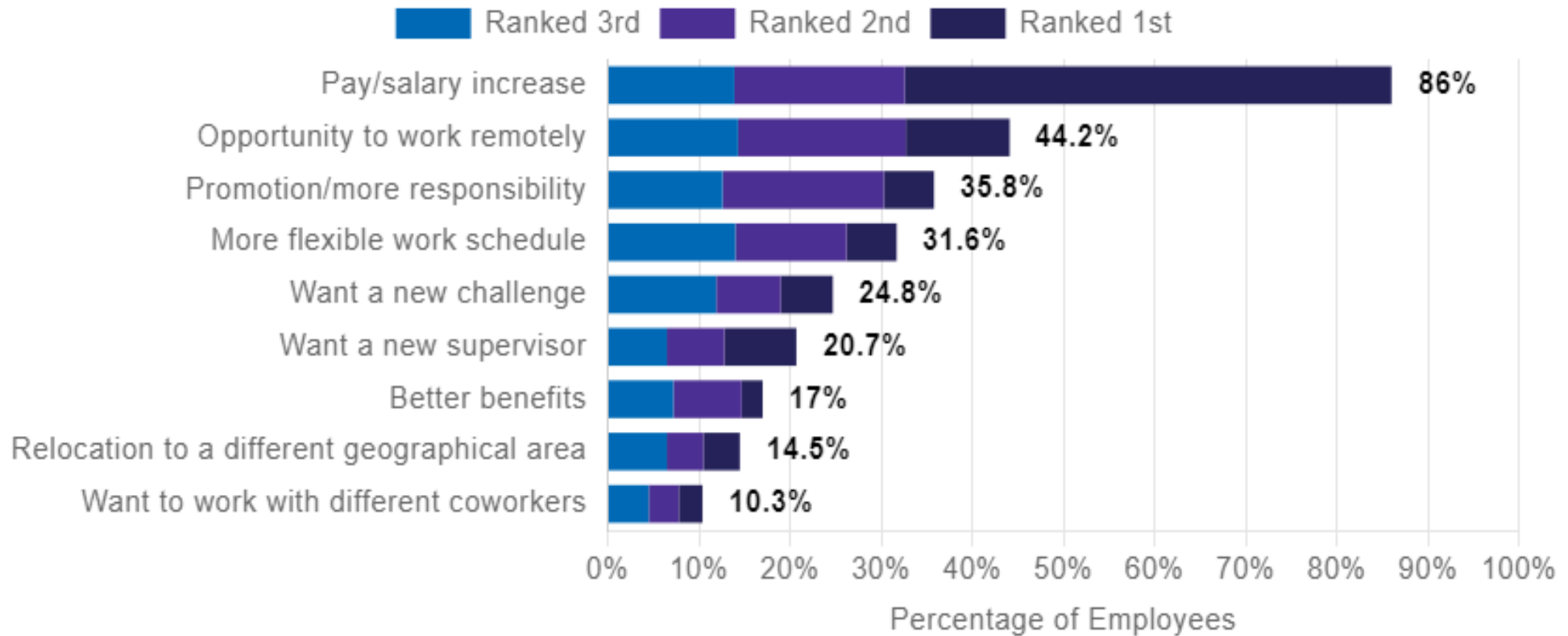
What positions are the most challenging to recruit and retain?

Where Employees Plan to Look for Other Opportunities



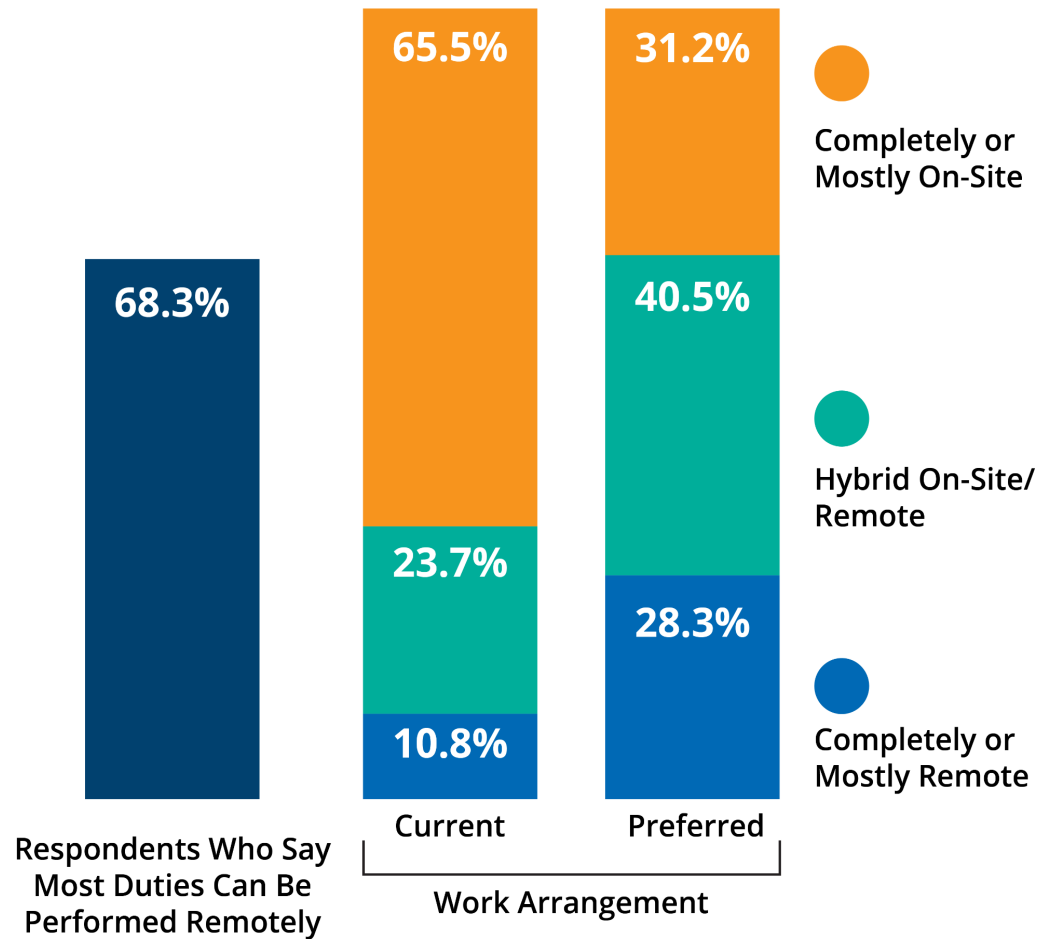
2023 Employee Retention Survey

Reasons Employees Are Seeking New Opportunities

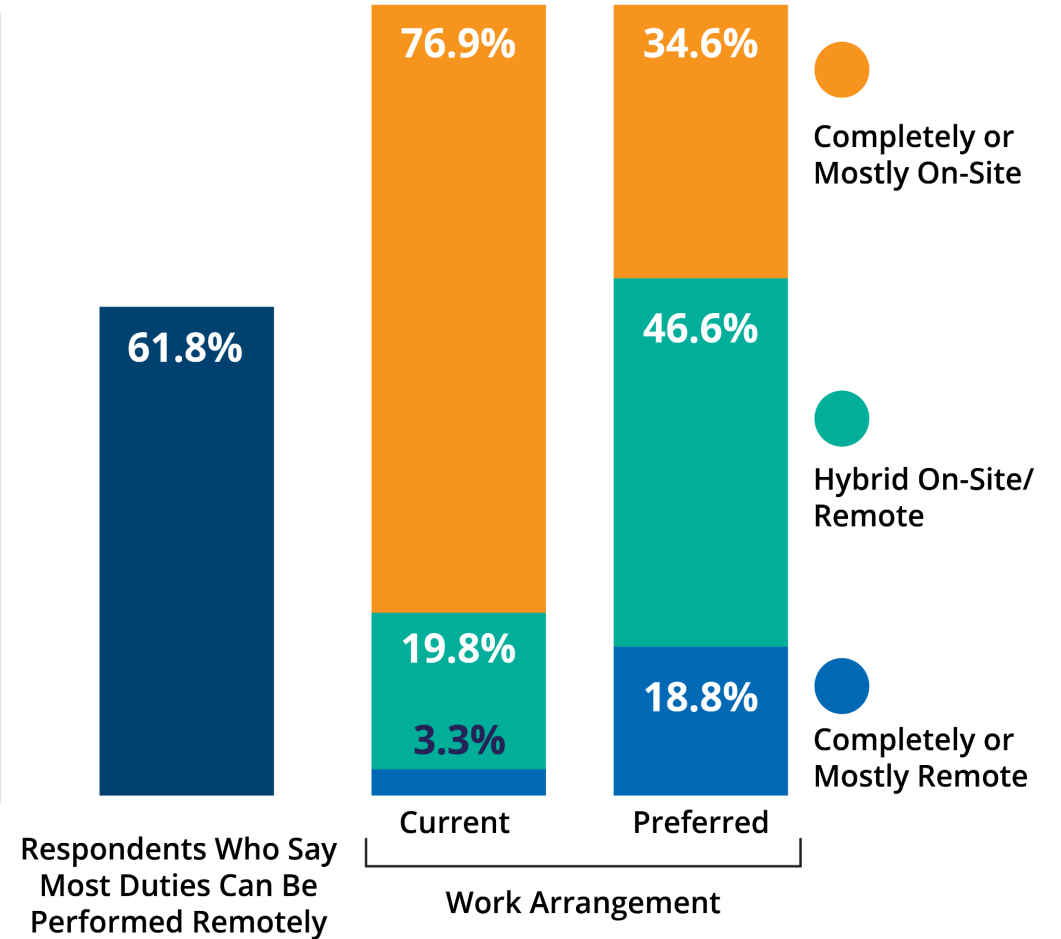


Current and Preferred Work Arrangements

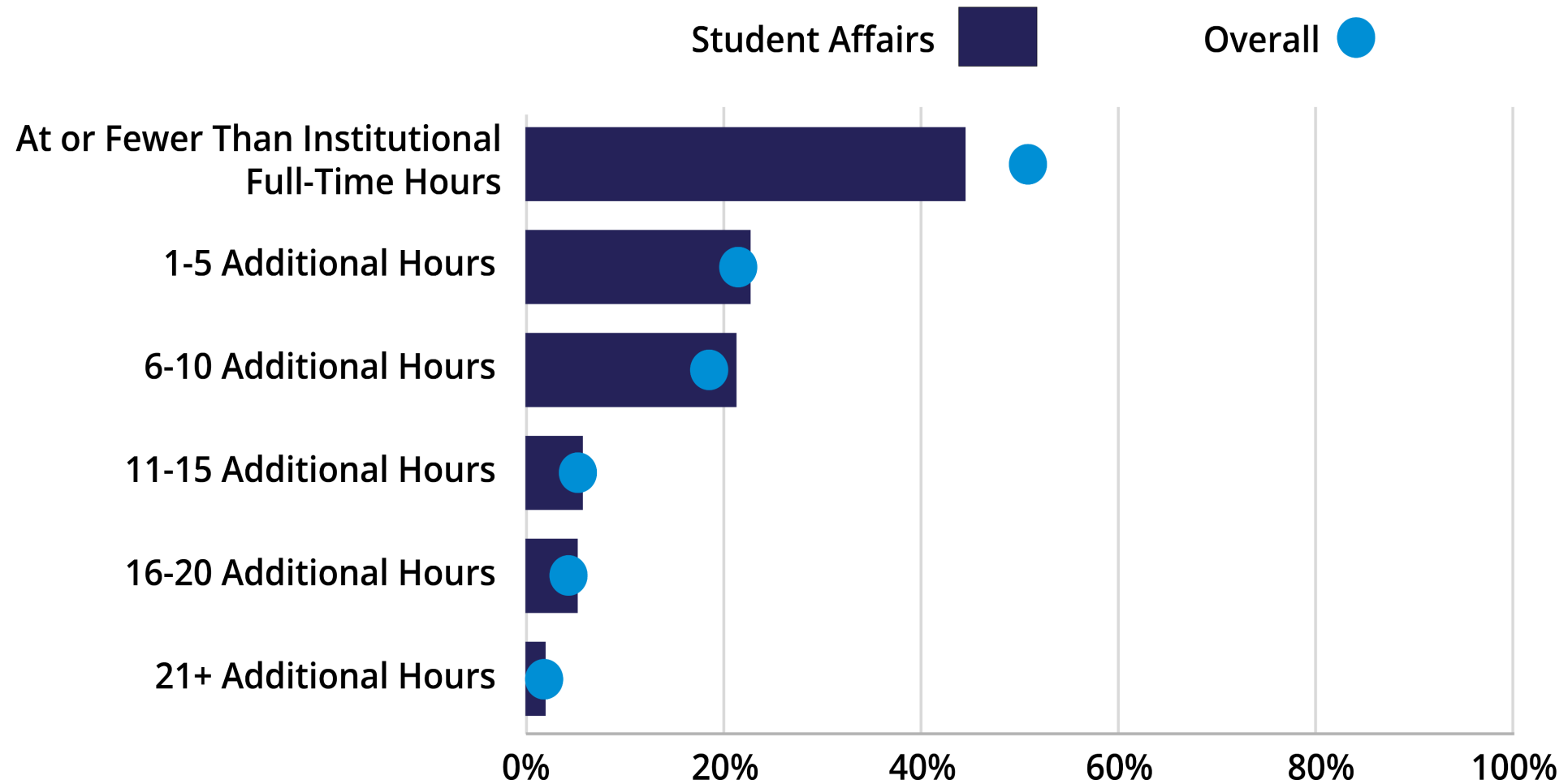
Overall



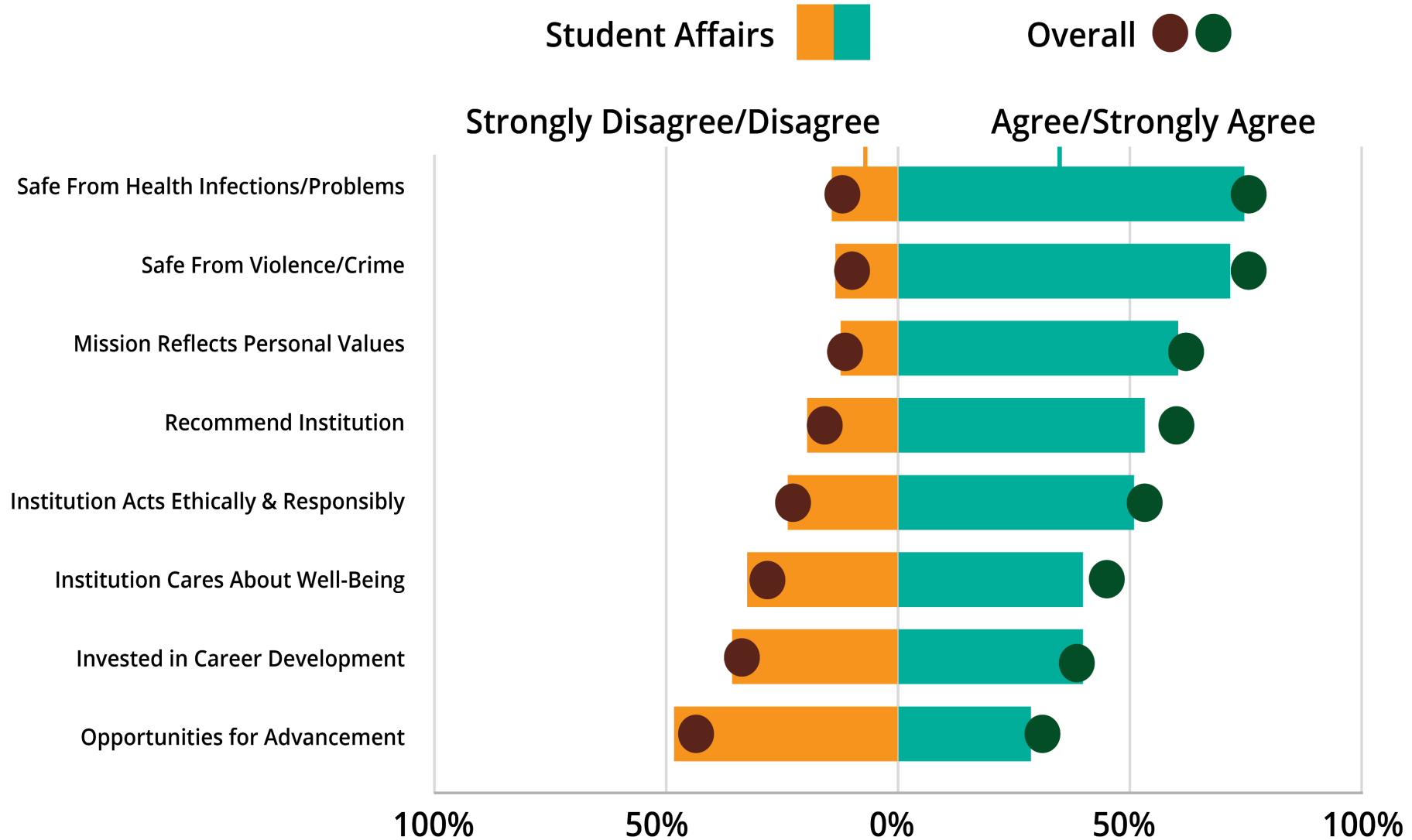
Student Affairs



Distribution of Weekly Additional Hours Worked

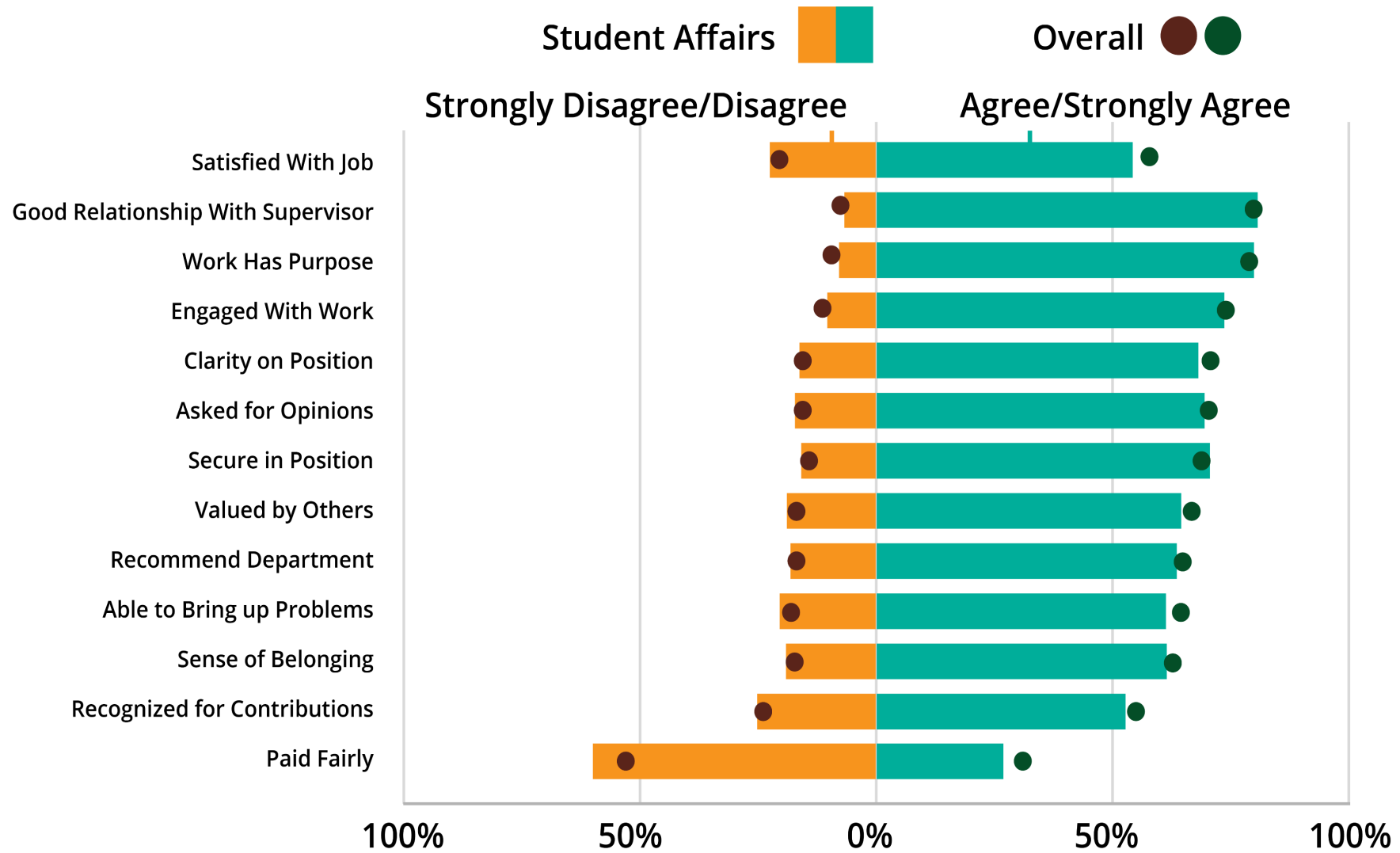


Satisfaction With Institutional Environment



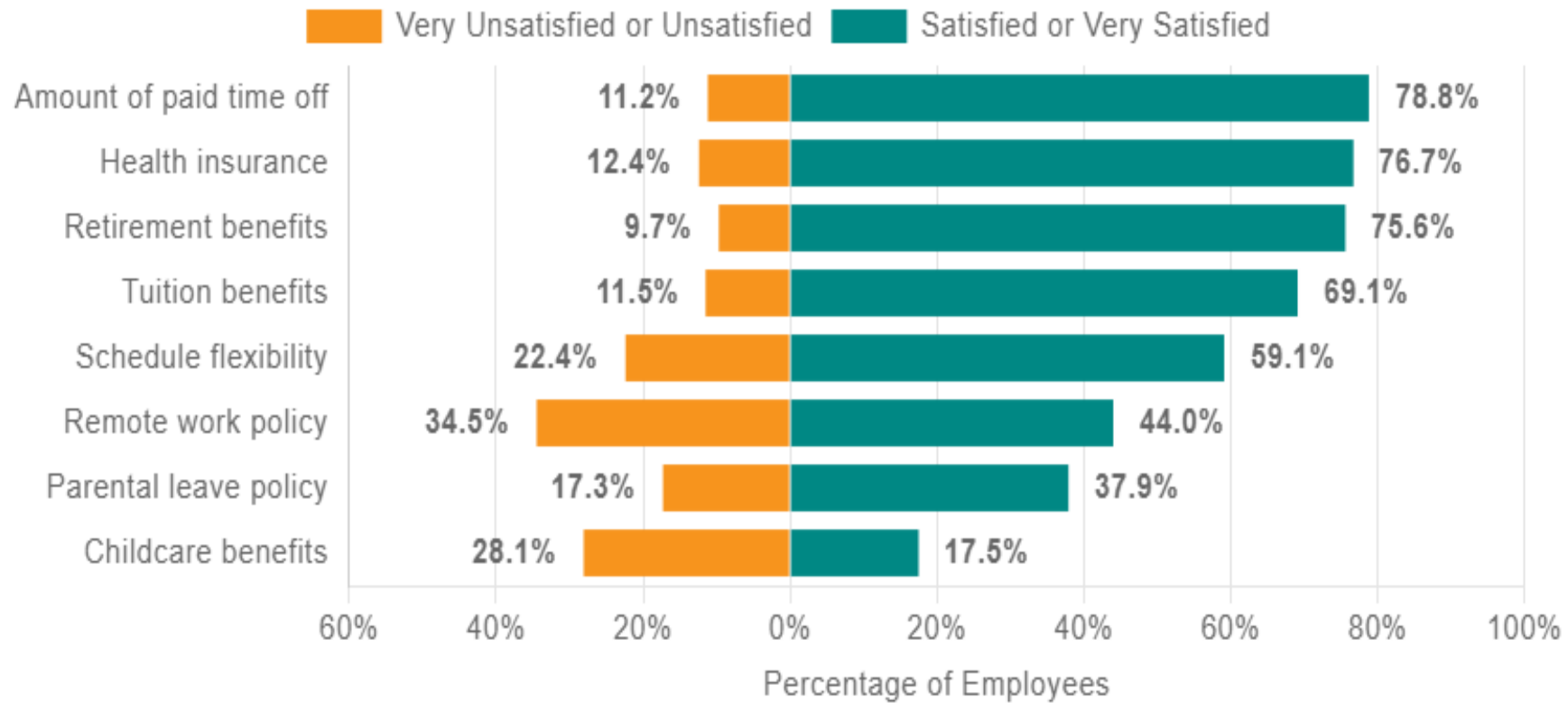
2023 Employee Retention Survey

Satisfaction With Work Environment



2023 Employee Retention Survey

Satisfaction with Benefits

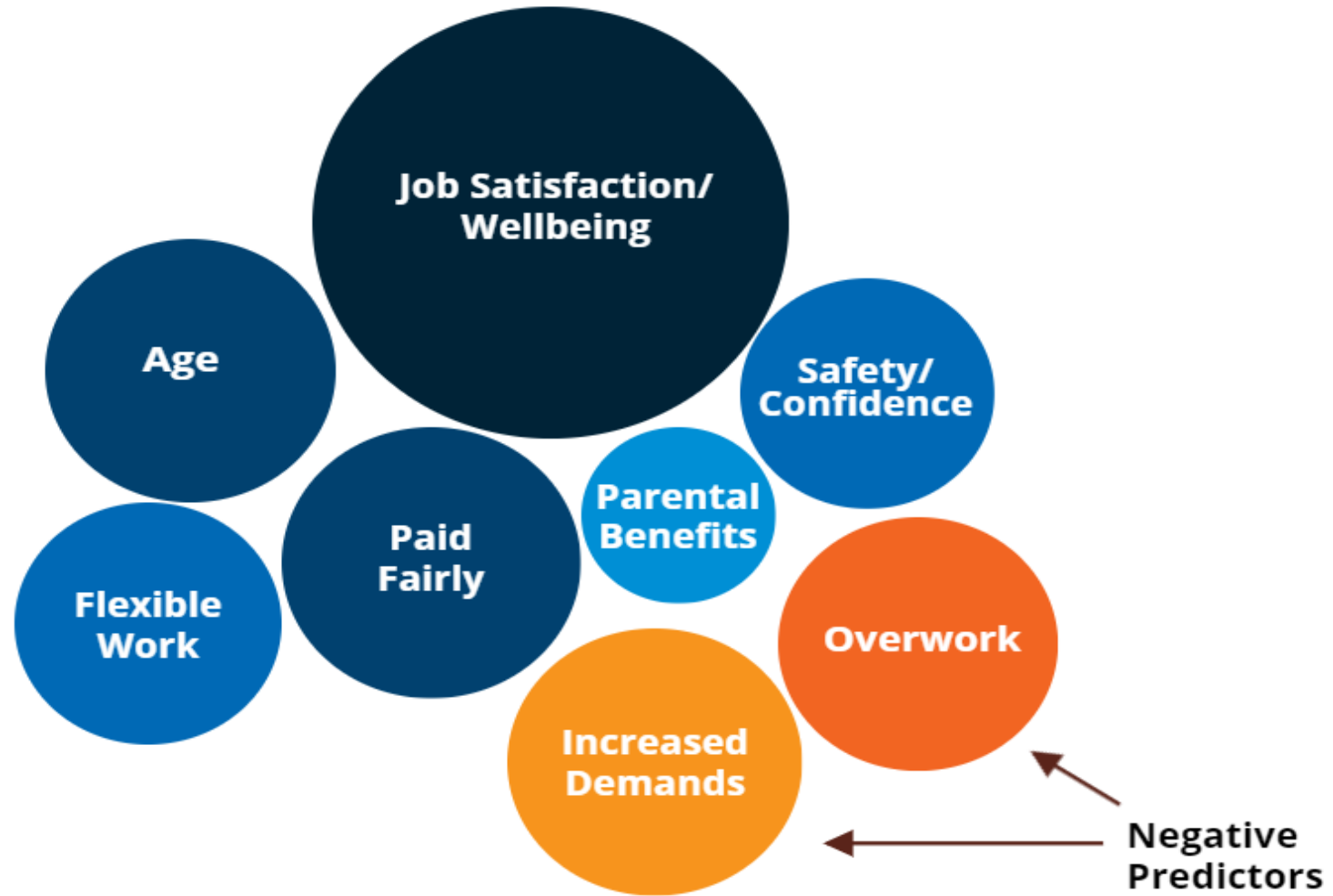


Retention Incentives Received in the Past Year

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Predictors of Retention



Audience Questions

What are some of the things you and your teams are doing to recruit and retain talent?

Examples of job redesign? Compensation changes?
Changes to work environment? Emphasis on culture?

Summary Comments

Thank you!

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