



# Crowdsource Your Challenge

December 2022



- **Institutions Represented Today**
- **Timing**
- **Ground Rules**
- **Compensation**
- **Challenges Received**
  - Attracting Talent
  - Retaining Talent
  - Rewarding Talent
- **Next Steps**

A person wearing a white button-down shirt is shown from the chest down, pointing their right index finger towards a screen. The screen displays the word "Agenda" in a large, bold, black font. Below the screen, there is a black rectangular area containing the text "December 2022" in a white font. The background is a soft, out-of-focus white.

# Agenda

December 2022

- Central Michigan University
- Grand Valley State University
- Hope College
- Lake Michigan College
- Lansing Community College
- Michigan State University
- Mott Community College
- University of Michigan
- Florida International University

A close-up photograph of a person wearing a white lab coat, with their right hand pointing towards a screen. The background is slightly blurred, showing more of the lab coat and the person's arm.

# Institutions Represented Today

December 2022



- 3 categories of challenges
  - Attracting Talent
  - Retaining Talent
  - Rewarding Talent
- 15 minutes per category
- We may not get to each question

A close-up photograph of a person's hand and arm, wearing a white button-down shirt. The hand is pointing towards the right side of the frame. A semi-transparent white box with a blue top bar and a black bottom bar is overlaid on the right side of the image.

**Timing**

December 2022

- Our orientation is towards actions and solutions
- Raise your “hand” to speak
- Introduce yourself when you speak
- Move in to speak, move back to actively listen
- Please contribute
  - Your experience matters
  - This is not a panel
- Keep matters confidential
- Video display is optional



## Ground Rules

December 2022

- What percent increases are private and public employers expecting to provide to employees in 2023 with inflation looming in the background of our country?
- Are employers providing alternative compensation to employees for retention such as the new trend toward a 4 day work week?
- I'm wondering how are other Universities/companies balancing bringing in talent at sometimes higher pay than internal employees with less experience than internal employees due to 1)needing to get positions filled/help with workload and 2)the market is commanding a higher rate than what is being paid to current employees. There is only so much budget to go around.
- How are Universities/companies then addressing internal pay equity with current employees? How are morale concerns being addressed in regards to internal employees?
- What other compensation strategies, besides base pay, are other Universities/companies doing to bring in talent and reward and retain current employees?
- How are other institutions handling/framing recruitment when individuals decline interviews or offers based on the wage range offered? We're getting candidates that even when we share a range they still apply or want more \$ than that range has indicated. They then push back wanting more \$ even after we highlight the unique benefits our specific institution offers, since they seem to only be after the base wage.
- How are others dealing with steep market increases?
- We don't just pay employees money, we also offer benefits and unique work experiences (such as not being vulnerable to the same market forces as, for instance, tech.) How can we consider the whole employee value proposition in the comp narrative (and in negotiations?)



# Compensation Challenges Received

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Themes from the challenges...

All pertain to the role of HR... in how we **attract, retain and reward** human capital.





# Attracting Talent

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## Challenges regarding attracting talent

- I'm wondering how are other Universities/companies balancing bringing in talent at sometimes higher pay than internal employees with less experience than internal employees due to 1) needing to get positions filled/help with workload and 2) the market is commanding a higher rate than what is being paid to current employees. There is only so much budget to go around.

## Challenges regarding attracting talent

- What other compensation strategies, besides base pay, are other Universities/companies doing to bring in talent and reward and retain current employees?
- We don't just pay employees money, we also offer benefits and unique work experiences (such as not being vulnerable to the same market forces as, for instance, tech.) How can we consider the whole employee value proposition in the comp narrative (and in negotiations?)

## Challenges regarding attracting talent

- How are other institutions handling/framing recruitment when individuals decline interviews or offers based on the wage range offered?
- We're getting candidates that even when we share a range they still apply or want more \$ than that range has indicated. They then push back wanting more \$ even after we highlight the unique benefits our specific institution offers, since they seem to only be after the base wage.

# Retaining Talent

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# Challenges regarding retaining talent

- Are employers providing alternative compensation to employees for retention such as the new trend toward a 4 day work week?

# Challenges regarding retaining talent

- How are Universities/companies addressing internal pay equity with current employees (if having to hire new employees at higher salaries with less experience)?
- How are morale concerns being addressed in regards to internal employees?



# Rewarding Talent

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# Challenges regarding rewarding talent

- What percent increases are private and public employers expecting to provide to employees in 2023 with inflation looming in the background of our country?
- How are others dealing with steep market increases?



- We are capturing and anonymizing notes
- We will share a link to our evaluation survey for this program.
- We will share email contacts of everyone who consented to share their email.
- We will share the notes with everyone who signed up, as well as on our chapter website.

A close-up photograph of a person's hand pointing at a screen. The person is wearing a white button-down shirt. The background is blurred, showing more of the person's torso and arm.

## Next Steps

December 2022

- Contact your colleagues
- Share your challenges on [Michigan CUPA Connect](#), our online forum
- Check out the [Michigan chapter site](#)
- [Follow us on LinkedIn](#)

A close-up photograph of a person's hand pointing at a screen. The person is wearing a white button-down shirt. The background is blurred, showing more of the shirt and possibly other people.

**You Can...**

December 2022

Thank you for joining us!  
See you in 2023!

