



CUPA-HR New Jersey Chapter Fall 2021 Webinar  
“Values, Voice, and Velocity: The New Rules of Employee Engagement”  
Tuesday, November 16, 2:00-3:00 pm  
<https://zoom.us/join>  
Webinar ID: 927 4349 1449

## Meeting Minutes – Virtual Event

**2:01 pm – Welcome and Opening Address – Joe Morgan, Treasurer, NJ CUPA-HR and Director, Human Resources, Middlesex College**

- Joe opened the session by thanking our corporate sponsors and welcoming everyone to the New Jersey Chapter’s Fall 2021 Webinar
- Joe introduced Catherine Lilly, MSW, Senior Consultant National Higher Education Practice, Segal, Allison M. Vaillancourt, PhD, Vice President, Organizational Effectiveness, Segal, and Norman Jacobson, Senior Vice President and Higher Education Benefits Practice Leader, New York, Segal
- Catherine announced the chat enabled function and appointed the members of Segal to monitor incoming questions from participants

**2:05 pm – Presentation: “Values, Voice, and Velocity: The New Rules of Employee Engagement” – Facilitators: Catherine Lilly, MSW and Allison M. Vaillancourt, PhD**

Catherine and Allison shared insights for strategic employers who have recognized the urgent need to attend to growing employee expectations for voice, values, and velocity. Allison shared theories about why it’s hard to find talent, including: post pandemic there’s a smaller workforce, priorities for candidates have changed, salary demands are higher than post pandemic budgets can accommodate, child care needs, and remote work is now expected, and not always available in Higher Education. Allison and Catherine shared statistics including, 66% of Americans have recently considered a different occupation and 60% of employees want a fully remote job. Additionally, employees want a say in organizational decision-making, they want work aligned with their personal values, and they want a hassle-free experience that lets them get things done quickly. Catherine and Allison emphasized the importance of velocity and how the longer a position goes unfilled, the more productivity is disrupted as current employees spend time covering for the open roles. Overall, this session helped assess and organization’s ability to withstand “The Great Resignation” and offer strategies for attracting and retaining talent.

**2:58 pm – Closing from Joy Hayward, President, NJ CUPA-HR and Director, HRIS, Human Resources, Seton Hall University and Meeting Adjourns**

Respectfully submitted,

*Jocelyne C. Kwiecinski*  
NJ CUPA-HR Secretary