

GVSU Employee Retention Data

AP Executive Committee
January 20, 2023

Dan Vainner, AP Executive Committee Chair

- Also a Registrar

Jason Cronkrite, AP Executive Committee Representative

- Also does Accreditation

1

1

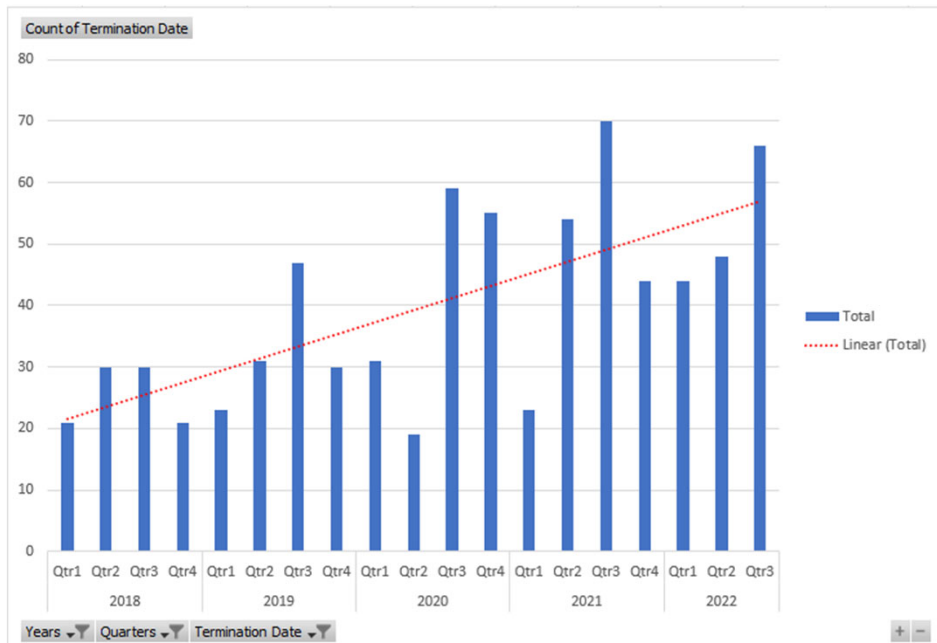
Administrative Professionals (AP) Committee

- ~890 AP across campus with adjuncts
- 12 elected Executive Committee members, representing one of 6 groups (determined by location...for now)
- Subcommittees are comprised of an elected member from each group
 - Awards
 - Professional Development
 - Salary & Benefits
 - Social Justice

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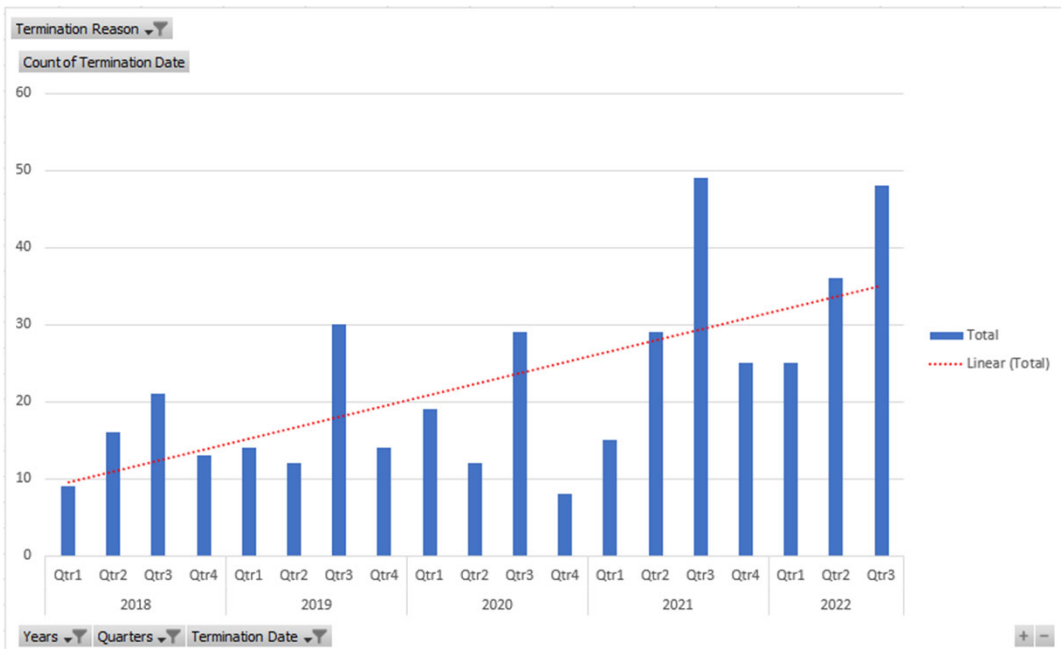
All Departures by Quarter



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3

Voluntary Departures by Quarter (Minus Retirement)

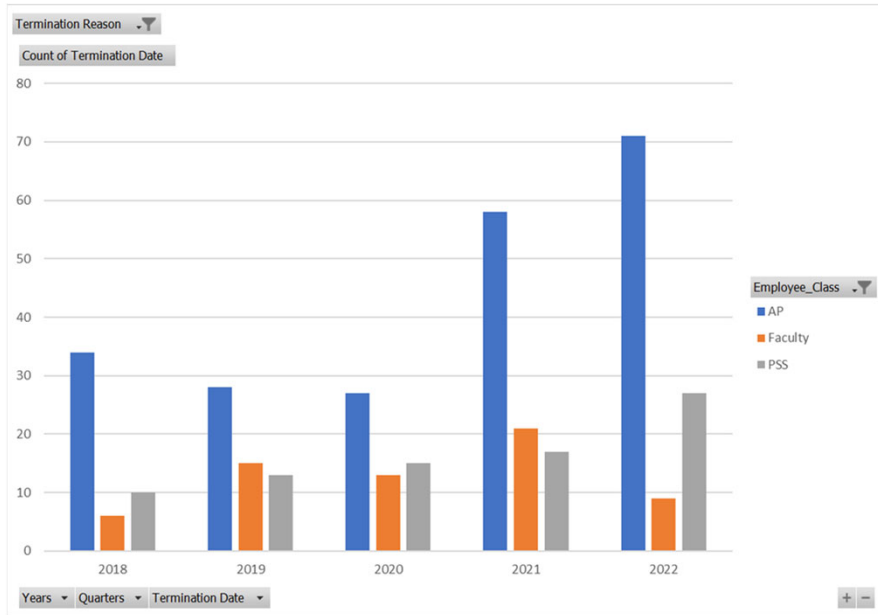


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4

Voluntary Departures by Employee Class (minus retirement)

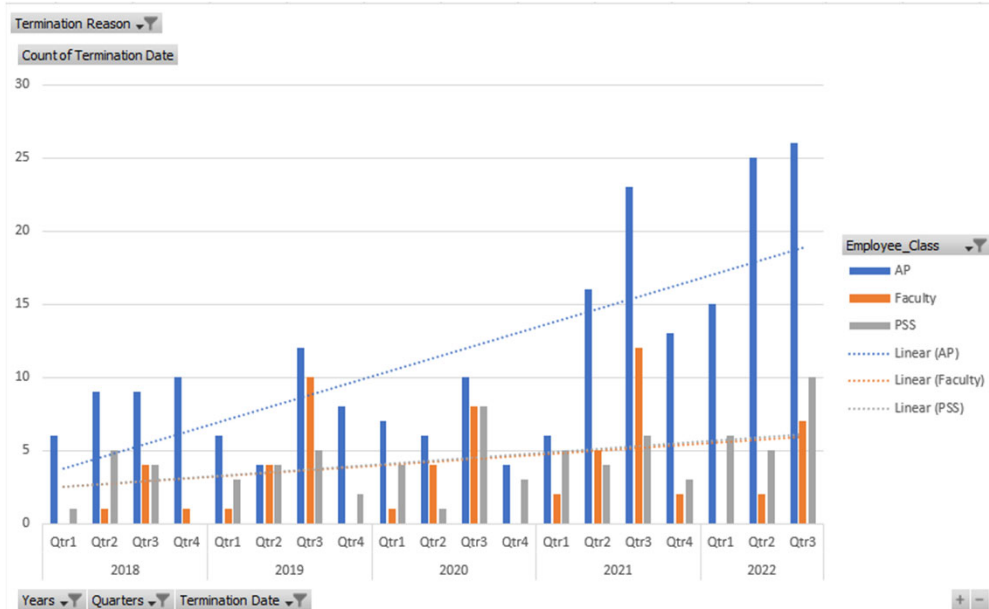
2018 through Nov 11, 2022



5

5

Voluntary Departures (minus retirement) by Quarter and Employee Class

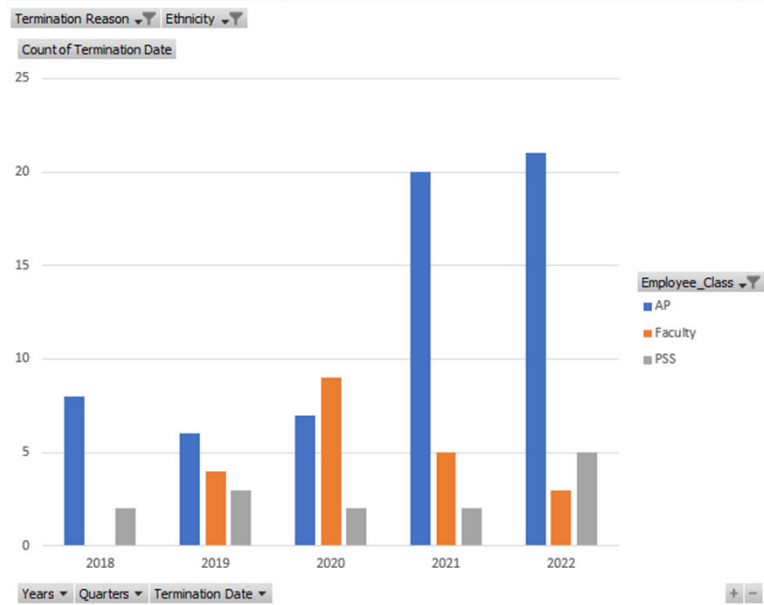


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Voluntary Departures Non-White (minus retirement)

2018 through Nov 11, 2022



7

7

2022 Voluntary Departures as a Percent of Total Employees by Class

Through Nov 11, 2022

	2022 Total Employees	2022 Voluntary Departures (Through Nov 11)	% Voluntary 2022 Departures of Total (Through Nov 11)
AP	881	71	8.1%
Faculty	1,161	9	0.8%
Maintenance/Grounds	147	7	4.8%
Professional Support Staff	327	27	8.3%
Public Safety	20	8	40.0%

8

8

AP Survey Results

- 344 respondents, representing 39% of AP staff, up from 243 in 2021.
- Staff strongly or somewhat agree that there is a commitment to inclusion and equity within their:
 - Office (93%),
 - College or Division (91%),
 - across the University (88%)
- 52% of AP staff somewhat or strongly agree that GVSU leadership communicates with staff in a way that allows input into the direction of the university.
- 51% of AP staff that responded they were considering pursuing an external position in the next 12 months.

9

9

Actions to date

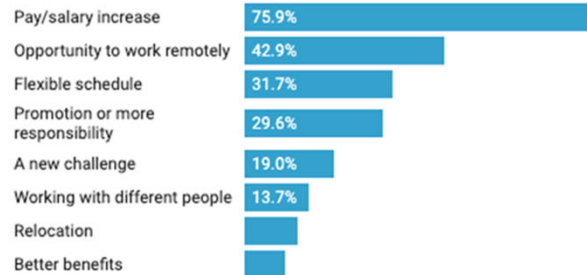
- Campus-wide dissemination of our findings and memos
 - Annual Survey Results analyzed & posted
 - Data driven first
- President's Council Presentation
 - Exit Surveys
 - Leading Lakers
- Improved employee on-boarding from a cultural integration perspective
- Updating ByLaws and representative structure

10

10

Reasons for Leaving

Staff members who said they would seek a new job in the next year cited these reasons why in a new CUPA-HR survey.



Source: CUPA-HR Higher Education Employee Retention Survey · Get the data · Created with Datawrapper

chronicle.com/article/more-than-half-of-campus-staff-members-are-thinking-about-quitting-survey-finds

Chronicle of Higher Ed, July 22, 2022. Survey via College and University Professional Association for HR, 3,814 staff members

11

11

The Candidate Pool: a *Chronicle* survey of college leaders & hiring managers

- +80% of the 720 respondents said their campus has more open positions this year than last.
- +84% said that hiring for administrative and staff jobs has been more difficult in the last year.
- +82% agreed that they'd fielded fewer applications from qualified candidates.
- +77% of those officials said that higher ed is a less appealing place to work today than it was a year ago.

chronicle.com/article/higher-ed-is-looking-to-refill-jobs-but-its-finding-a-shallow-and-weak-candidate-pool

Chronicle of Higher Ed, July 18, 2022.

12

12

Voluntary Departures by College						
	2018	2019	2020	2021	2022	Grand Total
College Community/Public Ser	3	5	1	4	1	14
AP		3			2	10
Faculty				1		1
PSS			1	1	1	3
College Engineering/Computing	2	3	3	3	3	14
AP	2	1	2		2	7
Faculty		1	1	3		5
PSS		1			1	2
College Health Professions	3	4	2	5	3	17
Faculty	3	3	1	4	1	12
PSS		1	1	1	2	5
College InterdisciplinaryStdy		1	2	6		9
AP			1	1		2
Faculty		1	1	5		7
College Liberal Arts/Sciences	3	9	8	7	10	37
AP		1	1	3	6	11
Faculty	2	3	6	2	1	14
PSS	1	5	1	2	3	12
Education & Comm Innovation					6	6
AP					3	3
Faculty					3	3
Nursing	2	3	2	2	4	13
AP	1	1	1	1	4	8
Faculty		2	1	1		4
PSS	1					1
OLD Education	3	4	1	3		11
AP	3	1		1		5
Faculty		2	1	2		5
PSS		1				1
Seidman College of Business	3	1	5	6	7	22
AP	1		2	4	6	13
Faculty	1		2	1	1	5
PSS	1	1	1	1		4
Grand Total	19	30	24	36	34	143

*2022 is through Nov 11th

13

13

Voluntary Departures by Division						
	2018	2019	2020	2021	2022	Grand Total
Academic Affairs					41	41
AP					24	24
Faculty					9	9
PSS					8	8
Central Admin			1		2	3
AP					2	2
PSS			1			1
Development	3	5	7	7	1	23
AP	3	4	5	5		17
PSS		1	2	2	1	6
Enrollment Development	3	2	5	8	20	38
AP		2	3	3	15	23
PSS	3		2	5	5	15
Finance & Admin	5	6	7	11	17	46
AP	4	6	5	9	10	34
PSS	1		2	2	7	12
Inclusion and Equity	1		1	2	2	6
AP	1		1	2	2	6
Information Technology				2	5	7
AP				2	4	6
PSS					1	1
OLD Academic & Student Affairs	34	42	33	64	10	183
AP	22	15	12	35	7	91
Faculty	6	15	13	21		55
PSS	6	12	8	8	3	37
OLD Legal/Compliance/Risk Mgt	3		2			5
AP	3		1			4
PSS			1			1
Student Affairs					6	6
AP					4	4
PSS					2	2
University Relations	1	4		3	3	11
AP	1	3		2	3	9
PSS		1		1		2
Grand Total	50	59	56	97	107	369

*2022 is through Nov 11th

14

14