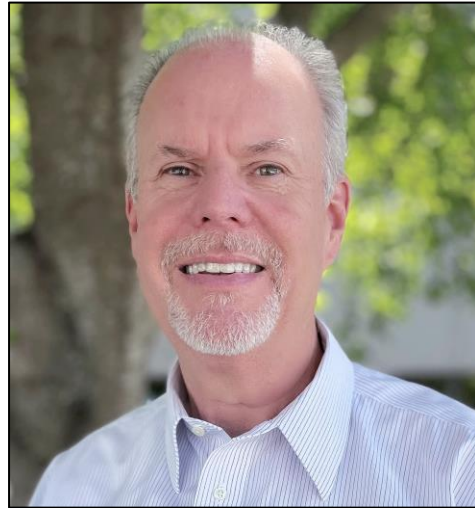




From Theory to Practice:

**Connecting with
Employees in the
Post-Covid World**

Meet Your Presenters



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Agenda

- Review the Research
- Examine Current Trends
- Strategies for Engagement





Review the Research



Examining the relationship between employee satisfaction and organizational performance in higher education



Examining the relationship between employee satisfaction and organizational performance in higher education

- No correlation between CFI and overall CGTWF scores
- No correlation between CFO and “This is a great place to work”
- No correlation between Honor Roll achievement
- Minor correlation with satisfaction with Salary
- Even smaller correlation between satisfaction with facilities



**Examining the relationship
between employee satisfaction
and the financial health of
Kansas independent colleges
and universities**



Examining the relationship between employee satisfaction and the financial health of Kansas independent colleges and universities

- Relatively high overall satisfaction as well as with People on Your Present Job, Work on your Present Job, and Supervision
- Much lower satisfaction with Pay and Opportunities for Promotion
- Employees from institutions in the lowest CFI category reflected higher satisfaction on the Opportunities for Promotion



Lessons Learned

- CFI may not be the best indicator of organizational performance.
- Employee satisfaction may be more individually focused than can be adequately correlated with an overall organizational outcome measure.
- Institutional decisions on how to utilize organizational resources may have positive or negative impacts on employee satisfaction.
- Employee engagement may not be solely dependent on an organization's financial resources.



Examine Current Trends

McLean Report (2023)



McLean & Company, an HR consulting organization, produced their Employee Engagement Trends Report 2024 offering insights, analysis, and benchmarking data from 2019 to 2023.

The report utilized database scores for January 1 to December 31, 2023, and included responses from 217,081 employees in 220 organizations.

McLean Report (2023)

| | | 2022 | 2023 |
|-------------------|--------------------|-------|-------|
| Retention Drivers | Total Compensation | 51.2% | 50.4% |
| | Work-Life Balance | 62.3% | 63.0% |
| | Work Environment | 77.0% | 76.1% |

McLean Report (2023)

| | | 2022 | 2023 |
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| Retention Drivers | Total Compensation | 51.2% | 50.4% |
| | Work-Life Balance | 62.3% | 63.0% |
| | Work Environment | 77.0% | 76.1% |
| Organizational Drivers | Department Collaboration | 54.4% | 53.5% |
| | Executive Leadership | 58.3% | 57.0% |
| | Company Potential | 68.5% | 68.2% |
| | Department Leadership | 69.0% | 67.9% |
| | Culture | 75.5% | 75.2% |
| | Inclusion | 81.0% | 80.4% |

McLean Report (2023)

| | | 2022 | 2023 |
|------------------------|----------------------------------|-------|-------|
| Retention Drivers | Total Compensation | 51.2% | 50.4% |
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| | Department Leadership | 69.0% | 67.9% |
| | Culture | 75.5% | 75.2% |
| | Inclusion | 81.0% | 80.4% |
| Job Drivers | Career Development & Advancement | 57.7% | 57.6% |
| | Recognition | 67.0% | 66.0% |
| | Employee Empowerment | 73.1% | 72.4% |
| | Manager Relationships | 73.1% | 72.3% |
| | Co-Worker Relationships | 77.7% | 77.7% |

CUPA-HR Report (2023)



The CUPA-HR 2023 Higher Education Employee Retention Survey (ERS) was conducted to better understand the factors underlying the retention crisis in the wake of the COVID-19 pandemic.

The survey was targeted to all higher ed employees who are not faculty — administrators, professionals, and non-exempt staff — and included data from 4,782 higher ed employees.

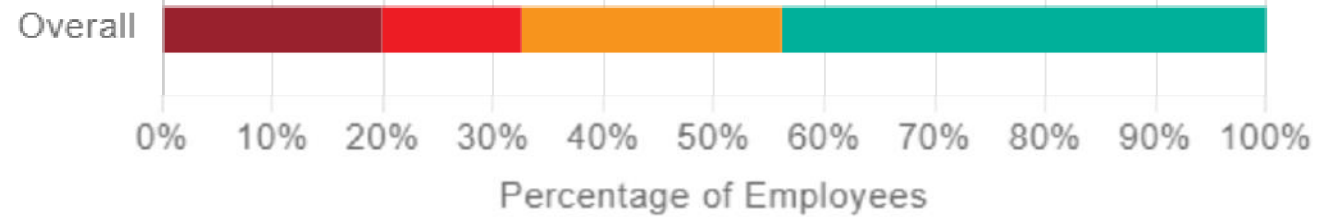
CUPA-HR Report (2023)

2023 Employee Retention Survey

Likelihood of Looking for Other Employment Within the Next 12 Months

Click the Legend to Show or Hide

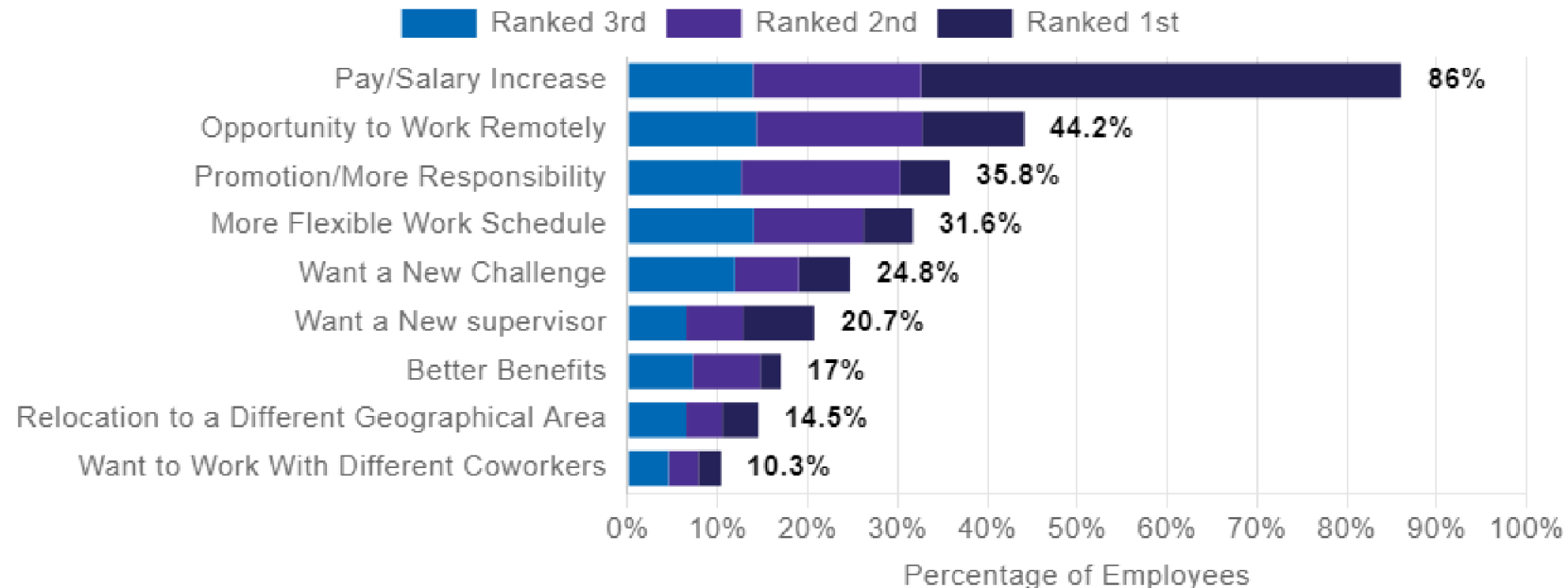
Very Likely Likely Somewhat Likely Unlikely or Very Unlikely



CUPA-HR Report (2023)

2023 Employee Retention Survey

Reasons Employees Are Seeking New Opportunities





Strategies for Engagement



Recognition and Gratitude Initiatives



Field Trips and Group Activities



Retention or Stay Interviews




Sabbatical / Recognition Time Programs



Affinity and Employee Resource Groups





PEOPLE WILL FORGET
WHAT YOU SAID.
PEOPLE WILL FORGET
WHAT YOU DID.
BUT PEOPLE WILL
NEVER FORGET HOW
YOU MADE THEM FEEL.

Maya Angelou

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Thank you

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