Changes to the Higher Ed Workforce in the Wake of the Pandemic

Wednesday, May 12, 2021 | 2:00 p.m. ET

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CUPA-HR Webinar

Presenters

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Survey Researcher, CUPA-HR

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Director of Research, CUPA-HR

Anthony Schmidt
Data Visualization Researcher, CUPA-HR
Agenda/Learning Objectives

- Changes to workforce size that have occurred over the course of the pandemic
- Detail regarding layoffs this year
- Salary increases (i.e., nothing to see here)
- Impact on women and minorities
CUPA-HR Data

Workforce Areas
- Administrators
- Professionals
- Staff
- Faculty
Participating Institutions

- Benefits: 349
- Faculty: 793
- Staff: 782
- Professionals: 987
- Administrators: 1053
Workforce Size Changes
Percentage Change in Faculty Size Over the Past Two Years

- **Overall**: 2019-2020 to 2020-2021
- **Doctoral**: 2019-2020 to 2020-2021
- **Master's**: 2019-2020 to 2020-2021
- **Baccalaureate**: 2019-2020 to 2020-2021
- **Associate's**: 2019-2020 to 2020-2021

**Faculty Type**
- Tenure Track
- Non-Tenure Track
- Part-Time/Adjunct
Percentage Change in Administrator Size Over the Past Two Years

Overall

- 4.0%
- 2.0%
- 0.0%
- -0.4%
- -2.0%

Year
- 2019-2020
- 2020-2021

Increase

Decrease
Percentage Change in Administrator Size Over the Past Two Years

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Doctoral</th>
<th>Master's</th>
<th>Baccalaureate</th>
<th>Associate's</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-2020</td>
<td>-0.4%</td>
<td>-1.9%</td>
<td>0.4%</td>
<td>0.7%</td>
<td>-0.1%</td>
</tr>
<tr>
<td>2020-2021</td>
<td>0.2%</td>
<td>0.4%</td>
<td>0.6%</td>
<td>0.6%</td>
<td>3.6%</td>
</tr>
</tbody>
</table>

Year

Percentage Change

-4.0%

-2.0%

0.0%

2.0%

4.0%
2021 SURVEYS IN HIGHER EDUCATION

Percentage Change in Professionals Size Over the Past Two Years

Overall

Percentage Change

2020 2021

0% -0.4%

4.4%
Percentage Change in Professionals Size Over the Past Two Years

Overall: -0.4%
Classification:
- Doctoral: -0.6%
- Master's: -1.4%
- Baccalaureate: -2.9%
- Associate's: -6.0%
Affiliation:
- Public: 0.8%
- Private Independent: -1.0%
- Private Religious: -2.1%
Region:
- West: 1.7%
- Midwest: 4.5%
- Northeast: 2.8%
- South: -1.6%

2020 2021
Percentage Change in Staff Size Over the Past Two Years

Overall

-2.7%
-1%
-3%
-4%
-5%
0%
1%
2%
3%
4%
5%

Year
2020 2021

Increase
Decrease
Percentage Change in Staff Size Over the Past Two Years

- Overall: -0.2% to 0%
- Office/Clerical: -2.7% to -2.1%
- Service/Maintenance: 0.4% to 3.4%
- Technical/Paraprofessional: 1.3% to 3.4%
- Skilled Craft: -0.6% to -2.0%
Percentage Change in Staff Size Over the Past Two Years

- Overall: -0.2% (2020) to 0.2% (2021)
- Office/Clerical: -2.7% (2020) to -2.1% (2021)
- Service/Maintenance: -3.3% (2020) to -2.1% (2021)
- Technical/Paraprofessional: 3.4% (2020) to 1.3% (2021)
- Skilled Craft: -4.1% (2020) to -2.0% (2021)
Percentage of Institutions Reporting Layoffs

2021 SURVEYS IN HIGHER EDUCATION

<table>
<thead>
<tr>
<th>Level</th>
<th>No Layoffs 50%</th>
<th>Layoffs 50%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral</td>
<td>65%</td>
<td>35%</td>
</tr>
<tr>
<td>Master’s</td>
<td>52%</td>
<td>48%</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Associate’s</td>
<td>33%</td>
<td>67%</td>
</tr>
</tbody>
</table>
2021 SURVEYS IN HIGHER EDUCATION

Median Percentage of Layoffs by Classification and Workforce Area

- **Doctoral**
- **Master's**
- **Baccalaureate**
- **Associate's**

For institutions reporting layoffs greater than 0.

- Faculty
- Staff (FT)
- Staff (PT)

Median Percentage of Layoffs
2021 SURVEYS IN HIGHER EDUCATION

Median Percentage of Layoffs by Classification and Workforce Area

For institutions reporting layoffs greater than 0.

Doctoral:
- Faculty: 0%
- Staff (FT): 1%
- Staff (PT): 0%

Master’s:
- Faculty: 2%
- Staff (FT): 3%
- Staff (PT): 0%

Baccalaureate:
- Faculty: 2%
- Staff (FT): 3%
- Staff (PT): 0%

Associate’s:
- Faculty: 2%
- Staff (FT): 0%
- Staff (PT): 0%
2021 SURVEYS IN HIGHER EDUCATION

Median Percentage of Layoffs by Classification and Workforce Area

For institutions reporting layoffs greater than 0.
### Institutional Raises by Workforce Area

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Administrators</th>
<th>Professionals</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Median</strong></td>
<td>1.92%</td>
<td>2.73%</td>
<td>2.66%</td>
<td>2.40%</td>
</tr>
<tr>
<td><strong>Institutional Raise</strong></td>
<td>0.69%</td>
<td>0.36%</td>
<td>0.62%</td>
<td>0.75%</td>
</tr>
</tbody>
</table>

**Institutional Raises by Year**

- **Faculty**
  - 19-20: 0.69%
  - 20-21: 1.92%

- **Administrators**
  - 19-20: 2.73%
  - 20-21: 0.36%

- **Professionals**
  - 19-20: 2.66%
  - 20-21: 0.62%

- **Staff**
  - 19-20: 2.40%
  - 20-21: 0.75%
### Percentage of Institutions Without Raises by Workforce Area

<table>
<thead>
<tr>
<th>Workforce Area</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>39%</td>
</tr>
<tr>
<td>Administrators</td>
<td>42%</td>
</tr>
<tr>
<td>Professionals</td>
<td>37%</td>
</tr>
<tr>
<td>Staff</td>
<td>33%</td>
</tr>
<tr>
<td></td>
<td>Faculty</td>
</tr>
<tr>
<td>----------------</td>
<td>---------</td>
</tr>
<tr>
<td>Doctoral</td>
<td>42%</td>
</tr>
<tr>
<td>Master's</td>
<td>38%</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>53%</td>
</tr>
<tr>
<td>Associate's</td>
<td>21%</td>
</tr>
</tbody>
</table>
Representation and Pay Ratios
2021 Faculty in Higher Education

Representation of Newly-Promoted Tenure-Track Faculty

Overall

Assistant Professor

Associate Professor

Professor

Percentage of Newly-Promoted Faculty

Women-Men
Black Hispanic/Latinx Asian Other White
Composition of Administrators by Sex, Race/Ethnicity, and Administrative Category

Overall

Top Executive Officers

Senior Institutional Officers

Institutional Administrators

Heads of Divisions

Deans

Associate/Assistant Deans

Percentage of Administrators
The size of the higher ed staff and faculty workforce **shrank** after the onset of COVID-19.

- Reduction in TT, NTT, and adjunct faculty
- Reduction in professionals, particularly in associate’s institutions
- Reduction in office/clerical and skilled craft staff
- High number of layoffs, especially among PT staff
Summary (Cont.)

Record low salary increases

- For all staff
- Increases lowest since after last recession in 2010
- Administrators received an increase of zero (basically)
Women and minorities overall do not initially appear to be disproportionately impacted by the pandemic

• However, the same gaps in representation and pay still exist
• These should be viewed as preliminary findings, and we need to be mindful of disparities as we continue throughout the recession
Want to benchmark the size and structure of any of your departments?

Questions

CUPA-HR Research Team Contact
research@cupahr.org
Thank You

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