Highlights From the 2022 CUPA-HR Workforce Surveys

May 24, 2022 | 2 p.m. ET

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CUPA-HR Webinar

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Outline and Learning Objectives

- Workforce Size Changes
  - How has the size of the workforce changed over the years?

- Layoffs
  - Did institutions make layoffs this year, and if so, how many?

- Position Changes
  - What positions are growing and shrinking year-to-year?

- Changes in Compensation
  - Did raises occur, and if so, how much?
CUPA-HR Data

Workforce Areas
- Administrators
- Professionals
- Staff
- Faculty

Benefits
- Paid Time Off, Tuition Reimbursement, and Retirement
- Healthcare and Wellness
Participating Institutions

- Benefits: 328
- Faculty: 798
- Staff: 779
- Professionals: 979
- Administrators: 1017
Workforce Size Changes
Each year reports data from at least 960 institutions.
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2022 SURVEYS IN HIGHER EDUCATION

Percentage Change in Tenure-Track Faculty Size

Each year reports data from at least 960 institutions.
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Percentage Change in Adjunct Faculty Size

Each year reports data from at least 960 institutions.
Staff Layoffs
45.5% of responding institutions reported laying off at least one staff member.

440 institutions submitted layoff data.
Institutions with at least one staff layoff laid off 0.8% of their full-time staff and 2.8% of their part-time staff.
Positions With Largest Change in Size
In 2022, each position had at least 169 incumbents reported by at least 62 institutions.
In 2022, each position had at least 200 incumbents reported by at least 49 institutions.

- Event Plan Assistant: +178.2%
- Tutor: +44.9%
- Lab Assistant or Technician - Physical Science: +32.4%
- Food Server: +17.8%
- Teaching Technician/Paraprofessional: +14.1%
- Parking/Traffic Attendant: -12.8%
- Motor Vehicle Operator: -13.7%
- Clerk-Records: -14.3%
- Licensed Practical Nurse: -27.8%
- Environmental Health and Safety Technician: -36.2%
Tenure-Track Faculty Disciplines With Highest Growth and Decline

In 2022, each discipline had at least 587 incumbents reported by at least 79 institutions.
Changes in Compensation
2022 SURVEYS IN HIGHER EDUCATION

Median Institutional Raise

Administrators
n = 883
3.4%

Professionals
n = 809
2.9%

Staff
n = 635
2.9%

Tenure-Track Faculty
n = 546
1.6%

Non-Tenure-Track Teaching Faculty
n = 574
1.5%

Annual inflation 6.8%
Key Takeaways

Workforce Size Changes

- Staff size decreased in 2022 and 2021, but the decrease in 2022 was lower than in 2021
- Both adjunct and non-tenure-track faculty grew in 2022 after decreasing in 2021
Key Takeaways

Layoffs

- 55% of institutions did not make layoffs this year
- Doctoral institutions were most likely to make layoffs, and associate’s institutions were least likely to make layoffs
- When layoffs occurred, size of layoffs was lowest among doctoral institutions and highest among associate’s institutions
- Part-time positions had larger layoffs compared to full-time positions
Key Takeaways

Position Changes

◦ Fastest growing staff and professional positions often focused on bringing money into institutions
◦ Percentage change in top declining tenure-track fields is larger than the growth seen in top growing tenure-track fields
Key Takeaways

Changes in Compensation

◦ Unlike last year, median institutional raise returned to typical raises seen in past years
◦ No median institutional raise for an employee type met or beat inflation
Implications

• Staffing shortages
• Employee retention and recruitment
• Inflation
• Benchmarking against peers
Have a Question?

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