Snapshot of the Higher Ed HR Workforce

Tuesday, September 15 | 2:00-3:00 p.m. ET

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[Logo of Cornerstone]
CUPA-HR Webinar

Presenters

Adam Pritchard, Ph.D.
Senior Survey Researcher

Anthony Schmidt, MSEd
Data Visualization Researcher

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Agenda

• Overview of HR Positions and Specialization Areas
• Salaries by Specialization Area
• HR Ratios and Turnover
• Representation in HR Workforce
Defining Higher Ed HR

Strategic management of human resources is the foundation of institutional success.
Position Levels

- Chief Officers
- Supervisor/Head
- Senior Level
- Entry/Mid-Level
- Coordinator
What is your specialization area or position title?

- **HR Leadership** (CHRO, Deputy CHRO, Chief HRIS Admin)
- **EEO/Compliance** (Chief EO/AA Officer, Deputy Head AA/EEO Office, AA/EEO Specialist, Head Title III Program, Head Title XI, Deputy Head Title IX)
- **Employment** (Chief Employment Admin, Employment Specialist, Employment Unit Supervisor, Recruitment Coordinator)
- **Employee Relations** (Chief Employee Relations Admin, Employee Relations Specialist, Employee Relations Unit Supervisor)
- **Training/Org Development** (Chief Training/Dev Admin, Training/Org Specialist, Training Coordinator)
- **Generalist** (HR Generalist, HR Coordinator)
- **Class/Comp** (Class/Comp Specialist, Class/Comp Unit Supervisors)
- **Benefits** (Benefits Specialist, Benefits Unit Supervisor)
- **Other HR Area**
- **Not in HR**
### Percentage and Number of HR Staff in Each Specialization Area

<table>
<thead>
<tr>
<th>Specialization Area</th>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generalist</td>
<td>36%</td>
<td>4259</td>
</tr>
<tr>
<td>HR Leadership</td>
<td>15%</td>
<td>1798</td>
</tr>
<tr>
<td>Employment</td>
<td>13%</td>
<td>1525</td>
</tr>
<tr>
<td>Training/Organizational Development</td>
<td>10%</td>
<td>1157</td>
</tr>
<tr>
<td>Benefits</td>
<td>10%</td>
<td>1120</td>
</tr>
<tr>
<td>EEO/Compliance</td>
<td>7%</td>
<td>878</td>
</tr>
<tr>
<td>Employee Relations</td>
<td>5%</td>
<td>578</td>
</tr>
<tr>
<td>Classification and Compensation</td>
<td>4%</td>
<td>495</td>
</tr>
</tbody>
</table>

2019 Administrators, Professionals, and Staff in Higher Education Surveys

*Percentage/Number of Employees Out of All HR Staff*
### Position Level and Area by Number of Employees

<table>
<thead>
<tr>
<th>Position Level and Area by Number of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits</td>
</tr>
<tr>
<td>----------</td>
</tr>
<tr>
<td>Chief</td>
</tr>
<tr>
<td>Head/Supervisor</td>
</tr>
<tr>
<td>Senior</td>
</tr>
<tr>
<td>Entry/Mid-Level</td>
</tr>
<tr>
<td>Coordinator</td>
</tr>
</tbody>
</table>
HR Ratios

2019 ADMINISTRATORS, PROFESSIONALS, AND STAFF IN HIGHER EDUCATION SURVEYS

Ratios of HR Staff to Faculty, Staff, and Students Compared to Institution Size

Median HR Staff Ratios

Percentile

Total Size of Institution

HR per 100 Faculty FTE

HR per 100 Staff FTE

HR per 100 Faculty/Staff Combined FTE

HR per 100 Student FTE
Staff Size by Institution Size
2019 Administrators, Professionals, and Staff in Higher Education Surveys

Median Turnover Rates of HR Staff, All Staff, and Faculty

- HR Staff: 7.7%
- All Staff: 14.2%
- Faculty: 8.3%
Pay Equity in HR

Pay Ratio of HR Staff by Gender and Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Men Median Pay</th>
<th>Women Median Pay</th>
<th>Overall Median Pay</th>
<th>Pay Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>$75,000</td>
<td>$68,849</td>
<td>$67,000</td>
<td>0.92</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$69,123.5</td>
<td>$63,648</td>
<td>$62,376.5</td>
<td>0.90</td>
</tr>
<tr>
<td>Black</td>
<td>$60,100</td>
<td>$66,300</td>
<td>$62,397</td>
<td>0.83</td>
</tr>
<tr>
<td>Asian</td>
<td>$62,376.5</td>
<td>$64,920</td>
<td>$74,000</td>
<td>0.88</td>
</tr>
</tbody>
</table>

2019 Administrators in Higher Education Survey
Age, Years in Position, and Salary by Gender and Ethnicity
Read More…

Check out more CUPA-HR in-depth analysis on or research page.

https://www.cupahr.org/surveys/research-briefs/
Questions? Email research@cupahr.org

Thank You

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