Welcome!

Today’s session will begin shortly. There will be no audio sound until the session begins.
• Zoom technical support at 1-888-799-9666, option 2

• Audio streamed through your speakers

• Submit questions at any time in the Q&A box at the bottom of your screen

• Webinar recording, slides, and session summaries posted shortly after the event at thefdp.org
Welcome!

The Great Resignation

May 9th, 2022 4:30
High rates of staff turnover
Rising salaries
Calls for greater flexibility and telework
Shortages of skilled labor
- 2.4 million fewer Americans in the labor force than prior to the pandemic
  - Retirement
  - Younger workers opting out due to childcare
- Record high U.S. quitting rate in November 2021 - 4.5 million workers

University research administration, centrally and in schools and departments, is experiencing:

- Challenges with retention and recruitment
- Understaffing in what is often an already lean environment
- Loss of institutional knowledge
- Delays and backlogs
- Increased costs for recruiting, retention, and consultants
- Possible challenges addressing functions outside of day-to-day necessities (e.g., implementing new systems and processes)
Top four motivating factors for staff remaining with current employers:
- Supervisor and upper management support
- Adequate compensation and benefits
- Good work/life balance
- Positive relationship with coworkers

Other motivating factors: tuition benefits, location, and the need to relocate or change commute when taking another position

Top factors motivating staff to leave a current employer:
- Lack of support from supervisor and upper management
- Feeling undervalued

Other factors: Opportunities for career growth, professional development, work-life balance, and flexible work schedules

Post-pandemic considerations:

- Remote work and flexibilities
  - NCURA’s Remote Work Survey - highlights and trends
  - In-person versus hybrid and fully remote: Impact on hiring, retention, training and performance/quality, and other factors

- Adjusting expectations for hiring
  - Approaches to hiring in the current workforce environment
  - Internal and external training programs

- Talent Management
  - “Upskilling” and “re-skilling” existing employees to meet needs
  - On-the-job training and mentoring
Impact and Future of Remote Work: *Interpreting the NCURA Remote Survey Results*

Rosemary Madnick
Vice President, Research Administration
The Lundquist Institute for Biomedical Research Innovation
POSITION TITLE

• Senior Leadership
• Director
• Manager
• Staff
SPECIALTY/AREA

- Compliance: 2.9%
- Pre-Award: 24.7%
- Lifecycle: 48.8%
- Post-Award: 20.3%
INSTITUTIONAL SETTING

- Urban: 62.9%
- Suburban: 24.9%
- Rural: 12.2%
DESIRE FOR FLEXIBILITY

- Yes: 57.7%
- No: 21.5%
- Unsure: 20.8%
DESIRE FOR FLEXIBILITY (POSITION)

Position Type

Staff level - n = 620
Manager level - n = 319
Director Level - n = 560
Leadership level - n = 110

Response
- no
- unsure
- yes
IMPACT OF TELEWORK

- Positively: 82.1%
- Negatively: 4.8%
- No Impact: 4.9%
- Unknown: 8.2%
IMPACT OF TELEWORK (POSITION)
IMPACT OF TELEWORK (AREA)
Post-pandemic Research Administration

• Fully Remote and Hybrid Workforce

  Hiring and retaining excellent administrators
  Managing, supporting, and evaluating staff consistently
  Staff inequities and concerns
  Professional development opportunities/limitations
  Building and maintaining a sustainable community
  Space utilization and planning for the future
Most Research Administrators Would Switch Jobs for Flexibility at Work

By Oyin Adedoyin
AUGUST 18, 2021

A recent survey of more than 1,600 research administrators found that most prefer flexible work arrangements and are willing to find another employer that offers them, if necessary.

The National Council of University Research Administrators, a professional association, polled its members in July on whether they want to continue working remotely or return to campus. This is what the association found:

NEXT STEPS

• Remote Survey 2.0 - January 2022
• Currently analyzing data with task force
11 Work Trends that will Shape Work in 2022 and Beyond

1. Competition for talent
2. Diversity, Equity & Inclusion
3. Wellness
4. Managing the Future Workforce

11 Trends that Will Shape Work in 2022 and Beyond

1. Fairness and equity will be the defining issues for organizations.
2. Despite a strong push from the Biden administration, a significant number of employers will not adopt a vaccine mandate, instead relying on testing to keep their workplaces safe.
3. To compete in the war for knowledge worker talent, some companies will shorten the work week rather than increase pay.
4. Employee turnover will continue to increase as hybrid and remote work become the norm for knowledge workers.
5. Managerial tasks will be automated away, creating space for managers to build more human relationships with their employees.
6. The tools that we use to work remotely will become the tools that help measure and improve performance.
7. The complexity of managing a hybrid workforce will drive some employers to require a return to the office.
8. Wellness will become the newest metric that companies use to understand their employees.
9. The chief purpose officer will be the next major C-level role.
10. DE&I outcomes will worsen in a hybrid world without intervention.
11. Sitting is the new smoking.
The Changing Campus Workplace: What Deans and Department Chairs Need to Know

May 11, 2022 | 2 PM Eastern

https://chronicle.zoom.us/webinar/register/181651619214/WN_9FwcfCCWQXunUNYaN3JtrQ
WE NEED THREE MORE PROGRAMMERS.

USE AGILE PROGRAMMING METHODS.

AGILE PROGRAMMING DOESN'T JUST MEAN DOING MORE WORK WITH FEWER PEOPLE.

FIND ME SOME WORDS THAT DON'T MEAN THAT AND ASK AGAIN.