



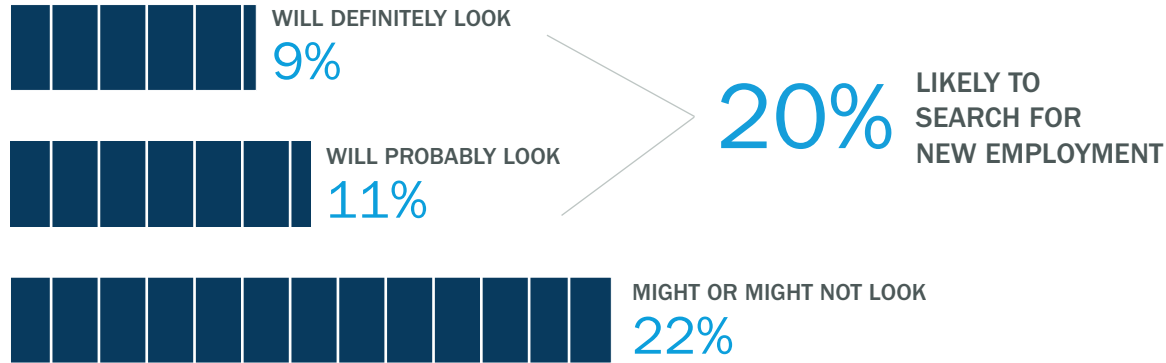
Responding to job hunting among higher ed employees

Employee retention has become an institutional priority as the Great Resignation takes root in higher education. The College and University Professional Association for Human Resources (CUPA-HR) and the TIAA Institute surveyed the full-time higher education workforce in early 2022. This summary, which quantifies potential turnover and relates it to various dimensions of job satisfaction, provides insights to inform retention initiatives.

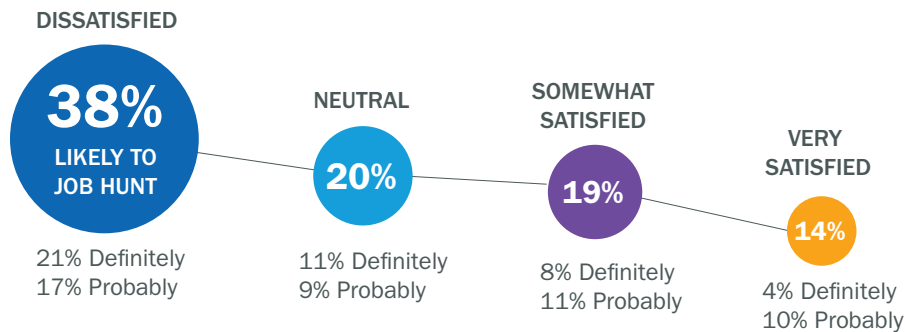
The Great Resignation takes root in higher education



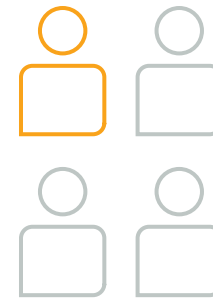
Up to 40% of the full-time higher ed workforce could job hunt in 2022



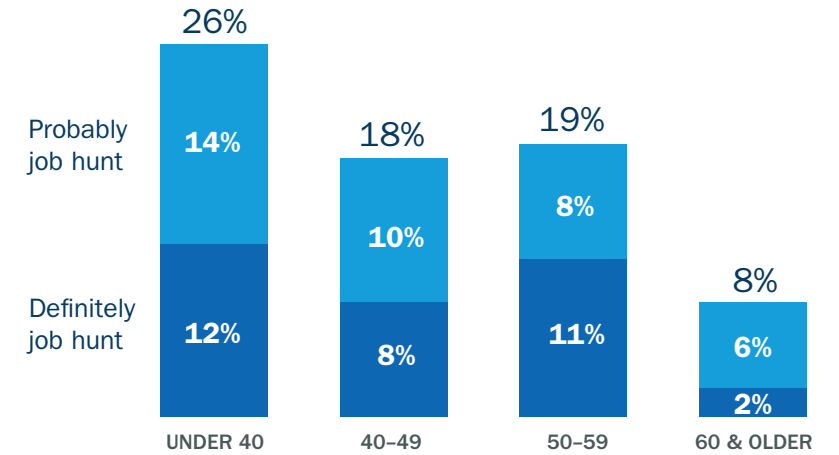
Job hunting correlated with job dissatisfaction



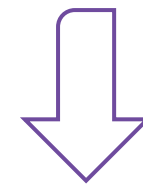
Potential for job hunting greatest among employees under age 40



26% likely to seek new employment in 2022



Job satisfaction lowest among those under 40



Only 14% are very satisfied

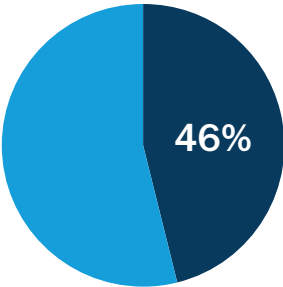
Compared to other age groups

40-49: 22%

50-59: 21%

60-plus: 28%

Retaining employees



Almost one half of those likely to job hunt in 2022 say there is nothing their employer could do to change this

Items cited among those who could be swayed not to look



Salary is job dimension with lowest satisfaction

28% under age 40 are dissatisfied with their salary



38% under age 40 who will likely job hunt are dissatisfied with their salary

Among those under age 40 likely to job hunt:

27% find it difficult to make ends meet

33% are significantly debt constrained

22% are not saving for retirement

28% have enough savings to cover one month of living expenses



Learn more

Visit the [TIAA Institute](#) and [CUPA-HR](#) websites to find all reports based on the *Higher Education Financial Wellness Survey* since the project's inception in 2018.

How can colleges and universities respond?

Focus on helping employees, particularly younger ones, better manage their personal finances. Such initiatives should cover budgeting and cash flow management, including strategies to “free up” money. Initiatives could also involve debt management and retirement planning. A commitment to employee financial well-being sends a strong signal that they are valued.