



Snapshot of the Higher Ed HR Workforce

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

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CUPA-HR Webinar

Presenters



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CUPA-HR



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CUPA-HR

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

EEO/
Compliance

Employment

Employee
Relations

Training/ Org
Development

Generalist

Classification/
Compensation

Benefits

HR Leadership

Position Levels



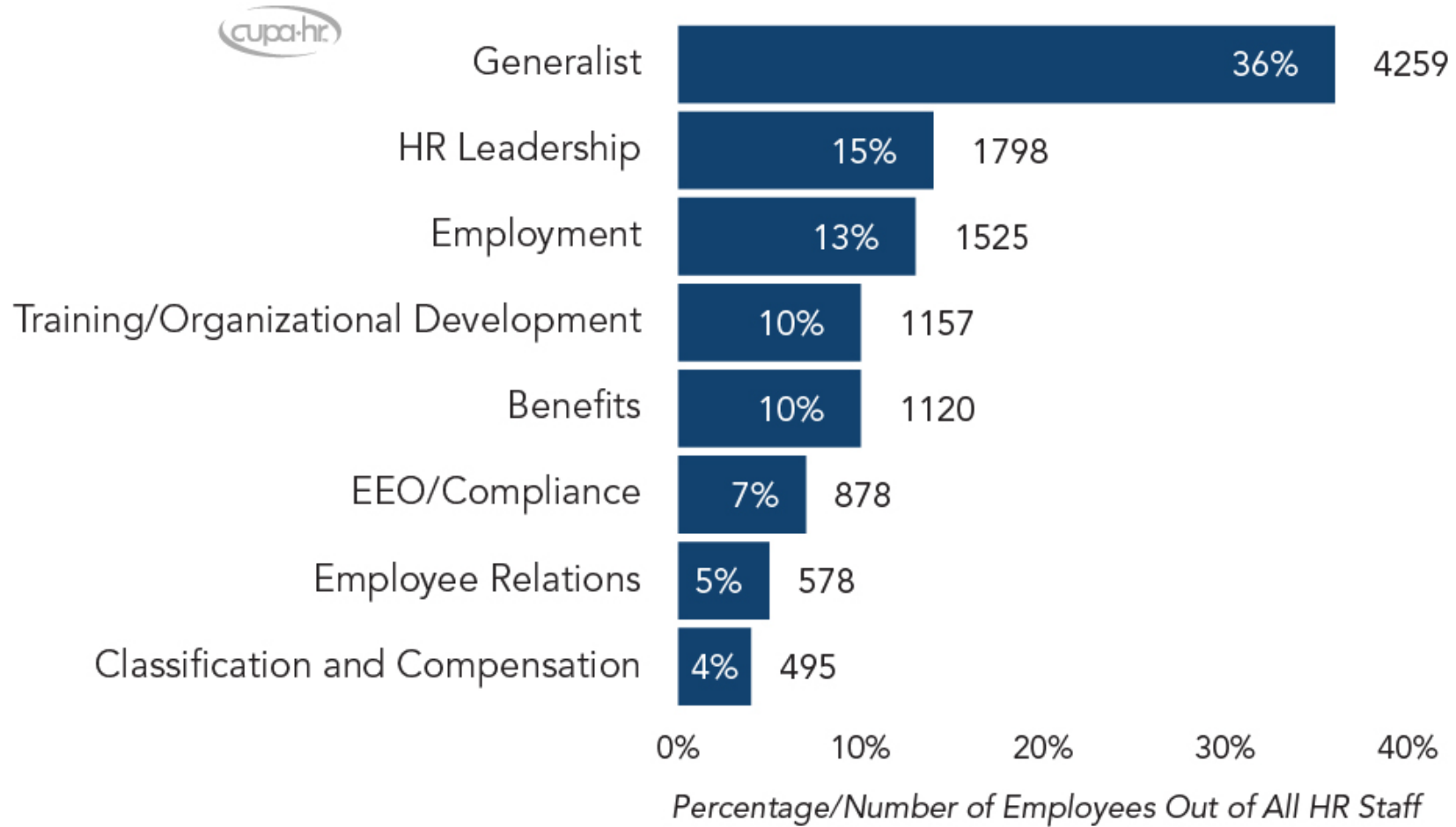
What is your specialization area or position title?

- **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**

Snapshot of Specialization Areas

2019 ADMINISTRATORS, PROFESSIONALS, AND STAFF IN HIGHER EDUCATION SURVEYS

Percentage and Number of HR Staff in Each Specialization Area



Salary and Staff Size by Area and Level

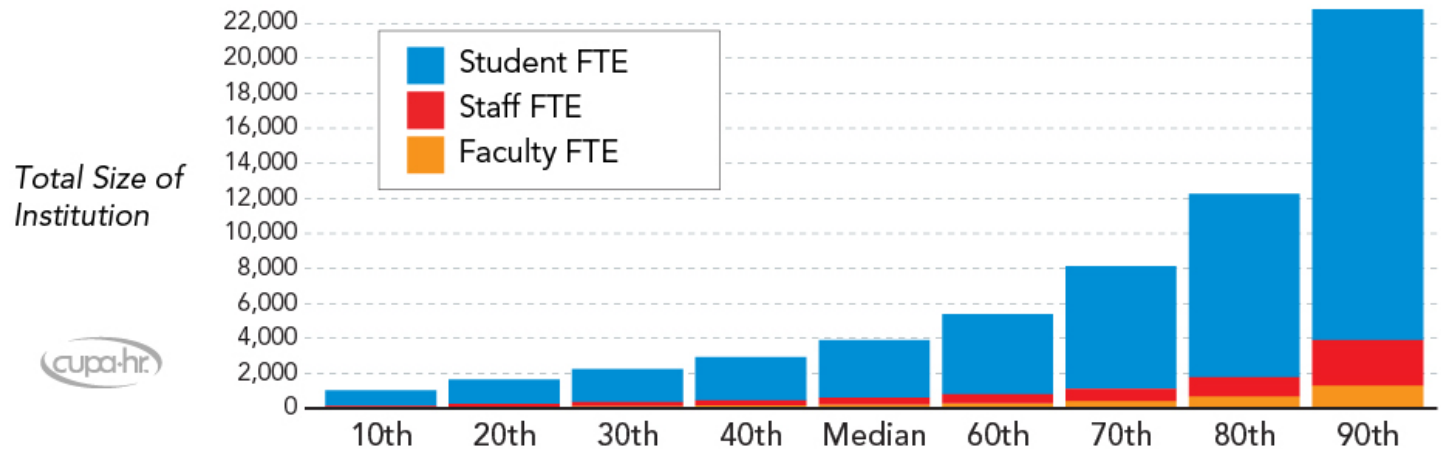
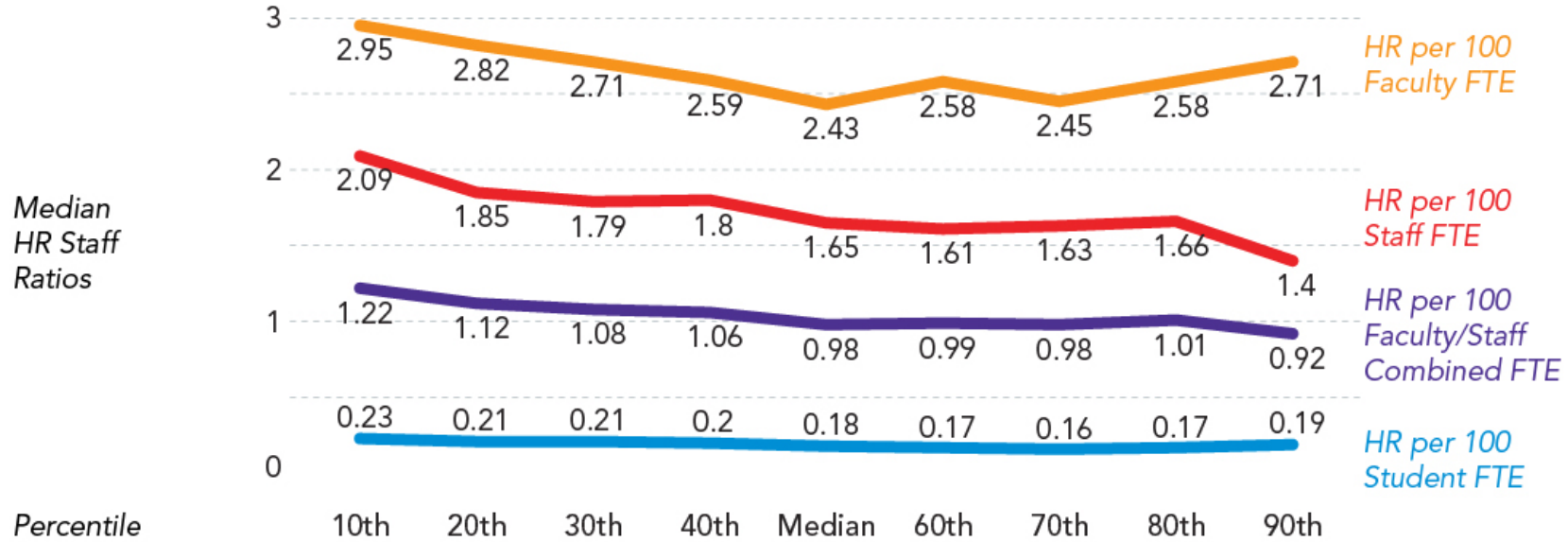
Position Level and Area by **Number of Employees**



HR Ratios

2019 ADMINISTRATORS, PROFESSIONALS, AND STAFF IN HIGHER EDUCATION SURVEYS

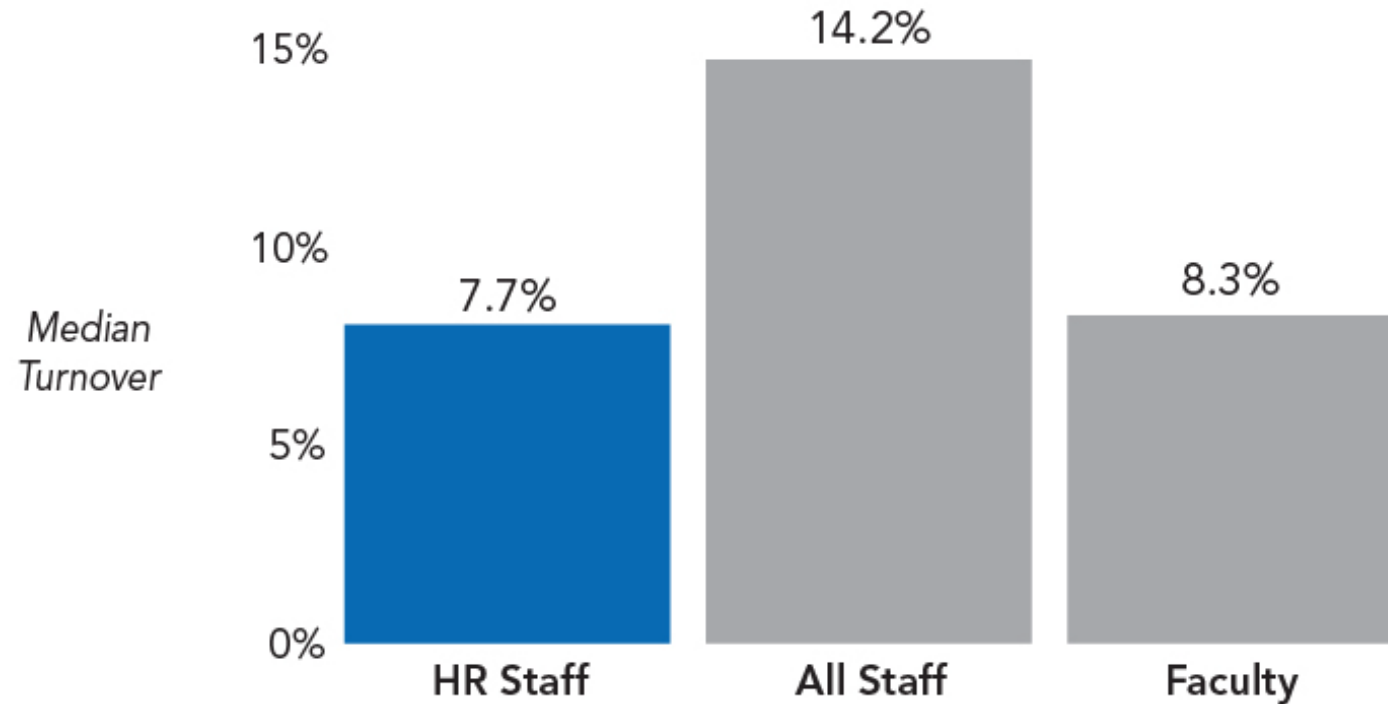
Ratios of HR Staff to Faculty, Staff, and Students Compared to Institution Size



Turnover

2019 ADMINISTRATORS, PROFESSIONALS, AND STAFF IN HIGHER EDUCATION SURVEYS

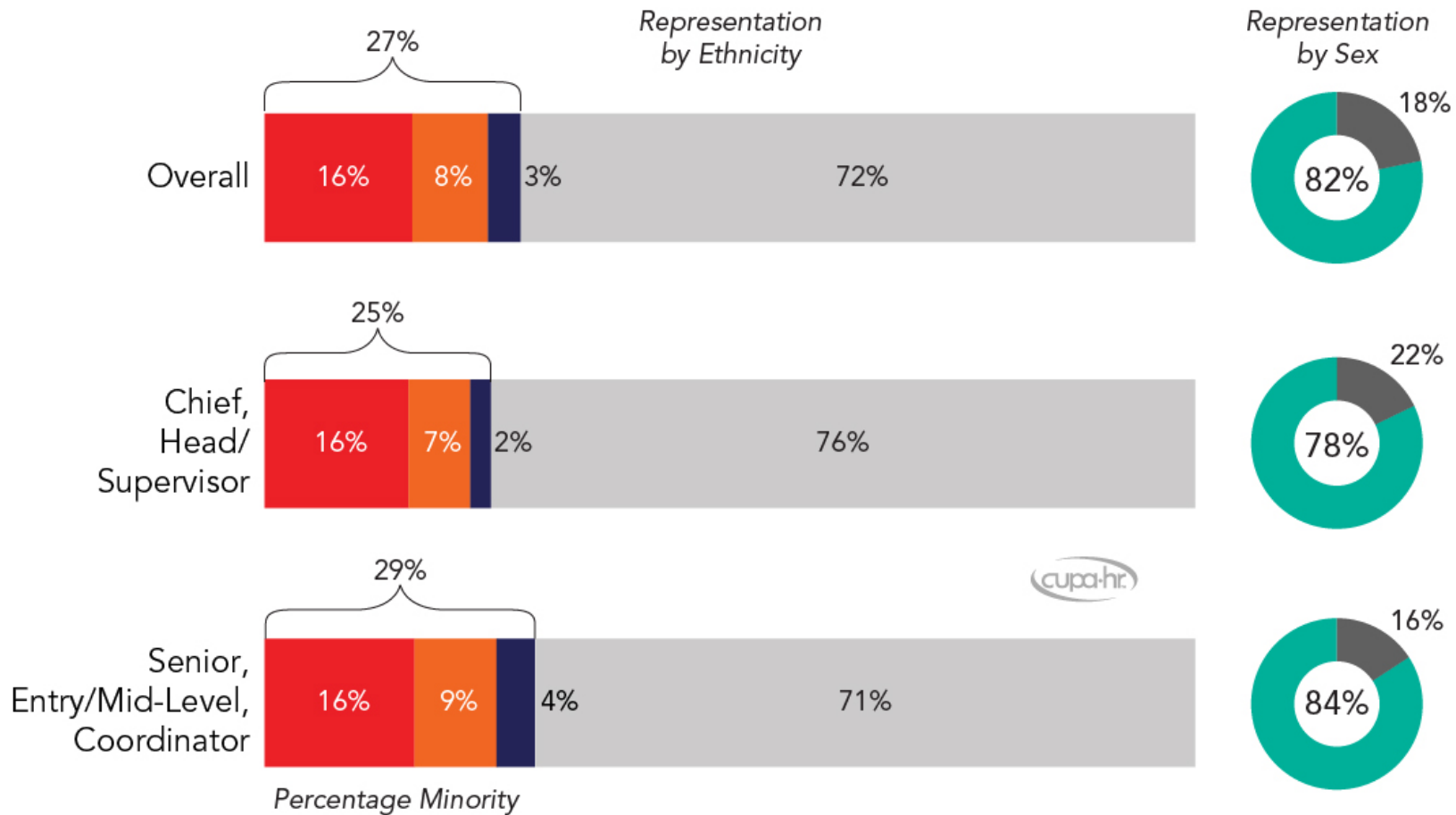
Median Turnover Rates of HR Staff, All Staff, and Faculty



Representation in HR

2019 ADMINISTRATORS, PROFESSIONALS, AND STAFF IN HIGHER EDUCATION SURVEYS

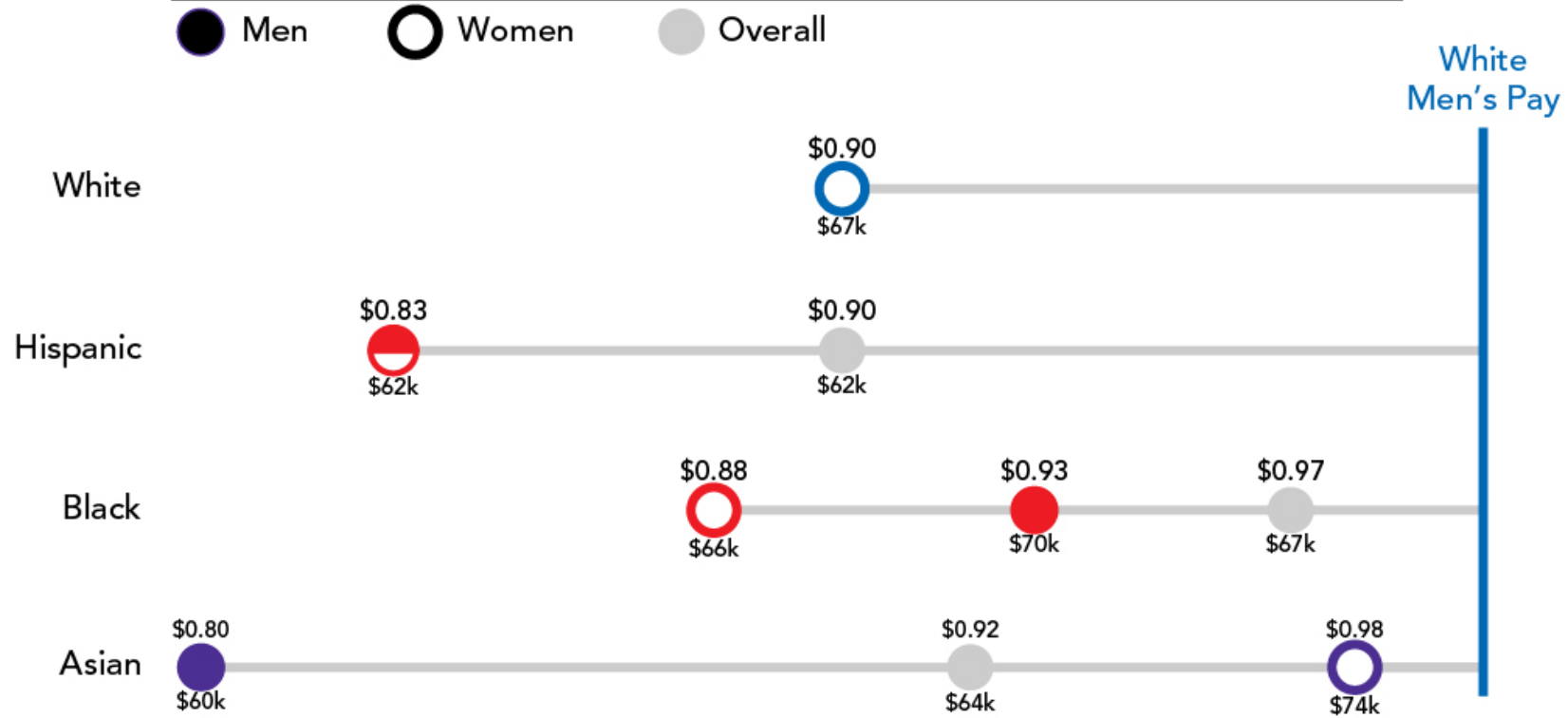
HR Staff Representation by Ethnicity and Sex



Pay Equity in HR

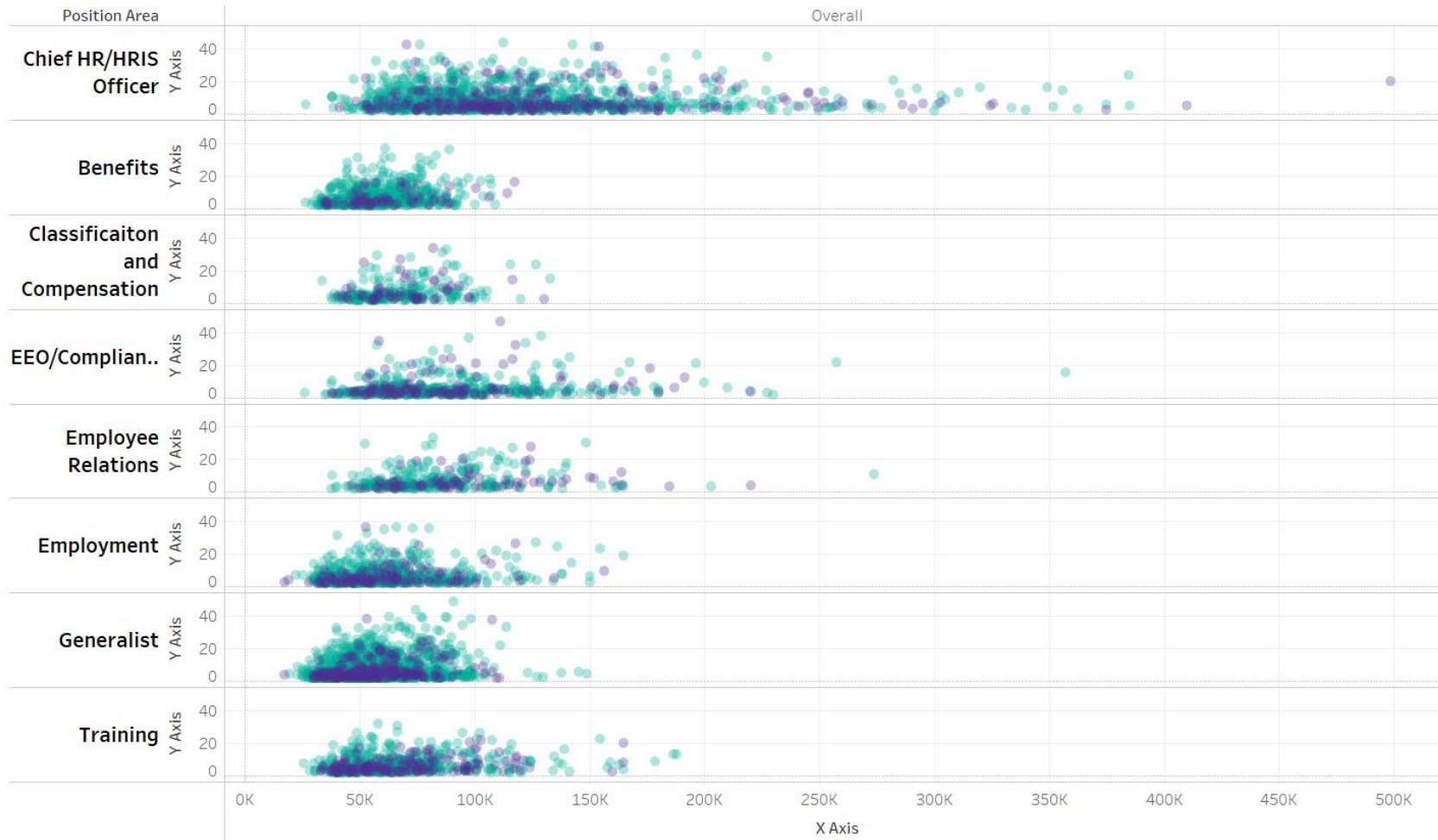
2019 ADMINISTRATORS IN HIGHER EDUCATION SURVEY

Pay Ratio of HR Staff by Gender and Ethnicity



Age, Years in Position, and Salary by Gender and Ethnicity

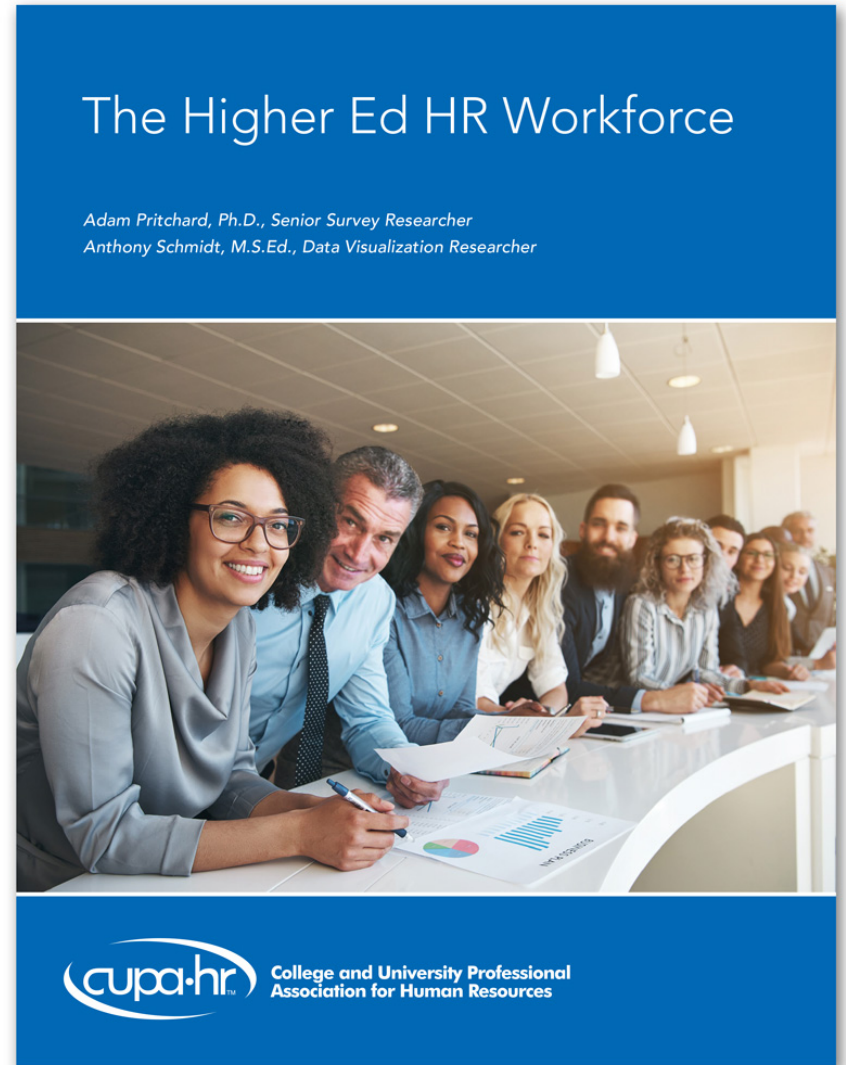
The HR Workforce Male Female



Read More...

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CUPA-HR in-depth
analysis on our
research page.

<https://www.cupahr.org/surveys/research-briefs/>





Questions? Email research@cupahr.org

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