

HR Monthly Newsletter

JUNE 2023

Staff Turnover - What is it & How does CCS Compare?

What is Staff Turnover?

Staff turnover refers to the total number of workers who leave a company over a certain time period. This information is often expressed as a percentage (number of separations/average number of employees x 100) and is generally used to help assess the health of an organization (SHRM, n.d.).

Turnover rates can encompass both involuntary and voluntary separations. Some reasons for employee turnover are life events, career advancement, and organization restructuring.

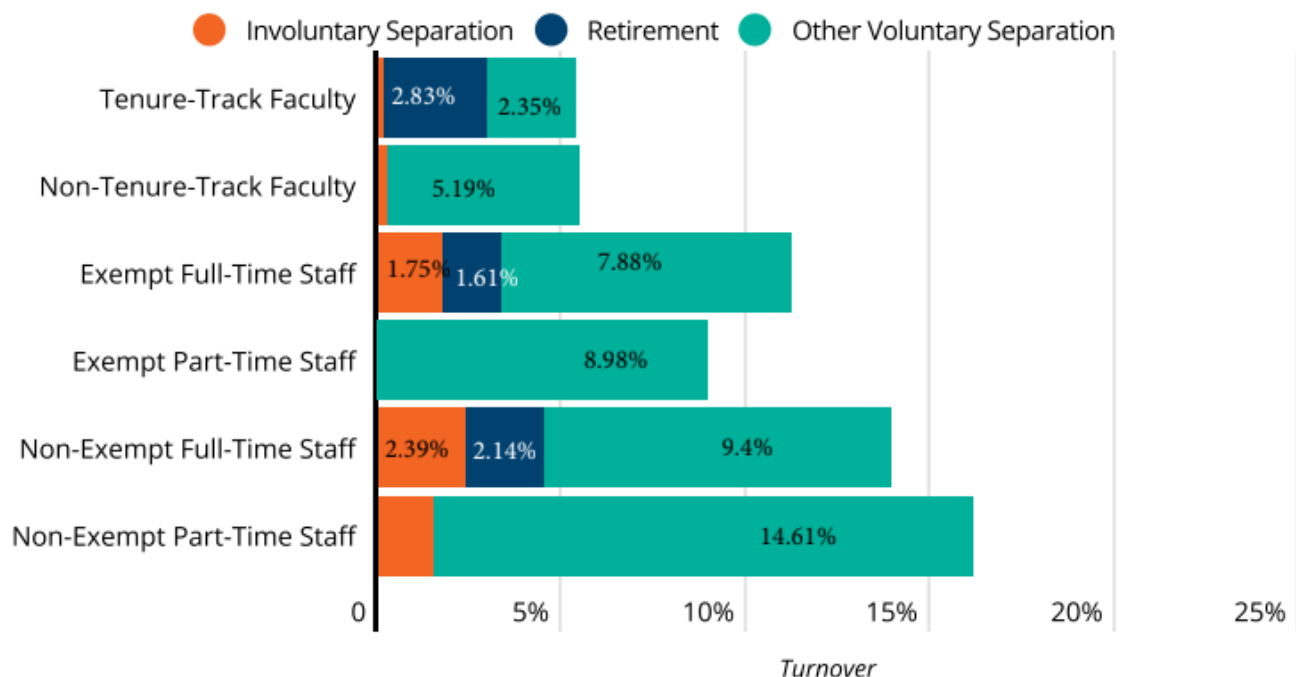
While turnover is inevitable in any organization, high turnover percentages can be disruptive to business operations and costly to the organization with money, time and effort spent on recruiting, hiring, and training new employees.

But not all turnover is negative. In fact, it can be positive. Turnover scenarios can create opportunities for an employer to recruit new talent with new ideas and emerging skills, often bringing a fresh, focused, and positive perspective.

2021 HIGHER EDUCATION SURVEYS

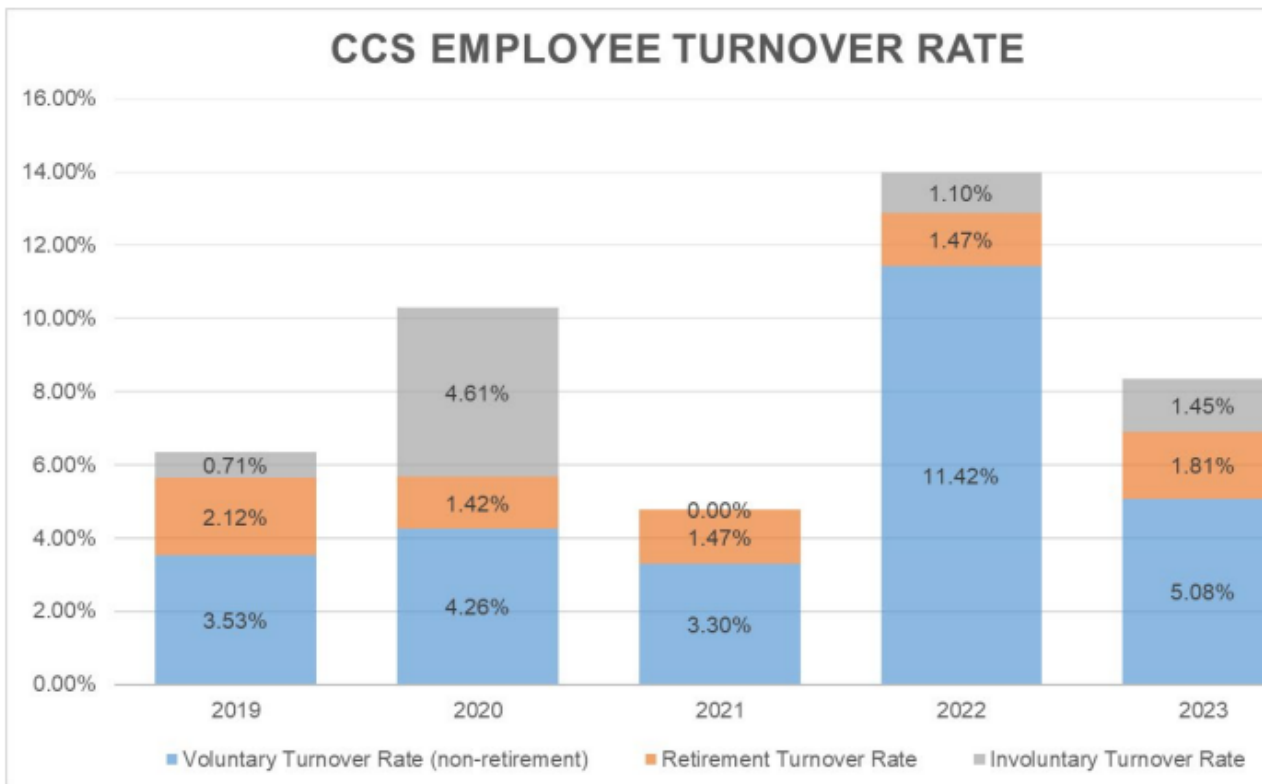
Median Faculty and Staff Turnover

Turnover = (# of separations over past year/average # of employees reported last year and this year) x 100



Involuntary separations include layoffs.

To get separate data on layoffs, run the HR Benchmarking Report in DataOnDemand.



What Does CCS's Fiscal Year Turnover Rate Look Like?

It is suggested that organizations should aim for a 10% turnover rate, however, most fall into the range of 12% to 20% (Stowers, 2023). Certain industries report higher employee turnover rates due to the nature of the job. Higher education, typically, has a higher turnover rate. Below is how CCS compares to other higher education turnover rates.

	National Average *	CCS 2018-2019	CCS 2019-2020	CCS 2020-2021	CCS 2021-2022	CCS 2022-2023
Faculty	8.30%	2.12%	0.35%	1.10%	0.37%	1.09%
Staff	14.20%	4.23%	9.93%	3.67%	13.63%	7.26%

*Based on 2019 data

Based on data collected by CUPA HR, the National Average is 8.3% for Faculty and 14.2% for higher education staff (Pritchard & Schmidt, 2020). Although we experienced a higher-than-usual turnover rate in the 2022 fiscal year, we are still well under the national average compared to other higher education institutions.

For CCS, the higher-than-normal turnover rate in 2022 was attributable to two areas of the College and aligned with higher than usual rates nationwide as the great resignation peaked during this time. When Human Resources sees consistent lower retention rates in a specific area, we work with that area to strategize solutions to reduce the rate of turnover. Human Resources also conducts exit interviews with employees who are leaving the College. By conducting the interviews, we are able to learn what is working well in the department and organization and what may need improvement.

References

Pritchard, A., & Schmidt, A. (2020, August 1). The Higher Ed Workforce. Cupahr.org. Retrieved June 1, 2023, from <https://www.shrm.org/resourcesandtools/tools-and-samples/hr-glossary/pages/turnover-rate.aspx#:~:text=Turnover%20is%20the%20rate%20at,on%20payroll%2C%20multiplied%20by%20100.>

SHRM (n.d.). Turnover Rate. SHRM.org. Retrieved June 1, 2023, from <https://www.shrm.org/resourcesandtools/tools-and-samples/hr-glossary/pages/turnover-rate.aspx#:~:text=Turnover%20is%20the%20rate%20at,on%20payroll%2C%20multiplied%20by%20100.>

Stowers, J. (2023, February 21). Employee Retention: What Does Your Turnover Rate Tell You? Business.com. Retrieved June 1, 2023, from <https://www.business.com/articles/employee-turnover-rate/>

Did you know....

CCS employees receive a discount at the Bookstore!

Stop by the bookstore located on the first floor of the Taubman Center to enjoy some retail therapy! CCS employees receive the following discounts:

- 20% off art supplies, souvenirs, and apparel
- 15% off books
- 10% off computer accessories



In case you missed it

Medicare 101 Webinar

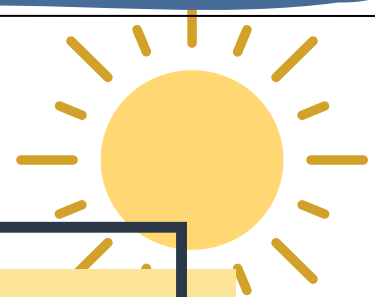
A Medicare 101 webinar was offered to interested staff & faculty members on Friday, May 19th. This presentation included an abundance of valuable information for those who are nearing retirement or interested in learning more about the topic.

If you were unable to attend, don't fret! The presentation was recorded and is available to view [here](#).

Enjoy Your Extra Wellness Days!



On June 9th, Raquel Diroff sent out the following email regarding the addition of two (2) more Wellness Days this Summer - remember to mark your calendars and enjoy your time off.



Dear CCS Community,

Thank you for your hard work and efforts!

I am happy to relay to you that President Tuski along with the senior leadership team would like to express their gratitude to employees by having two additional wellness days on Friday, June 16 and Friday, June 30. Employees should refresh, relax, unwind, chill out and enjoy a well-deserved break!

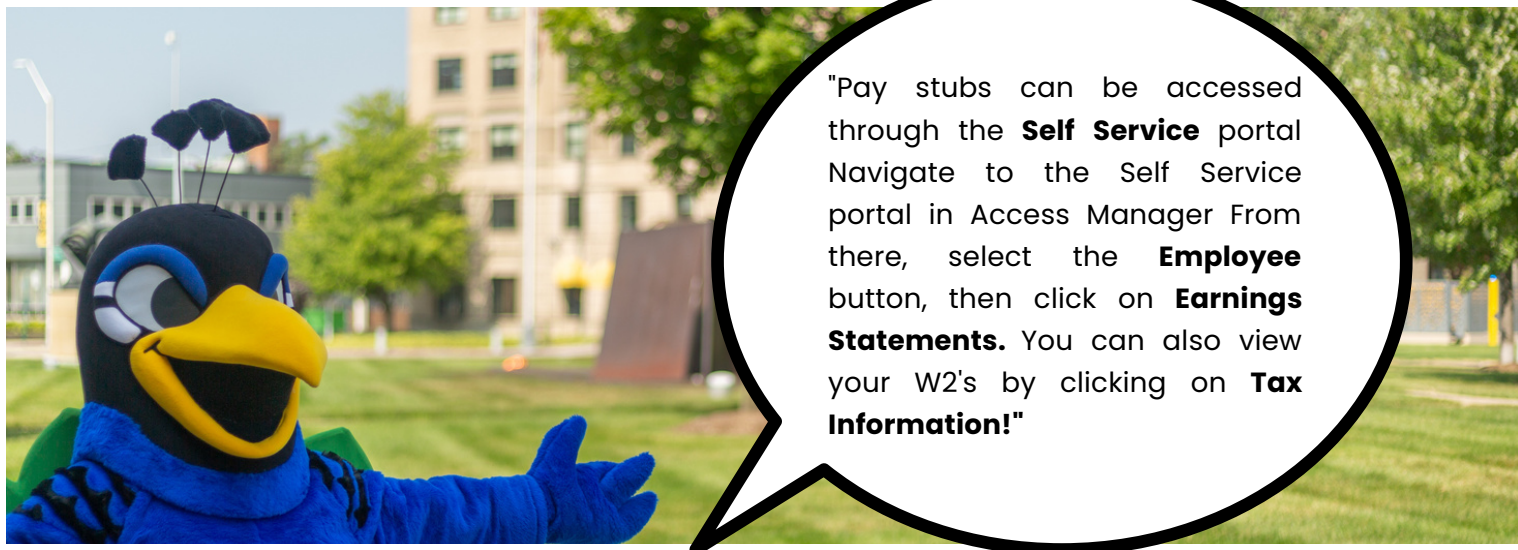
If you are unable to take the day off due to previously scheduled events, please work with your supervisor to find another suitable day for wellness by June 23rd for the June 16th date and July 7 for the June 30th date and then contact Patty Longo, Assistant Director of Human Resources to communicate the change in schedule with her.

Enjoy!



Ask Watson!

"Hey, Watson! How do I view my pay stubs?"



"Pay stubs can be accessed through the **Self Service** portal. Navigate to the Self Service portal in Access Manager. From there, select the **Employee Statements**. You can also view your W2's by clicking on **Tax Information!**"



Team Traditions

Does your office practice any "Team Traditions?" Maybe it's a group walk, annual pot luck, or birthday celebrations!

The HR team habitually brings small gifts, souvenirs, or knick-knacks back for the group when someone takes a trip out of state. We're curious to know....

What are your team traditions?

How Can we Help?

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