

Membership Year 2003

April Survey

SUBJECT: *What Do CEOs Want to Know About. . . .* In and Out the Open Door

Enclosed are the results of our recent survey of League Alliance CEOs exploring employee retirement and new employee orientation in the community college field. The survey yielded results from a variety of college sizes, from small rural institutions to large urban college districts. The data offer many insights into the issues being faced by retiring employees, programs offered to retirees, incentives given for early retirement, strategies used to recruit new employees, and areas covered during the orientation of new employees. The following issues and suggestions for focus emerged from the open sections of the survey:

Retirement Transition Issues. Care of elderly parents and relatives, dealing with change, effects on retirement package due to stock market, loss of interest for current work assignment, reluctance to leave cherished jobs, and uncertainty about the current economy.

Possibilities for Retirement Services Offered by College. Counseling, early retirement, phased retirement, extended health insurance, explanation of benefits, lifetime passes to college activities, lump sum payments, and transition advice.

Retirement Incentives. Percentage of annual salary paid up to five years, sick leave buy back, one semester of full pay during the first year of retirement (faculty only), part-time teaching opportunities, and premium part-time pay.

Recruiting Tools. Local, state, and regional newspapers and publications; civil service application process; college placement office; promoting from inside the institution; high school visits; direct mailings; campus visits; job fairs; targeted notices for specific positions; and web (i.e., e-recruiting, job banks).

Orientation Topics and Strategies. Cohort sharing over full year (faculty); college strategic plan; budget information; community college academy; community education; foundation information; student services information; computer literacy training; core competencies; handbooks; history of the college; instructional coaching; introduction to other administration, faculty, and staff; college philosophy; and learning strategies.

These issues are of deep concern for the thousands of educators coming “in and out the open door,” and clearly struck a chord during this time of great transition. We hope this survey provides good fodder for your own college conversations about honoring the past and moving to the future.



What Do CEOs Want to Know About. . . IN AND OUT THE OPEN DOOR?

A Quarterly Survey of League Alliance CEOs

These survey results are composed of the responses submitted by your fellow CEOs as part of the Alliance quarterly CEO survey service. The response rate for this survey was 27% (n=194).

1.	Are you experiencing increasing transition rates due to retirement among	Administration?	42% (Y)
		Faculty?	63% (Y)
		Staff?	41% (Y)
2.	Are you seeing signs that employees are experiencing difficulty with their upcoming retirement?		42% (Y)
3.	Which, if any, of the following issues are being faced by your retiring employees?		
	10% Depression 7% New living arrangements 9% Other: See attached memo	51% Health care access 40% Rising cost of living	29% Loss of peers and friends 32% Shifting daily routine
4.	Do you provide any retirement assistance for employees?		69% (Y)
5.	If you answered "yes" to question #4, which, if any, of the following services do you provide?		
	42% Financial planning classes 31% Retiree organizations	5% Mentoring positions 21% Transition seminars	62% Part-time employment 7% Other: See attached memo
6.	Are you offering incentives for early retirement?		42% (Y)
7.	If you answered "yes" to question #6 which, if any, of the following incentives do you offer?		
	9% Additional retirement contributions 3% Higher pension	6% Additional years of service credit 23% Retiree health coverage	16% Cash 12% Severance pay 7% Other: See attached memo
8.	Are you experiencing difficulty replacing retiring employees?		25% (Y)
9.	Which recruiting tools do you find to be most beneficial?		
	13% Attendance at national conferences 61% Networking	4% Headhunters 24% Other: See attached memo	60% National publications
10.	Do you provide an orientation program for new employees?		97% (Y)
11.	If you answered "yes" to question #10 which, if any, of the following topics are covered?		
	95% Benefits 54% Mentor program 16% Other: See attached memo	85% Campus tour 91% Policies and procedures	90% College mission/purpose 32% Tenure/CCE
12.	Has your college experienced a CEO departure within the last two years?		21% (Y)
13.	Has the CEO position been filled:	72% Not Applicable 20% Externally?	6% Internally? 2% Still Vacant?
Figures apply to those colleges that have had vacancies.			