

WACUBO 



Rising to the Challenge

2023 WACUBO ANNUAL CONFERENCE

Go to www.menti.com and use the code 8694 1034



Instructions

Go to
www.menti.com

Enter the code
8694 1034



Or use QR code





The Challenge of Recruiting and Developing Future Business Officers in a Hybrid and High Turn-over Work Environment: Building a Diverse, Successful, and Trusting Organization

Sponsored by the Comprehensive, Doctoral, and Research Institution Committee

Monica Kane, Erin Hutchinson, Joel Colvin, Jeff Ratje, Jennifer Radke, Linda Kosten, Cindy Alexis



Speakers

Chanté C Martin, PHR, MS, MIBA

Assistant Vice President, Human
Resources

The University of Arizona

Diane M. Fennig, PhD (She/Her/Hers)

Senior Consultant

Gallagher Executive Search and
Leadership Advisors

Agnessa Vartanova, CPA

Associate Vice President of Internal Audit
University of Colorado

Carla Ho‘ā

Vice Chancellor for Administrative Affairs
University of Hawaii – Hilo



Go to www.menti.com and use the code 8694 1034

Is your institution allowing hybrid work arrangements?

Mentimeter



0

No, all employees are on campus

0

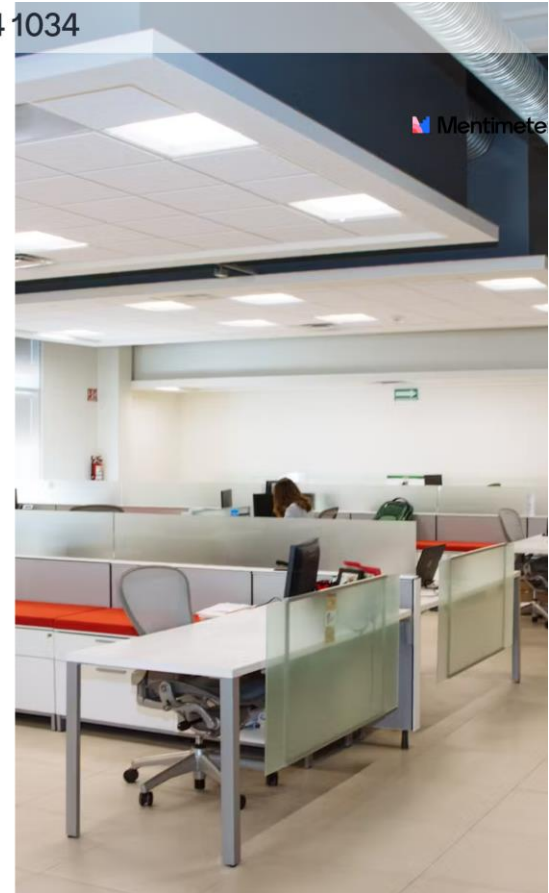
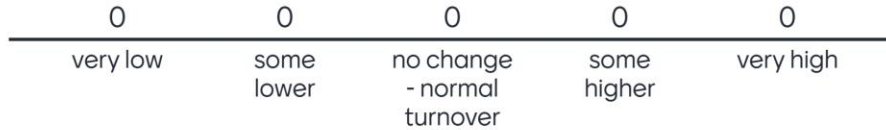
Yes, employees can work remote some days, but all live locally

0

Yes, some employees fully remote living in other states

Go to www.menti.com and use the code 8694 1034

How has employee turn-over changed in the last two years at your institution?



Go to www.menti.com and use the code 8694 1034



Over the last three years, as the world has changed related to diversity, equity, and inclusion...

Strongly Disagree

...my institution has made great progress

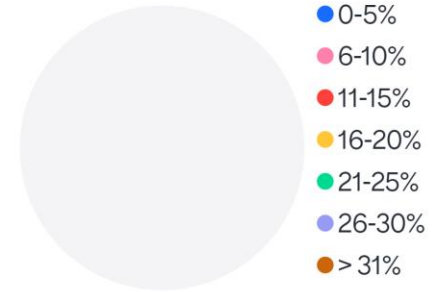
Strongly Agree



Go to www.menti.com and use the code 8694 1034

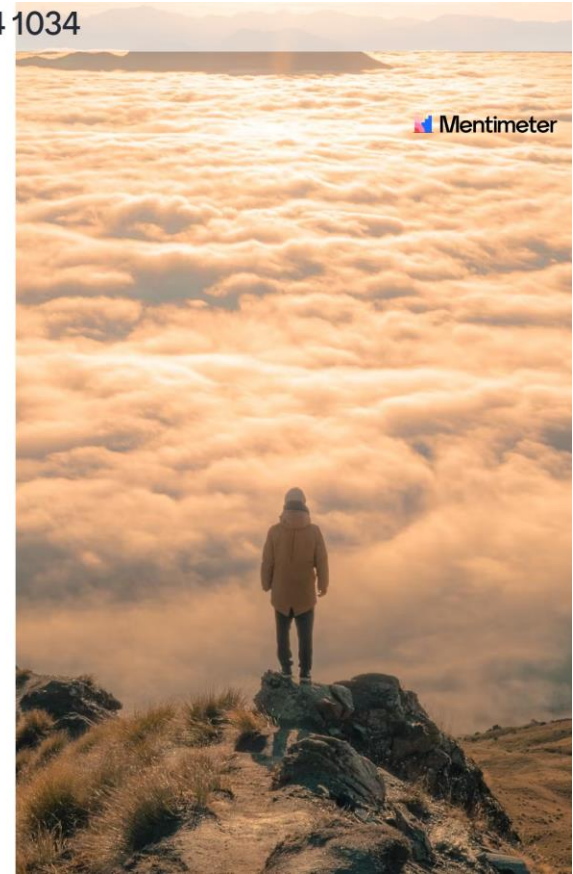


What is your annual turnover rate at your institution?  Mentimeter



Go to www.menti.com and use the code 8694 1034

What are the ramifications of high turn-over and hybrid work?



Challenges in a Hybrid & High Turnover Workplace

- Building diverse communities
- On-boarding
- Training
- Burn-out and current employees taking on larger workloads
- Building and maintaining a culture of trust
- Retaining employees
- Preventing fraud
- Loss of institutional knowledge
- Expenses in relation to recruiting and training



Think/Pair/Share

- ★ Talk with someone near you
- ★ What are your key take-aways?
- ★ What are your burning questions?

Questions for Panelists



Thank you to our panelists!

If you work at a **Comprehensive, Doctoral, or Research Institution** – you're a member of **CDRIC!**

What does the **CDRIC** committee do for you?

- Award scholarships to WACUBO events

- Advocate for topics related to your institution

- Bring important issues from CDRIC institutions to the WACUBO board

- Plan annual conference panel

