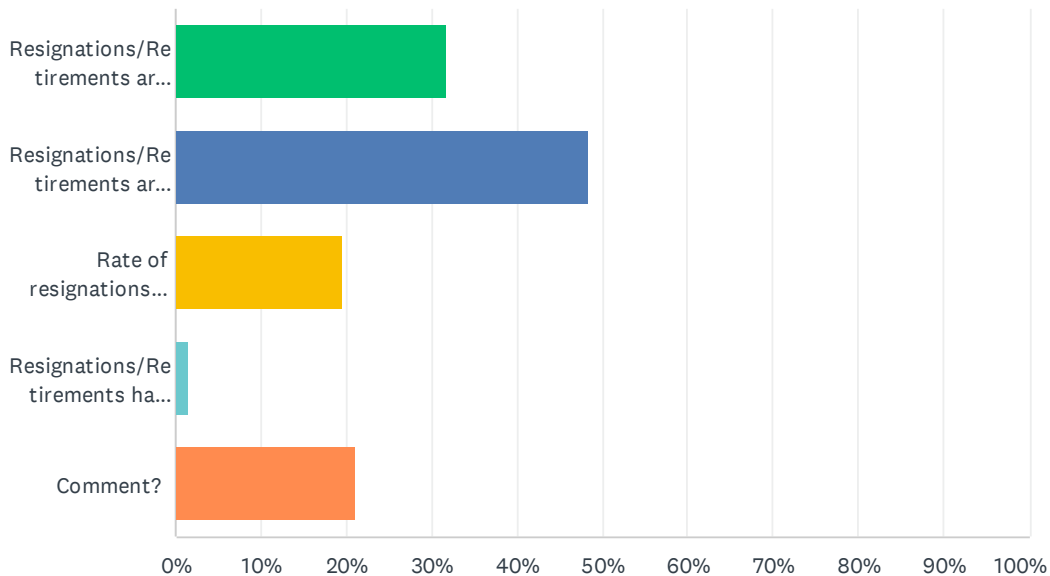


Q1 How is your institution experiencing impacts of the "Great Resignation"

Answered: 66 Skipped: 0



ANSWER CHOICES	RESPONSES	
Resignations/Retirements are up significantly	31.82%	21
Resignations/Retirements are up slightly	48.48%	32
Rate of resignations and retirements are on par with pre-pandemic levels	19.70%	13
Resignations/Retirements have decreased since pre-pandemic levels	1.52%	1
Comment?	21.21%	14
Total Respondents: 66		

#	COMMENT?	DATE
1	Both our Chancellor and our Vice Chancellor of Finance are retiring this year	2/8/2022 8:51 AM
2	Up more for classified professionals and up slightly for faculty and managers.	2/7/2022 9:18 PM
3	many associated with the burnout from dealing with COVID and the vaccine mandate	2/7/2022 6:11 PM
4	Vaccination mandate caused some unexpected separations	2/7/2022 4:22 PM
5	This is especially true for millennials who don't like working in a Baby Boom rigid classified structure.	2/7/2022 2:47 PM
6	We completed two supplemental retirement plans for the district in 2020-2021, and we're recovering from those separations. Apart from that, we are experiencing normal numbers of separations.	2/7/2022 1:40 PM
7	Slightly higher due to retirement incentives	2/7/2022 1:20 PM
8	Higher pay elsewhere contributes to admin losses.	2/7/2022 1:18 PM
9	I am losing my most experienced and motivated staff at an increasingly precipitous rate. The problem really becomes not that they are retiring, but rather they are retiring in such short	2/7/2022 1:14 PM

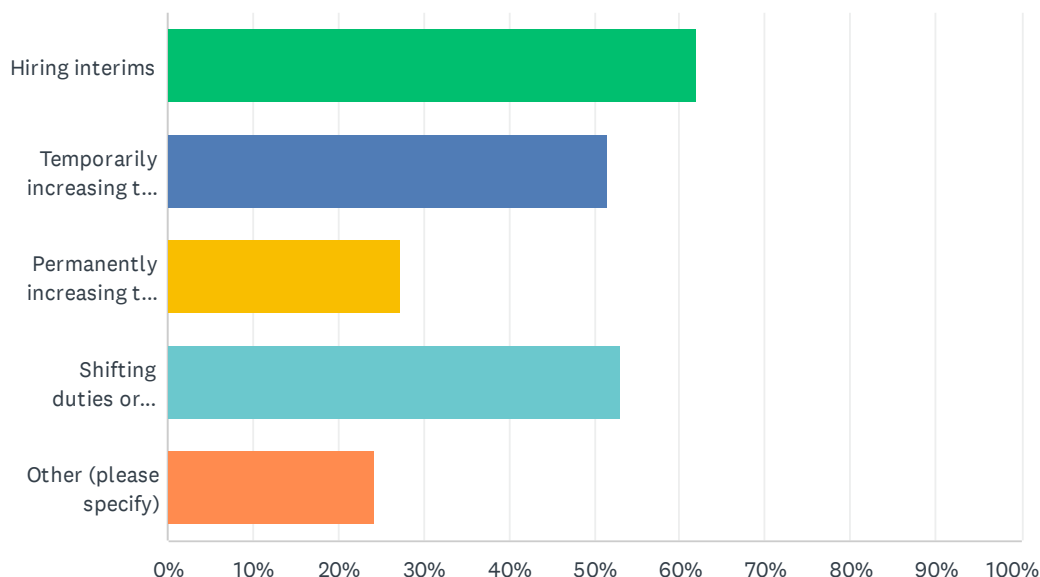
CEO Quick Poll on "the Great Resignation"

timeframes that they don't have any turnover or training time with incoming staff—assuming I can hire competent staff to replace them, or any staff at all, given the nature of. The labor market.

10	We did an early retirement incentive program	2/7/2022 12:53 PM
11	We have more open positions included (especially in classified positions) in our budget planning for 2021-22 than any other year in the 15 years I have been at the college	2/7/2022 12:51 PM
12	Applicant pools for classified positions are down significantly.	2/7/2022 12:46 PM
13	We offered an early retirement incentive so this impacted our retirements as well	2/7/2022 12:34 PM
14	They are hitting all levels of the institution and will impact institutional memory.	2/7/2022 12:31 PM

Q2 If your resignations/retirements are increasing, how are you bridging the gap until the positions are filled? Choose all that apply.

Answered: 66 Skipped: 0



ANSWER CHOICES	RESPONSES	
Hiring interims	62.12%	41
Temporarily increasing the duties of current employees [unpaid]	51.52%	34
Permanently increasing the duties of current employees [increased compensation]	27.27%	18
Shifting duties or eliminating positions through reorganization	53.03%	35
Other (please specify)	24.24%	16
Total Respondents: 66		

#	OTHER (PLEASE SPECIFY)	DATE
1	All of the above	2/9/2022 12:16 PM
2	We're planning on going through the hiring process and replacing them	2/8/2022 8:51 AM
3	Temporarily increasing duties of some employees (with compensation) or shifting duties without filling the position	2/7/2022 11:09 PM
4	Hiring consultants	2/7/2022 4:53 PM
5	Short term/temp/Substitutes	2/7/2022 4:11 PM
6	Looking at systems and if work flow can be reengineered and positions consolidated/eliminated altogether	2/7/2022 3:52 PM
7	Replacing positions (occasionally paying someone out of class to cover in the interim).	2/7/2022 3:17 PM
8	The resignations happened prior to my arrival and were not COVID related, but leadership related.	2/7/2022 2:07 PM

CEO Quick Poll on "the Great Resignation"

9	Hiring replacements for classified positions . Unfortunately we Lost faculty positions due to low enrollments	2/7/2022 1:20 PM
10	N/A	2/7/2022 1:20 PM
11	Temporarily increasing the duties of current employees [paid]	2/7/2022 1:17 PM
12	I am doing these things and more. But, in the end, if I continue to lose staff these methodologies will become quickly untenable. Perhaps more damning, because of these mitigative steps, I am unable to properly mentor and develop the next generation of leaders. This is not to mention the impact on me as CEO and my time, the time I am able to dedicate to the Board, and my ability to get inside the "OODA-loop" of those challenges my institution faces.	2/7/2022 1:14 PM
13	Mainly for classified, we are trying to find subs, have brought back a couple of retirees for key duties and have OT assigned. For management, we have reorganized in small ways and increased pay permanently for a couple of positions, otherwise management is covering while we search.	2/7/2022 12:51 PM
14	ummmm . . . doesn't apply since resignations/retirements are not increasing	2/7/2022 12:43 PM
15	resignations have not increased	2/7/2022 12:37 PM
16	All of the above. Each position is being handled in the manner that best meets the needs of the district.	2/7/2022 12:31 PM