

Addressing the Great Resignation in Higher Education

The expression “the Great Resignation” refers to the trend, largely as a result of the COVID-19 pandemic, for employees to quit their jobs either because they’ve found more attractive possibilities or because they’ve decided to retire early. In higher education, the Great Resignation is a challenge for department chairs who devote a great deal of time and other resources to recruiting the best faculty they can find only to have some of their most valuable colleagues leave within a year or two.

This presentation will explore some of the proven strategies that chairs can follow to help improve faculty retention. We’ll describe how to improve the orientation and onboarding of new hires, how to provide the right kind of support to faculty members at different stages of their careers, and how to create a culture that highly productive faculty members will *want* to belong to.