

today's higher ed IT WORKFORCE

a seat at the table



1/2
of CIOs

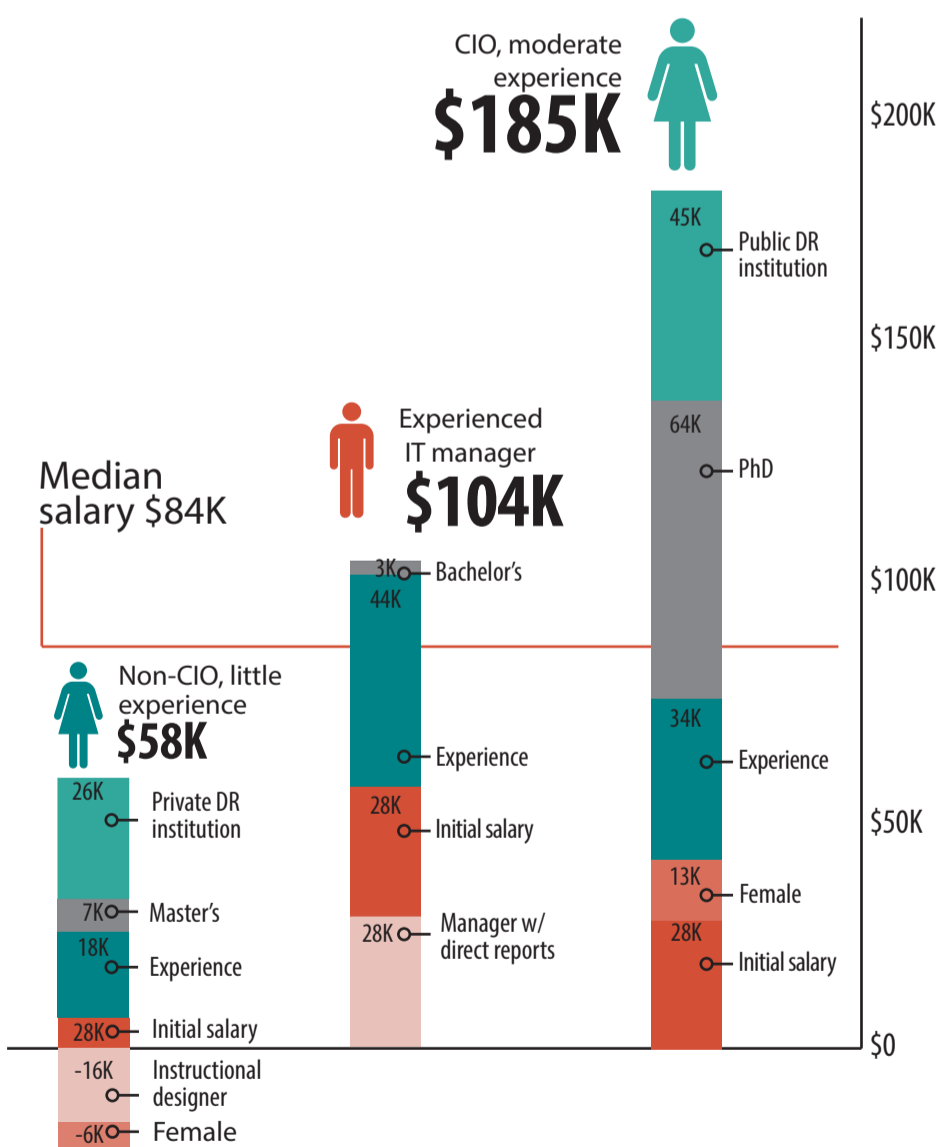
sit on the president's cabinet of their institution

CIOs who are cabinet members spend more time shaping the strategic initiatives of their institution.

salaries

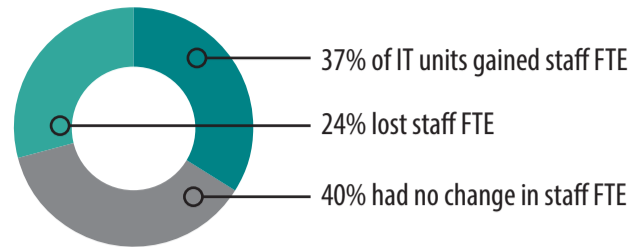
Factors That Play the Biggest Role in Determining IT Salaries

- 1 Years of experience
- 2 Highest degree obtained
- 3 Working at a doctoral institution
- 4 Gender

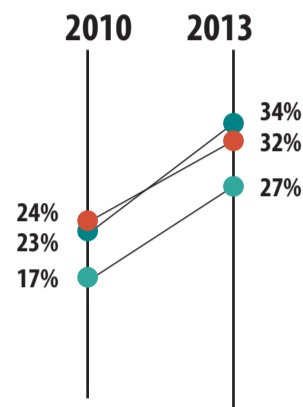


retaining IT talent

in 2013...



Most professionals **do not** think their institution's economic climate has improved since 2010 or will improve by 2016.



18%

of IT professionals are currently at high risk for leaving their jobs

- Since 2010, there has been an 11 percentage point increase in **staff** who are likely to leave
- an 8 percentage point increase in **managers** likely to leave
- a 10 percentage point increase in **CIOs** likely to leave

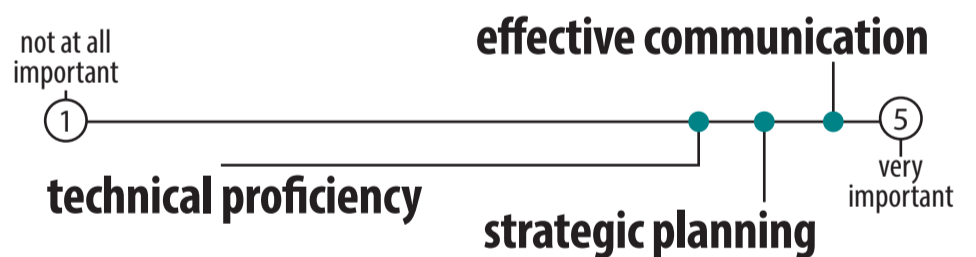
Top-5 retention factors

Staff	Managers	CIOs
1 Benefits	Benefits	My staff
2 Quality of life	Quality of life	Quality of life
3 Work hours	Opportunity to build leadership skills	Opportunity to build leadership skills
4 Colleagues	My staff	Colleagues
5 Geographic location	Colleagues	Boss / leadership

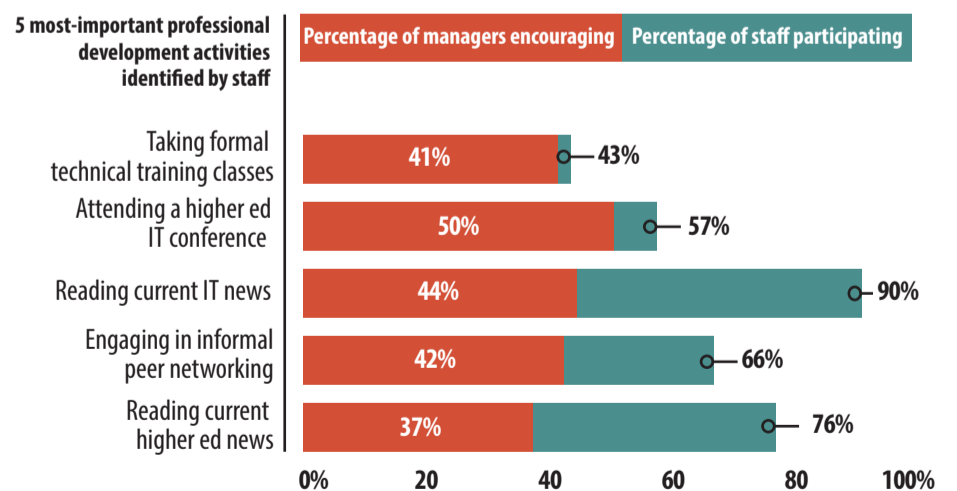
skills

soft skills

were rated by **CIOs**, **managers**, and **staff** alike as more important than technical proficiency



There is a disconnect between the activities staff say are important to their professional development and what they are encouraged to do.



The data in this infographic come from the ECAR report, **today's Higher Education IT Workforce**.

To view the full report, go to: educause.edu/library/resources/today-s-higher-education-it-workforce.