

HUMAN RESOURCES

IT managers and CIOs rate the **traditional functions of human resources favorably**, such as supporting hiring, retention, and DEI efforts. However, IT professionals continue to rate the support of HR for specialized activities related to IT comparatively lower than these traditional functions.

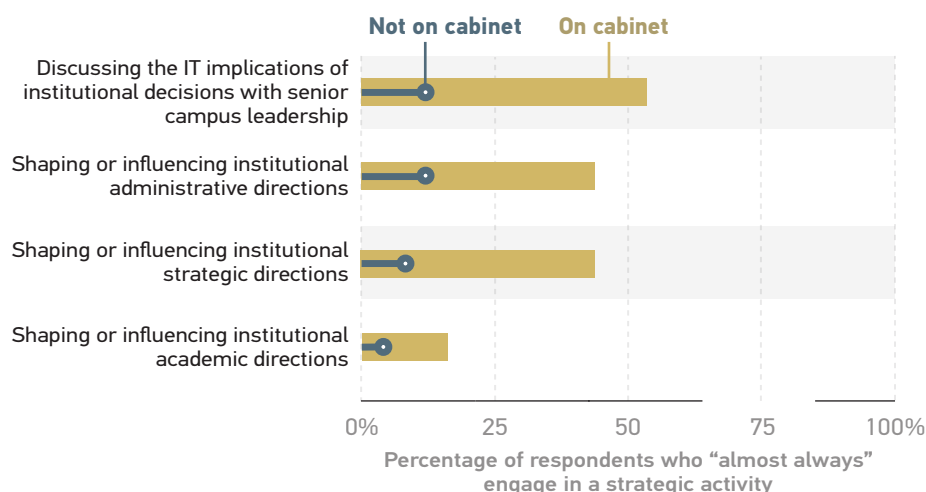
HR is a resource that supports diversity, equity, and inclusion efforts in IT. 68%

HR is supportive of IT in its hiring efforts. 57%

HR is supportive of IT in its retention efforts. 43%

THE ROLE OF CIOs WHO HOLD CABINET POSITIONS

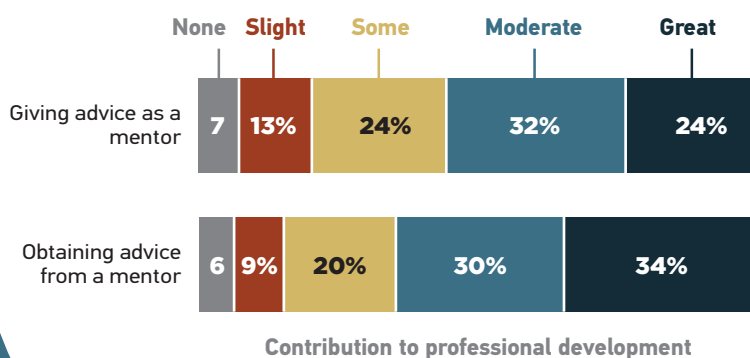
CIOs who hold cabinet posts are three to five times as likely to almost always **engage in strategic activities** than their counterparts without cabinet appointments. A majority of cabinet-level CIOs are often or almost always involved with discussing the implications of IT decisions with senior leadership and **shaping or influencing** institutional administrative, strategic, and academic decisions.



MENTORING

Eighty percent of the higher ed IT workforce are in or would like to be in a mentoring relationship.

Seventy-one percent of higher education IT mentors and 86% of mentees reported that mentoring had made a **moderate or great contribution** to their professional development. Buy-in for mentoring is high, even among those who have yet to participate.



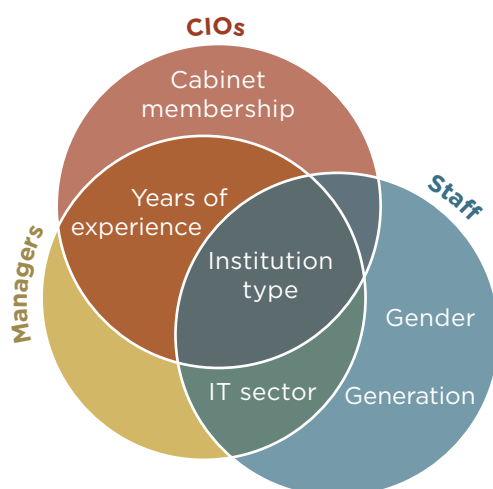
WHAT IS THE BIGGEST BENEFIT OF MENTORING?
"A safe space or sounding board for problems and challenges"

SALARIES

The median salary in the higher education IT workforce was \$90,000. There was a **significant pay gap** between male and female staff but not between genders in higher management levels.

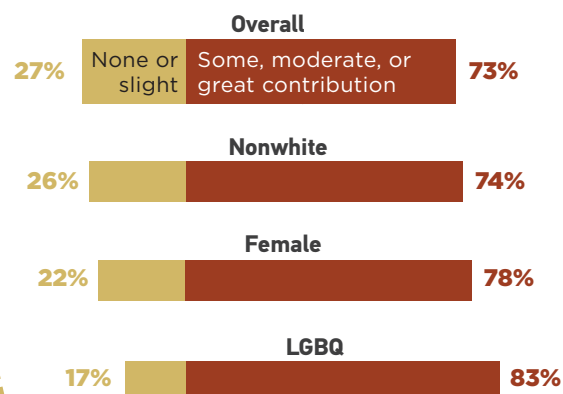
Multiple factors influenced salary in each level, but the common **predictor of salary** among all levels in the workforce was type of institution.

Top salary predictors by level



DIVERSITY, EQUITY, AND INCLUSION

Large majorities of respondents believe participating in a DEI workshop or training program would make a **contribution to their professional growth**. Nonwhites, women, and LGBTQ members of the higher education IT workforce are **even more likely** to feel this way than their male, white, or straight counterparts.



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EXPANDED!**

Look to EDUCAUSE's expanded 2019 workforce research including:

- A Data Bytes blog post that discusses IT departments working with HR

• An analysis of the drivers of salary for higher education IT professionals

- CIOs' strategic activities
- How mentoring relationships begin

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