What are some examples of ways to mitigate recruitment and retention challenges?

Tell Me

Increasing efforts to reduce vacancies to offset heavier workloads on employees;

Moving the employee's salary towards midpoint, if appropriate;

Offering workplace flexibility to be competitive with the market;

Addressing any pay equity issues;

Conducting informal ‘stay’ interviews to better understand the employees’ career interests and goals;

Developing career paths so employees can see opportunities for growth within the department or University; and

Increasing training or professional development opportunities.