

MERCER HIGHER EDUCATION

# TRENDS AFFECTING THE HIGHER EDUCATION LANDSCAPE

The pressures and challenges facing higher education institutions are significant. As an HR professional or CFO, your role is critical in addressing and adapting to these trends. Mercer's consulting experience in higher education is both deep and wide. We can help.



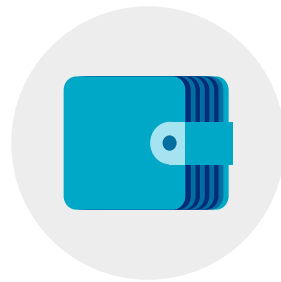
## CONSIDERABLE DISRUPTION

- Evolving student needs, creating more choice
- 
- Pressure to contain tuition fees
- 
- Increased scrutiny and criticism
- 
- Added compliance requirements
- 
- Changing expectations of the workforce



## INSISTENCE ON IMPROVED EFFICIENCY AND OPERATIONAL EXCELLENCE

- Expectations of stakeholders, board and leadership
- 
- Requirement for highly qualified, engaged executives and committed faculty and staff
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- Alignment of roles and performance with institution's strategic priorities



## NEED FOR SYSTEMATIC, CONSISTENT AND COMPETITIVE PAY STRUCTURES

- Balance between external competitiveness and internal equity
- 
- Need to reflect unique qualifications and contributions of individuals
- 
- Administration that is simple to manage and maintain
- 
- Approaches to staff compensation that are more consistent, deliberate and credible

To discuss your institution's needs, please contact Mercer's Higher Education practice leaders:  
[ken.simek@mercer.com](mailto:ken.simek@mercer.com) / 312 917 9618 or [karen.hutcheson@mercer.com](mailto:karen.hutcheson@mercer.com) / 215 982 4203

“The Mercer team was extremely responsive, accessible and flexible, helping us achieve over \$8 million in savings. We appreciated being able to tap into their deep industry expertise to draw out best practices and creative and effective solutions.”

SHARI MICKEY-BOGGS, CHRO,  
WRIGHT STATE UNIVERSITY





## Why Mercer?

Experienced in serving 400+ higher education institutions for more than 20 years

# WHAT TRULY DIFFERENTIATES OUR ABILITY TO BE YOUR BEST PARTNER IS OUR COMMITMENT AND EXPERTISE IN SERVING HIGHER EDUCATION.

## MERCER'S HIGHER EDUCATION SOLUTIONS INCLUDE:

Faculty, administration, and staff pay benchmarking, program design and implementation planning	Benefits plan management and administration	Defined benefit and defined contribution retirement strategies
Executive compensation planning, analysis and compliance and contract consulting	Insurance brokerage	Investment advice and solutions for endowments, defined benefit and defined contribution programs
Job evaluation/classification, career frameworks and titling guidelines	Benefits strategies	Investment research and tools
Pay equity analysis	Healthcare reform strategies	International benefits and compensation
Performance management and pay for performance	Consortium benefits programs	HR effectiveness
Change management and communications	Athletic insurance programs	Workday job architecture
Total rewards strategies	Student insurance programs	Workday deployment services

## MERCER IS UNIQUELY QUALIFIED TO MEET YOUR NEEDS



### HIGHLY SPECIALIZED AND EXPERIENCED TEAM

Experts in higher education, as well as the broader market, to bring contemporary practices to the academic environment



### FLEXIBLE AND HOLISTIC METHODOLOGY

Solutions tailored to your unique needs – we understand the complexity of governance and are accustomed to partnering with multiple stakeholders



### GOLD-STANDARD RESOURCES AND ANALYTICS

Highly regarded strength in research and analysis of everything that touches the workforce: compensation, benefits, careers, retirement, employment practices and performance