



# THE VALUE OF WORKING AT PEPPERDINE

Why did you choose to work here? While people may come to Pepperdine for a variety of reasons, they most often stay because of the people and the rich life offered by our community.

### THE GREAT REGRET

As a supervisor, you have the opportunity and responsibility to articulate the value of working at Pepperdine. This has always been important, but especially so during the current challenging labor market—dubbed the Great Resignation, Great Reshuffle, Great Rethink, and Great Reflection. The disruptions of the pandemic have caused employees across the country to consider more deeply how they spend their time, what they prioritize, and who they want to be. And yet, most recently, the movements in the labor market have been called the Great Regret. A majority of employees who joined new organizations over the last two years now report remorse for leaving where they previously worked, often not realizing the compelling workplace environment or taking advantage of the benefits available to them before quitting.

### TOTAL COMPENSATION

As people seek meaningful work opportunities and a caring community in the current labor market, Pepperdine remains an employer of choice. While we all work for a paycheck, base salary is only one piece of a much larger pie we refer to as total compensation. Other forms of compensation include health insurance, tuition remission, retirement contributions, work environment and culture, access to campus facilities and programming, professional development opportunities, meaningful work, a robust community, and spiritual development opportunities, among others. At Pepperdine, our total compensation is holistic so that employees can thrive in every dimension of their life.

## ACT IN SEPTEMBER

# Communicate Pepperdine's total compensation package.

### **1** Know, and communicate, and contribute to the value of working at Pepperdine.

From cultivating a positive workplace culture to explicitly sharing Pepperdine's multifaceted total compensation offerings, you play a significant role in shaping employees' perceptions and experience. Please review the (enclosed) summary of total compensation to remember everything inherent to working at this University.

### **2** Understand and articulate the ways Pepperdine has committed to fair and competitive pay.

Though there is so much more than base salary when working at Pepperdine, the University continues to prioritize competitive pay for its faculty and staff. Pepperdine looks at every staff salary at the time of each hire, transfer, merit, and promotion and regularly—as well as reviews all employees' salaries on a regular basis and consults with a leading global compensation firm to review pay practices and competitiveness.

### **3** Encourage employees to engage with the University community.

Faculty and staff will receive from the community as much as they invest. Please encourage your team members to actively participate in the many opportunities available at Pepperdine - from President's Briefings, to wellness and learning opportunities, to athletics and arts events. You should set an example by attending University events with your team, as well as helping and identify ways for your team members to participate in offerings, as appropriate.