



# WELCOMING A NEW ACADEMIC YEAR

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2022 - 2023

## Dear Colleague:

The beginning of a new academic year brings renewed energy as we welcome students back to campus, and it invites reflection upon our collective work. Our colleagues — talented people of integrity who pursue meaning personally, professionally, and spiritually — breathe life into the words of the University's mission.

Because Pepperdine will only be as good as those who comprise its community, we strive for every aspect of employees' lives to be enriched because they are part of this University. We are reminded of the incredible life inherent to working at Pepperdine — a noble purpose, competitive employment benefits, exceptional colleagues, well-resourced campuses, holistic well-being opportunities, and the hope of our future leaders.

Enclosed, please find a few highlights of what Pepperdine offered faculty and staff last year to thank, celebrate, and support those who have chosen to dedicate their talents and careers to the noble cause of Christian higher education. Additionally, please join us in praying *A Lorica for Pepperdine*, based on the Lorica of St. Patrick, to ask God's blessing on our community as we enter the 2022-2023 academic year.

Thank you for the many ways you contribute to the Pepperdine mission, and I hope you, in turn, are blessed by rewarding work, compassionate colleagues, a vibrant spiritual community, and life abundant.

With gratitude,

*Sean Michael Phillips*

Associate Vice President  
Human Resources and Business Services





## ★ FACING COVID-19

As Pepperdine transitioned back on-ground for the 2021-2022 academic year, the University continued to prioritize the health and safety of all community members.

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| <b>17</b> Vaccine clinics   | <b>3</b> Return to Campus fairs  |
| <b>2,080</b> Welcome back bags distributed to all faculty and staff | <b>363</b> Supervisors helped their teams transition after remote work |

## ★ STAYING COMPETITIVE AMID THE GREAT RESHUFFLE

During a time when employees across the nation moved organizations, Pepperdine maintained its commitment to faculty and staff by prioritizing employee well-being and ensuring the University remains competitive as an employer of choice.

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| <b>4</b> Additional paid holidays for staff                                | <b>\$8M+</b> Allocated for merit and leveling pools to increase faculty and staff salaries |
| <b>1,115</b> Staff salaries benchmarked to ensure fair and competitive pay | <b>\$1.2M+</b> Given to all faculty/staff as a \$750 bonus in December 2021                |
| <b>\$57K+</b> Dedicated to raising the salary floor to \$37,440            | <b>\$11.9M+</b> University contributions to employee retirements                           |
| <b>\$513K+</b> Contributed to 350 employees' HSA funds                     |  |

## ★ GROWING OUR WORKFORCE

The University responded to an unprecedented labor market by successfully posting, advertising, and hiring talented employees to join our community and promote Pepperdine's mission.

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|------------|--|--------------|--|--------------------------------|
| <b>350</b> | Jobs posted  | <b>2,634</b> | Graduating students targeted for Pepperdine employment opportunities |                                |
| <b>93</b>  | Pepperdine alumni recruited to work at Pepperdine                    | <b>158</b>   | Internal promotions  | <b>887</b> Employees onboarded |
| <b>9</b>   | Work visas secured for international employees to work at Pepperdine |              |  |                                |

## ★ ENGAGING OUR COMMUNITY

Pepperdine continued to offer faculty and staff opportunities to excel personally, professionally, and spiritually through wellness and learning workshops, service drives, and community events, among others.

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| <b>52</b> Learning and wellness workshops                                      | <b>4</b> Community-wide events                                    | <b>497</b> Respondents to the 2021 Staff Climate Survey                          |
| <b>2</b> Service drives  | <b>665</b> Pounds of food donated to the Ventura County community | <b>260</b> Unique personal hygiene products donated to relief efforts in Ukraine |
| <b>71</b> Staff members participated in sustainable transportation via vanpool | <b>246</b> Remote work agreements                                 |  |

## ★ LOOKING OUT FOR PEPPERDINE FAMILIES

Pepperdine cares about its employees and their families, providing and prioritizing resources to promote families' physical, emotional, and financial well-being.

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| <b>0%</b> Increase to employee medical premiums                                    | <b>120</b> employees enjoyed expanded coverage after weddings, newborns, and other life events |
| <b>1,508</b> Benefited employees' families received free Health Advocate resources | <b>99</b> Employees supported in life changes through leaves of absence                        |
| <b>\$356K+</b> Childcare subsidy grants disbursed                                  | <b>30</b> Pepperdine onesies given to congratulate employees welcoming a new baby              |





# ***A LORICA FOR PEPPERDINE***

## **BASED ON THE LORICA OF ST. PATRICK**

**BY KYLE STIEMSMA  
DIRECTOR OF HUMAN RESOURCES**

We arise today  
Through a mighty strength,  
Through the Creator of creation, whose image we bear.  
Through the God of truth who calls us to a life of service and immeasurable love.  
Through the God revealed uniquely in Christ, our strength and shield.

Christ with our students,  
Christ with our families,  
Christ with our faculty,  
Christ with our staff,  
Christ with our vendors, partners, and friends.

Christ in our residence halls,  
Christ in our classrooms,  
Christ in our libraries,  
Christ in our dining halls,  
Christ in our shuttles, offices, and fields.

Christ in those who teach,  
Christ in those who learn,  
Christ in those who care,  
Christ in those who lead,  
Christ in every visitor, donor, and decision maker.

Christ at our best,  
Christ at our worst,  
Christ when we succeed,  
Christ when we fail.  
Christ at Pepperdine.  
Christ in Pepperdine.  
Christ through Pepperdine.

We arise today through the God who breathes meaning into all our work,  
Through the God present with us in every moment,  
And present in every person we meet.

Amen.

