

Goal 8 – Developing Our University Community

Members of the university community—students, staff, faculty, administrators, alumni and friends—enable the university to take advantage of its unique strengths to serve students and engage the region. We do so by engaging in collaborative and inclusive decision-making processes and creating a culture that values integrity, learning, excellence and service. We will support an environment that challenges all members of the university community to engage in continuing development opportunities that align personal and departmental goals with the priorities of the strategic plan and advance the university mission. We will create and implement ways to enhance the student experience and to provide role models for life-long learning and collegiality.

Brief Update on Progress:

- Create and support continuing professional development for faculty and staff to implement the priorities and strategies of the campus strategic plan
 - Hired new leadership in Human Resources with a focus on alignment with the functional and generalist areas of HR, including training and professional development.
 - Focus on creating communication tools that create the line of sight for staff development and understanding of the strategic plan.
 - Completed campus wide mandatory training for new hires in regulatory areas.
- Promote enhanced service orientation that delivers the highest quality of service to every internal and external customer
 - Revamped new employee orientation programs for staff.
 - Refocus on self service, efficiency and streamlining for consistent delivery of HR services.
- Identify strategies to ensure that all university employees are part of a culture of learning
 - Delivered training and assessment of workplace demographics by executive area. A concentrated focus on workforce generational differences, turnover, succession planning and career pathways.
 - HR Leadership is focused on value – added service approach to its basic services
 - E recruiting implementation
 - Assessing quality improvement tools and assessments available within the CSU
 - Focus on diversifying the workforce
 - Reexamine and assess a forward looking training program

- Focus on accountability and integrity
 - Engaged in Excellence
 - ACE network/specialty workshops
- Recognize and reward outstanding efforts in support of the university's mission.
 - HR led the efforts to organize and deliver on a divisionwide meeting in Administrative Services
 - Early consultation on recognition program that has validity and acceptance across the university staff and CBA's.
 - Wellness Programs were collaboratively delivered with the Division of Student Affairs with a special focus on the Wellness Challenge.
 - Facilitate and enhance programs that enhance campus-wide social celebrations and employee interaction/engagement across divisions
- Demonstrate our respect for all employees by administering collective bargaining agreements fairly and effectively
 - Early consultation on recognition program that has validity and acceptance across the university staff and CBA's.

2. Proposed Steps for Next Year

1. In conjunction with the College of Health and Human Services, HR is an active participant in the campus Wellness Assessment.
 - a. Complete WELCOA assessment and develop plans for earning the Well Workplace designation.
 - b. Implement specialty speakers program focused on well workplace issues appropriate for campus workforce needs.
2. Focus on Engagement within the campus community and outside agencies
 - a. Implement engagement and outreach strategy to enhance recruitment efforts
 - b. Implement continual improvement in online delivery of services
 - i. Absence management
 - ii. E recruiting (value add tools for campus recruiting)
 - iii. Management reporting/tools
 - iv. Streamlining services for faculty and staff between HRS and APS, where applicable
3. Engaged in Excellence in campus wide training and staff recognition
 - i. Focus on developing and implementing program delivery