



HUMAN RESOURCES STRATEGIC PLAN

2018 - 2019

$$P=f [M \times A]$$

Performance. Motivation. Ability



MISSION:

Our mission is to align human capital strategy with the mission, vision, values and strategy of Eastern Michigan University

VISION:

Eastern Michigan University will be a premier public university recognized for student-centered learning, high quality academic programs, and community impact

Aligning with the core values of excellence, respect, inclusiveness, responsibility, and integrity

1 Gut Check: How We Feel Today

We are optimistic about the University future trajectory; finding the right people and keeping them motivated and engaged is a top priority

2 How We're Preparing for the Future

HR is gradually becoming less about administrative tasks and more about adding strategic value and purpose

3 What HR Will Look Like Forging Forward

As our core HR functions continue to get automated, we will be primed to become the human capital strategists who build and nurture the University's culture and positively impact employees lives

HR IS LOOKING TO

ACHIEVE EFFICIENCY OF

SCALE WHILE

MAINTAINING

FLEXIBILITY AND AGILITY

IN ORDER TO SUCCESSFULLY

SERVE OUR CAMPUS



1

HR's **OVERARCHING STRATEGIC GOALS AND COMMITMENTS**

- ✓ Attract, Retain and Reward a Talented and Diverse Workforce
- ✓ Communicate Consistently and Transparently
- ✓ Develop New and More Efficient Ways of Working
- ✓ Maximize Human Capital

EMU HR

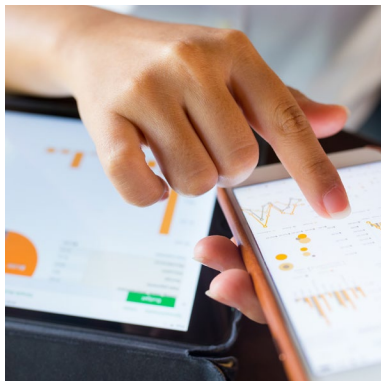
SERVES

996 FULL-TIME STAFF

652 FULL-TIME FACULTY

90 FULL-TIME LECTURERS

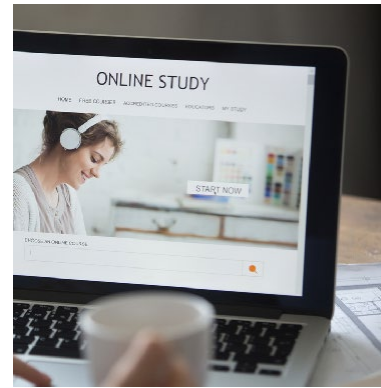
WE FOCUS ON CONSOLIDATING KNOWLEDGE AND RESOURCES WHILE CUSTOMIZING SERVICE DELIVERIES TO THE END USER (INDIVIDUAL CONTRIBUTORS, UNIVERSITY LEADERS, AND OTHER STAKEHOLDERS)



2

2018 - 2019 HR **DIVISIONAL** GOALS/PRIORITIES

- ✓ Improve University Human Resource division's campus communication and presence
- ✓ Enhance the employee experience throughout the entire employment cycle
- ✓ Align the HR Division to support and drive Eastern Michigan University's organizational reality
- ✓ Drive the University's Diversity, Equity and Inclusion initiatives to ensure sustainability
- ✓ Initiate the institution's transition from an episodic Performance Management process to one of *continuous dialogue*



**TOP HR GOALS
2018 - 2019**

3

HR 2019 DEPARTMENTAL GOALS

- ✓ **Total Rewards and Wellness:** Provide comprehensive, modern and competitive compensation and benefit programs to best meet the needs of employees, retirees and their dependents. Foster employee well-being.
- ✓ **Labor and Employee Relations:** Improve HR access, availability and overall customer service to internal clients
- ✓ **Diversity and Affirmative Action:** Increase the Diversity Awareness of Faculty and Staff by being a proactive and organically engaged function
- ✓ **Learning, Organizational Development and Talent:** Implement a Talent Management strategy that will begin to transition the function from it's current state to a transparent and accessible process resulting in improved employee engagement
- ✓ **HRIS:** Drive towards an all encompassing climate of self service and automation



PROFESSIONALISM

FAIRNESS



THIS

DIVERSITY

IS

WHO

HR CORE VALUES...Our Guiding Principles that are the foundation of all our actions....



COMPETENCE



WE

INNOVATION

RELIABILITY

INTEGRITY

ARE!

ACCOUNTABILITY

TRUST

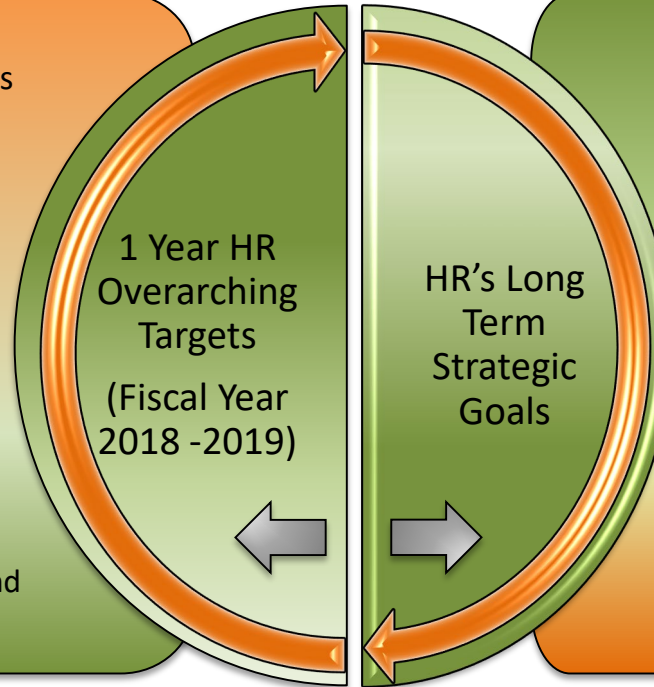
RESPECT

HUMAN RESOURCES STRATEGIC PLAN (2018 - 2019)

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- **Labor and Employee Relations:** Improve HR access, availability and overall customer service to internal clients
- **Diversity and Affirmative Action:** Increase the Diversity Awareness of Faculty and Staff by being a proactive and organically engaged function
- **HRIS:** Drive towards an all encompassing climate of self service and automation
- **Learning, Organizational Development and Talent:** Implement a Talent Management strategy that will begin to transition the function from it's current state to a transparent and accessible process resulting in improved employee engagement



- Attract, Retain and Reward a Talented and Diverse Workforce
- Communicate Consistently and Transparently
- Develop New and More Effective Ways of Working
- Maximize our Human Capital

2018 - 2019 HR Priority Projects by Department

- **Total Rewards and Wellness:** Enhance and bring efficiency to the current practices and solutions in benefits and compensation administration through automation and streamlining processes. Continue to build awareness regarding the value proposition of the Total Rewards and Wellness function
 - **Labor and Employee Relations:** Successfully negotiate 2019 collective bargaining agreements
 - **Diversity and Affirmative Action:** Cascade Diversity Awareness Curriculum to University employees
- **Learning, Organizational Development and Talent:** Lead the pilot of Performance Management discussions transitioning from episodic to continuous dialogue
- **HRIS:** Continue to work with IT for completion and implementation of automation to streamline current processes