

MAJOR OHR GOALS FOR FISCAL YEAR 2008-2009

This spring, the Office of Human Resources leadership team collaborated to craft goals for Fiscal Year 2008-2009. These goals are intended to guide our effort and focus our work over the next twelve months, and we expect to be held accountable for attaining the stated outcomes. Below are a few of OHR's most noteworthy goals for Fiscal Year 2008-2009, organized under our four goal categories. The full listing of our Fiscal Year 2008-2009 goals, including deadlines, metrics and responsible parties, are included in the appendix to this document.

Goal Category: Enhancements to HR Communication/Marketing and Technology Support

- **Launch Newly Redesigned OHR Website**
Implement a new OHR web site that offers a more attractive appearance and improves accessibility to HR-related programs and policy information for both internal and external OHR clients.
- **Enhance the University's Employment "Brand" and Recruitment Advertising Program**
Create a recruitment advertising program to better take advantage of economies of scale with an increased emphasis on targeted recruiting, especially for under-represented SPA job categories.

Goal Category: HR Policy and Processes Improvement

- **Career Banding Process Simplification**
Simplify and, when feasible, consolidate career banding forms and processes for client ease of use, and update any impacted career banding policies and procedures.
- **Recruiting and Selection Process Improvement**
Review recruiting and selection processes and revise as appropriate. Standardize recruitment processes for decentralized units. Develop a training program for departments wishing to extend their own job offers as opposed to this being done by OHR staff.

Goal Category: HR Programmatic Design and Development

- **Employee Wellness Program**
Develop and implement a comprehensive employee wellness program focused on enhancing employee health and well-being, and positively impacting employee performance.
- **Employee Assistance Program (EAP) Expansion**
Expand capacity and capabilities of EAP through addition of supplemental contract service provider(s) and/or partnerships.
- **Supervisory/Managerial Training Program**
Develop and implement (initially as a pilot) a new comprehensive supervisory/managerial training program to enhance leadership skills and increase employee engagement and performance.

Goal Category: HR Strategy and Business Model Development

- **Review Current HR Facilitator Service Delivery Model**
Review current HR Facilitator model with an eye toward enhancing effectiveness, streamlining communications, and providing better career ladders and professional development for campus-based HR staff.
- **Investigate and Recommend New Approaches to University Temporary Employee Selection, Onboarding and Management**
Review and identify options to better manage the consistency of temporary hiring and employment practices at the University and make specific policy recommendations to support process improvements.