NMHU Unit Strategic Planning: FY21 Plan
Unit name: Human Resources

OIER Examples

VP / Dean / Chair / Director / Lead: Max Baca

	Date submitted: December 1, 2021	e submitted: December 1, 2021														
	PLAN - Unit Goals / Objectives										DO - Implement P	lan	STUDY - Assessment			ACT - Improve
Unit	Unit / Department Objective	Purpose of Objective	SP Goal	SP Goal 2	SP Goal 3			Status (New or Ongoing)	Timeframe	Measureable outcomes	Action(s)	Budget implication	Status (Met, Ongoing, Stop)	Outcome(s)	Challenge(s)	Improvement(s)
HR		Increase core competencies in HR and Payroll best practices reinforcing team synergy, quality and efficiencies.			x		N	lew .			Schedule trainings to begin early spring 2022 - potential for outside resources to provide training					
HR	Communications Inform members of the campus about what HR offers, who its HR business partners are, and what they need to know through HR communication vehicles. Gather feedback from campus for continuing improvement.		ı		x		N	lew I			Create a comprehensive plan - hold info sessions with campus leaders, listen to and address complaints and issues with HR office.	Employee time or				
HR		Organizational restructure with emphasis on timely and accurate deliverables focusing on customer service.			x		N		lanuary -	Increased retention of staff, eleminate "panic" when a staff member leaves,	Ensure that each team member is onboarded properly, with an organized and thorough training calendar. Identify cross-training needs and develop plan to complete in all areas. Increase and promote staff development opportunities. Establish clear succession plans	Employee time				
HR	Academic Support Increase visibility of academic HR support including marketing, outreach, and partnership	Engagement through active participation in the recruitment process and timely data entry for contracts and payroll adjustments in a organized and efficient fashion.				x	N		lanuary -	Increased collaboration between cross functional teams on campus. Improved	Provide more and improved HR support to academic side of campus. Provide department heads with more training and support. Work with collective bargaining units to ensure equity, inclusion and oliversity.	Employee time				
HR	Facilitate the hiring of diverse faculty and staff through proactive, timely, and client-centered					x	N		lanuary -	Imroved turn around time on hires,	Develop hiring toolkits for managers. Increase training opportunities. Expand communication mechanisms for hiring managers. Identify new HR software that is more responsive and user friendly	HR Software				