

# 1. Assessment Plan - Four Column



## PIE - Human Resources: HR Operations & Employee Services Unit

### Where We Are Now: Analysis and Summary

**2018-19**

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<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
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**Excellence** - Develop and maintain a team of highly qualified human resources professionals with the knowledge, skills, and competencies to effectively assist the College in attracting and retaining a highly qualified and engaged workforce (Faculty, Management and Staff); align HR staffing and service delivery to effectively support College objectives. Develop, maintain and deliver employee services (ex. Benefits and Compensation) that attract and retain a high performance workforce.

**Status:** Active

**Goal Year(s):** 2018-19, 2019-20, 2020-21

**Goal Entered:** 07/01/2019

**Collaboration** - Develop and maintain College-wide HR knowledge, skills, and collaboration among divisions

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and departments to ensure effective use of HR programs and resources in order to attract and retain a highly qualified and engaged workforce (faculty, managers, and staff).  
**Status:** Active  
**Goal Year(s):** 2018-19, 2019-20, 2020-21  
**Goal Entered:** 07/01/2019

**Technological Integration** - Through the effective use of technology, develop and improve communication to increase employee's and manager's access to available HR services and improve processes to maximize efficiency of administrative and programmatic operations to make better data driven decisions. Make knowledge and resources easily available to current and prospective employees via electronic means such as websites and online applications.  
**Status:** Active  
**Goal Year(s):** 2018-19, 2019-20, 2020-21  
**Goal Entered:** 07/01/2019

**Request - No Funding Requested** - Business (HRIS) Analyst  
**Describe Plans & Activities Supported (Justification of Need):**  
 Access to a Business Analyst will assist HR in correlating the diverse information systems (PeopleAdmin, Banner, Maxient, OnBase, etc) to one another. Expected outcome would be to provide complete integration between all accessible systems with linked reporting. This would help the goal of technological integration by providing complete and accurate data from all avenues in order for the campus to make data informed decisions.  
**Type of Request:** STAFFING: Requests for permanent employee positions or temporary/hourly employees.  
**Planning Unit Priority:** Low

**Compliance** - Develop programs that ensure compliance with College-wide, State, Federal, and local laws and regulations relating to employee and temporary employment issues (ex. Benefits, Temporary Employment, trainings).  
**Status:** Active

*Unit Goals*

*Resources Needed*

*Where We Make an Impact: Closing the Loop on Goals and Plans*

**Goal Year(s):** 2018-19, 2019-20, 2020-21

**Goal Entered:** 07/01/2019

**Inclusiveness** - Develop and maintain an environment of inclusion, diversity awareness, collaboration, and consensus building among the College diverse workforce.

**Status:** Active

**Goal Year(s):** 2018-19, 2019-20, 2020-21

**Goal Entered:** 07/01/2019

**Programs and Services** - Deliver programs and services that are timely, data driven, and effective in assisting faculty, staff, and managers in meeting its mission and goals of the College. Provide programs and services that are researched, in settings, are respectful and appropriate, and through utilizing multiple clear methods of communication.

**Status:** Active

**Goal Year(s):** 2018-19, 2019-20, 2020-21

**Goal Entered:** 07/01/2019