Manager PIE Report



**Manager PIE Report**

HR VP PIE

undefined

undefined

VP Goal

**Goal Name**

Ongoing/Multi-Year Goal

**VP Goal**

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, managers, and staff); align HR staffing and service delivery to effectively support College objectives. Develop, maintain and deliver employee services (ex. Benefits) that attract and retain a high performance workforce.

**VP Goal Status**

Active

Updates on Goals

**Date of Analysis**

02/01/2021

**Results/Analysis of Progress**

Enhanced District paid benefits for less out of pocket deductions for the employee.

**Reporting Year**

2019-20

**Update Status**

75

Updates on Goals

**Date of Analysis**

02/01/2021

**Results/Analysis of Progress**

Training for Medicare conversion for Active and Retired CalPERS enrollees.

**Reporting Year**

2019-20

**Update Status**

50

Updates on Goals

**Date of Analysis**

10/17/2019

**Results/Analysis of Progress**

HR hired an Administrative Specialist II to assist the Manager Title IX/ EEO Investigations.
Successfully facilitated the transition of Healthcare Benefits from CalPERS to SISC for the Classified, Confidential and Management Staff. HR collaborated with various departments in an effort to achieve a diverse pool of candidates for Faculty positions.

**Reporting Year**

2018-19

**Update Status**

100

Updates on Goals

**Date of Analysis**

03/05/2019

**Results/Analysis of Progress**

Alexis Carter hired. Conferences and training's attended, how many faculty and classified staff hired

**Reporting Year**

2017-18

**Update Status**

100

VP Goal

**Goal Name**

Ongoing/Multi-Year Goal

**VP Goal**

Collaboration: Develop and maintain College-wide HR knowledge, skills, and collaboration amongst divisions 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).

**VP Goal Status**

Active

Updates on Goals

**Date of Analysis**

02/01/2021

**Results/Analysis of Progress**

Consistently working with IT on reporting and project needs. Working with
committees and division groups across campus to relay HR process and changes affecting their areas.

**Reporting Year**

2019-20

**Update Status**

50

Updates on Goals

**Date of Analysis**

10/17/2019

**Results/Analysis of Progress**

HR collaborated with various departments in an effort to achieve a diverse pool of candidates for Faculty positions. HR worked with various governance committees and unions (CSEA) on campus to ensure a smooth transition from CalPERS to SISC for healthcare benefits. Screening Committee and EEO representative trainings through POD. POD worked with IT, HR, Faculty and Staff to transition from the current POD database to a Cornerstone system named: PODConnect.

**Reporting Year**

2018-19

**Update Status**

75

Updates on Goals

**Date of Analysis**

03/05/2019

**Results/Analysis of Progress**

Trainings provided to campus

**Reporting Year**

2017-18

**Update Status**

100

VP Goal

**Goal Name**

Ongoing/Multi-Year Goal

**VP Goal**

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. Make knowledge and resources easily available to current and prospective employees via electronic means such as websites and online applications.

**VP Goal Status**

Active

Updates on Goals

**Date of Analysis**

02/01/2021

**Results/Analysis of Progress**

Converted Temporary Hiring, Benefit Enrollment, Separation of Employment, CSEA 262 Medical Reimbursement tracking, additional forms to electronic submission, tracking, and review.

**Reporting Year**

2019-20

**Update Status**

75

Updates on Goals

**Date of Analysis**

10/17/2019

**Results/Analysis of Progress**

PODConnect is the new system that will be replacing the older POD database to have more enhanced reporting capabilities and offer online courses from the Vision Resource Center. Revamped the PeopleAdmin Recruitment system, moving to make it the request to fill paperless. Currently working on the HR online onboarding system. Implemented "Get Inclusive" an online title IX training for students.

**Reporting Year**

2018-19

**Update Status**

75

Updates on Goals

**Date of Analysis**

03/05/2019

**Results/Analysis of Progress**

Maxient implementation, website updates, email blast

**Reporting Year**

2017-18

**Update Status**

75

VP Goal

**Goal Name**

Ongoing/Multi-Year Goal

**VP Goal**

Compliance: Develop programs that ensure compliance with College-wide, State, Federal, and local laws and regulations relating to both employee and student equity issues (ex. Accreditation, Benefits, EEO, TIX).

**VP Goal Status**

Active

Updates on Goals

**Date of Analysis**

02/01/2021

**Results/Analysis of Progress**

Consistently keeping abreast of federal, state, and local laws as well as contract language changes to implement campus wide. Attends training and facilitates presentations on these updates.

**Reporting Year**

2019-20

**Update Status**

50

Updates on Goals

**Date of Analysis**

10/17/2019

**Results/Analysis of Progress**

Implemented "Get Inclusive" an online title IX training for students. Currently working on online and in-person trainings to comply with AB1825. Additionally, full implementation of the Guided Pathways and the Integrated Plan will have an impact on professional development funding resources.  State and federal changes and updates related to EEO, legal mandates, Accreditation, and Chancellor Office guidelines will impact employee training needs as well.

**Reporting Year**

2018-19

**Update Status**

75

Updates on Goals

**Date of Analysis**

03/05/2019

**Results/Analysis of Progress**

Regulatory trainings, EEO and hiring committee trainings.

**Reporting Year**

2017-18

**Update Status**

75

VP Goal

**Goal Name**

Ongoing/Multi-Year Goal

**VP Goal**

Inclusiveness: Develop and maintain an environment of inclusion, diversity awareness, collaboration, and consensus building amongst the Colleges’ diverse workforce.

**VP Goal Status**

Active

Updates on Goals

**Date of Analysis**

10/17/2019

**Results/Analysis of Progress**

HR collaborated with various committees geared towards creating a diverse campus community. During the Spring 2018, HR attended APAHE, NADOHE, NCORE, A2MEND, NAPSA and XX for equity workshops. HR and POD co-sponsored Kimberly Papillon in presenting the Neuroscience of Decision-making at four sessions in 2018-19 with a focus on addressing the topics of unconscious bias and equity in hiring practices.

**Reporting Year**

2018-19

**Update Status**

100

Updates on Goals

**Date of Analysis**

03/05/2019

**Results/Analysis of Progress**

New faculty and classified orientation presentations, cedc, Title IX booths at student events

**Reporting Year**

2017-18

**Update Status**

75

VP Goal

**Goal Name**

Ongoing/Multi-Year Goal

**VP Goal**

Effectiveness: Deliver programs and services that are timely and effective in assisting the College and its faculty, staff, and managers in meeting its mission and goals. Provide programs and services that are researched, in settings that are respectful and appropriate, and through utilizing clear methods of communication.

**VP Goal Status**

Active

Updates on Goals

**Date of Analysis**

02/01/2021

**Results/Analysis of Progress**

Transitioned communication methods to an online format in light of the campus closure. Communicated methods to submit documentation. Updated HR website to increase ease of navigation.
Decision making is supported by reporting and analytics.

**Reporting Year**

2019-20

**Update Status**

75

Updates on Goals

**Date of Analysis**

10/17/2019

**Results/Analysis of Progress**

In November 2019 POD will launch "POD Connect", a new online database and registration system that is part of the California Chancellors Office Vision for Success Network. This new learning management system uses Cornerstone software and will integrate local professional learning with online providers such as Skillsoft and Lynda.com.  Support for the integration will be provided by Information Technology. Revamped the PeopleAdmin Recruitment system, moving to make it the request to fill process paperless and real-time status updates. AB1825 trainings will be conducted for the entire campus, currently developing trainings prior to 2021.

**Reporting Year**

2018-19

**Update Status**

75

Updates on Goals

**Date of Analysis**

03/05/2019

**Results/Analysis of Progress**

Support of hiring committees, check if mandates changed, (check equity minded work group start)

**Reporting Year**

2017-18

**Update Status**

75