

# VP Goals Summary



## PIE - Human Resources: VP Analysis & Summary

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Ongoing/Multi-Year 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.

<i>Updates on Goals</i>	
Enhanced District paid benefits for less out of pocket deductions for the employee. <b>Reporting Year:</b> 2019-20 <b>Update Status:</b> 75	
Training for Medicare conversion for Active and Retired CalPERS enrollees. <b>Reporting Year:</b> 2019-20 <b>Update Status:</b> 50	

Ongoing/Multi-Year 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).

<i>Updates on Goals</i>	
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. <b>Reporting Year:</b> 2019-20 <b>Update Status:</b> 50	

Ongoing/Multi-Year 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.

<i>Updates on Goals</i>	
Converted Temporary Hiring, Benefit Enrollment, Separation of Employment, CSEA 262 Medical Reimbursement tracking, additional forms to electronic submission, tracking, and review. <b>Reporting Year:</b> 2019-20 <b>Update Status:</b> 75	

Ongoing/Multi-Year 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).

<i>Updates on Goals</i>	
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. <b>Reporting Year:</b> 2019-20 <b>Update Status:</b> 50	

Ongoing/Multi-Year Goal - Inclusiveness: Develop and maintain an environment of inclusion, diversity awareness, collaboration, and consensus building amongst the Colleges' diverse workforce.

**There are no Updates on Goals for this VP Goal**

Ongoing/Multi-Year 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.

<i>Updates on Goals</i>	
<p>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.</p> <p><b>Reporting Year:</b> 2019-20 <b>Update Status:</b> 75</p>	