

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** March 17, 2010

Agenda Item: Human Resources Strategic Plan Feedback

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

Cite policy requirement, or explain why item is on the Board agenda:

To continue discussions from prior board committee meetings and provide information on the ongoing work in the area of human resources strategic planning

Scheduled Presenter(s):

Lori Lamb, Vice Chancellor for Human Resources

Outline of Key Points:

We will discuss the draft strategic goals identified on the information sheet.

Background Information:

The Human Resources Division has undertaken a comprehensive strategic planning process. The process has included consultation with a broad group of stakeholders across the system. It is being brought before the Board at this time for their feedback.

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INFORMATION ITEM
HUMAN RESOURCES STRATEGIC PLAN FEEDBACK

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7 The Human Resources Division has undertaken a comprehensive strategic planning process. The
8 process has included consultation with a broad group of stakeholders across the system. The
9 draft strategic goals are printed for feedback from the Board of Trustees.

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11 The goals are:

- 12 1. Attract, retain and develop employees to meet current and future educational needs.
- 13 2. Cultivate a work and learning environment that is inclusive, welcoming and supportive.
- 14 3. Provide employees with accurate and timely HR information to make informed decisions
- 15 affecting their work and life.
- 16 4. Advance a labor relations strategy that promotes flexibility and responsiveness to meet
- 17 the changing needs of higher education.
- 18 5. Build HR processes, systems and infrastructure to provide efficiency, quality and cost
- 19 effectiveness.
- 20 6. Build HR capacity to advance system goals.
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HR Strategic Goals Minnesota State Colleges and Universities

Goal 1: Attract, retain, and develop employees to meet current and future educational needs.

Identify the workforce skills and competencies that are needed in our colleges, universities, and the Office of the Chancellor to ensure the success of our system well into the future. Design positions and recruit talent to meet these needs. Support employee and organizational success through an integrated approach to performance management, learning and development, competency management, compensation, leadership development, and succession planning.

Goal 2: Cultivate a work and learning environment that is inclusive, welcoming and supportive.

Promote a culture of accountability that fosters diversity and inclusion, provides opportunities for professional and personal development, fosters employee retention, and supports work-life balance.

Goal 3: Provide employees with accurate and timely HR information to make informed decisions affecting their work and life.

Create an effective communication framework to provide timely, clear, and consistent communication to all employees.

Goal 4: Advance a labor relations strategy that promotes flexibility and responsiveness to meet the changing needs of higher education.

Develop a strategic labor relations approach that will promote innovation and responsiveness. Strengthen partnerships across constituencies and promote positive working relationships with all of the system's labor unions.

Goal 5: Build HR processes, systems, and infrastructure to provide efficiency, quality and cost effectiveness.

Seek and secure resources to implement a comprehensive and integrated Human Resources Information Systems (HRIS). Align common HR processes. Provide managers access to reliable workforce information to assess costs and plan for future needs. Support institutional and system decision making through the systematic use of HR data. Promote accountability for results by providing stakeholders access to meaningful data and analysis.

Goal 6: Build HR capacity to advance system goals

Develop HR competency and expertise among HR professionals and strengthen HR's role as a strategic partner to meet future challenges, remove barriers to innovation and responsiveness, and advance College, University, and Office of the Chancellor goals.