



Minnesota
STATE COLLEGES
& UNIVERSITIES

2013 Human Resources Strategic Plan

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

- Within 5 years, 100% of institutions have a succession plan in place for key positions
- Within 5 years, executive search costs are reduced by 33% over FY13
- Within 5 years, all affirmative action hiring goals are met

Goal 2: Build HR processes, systems, and infrastructure to increase efficiency, quality and cost effectiveness

- Within 5 years, all HR technology is integrated, such as on-boarding, learning management and performance management systems

Goal 3: Build HR capacity to advance system goals

- Within 5 years, 100% of CHROs are positioned to be fully-functioning strategic partners and “at the table” within their institutions

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

- Within 5 years, an interest based approach to collective bargaining will be modeled