

Newly Proposed HR Outcomes (N=7)	Ties to Accreditation Standards	Ties to Draft Strategic Plan 2013	Ties to Original Draft of HR Outcomes (N=6)
<p><b>1. Design and Update HR Outcomes and Systematic Evaluation Model to Reflect Institutional Planning Updates and Increased Program Complexity.</b></p>	<p><u>Standard III.A.</u> Human resource planning is integrated with institutional planning; <u>Standard III.A.6.</u> The institution systematically assesses the effective use of human resources and uses the results of the evaluation as the basis for improvement.</p>	<p><u>Values:</u> "Through ongoing planning and self-evaluation, we strive to improve performances and outcomes." <u>Goal 1;</u> <u>Goal 2-Objective 2.4.</u> SAOACs.</p>	<p>(6) Seek new and innovative solutions to employee problems, challenges and issues.</p>
<p><b>2. Optimize Resources towards Recruitment, Hiring, and Retention of a Highly Qualified Faculty and Staff.</b></p>	<p><u>Standard III.A.</u> The institution employs qualified personnel to support student learning; <u>Standard III.A.1.a</u> (job descriptions, selection criteria, hiring qualified personnel), and <u>III.A.2</u> (sufficient numbers of employees).</p>	<p><u>Values:</u> Excellence in teaching, service; <u>Access:</u> To programs and services. <u>Goal 4-Objective 4.2</u> Staffing Plan.</p>	<p>(1) Recruit a highly qualified and diverse faculty and staff; (2) Support retention of staff through fair and equitable employment support and HRS activities.</p>
<p><b>3. Promote Equity and Diversity through Improved EEO, Non-Discrimination and Harassment Practices.</b></p>	<p><u>Standard III.A</u> (encourage diversity); <u>Standard III.A.3.a.</u>; <u>Standard III.A.4 a-c:</u> (issues of equity and diversity).</p>	<p><u>Mission:</u> Serve students of diverse origins; <u>Values:</u> Equity and diversity. <u>Goal 4-Objective 4.1:</u> Complete EEO Plan.</p>	<p>(2) Support retention of staff through fair and equitable employment support and HRS activities; (4) Provide high level of quality, consistent customer service to all stakeholders (applicants, employees, public).</p>
<p><b>4. Improve Satisfaction, Productivity, Service and Performance of HR Staff.</b></p>	<p><u>Standard III.A</u> (employs qualified personnel to support); <u>Standard III.A.2.</u> (sufficient staff) and <u>Standard III.A.5.</u> (opportunities for development).</p>	<p><u>Values:</u> Excellence in service; <u>Goal 4:</u> Support diverse staff to meet needs of students.</p>	<p>(4) Provide high level of quality, consistent customer service to all stakeholders (applicants, employees, public); (5) Provide information for employees to make informed life decisions; Achieve a highly productive, qualified and motivated HRS staff.</p>
<p><b>5. Design, Implement and Disseminate Updated and Cohesive Policies and Procedures and Employee Handbooks.</b></p>	<p><u>Standard III.A.</u> (equitable treatment); <u>Standard III.A.1.a.</u> (hiring, equivalency criteria and processes); <u>Standard III.A.1.b.</u> (evaluation processes); <u>Standard III.A.1.d.</u> (written code of ethics).</p>	<p><u>Values:</u> Integrity; Trust, and Equity.</p>	<p>(4) Provide high level of quality, consistent customer service to all stakeholders (applicants, employees, public); (5) Provide information for employees to make informed life decisions.</p>
<p><b>6. Identify, Develop and Provide Opportunities for Employee Performance Feedback and Continued Professional Growth.</b></p>	<p><u>Standard III.A.1</u> (evaluated regularly; provided opportunities for professional development); <u>Standard III.A.1.</u> (employing qualified personnel); <u>Standard III.A.1.c.</u> (SLOs on evaluations); <u>Standard III.A.5.</u> (professional development).</p>	<p><u>Values:</u> Improve performances, self-evaluation; excellence in teaching and service.</p>	<p>(5) Provide information for employees to make informed life decisions; (6) Seek new and innovative solutions to employee problems, challenges and issues</p>
<p><b>7. Ensure Legally Compliant and Standardized Records Retention and Destruction Processes.</b></p>	<p><u>Standard III.A.3.b.</u> (personnel records).</p>	<p><u>Values:</u> Trust; Integrity.</p>	<p>(3) Maintain accurate and up-to-date confidential personnel records.</p>