We asked HR pros and C-suite execs in small and mid-sized organizations to talk about the present and future of HR. Here's what they said.

HUMAN RESOURCES STRATEGIC PLAN
2018 - 2019
P=f [M x A]
Performance. Motivation. Ability
MISSION:
Our mission is to align human capital strategy with the mission, vision, values and strategy of Eastern Michigan University

VISION:
Eastern Michigan University will be a premier public university recognized for student-centered learning, high quality academic programs, and community impact

Aligning with the core values of excellence, respect, inclusiveness, responsibility, and integrity
HR IS LOOKING TO ACHIEVE EFFICIENCY OF SCALE WHILE MAINTAINING FLEXIBILITY AND AGILITY IN ORDER TO SUCCESSFULLY SERVE OUR CAMPUS

1 Gut Check: How We Feel Today
We are optimistic about the University future trajectory; finding the right people and keeping them motivated and engaged is a top priority.

2 How We’re Preparing for the Future
HR is gradually becoming less about administrative tasks and more about adding strategic value and purpose.

3 What HR Will Look Like Forging Forward
As our core HR functions continue to get automated, we will be primed to become the human capital strategists who build and nurture the University’s culture and positively impact employees lives.
HR’s **OVERARCHING STRATEGIC GOALS AND COMMITMENTS**

- Attract, Retain and Reward a Talented and Diverse Workforce
- Communicate Consistently and Transparently
- Develop New and More Efficient Ways of Working
- Maximize Human Capital

**EMU HR**
**SERVES**
**996 FULL-TIME STAFF**
**652 FULL-TIME FACULTY**
**90 FULL-TIME LECTURERS**

**WE FOCUS ON CONSOLIDATING KNOWLEDGE AND RESOURCES WHILE CUSTOMIZING SERVICE DELIVERIES TO THE END USER (INDIVIDUAL CONTRIBUTORS, UNIVERSITY LEADERS, AND OTHER STAKEHOLDERS)**
2018 - 2019 HR **DIVISIONAL GOALS/PRIORITIES**

- Improve University Human Resource division’s campus communication and presence
- Enhance the employee experience throughout the entire employment cycle
- Align the HR Division to support and drive Eastern Michigan University’s organizational reality
- Drive the University’s Diversity, Equity and Inclusion initiatives to ensure sustainability
- Initiate the institution’s transition from an episodic Performance Management process to one of *continuous dialogue*
**HR 2019 DEPARTMENTAL GOALS**

- **Total Rewards and Wellness:** Provide comprehensive, modern and competitive compensation and benefit programs to best meet the needs of employees, retirees and their dependents. Foster employee well-being.

- **Labor and Employee Relations:** Improve HR access, availability and overall customer service to internal clients

- **Diversity and Affirmative Action:** Increase the Diversity Awareness of Faculty and Staff by being a proactive and organically engaged function

- **Learning, Organizational Development and Talent:** Implement a Talent Management strategy that will begin to transition the function from it’s current state to a transparent and accessible process resulting in improved employee engagement

- **HRIS:** Drive towards an all encompassing climate of self service and automation
HR CORE VALUES... Our Guiding Principles that are the foundation of all our actions...
Total Rewards and Wellness: Provide comprehensive, modern, and competitive compensation and benefit programs and solutions to best meet the needs of employees, retirees and their dependents. Foster employee well-being.

Labor and Employee Relations: Improve HR access, availability and overall customer service to internal clients.

Diversity and Affirmative Action: Increase the Diversity Awareness of Faculty and Staff by being a proactive and organically engaged function.

HRIS: Drive towards an all encompassing climate of self service and automation.

Learning, Organizational Development and Talent: Implement a Talent Management strategy that will begin to transition the function from its current state to a transparent and accessible process resulting in improved employee engagement.

HR’s Long Term Strategic Goals

Attract, Retain and Reward a Talented and Diverse Workforce
Communicate Consistently and Transparently
Develop New and More Effective Ways of Working
Maximize our Human Capital

1 Year HR Overarching Targets (Fiscal Year 2018 -2019)

Attract, Retain and Reward a Talented and Diverse Workforce
Communicate Consistently and Transparently
Develop New and More Effective Ways of Working
Maximize our Human Capital

2018 - 2019 HR Priority Projects by Department

Total Rewards and Wellness: Enhance and bring efficiency to the current practices and solutions in benefits and compensation administration through automation and streamlining processes. Continue to build awareness regarding the value proposition of the Total Rewards and Wellness function.

Labor and Employee Relations: Successfully negotiate 2019 collective bargaining agreements.

Diversity and Affirmative Action: Cascade Diversity Awareness Curriculum to University employees.

Learning, Organizational Development and Talent: Lead the pilot of Performance Management discussions transitioning from episodic to continuous dialogue.

HRIS: Continue to work with IT for completion and implementation of automation to streamline current processes.