OCTOBER 2020

HR Reimagined Survey: 172 Responses

- Faculty: 45
- Staff: 89
- Students: 25
- Trustees: 9
- Unidentified: 4

Focus Groups: Faculty, Staff, Students, Vice Presidents

“HR Reimagined” Input Participants
COMMON THEMES & EXPECTATIONS

• Basic HR Services (Benefits, Compensation, Employee Relations, Onboarding, Policies & Procedures, Recruitment/Retention)
  • Dependable – approachable, clear, communicative, consistent, efficient, inclusive, innovative, knowledgeable, organized, respectful, resourceful, timely, etc.

• Grievance Investigation Functions (DEIG, Title VII, Title IX)
  • Trustworthy – accountable, empathetic, independent, responsive, safe, urgent, etc.

• Professional Development
  • Educational – encouraging, mentoring, mindful, supportive, etc.

• Equity (Pay, Workplace Climate)
  • Fair – advocating, ethical, honest, restorative, supportive, transparent, unbiased, etc.

• Advocacy
  • Employee-Focused – caring, compassionate, listening, people-first, proactive, etc.