

## 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**

**M | I | C / A**

# 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.

**CAMPUS HOPES & WISHES**

**M|I|C/A**