HUMAN RESOURCES
RELANCE 2021
• Campus Feedback & Needs
• Pivot Goals
• HR Relaunch Concept
• Staffing Design
• Next Steps
HR Reimagined Survey: 172 Responses

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

Focus Groups: Faculty, Staff, Students

Interviews: Vice Presidents
KEY THEMES

HR Reimagined is an opportunity to shape an HR that...

- Delivers on the basics
- Provides trustworthy complaint handling
- Supports performance accountability & professional development
- Promotes fairness and equity
- Advocates for the people of MICA
THEMES & DESCRIPTIONS

HR delivers on the basics, providing dependable services that are:

• Timely
• Knowledgeable
• Clear
• Consistent
• Respectful
• Efficient
THEMES & DESCRIPTIONS

HR provides trustworthy complaint handling that holds offenders accountable and are:

- Safe
- Impartial

With an HR staff that is:

- Empathetic
- Responsive
THEMES & DESCRIPTIONS

HR promotes:

Performance accountability & professional development
  • Educational, encouraging, mentoring

Equity in compensation
  • Fair, supportive, transparent

Campus climate
  • Caring, compassionate, people-first
MICA will be stronger, more productive, and truer to its mission & vision if we can provide all employees with:

- A strong sense of purpose
- Performance accountability and development
- Fair pay and good benefits
- A connective and supportive work environment
- A genuine feeling of belonging
- Joy and fun in work
The campus feedback & needs, as well as the pivot goals, call for....
Advocate for the PEOPLE
Keeper of the CULTURE
Strategic Partner to LEADERSHIP
Advocate for the **PEOPLE**

- Trusted by the people (faculty, staff, students, and administration) to do the right thing.
- Respected by the people for its knowledge of applicable policies, laws, and regulations.
- Focused on delivering a high-value employee proposition and increased employee satisfaction and commitment to MICA by:
  - Creating opportunities for professional development.
  - Delivering market-based rewards (compensation & benefits).
  - Positive workplace experiences of faculty, staff, and students.
Keeper of the **CULTURE**

- Promoting an environment where people thrive in their authentic identities (DEIG).
- Leading the charge for organizational values.
- Crafting a culture of excellence and agility, improving MICA's organizational capacity to change.
- Modeling principles, empathy, and accountability.
**Strategic Partner** to Multi-Constituency Leadership

- Understanding and enlivening MICA's mission and goals.
- Providing impartial advice and guidance to multi-constituency leadership.
- Delivering on the basic promise of consistent excellence and helpfulness in HR practice.
- Attracting, developing and retaining the talent needed to serve MICA's mission and deliver on its goals.
- Serving as institutional change agent.
Create and sustain a **rewarding** and **equitable workplace, a sense of belonging, and a OneMICA team culture** with and for all campus members to achieve MICA's Mission, Vision and Tenets.
People, Belonging & Culture
People & Culture

• UC Berkeley’s HR name
  https://hr.berkeley.edu/about
<table>
<thead>
<tr>
<th>VICE PRESIDENT</th>
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<td>CHIEF PEOPLE OFFICER &amp; STRATEGIST**</td>
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### TALENT
- HR Planning, organization development, and job classification
- Talent sourcing and search management
- Onboarding / exit interviews
- Learning and development

### HR PARTNERS
- Workplace culture**
- Team-building**
- Employee relations
- Employee support

### POLICY
- Policy development
- College-wide performance evaluation / performance development*
- Great-Colleges level improvements*
- College-wide employee communication

### INSTITUTIONAL EQUITY & DIVERSITY
- Title's VII & IX compliance for employees
- Work with Director of DEI on Diversity programming

**Current Pilot
**New Build
All others exist now in some form
**FUNCTIONS II**

**HR INFORMATION SYSTEMS**
- Workday
- HR data stewardship**
- HR analytics**

**LABOR RELATIONS**
- Contract negotiation**
- Contract administration**

**TOTAL REWARDS**
- Compensation and benefits design / market surveys
- Benefits management

**COMMUNITY CARE**
- Workplace safety
- Employee wellness
- ADA

**LEGEND**
*Current Pilot
**New Build
All others exist now in some form
Current Structure: 11 FTEs
Proposed New Org Structure (Conceptual)

NEW STRUCTURE: 14 FTEs
NEXT STEPS

• January 2021
  • Planning of VP Search

• February - April 2021
  • National Search

• May - June 2021
  • Interviews

• Summer 2021
  • Appointment
  • Arrival
• **Sabrina Dépestre**, Director of Recruitment and Marketing, Open Studies; Great Colleges Steering Committee

• **Leanne Hafer-Dippong**, Coordinator for Educational Planning & Development; SEC Executive Committee

• **Samuel Hoi**, President, Chair of Search Committee

• **Sheri Parks**, Vice President, Strategic Initiatives

• **Mike Patterson**, Vice President, Student Affairs

• **Shadra Strickland**, Faculty, Illustration
Q&A