For fiscal year 2015-2016, the Division of Human Resources will focus resources on completing projects and tasks that align with the four goals below.

### 1. Workforce Effectiveness: Foster a culture to enhance workforce effectiveness by building partnerships, competencies, and expertise.
- Implement University-wide Wellness Committee initiatives.
- Continue redesign and rollout of leadership programs to meet the needs of growing UNM leaders.
- Improve Lobo Respect required training and method for tracking completion.
- With Student Affairs, develop and standardize student employee training process.
- In accordance with UNM Staff Engagement Survey, strive to meet university goal that will be established for HR.
- Organizational Review by Sibson Consulting: Conduct HR structural assessment, review department strategy to enhance effectiveness, and determine action plan to implement change.

### 2. Total Rewards: Support and promote a total rewards program that attracts, retains, and develops high quality employees.
- Complete Benefit Index Study measuring value of UNM’s benefits compared to peers
- Benefits Strategic Plan: Develop 3-5 year benefits strategic plan to help direct future decisions related to benefit offerings.
- Implement revised Compensation Guidelines for staff employees for improved flexibility with regard to compensation actions.
- IT Classifications Review: Conduct full assessment and benchmarking of classifications and implement changes.
- Pharmaceutical benefits: Identify where College of Pharmacy can partner with Express Scripts to find cost saving opportunities for UNM.
- Form a Retirement Plans Investment Committee to provide oversight of the supplemental retirement plans.
- Develop and make available staff recognition and incentive resources.
- Expand Wellness Program to include Financial Wellness through the HR Projects Specialist role.

### 3. Metrics: Create metrics to monitor institutional trends and HR organizational effectiveness.
- Affirmative Action Plan Reporting: Work with vendor to produce faculty and staff reports.
- Institute Hiring Review Process: (Along with UNM leadership) review and assess vacant positions campus-wide.
- Continue to assess the UNM Staff Engagement survey results and associated goal setting by committee.
- In piloting the new evaluation form, assess overall performance ratings and compare against previous ratings.

### 4. Continuous Improvement: Improve HR processes, systems, use of technology, and infrastructure to provide a high level of efficiency, quality, and cost effectiveness.
- Implement Talent Management Suite’s Applicant Tracking and Onboarding modules.
- Complete implementation of Banner Document Management Scanning (personnel files).
- Pilot new Performance Evaluation form and begin planning for university wide implementation in CY17.
- Job Description updates: EEO-6 update, addition of Clery Statement where applicable, and determine and assign naming convention.
- Disciplinary Process: Conduct a thorough review of current and other process; develop matrices, guidelines, and revised templates to improve and streamline process overall.