

KEY DASHBOARD INDICATORS OF PROGRESS TOWARD Goals –Human Resources, FY 09-10



● Done	● Good Progress	● Some Progress
● Still Pending	● Pending Pause & Hold	

Goal #1 Recruitment & Retention (People)—Develop a competitive and sustainable compensation, benefits, and wellness portfolio to attract and retain a high quality workforce

Progress Indication
1Q 2Q 3Q 4Q

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| <ul style="list-style-type: none"> • Create a quantitative and qualitative approach to collect and analyze employee retention information and deliver recommendations to depts. • Complete a comprehensive classification study for staff positions • Evaluate usage and effectiveness of recruitment efforts | <p>● ● ● ●</p> <p>● ● ● ●</p> <p>● ● ● ●</p> |
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Supports Strategic Directions 1, 2 & 7

Goal #2: Communication & Employee Development (People)—Identify a baseline communication, development, training, and evaluation framework to lay foundation for ensuring a competent, knowledgeable, and well-trained UNM community

Progress Indication
1Q 2Q 3Q 4Q

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| <ul style="list-style-type: none"> • Evaluate the need for a strategic network of HR partners as a single point of contact to solicit process improvement and facilitate communications • Identify, develop, and deliver training that meets State, Federal, and University regulations while supporting a culture of learning | <p>● ● ● ●</p> <p>● ● ● ●</p> |
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Supports Strategic Directions 1 & 7

Goal #3: Process Improvement (Service)—Improve the overall effectiveness of our processes by focusing on the needs of customers in alignment with our service approach, technical capability, and regulatory requirements.

Progress Indication
1Q 2Q 3Q 4Q

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| <ul style="list-style-type: none"> • Upgrade to Banner HR/Payroll Version 8 ensuring processes, training, reports, and FAQs accurately reflect the changes for the campus • Create and implement a process to comply with e-verify, and improve the accuracy and timeliness of processing I-9 forms • Provide campus with tools needed for effectively analyzing positions, vacancies, and salary budgets | <p>● ● ● ●</p> <p>● ● ● ●</p> <p>● ● ● ●</p> |
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Supports Strategic Directions 1, 2 & 7

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Goal #4: Measurement (Quality)—Establish and deliver standard metrics and tools to increase efficiency and facilitate better decision making through sharing knowledge, measuring performance, and increasing transparency

Progress Indication			
1Q	2Q	3Q	4Q

- Identify, review, and enhance the top 10 management reports to meet our customer’s needs and create training on effective use of reports ● ● ● ●
- Develop a metric report that is responsive to the needs of constituents and assists with strategic decision making ● ● ● ●

Supports Strategic Directions 1 & 7

Goal #5: Prudent Use of Resources—Exercise a continued commitment to financial prudence through cost efficient operations, strategic collaborations with our partners, and synergistic working relationships with clientele

Progress Indication			
1Q	2Q	3Q	4Q

- Implement self funding of health insurance and fund health insurance reserve as required ● ● ● ●
- Establish and market results-oriented wellness initiatives to help control health care costs ● ● ● ●
- Develop an energy conservation plan to reduce energy costs ● ● ● ●

Supports Strategic Directions 1, 5, & 7