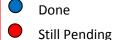
## **KEY DASHBOARD INDICATORS OF PROGRESS TOWARD**

**Goals – Human Resources, FY 10-11** 



**Good Progress** 





## Pending Pause & Hold

 $\bigcirc$ 

Some Progress	

## Goal #1: Build strategic partnerships and an organizational communication framework that **Progress Indication** fosters, supports, and enhances UNM. 1Q 2Q 3Q 4Q Develop communication standards and document HR's approach to campus-wide • communications by July 2011. To create an HR Agent role in all Banner level 3 or equivalent organizations to • provide a point of strategic partnerships and collaboration with HR by July 2011. To support the University's effort to increase communication, collaboration, and trust, utilizing recommendations from various organizational culture assessments such as the LFC Audit and Governance Survey by July 2011.

To complete two institution-wide job family classification/compensation studies by • July 2011 to maintain market competitiveness within the UNM system.

$\bigcirc$	ightarrow	ightarrow	

Goal #2:		Progress Indication			
Develop cost containment measures to ensure prudent use of resources.	1Q	2Q	3Q	4Q	
• To implement a cost savings plan to reduce the employer expenses for ERB contributions for temporary and on-call employees by July 2010.					
• To evaluate and implement a plan for analyzing position vacancies, savings, and budgets by July 2011.	ightarrow	ightarrow	ightarrow		
• Convene a cross functional task force to evaluate, analyze, and recommend retiree health care options by June 30, 2011.	$\bigcirc$	ightarrow	ightarrow		
• Conduct a FY 2010-2011dependent eligibility audit to identify, report, and disenroll 100% of identified ineligible dependents.	ightarrow	ightarrow	ightarrow		
• To evaluate Plateau and other learning management systems by July 2011 to determine potential University cost savings.	$\bigcirc$		ightarrow		
• To implement the 2010 Hire Act across the University to benefit from the tax exemption by October 2010.	ightarrow	ightarrow	ightarrow		

## **KEY DASHBOARD INDICATORS OF PROGRESS TOWARD**

**Goals – Human Resources, FY 10-11** 

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**Progress Indication** 

2Q

1Q

3Q

4Q

Done	$\bigcirc$	Good Progress
Still Pending	$\bigcirc$	Pending Pause

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me Progress

		Still Pending	$\bigcirc$	Pending Pause & Hold	
al #3: duate	HR J	processes for e	fficie	ncy and improvement.	

- To streamline employment processes and decrease turnaround time by July 2011.
- To improve the data collection and reporting process for the University's Affirmative Action Plan to ensure compliance with Federal regulations by November 2010.
- Install, evaluate, test, and make recommendations for using APEX as a reporting and business intelligence tool for UNM by December 2010.
- To implement the upgrade for Banner 8.3 HR/Payroll module by October 2010.
- Implement FY 2010-2011 federal health care reform mandates to ensure UNM is in • compliance with federal requirements.
- To evaluate the functionality of the People Admin Version 7 product upgrade and • make recommendations by December 2010.
- To evaluate the effectiveness and efficiency of an online performance review . process by finalizing a plan to conduct a pilot with UNM employees by July 2011.
- Integrate the Baldrige framework into HR's strategic planning process by . developing service teams to deploy strategic planning to the organization for the FY 2010-2011.

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