

## Human Resources

2018-2021 Strategic Goals and Activities – 01/28/2019

**Changing regulatory and compliance standards:** meeting regulatory and compliance standards is a tough challenge.

Barton Strategic Goals 7, 8, 9/HLC Criterion 5A4, 5B2,

- Proactively deal with compliance standards through planned efforts.
- Ensure staff have proper certifications and training.
- Ensure all appropriate audits are successfully completed.
- Provide quality, cost-effective mandatory training.
- Provide training, create awareness, and implement reasonable workplace accommodations.
- To Provide employment opportunities to all individuals, employment decisions at Barton will be based on merit, qualifications, and abilities.

**Recruit and retain talent and leadership at all levels to thrive in an era of change:**

Barton Strategic Goals 6, 7, 8, 9 /HLC Criterion 5A1, 5C4

- Promote, support and leverage technology resources and tools to respond to college needs, improve and enhance workflow efficiency, and improve customer service.
- Lead the execution of the Campus Climate Survey.
- Promote financial stewardship.
- Create, promote and foster an organizational environment that values development, diversity and growth opportunities for all employees.
- Research alternative methods for employee evaluation.

**Keeping Accurate Records:** be prepared to advise appropriate leaders about critical human resources questions.

Barton Strategic Goals 8, 9/HLC Criterion 2E3, 5B2, 5C4

- Manage complex employment laws.
- Establish collaborative partnerships with departments to plan, anticipate and respond in a cost-effective way to employee challenges.
- Ensure all employees are treated equitably and consistently.
- Lead policy/procedure review and changes.
- Research alternate methods for employee time keeping.

**Enhance the recruitment process for excellence in hiring to promote diversity of employees:** ensuring adequate staffing capacity and staff retention in the face of retirements, new sourcing models, growing external competition, rising salaries, and the demands of technology.

Barton Strategic Goals 8, 9/HLC Criterion 5A4, 5B3

- Balance right mix of internal and external experts supporting the human resource department.
- Support the recruitment and retention of a highly talented, inclusive and diverse workforce.
- Provide accurate and timely workforce information and analysis.
- Provide ongoing support of the organization's onboarding, employee engagement and succession efforts.

<b>Barton Strategic Goals (Core Values)</b> Drive Student Success Cultivate Community Engagement Emphasize Institutional Effectiveness Optimize Employee Experience	<b>Higher Learning Commission (HLC)</b> Criterion 1. Mission Criterion 2. Integrity: Ethical and Responsible Conduct Criterion 3. Teaching and Learning: Quality, Resources, and Support Criterion 4. Teaching and Learning: Evaluation and Improvement Criterion 5. Resources, Planning, and Institutional Effectiveness
---	--