

Goal 2. Our people, climate and culture transform lives.

Strategy	Target Date	Owner by Title	Resources/Collaboration Needed
1 Create a culture for professional development.	Sep-17	Director of Human Resources, Special Assistant to the President for Diversity Programs	Academic and Student Affairs, University Communications, Information Technology Systems, Faculty Association, Support Staff Association
a Develop a strategic approach for a comprehensive professional development program for all employees.	May-17	Director of Human Resources	Academic & Student Affairs, Diversity Programs, University Communications, Information Technology Services, Faculty Association, Support Staff Association
b Ensure University compliance with all relevant federal and state laws, related to equal opportunity and civil rights.	May-17 & Ongoing	Special Assistant to the President for Diversity Programs, Director of Human Resources, General Counsel	Academic & Student Affairs, University Police, Athletics, Disability Services
c Establish a system for tracking professional development, thus creating a first-year baseline with a goal to increase participation by 10% over two years (from FY 17/18 through FY 19/20).	Jul-17	Director of Human Resources	Information Technology Services, Office of Institutional Research
d Implement a professional development program for all employees.	Jul-17 & Ongoing	Director of Human Resources	Academic & Student Affairs, Diversity Programs, University Communications, Information Technology Services, Faculty Association, Support Staff Association

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e Invest in ongoing development training that is inclusive, targeted, incentivized and incorporated with performance goals.	Jul-17 & Ongoing	Executive Vice President for Administration & Business Affairs, Provost, President	Financial resources for training; collaboration with Faculty Association, Support Staff Association, Human Resources, Diversity Programs
2 Increase cultural understanding, tolerance, equity and inclusion for all members of the SVSU campus community.	Sep-17 & Ongoing	Special Assistant to the President for Diversity Programs, Executive Vice President for Administration & Business Affairs, Provost	Information Technology Systems
a Review existing data focused on cultural understanding, tolerance, equity and inclusion; identify gaps and collect additional data as needed.	Feb-17	Special Assistant to the President for Diversity Programs	Office of Institutional Research, Academic & Student Affairs, Administration & Business Affairs
b Develop a strategic approach for programming priorities and preferred method(s) of delivery.	May-17	Special Assistant to the President for Diversity Programs, Executive Vice President for Administration & Business Affairs, Provost	Information Technology Services
c Provide opportunities/programs to the campus community to further their understanding of tolerance, equality and inclusion.	Sep-17	Special Assistant to the President for Diversity Programs, Provost, Executive Vice President for Administration & Business Affairs, Associate Provost for Student Affairs	University Communications, Information Technology Services

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3 Continue to increase the diversity of faculty, staff and the student body.	Sep-17, Ongoing & Annually	Special Assistant to the President for Diversity Programs, Director of Human Resources	Financial resources for expanded recruitment initiatives, collaborations with Inclusion Advocacy Advisory Board, Office of Institutional Research
a Enhance strategies of recruiting and retaining administrators, faculty and staff members from diverse ethnic backgrounds.	May-17	Special Assistant to the President for Diversity Programs, Director of Human Resources	Inclusion Advocacy Advisory Board, African American Resource Consortium
b Enhance strategies of recruiting and retaining students from diverse and ethnic backgrounds.	May-17	Special Assistant to the President for Diversity Programs, Director of Admissions	Institutional Research, Academic and Student Affairs
c Develop additional best practices to strengthen the recruitment and hiring process for the inclusion of underrepresented employee groups.	May-17	Special Assistant to the President for Diversity Programs, Director of Human Resources	Office of Institutional Research, International Programs, Affinity Groups, Departmental Leaders
d Establish and monitor recruitment and retention goals by employee group, division and college.	May-17 & Ongoing	Special Assistant to the President for Diversity Programs, Director of Human Resources	Office of Institutional Research
e Implement program models to assess success in retaining diverse students and refine/update as needed.	May-17	Special Assistant to the President for Diversity Programs, Associate Provost for International & Advanced Studies, Director of Admissions	Associate Provost for Student Affairs/Dean of Students, International Programs, English Language Programs, Institutional Research

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4 Align hiring and compensation strategy for employees to regularly utilize market data/peer information to maximize its competitive position while maintaining our fiscal goals.	Jul-17	Director of Human Resources, Executive Vice President for Administration & Business Affairs	
a Review and refine the University compensation strategy for Administrative Professional staff. <ul style="list-style-type: none"> • Link compensation strategy to overall University business strategy • Benchmark peer salary data comparison • Conduct a periodic internal equity review of compensation 	Within six months of finalization of overall University business strategy	Director of Human Resources, Executive Vice President for Administration & Business Affairs	President's Office, Academic and Student Affairs, Diversity Programs
b Review and refine the University compensation strategy for faculty and support staff in accordance with collective bargaining negotiations. <ul style="list-style-type: none"> • Link compensation strategy to overall University business strategy • Benchmark peer salary data comparison 	90 days prior to applicable collective bargaining agreements	Director of Human Resources, Executive Vice President for Administration & Business Affairs	
c Review and refine the University compensation strategy for part-time employees. <ul style="list-style-type: none"> • Link compensation strategy to overall University business strategy • Benchmark peer salary data comparison • Conduct a periodic internal equity review of compensation 	Within 18 months of finalization of overall University business strategy	Director of Human Resources, Executive Vice President for Administration & Business Affairs, Provost, Director of Adjunct Faculty & Academic Support Programs	
d Align annual Performance Management evaluation process with strategic goals. <ul style="list-style-type: none"> • Create a program to reward behavior that drive results • Increase year-round manager coaching activities • Develop a plan to promptly respond to market changes 	May-17	Director of Human Resources	President's Office, Administration & Business Affairs, Academic & Student Affairs
e Adopt a plan to track employee turnover and recruiting losses. <ul style="list-style-type: none"> • Identify reasons for employee resignations and rejection by job candidate • Link to public and private sector data 	Jul-17	Director of Human Resources	College and University Professional Association-HR, Society of Human Resource Management-Private Sector