| Division Goal | Metrics | Target | Director Synthesis:   * Successes * Opportunities * Impact of Changes | Description of planned changes for next year |
| --- | --- | --- | --- | --- |
| Recruitment – Increase Diversity Hires | Neogov Candidate Pool | Increase diversity of candidate pool | Reviewed minimum qualification (education) requirements and made adjustments for applicable positions. This has resulted in increased number of diversity candidates.  EDI statement has been included in all postings.  Current diversity pool rate: 42.78% | Analyze metrics and develop targeted recruitment for postings  Increase attendance at Diversity Recruitment Fairs  Target: 50% |
| PPMS Report (Diversity Hiring) | 25% | Requiring an EDI advocate on every search committee has resulted in a focus on implicit biases during discussion.  Implemented data analysis review of the candidate pools for each position  Diversity Hire rate for 2018-19: 42% | Implement enhanced Search Committee Training to include Search Advocates who are trained  Continue to attend Diversity Recruitment Fairs  Focus on Implicit Bias Training  Focus on retaining diverse candidates through Onboarding, training, and professional development opportunities |
| Retention | Turnover Data | Reduce turnover in general and especially as it relates to diverse employees | Overall Turnover percentage has been decreasing steadily from 17.26% in 2016-17 to 15.38% in 2017-18 | Target: Reduce turnover rate for diverse employees. Currently there is a 13% gaps between employees of color and white employees.  Enhance current Onboarding process to include mentorship to help support employees acclimate to our community of belonging  Continue the work that has been done with the Community of Belonging and 4 Community  Provide more professional development opportunities |
| Professional Dev | Professional development opportunities | Increased training/professional development opportunities for all employees | Obtained much needed funding for Adjunct faculty, Classified Employees, and general professional development  5 Star Adjunct faculty orientation is ongoing quarterly  Quarterly new faculty orientation partner with Engagement & Learning  Leadership quarterly meetings have focused on training per needs survey  Classified In-Service training is on-going  Quarterly training schedule | Used the approved funding to provide additional training opportunities  Set up classified professional development committee that will approve funding for on-going training  Devise an annual strategic training plan |
| Recognition | Events | Faculty and staff engagement | We included the President Commendation recognition to end of year so more faculty and staff can attend  Retirement recognition has been formalized and has helped Foundation with starting their first annual Retiree Luncheon  Years of Service Recognition continues to recognize our dedicated employees | Implement Supervisor training on recognizing and appreciating their employees  With the help of the HR Advisory Committee, finalize informal recognition program and implement college-wide |
| Appreciation | Events | Quarterly events | We hold four events per year with a new theme of ‘employee appreciation’ per quarters. Each event has had an increase in participation. We’ve made an intentional effort to include adjunct faculty who teach evening classes by adding a late session. Attendance at these session are increasing as employees look forward to these events. | Continue to engage employees and show appreciation by hosting quarterly events. |
| Employee Satisfaction | Survey; 10 KPIs | 75% Approval rate  Employer of Choice | The recognition and appreciation events, as well as increased training opportunities and the Community of Belonging and 4 Community programs have helped de-silo the college community.  The approval rate increased last year from 73% to 74%. | Analyze and disaggregate the KPI’s and focus on areas for improvement such as Communication, Supervisor Recognition, and Onboarding. |