

Actual Outcomes & Implications

Office of Human Resources

The Office of Human Resources will provide "services for success" in innovative ways to ensure a cooperative relationship with all divisions of the College. The Office of Human Resources will be responsible for fiscal responsibility, for acquiring resources in a timely manner, for recruiting qualified personnel, for providing safe and adequate facilities and for all other support services necessary to ensure a productive learning and working environment.

Intended Outcome:

1 Student Success

Performance Indicator:

1A Well-Oriented Faculty and Staff

Performance Standard:

Begin full day new hire in-service and training session. Orientation will include Pecan Campus tour, escort new hires to obtain I.D. badges and parking permits.

Actual Outcome:

New hire orientation continues as a full-day training which includes full benefits explanations, actual enrollment in benefit plans, campus tour, and escorting of new hires to obtain parking permits/Ids.

Implication for Next Year:

Orientation has been presented on PowerPoint to include STC history, ease of viewing enrollment forms on the screen, and detailed agenda of full-day orientation. Employee web self-service is future implication.

Intended Outcome:

2 Access & Equity

Performance Indicator:

2A Student access to full-time faculty

Performance Standard:

The ratio of full-time faculty to students will be 1:40.

Actual Outcome:

Student enrollment has increased.
Actual ratio is 1:44

Implication for Next Year:

To reach a student/teacher ratio of 1:40

Intended Outcome:

3 Community Service

Actual Outcomes & Implications

Performance Indicator:

3A Improve Client Satisfaction with FAS Services

Performance Standard:

College staff will be satisfied with services by providing at least an overall rating of 3 good, still needs improvement or higher on FAS services

Actual Outcome:

Data not available. Campus Quality Survey will not be implemented this year.

Implication for Next Year:

Continue to include Indicator in the next IE Plan. Monitor if data is available. Continue to devise strategies to impact client satisfaction with the services offered at Human Resources.

Performance Indicator:

3B Improved relations with faculty and staff

Performance Standard:

Satisfactory responses from faculty and staff on recognition of their successes

Actual Outcome:**Implication for Next Year:**

Performance Indicator:

3C Improve Professional Development Programs for Faculty and FAS administrators and staff.

Performance Standard:

Annual training for faculty and staff on HR issues.

Actual Outcome:**Implication for Next Year:**

Actual Outcomes & Implications

Performance Indicator:

3D Effective Internal Publications

Performance Standard:

Provide FAS information to internal publications (Staying Connected) to be distributed to all faculty and staff.

Actual Outcome:**Implication for Next Year:**

Performance Indicator:

3E Fringe Benefits Interactive Website

Performance Standard:

Make improvements to Fringe Benefits Interactive Website by Fall 2003

Actual Outcome:**Implication for Next Year:**

Performance Indicator:

3F Clarification of Fringe Benefits for all employees.

Performance Standard:

Distribute fringe benefit handbooks to all employees through publication of printed form and updated HR benefits website.

Actual Outcome:**Implication for Next Year:**

Actual Outcomes & Implications

Performance Indicator:

3G Revised Faculty Salary Plan

Performance Standard:

Revised Faculty Salary Plan will be completed and ready for Fall 2003 implementation

Actual Outcome:

Implication for Next Year:

Intended Outcome:

4 Fiscal Responsibility

Performance Indicator:

4A Compensation plan for Faculty and Staff

Performance Standard:

Compensation packages for faculty and staff will be within state and selected institutional averages.

Actual Outcome:

Implication for Next Year:

Continue to strive to be within state and selected institutional averages.

Intended Outcome:

5 Compliance

Performance Indicator:

5A Review of Board adopted policies regarding faculty employment

Performance Standard:

Board adopted policies regarding faculty employment will be revised and necessary and recommended for Board approval.

Actual Outcome:

Implication for Next Year:

Continue to monitor on IE plan

Actual Outcomes & Implications

Performance Indicator:

5B Letters of Intent and Letters of Appointment for Faculty and Staff

Performance Standard:

Letters of Intent Issued to Faculty for next academic year will be sent by February 15 for returning faculty and April 15 for new faculty and by August for other staff.

Actual Outcome:**Implication for Next Year:**
