

Mid-Biennium Report

Office of Human Resources

Intended Outcome	Performance Indicator	Year 1 Performance Standard	Standard Met Y/N	Explain if No
1 Student Success	A Well-Oriented Faculty and Staff	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.	Y	
2 Access & Equity	Student access to full-time faculty	The ratio of full-time faculty to students will be 1:40.	N	Student enrollment in Fall 2004 jumped to over 17,000 students; Full time faculty rose to 383. Ratio is actually 1:44
3 Community Service	Improve Client Satisfaction with FAS Services	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		Data Pending
	B Improved relations with faculty and staff	Satisfactory responses from faculty and staff on recognition of their successes		
	C Improve Professional Development Programs for Faculty and FAS administrators and staff.	Annual training for faculty and staff on HR issues.	Y	Still striving for additional training to be offered to faculty/staff on HR issues
	D Effective Internal Publications	Provide FAS information to internal publications (Staying Connected) to be distributed to all faculty and staff.	Y	Will continue to use publications to provide FAS information
	E Fringe Benefits Interactive Website	Make improvements to Fringe Benefits Interactive Website by Fall 2003	N	This will definitely be implemented once we go live on the new software system

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3	Community Service	F Clarification of Fringe Benefits for all employees.	Distribute fringe benefit handbooks to all employees through publication of printed form and updated HR benefits website.	Y	
		G Revised Faculty Salary Plan	Revised Faculty Salary Plan will be completed and ready for Fall 2003 implementation	Y	
4	Fiscal Responsibility	A Compensation plan for Faculty and Staff	Compensation packages for faculty and staff will be within state and selected institutional averages.	Y	
5	Compliance	Review of Board adopted policies regarding faculty employment	Board adopted policies regarding faculty employment will be revised and necessary and recommended for Board approval.	Y	
		B Letters of Intent and Letters of Appointment for Faculty and Staff	Letters of Intent Issue 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.	Y	