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**2013-14 Employee Services Division Goals Aligned with Strategic Priorities 2012-15**

**The purpose of this document is to determine status of Division Goals Please indicate whether or not the Division Goals have been completed or not. Goals that are indicated by an asterisk need further explanation.**

| **Strategic Priority** | **Division Goals** | **Asterisks (\*) next to goals indicate need for clarification. Please explain how you will define or measure this goal.** | **If Completed**  **Please provide a brief description or link to evidence.** | **Not Completed**  **Why was goal not completed? Please check box below and provide a brief description why this was not completed or no longer a goal.** |
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| **Organizational Effectiveness** | **OE.A.2.1:** To continue developing stronger labor relations with SCEA, CSEA and SCCDAA to achieve the necessary solutions to keep the District financially solvent and enhance working conditions for all employees of the District.\* |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |
| **Organizational Effectiveness** | **OE.A.3.1:** To improve Human Resources Operations by strengthening support for updating college policies and procedures and providing access to institutional infrastructure information.\* |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |
| **Organizational Effectiveness** | **OE.B.3.1:** To enhance the administrative services of SWC’s medical insurance and benefits package and to advance SWC’s current services and benefits offerings.\* |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |
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| **Institutional Technology and Research** | **ITR.A.2.1:** To enhance the use of Datatel within the human resources department in order to provide more efficient and effective delivery of services.\* |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |
| **Institutional Technology and Research** | **ITR.A.2.2:** To develop a position control system that will enable tracking of employees and their corresponding budgets. |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |
|  |  |  |  |  |
| **Human Resources** | **HR.A.1.1:** To enhance interdepartmental relations between Finance, Payroll and Human Resources in order to better integrate systems and processes.\* |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |
| **Human Resources** | **HR.A.1.2:** To uphold professional standards of work performance in accordance with bargaining unit contracts and state and federal laws.\* |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |
| **Human Resources** | **HR.A.1.3:** To work with Staff Development to establish a joint Leadership Academy for Administrators, Faculty and Classified Staff. |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |
| **Human Resources** | **HR.A.2.1:** To implement the recommendations of the Equity and Diversity Committee to increase diversity in our part-time faculty ranks. |  |  | **❑ No longer a goal**   * **In Progress \_\_\_% Completed**   **Expected completion date\_\_\_\_\_\_\_**  **Reason:** Choose an item.  **If other, please explain:** |