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Department Mission and Goals

The mission and goals of the department should be consistent over a 5 year period. Institutional changes may necessitate and prompt a change in mission or goals for departments. In this section, you will report the mission statement for your department and long term goals (5 year range) for the department.

6. What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.	It is the mission of the Human Resources Department to develop, implement and support programs and processes that add value to MGA and its employees, leading to improved employee welfare, empowerment, growth and retention, while being committed to MGA's mission and strategic priorities.
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Objectives

Each year, every department should identify objectives the department hopes to accomplish in the next year. These should align with departmental goals and the MGA strategic plan. In the next section you will be reporting on the objectives you set and whether or not you achieved them in FY21. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY22.

Objective 1

8. Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Finish update of job descriptions by June 30, 2021.
9. Objective 1: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of updated job descriptions received.
10. Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	90%
11. Objective 1: At what level did department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	94%
12. Objective 1: Did your department meet this objective?	The department exceeded this objective.
13. Objective 1: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	This project occurred during our COVID teleworking which made it an extra challenge to complete this project. We placed two questions on the performance evaluation form asking if the job description was up to date. If it was not updated, the manager was instructed to submit an updated version along with the performance evaluation.

Objective 2

14. Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Complete compensation study and develop an implementation plan by June 30, 2021.
15. Objective 2: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Compensation study completed and recommendations implemented.
16. Objective 2: What was your target outcnt o	

Objective 3

<p>20. Objective 3: What was this department's this objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</p>	<p>Implement the OneUSG Careers applicant tracking system by January 1, 2021.</p>
<p>21. Objective 3: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</p>	<p>Number of employees trained on the implementation of the Applicant Tracking System (ATS).</p>
<p>22. Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)</p>	<p>Migration of newly open positions to the ATS along with one-on-one manager training as jobs were posted.</p>
<p>23. Objective 3: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)</p>	<p>25 percent</p>
<p>24. Objective 3: Did your department meet this objective?</p>	<p>The department did not meet this objective.</p>
<p>25. Objective 3: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</p>	<p>There was almost no change management support from USG compared to the implementation of OneUSG Connect. Training was via Teams which proved to not be as productive as in</p>

Objective 4

<p>26. Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</p>	<p>Implement the OneUSG Manager Self Service module by January 1, 2021.</p>
<p>27. Objective 4: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</p>	<p>Implement the OneUSG Manager Self Service module by January 1, 2021.</p>
<p>28. Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)</p>	<p>Goal was to using the MSS except for job-2 (e)</p>

Open Box for Assessment Comments

<p>33. Based on this assessment, please share your thoughts on the current status and future direction of this department or area. Use this space to summarize overall use of assessment results for continuous improvement and open text box for assessment comments:</p>	<p>Effective July 12, 2021, Human Resources will be led by a new Executive Director of Human Resources. Along with the Executive Vice President for Finance and Operations, the new person will determine the future direction of this department.</p>
<p>37. If the COVID-19 pandemic impacted this assessment cycle, please provide specific details below.</p>	<p>We began working 100% remotely on March 16, 2020 and continued until the end of July. Much of the training and collaboration related to the FY21 goals needed to be done via Teams vs. in person and this was not optimal.</p>