

Human Resources

2022-2023 Strategic Goals and Activities – 01/28/2021

Changing regulatory and compliance standards: meeting regulatory and compliance standards is a tough challenge.

Barton Core Priority 3, 4/HLC Criterion 5A4, 5B2,

- Proactively deal with compliance standards through planned efforts.
- Ensure staff have proper certifications and training.
- Ensure all appropriate audits are successfully completed.
- Provide quality, cost-effective mandatory training.
- Provide training, create awareness, and implement reasonable workplace accommodations.
- To provide employment opportunities to all individuals. Employment decisions at Barton will be based on merit, qualifications, and abilities.

Recruit and retain talent and leadership at all levels to thrive in an era of change: Barton Core Priority 3, 4 /HLC Criterion 5A1, 5C4

- Promote, support and leverage technology resources and tools to respond to college needs, improve and enhance workflow efficiency, and improve customer service.
- Lead the execution of the Campus Climate Survey.
- Promote financial stewardship.
- Create, promote and foster an organizational environment that values development, diversity and growth opportunities for all employees.
- Research alternative methods for employee evaluation.

Keeping Accurate Records: be prepared to advise appropriate leaders about critical human resources questions.

Barton Core Priority 3, 4/HLC Criterion 2E3, 5B2, 5C4

- Manage complex employment laws.
- Establish collaborative partnerships with departments to plan, anticipate and respond in a cost-effective way to employee challenges.
- Ensure all employees are treated equitably and consistently.
- Lead policy/procedure review and changes.
- Research alternate methods for employee time keeping.

Enhance the recruitment process for excellence in hiring to promote diversity of employees: ensuring adequate staffing capacity and staff retention in the face of retirements, new sourcing models, growing external competition, rising salaries, and the demands of technology.

Barton Core Priority 3, 4/HLC Criterion 5A4, 5B3

- Balance right mix of internal and external experts supporting the human resource department.
- Support the recruitment and retention of a highly talented, inclusive and diverse workforce.
- Provide accurate and timely workforce information and analysis.
- Provide ongoing support of the organization's onboarding, employee engagement and succession efforts.

Core Priorities	Higher Learning Commission (HLC)
1. Drive Student Success	Criterion 1. Mission
2. Cultivate Community Engagement	Criterion 2. Integrity: Ethical and Responsible Conduct
3. Optimize Barton Experience	Criterion 3. Teaching and Learning: Quality, Resources, and Support
4. Emphasize Institutional Effectiveness	Criterion 4. Teaching and Learning: Evaluation and Improvement Criterion 5. Resources, Planning, and Institutional Effectiveness