

Selected Goals from 2004-2005 Annual Reports

Unit: Human Resources

Strategic Plan Goal	Unit Goal
With which 1 or 2 goals from the 8 current strategic plan goals does your 2004-2005 goal best align?	What were your unit level goals for 2004-2005 as contained in your 2003-2004 Annual Report?
Strategic Plan Goal - 4. A talented and dedicated Faculty and Staff.	Strategically manage the Human Resource Department in a manner that offers comprehensive service and accessibility to all members of the FGCU community.
What action did you undertake to achieve this goal?	
HR implemented effective Rules and Policies; publishes an Employee Handbook and an Employee Benefit Guide; served as a resource in employee bargaining; and utilized Professional resources, such as College and University Personnel Association (CUPA) and Society for Human Resource Management Association (SHRM); and participated in compensation surveys.	
By what means did you assess goal achievement?	
Reviews during ongoing staff meetings; degree of completion of the following tasks:	
<ul style="list-style-type: none">• staff handbook updated,• benefit guide created,• CUPA compensation surveys submitted within time limits,• participated in UFF bargaining.	
Describe the assessment results and the conclusions about goal attainment you inferred from them.	
Based on employee feedback, the timely updates of the Employee Handbook placed on internet for employees to easily access, employees voiced appreciation for the accessibility of the information. Employee Benefit Guide is in final draft. Compensation surveys are being used to review and update staff market study. All of these contributed to attaining the goal of attracting and retaining talented and dedicated faculty and staff.	
What continuous improvement resulted from the use of the assessment data?	
The updated Employee Handbook allows employees to find answers to questions without having to contact HR directly. Additionally, placing the Handbook on the HR website saves FGCU significant printing costs. The Employee Benefit Guide when finalized and placed on the website will allow employees to see an overview of all offered benefits and offer provider	

contact information. Based upon the 174 new hires provided paper copies during the previous FY, the estimated savings to the department budget is \$1,750. Using the compensation surveys to complete the staff market study allows HR to monitor progress toward achieving the University's Strategic Plan Goal 4.1.3 concerning compensation. Improved compensation allows FGCU to hire and retain high quality faculty and staff thus improving educational quality.
