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## **Monterey Peninsula College**

### **Human Resources Management Plan 2011-2012**

<b>Operational Goal</b>	<b>Completion Date</b>
<b>1.0 Strengthen effectiveness the Monterey Peninsula College Equal Employment Opportunity Plan</b>  <i>Institutional Value:</i> <i>Recruiting and retaining highly qualified and diverse faculty and staff.</i> <b>Goal 1: Promote academic excellence and student success.</b> <i>Objective 1.4: Develop and implement ways to more effectively recruit and select excellent faculty and staff</i>	On-going
<b>Activity</b>	
1.1 Compare demographics and complaints on on-going basis to determine plan effectiveness. 1.2 Implement non-traditional recruitment practices. 1.3 Present annual reports to the Board of Trustees. 1.4 Foster outreach into local communities by members of MPC.	
<b>Operational Goal</b>	<b>Completion Date</b>
<b>2.0 Update Board Policies in appropriate areas.</b>  <i>Institutional Value:</i> <i>Recruiting and retaining highly qualified and diverse faculty and staff.</i> <b>Goal 1: Promote academic excellence and student success.</b> <i>Objective 1.4: Develop and implement ways to more effectively recruit and select excellent faculty and staff</i>	On-going
<b>Activity</b>	
2.1 Update calendar/schedule to complete policy updates. 2.2 Working with the Academic Senate, revise Adjunct Faculty Hiring Procedures. 2.3 Revise other policy sections according to schedule.	
<b>Operational Goal</b>	<b>Completion Date</b>
<b>3.0 Arrange for Diversity Speaker for Flex Days in 2011/2012.</b>  <i>Institutional Value:</i> <i>Recruiting and retaining highly qualified and diverse faculty and staff.</i>	2/15/12
<b>Activity</b>	
3.1 Reserve space on Spring 2012 Flex day schedule. 3.2 Follow-up on recommendations of EEOAC for appropriate speaker/workshop on diversity.	

Operational Goal	Completion Date
<p><b>4.0 Explore options for increasing efficiency of Human Resources systems.</b></p> <p><i>Goal 4: MPC will maintain and strengthen instructional and institutional technology.</i>  <i>Objective 4.1: Conduct a broad-based review of the functionality and efficiency of all district technology including the organization, management and support for MPC's websites.</i></p>	<p>June 2012</p>
Activity	
<p>5.1 Continue to update Human Resources webpages.            5.2 Post all Human Resources forms on the webpage.            5.3 Continue research on-line application process.            5.4 Continue research on-line system for benefits.            5.5 Begin investigation and evaluation of integrated software systems.</p>	