

Human Resources Strategic Plan

The NJCU HR strategic goals articulate the focus of the HR community, outcomes to be achieved and the roles and competencies needed. They create clarity for planning and resource allocation and assure that our actions are aligned with strategy of the University and Vision 2010.

1. Develop leading practices in the recruitment, retention and development of outstanding faculty and staff.

NJCU Strategic Alignment:

- Maintaining and increasing the excellence of the faculty and staff
- Ensuring faculty and staff diversity
- Recruiting or developing, through career development, successors for leadership (succession planning) and mission critical roles
- Attracting the best people
- Sustaining academic excellence

2. Build human resources skills, competencies and expertise to advance University goals.

NJCU Strategic Alignment:

- Developing HR competence and capability to contribute to moving NJCU to a new level of excellence building on academic strengths.

3. Increase HR contribution to the success of the NJCU through business intelligence.

NJCU Strategic Alignment

- Improving access to information in our PeopleSoft environment
- Reducing the University's overall exposure to business and catastrophic risks

4. Support and promote the health and well-being of the NJCU community so individuals and the organization thrive.

NJCU Strategic Alignment

- Ensure all employees are aware and knowledgeable of the benefit opportunities afforded them and are given the information they need to make informed benefit choices

5. Foster and maintain a work and learning environment that is inclusive, welcoming and supportive, and is free from discrimination.

NJCU Strategic Alignment

- Fostering and enabling collaboration across the University
- Maintaining and increasing the excellence of the faculty and staff
- Assuring high ethical standards are maintained
- Fostering active engagement across University divisions

6. Improve HR processes, systems and infrastructure to provide high levels of efficiency, quality and cost-effectiveness.

NJCU Strategic Alignment

- Enhancing shared administrative processes and technology infrastructure through such processes as Image Now and utilizing PeopleSoft enhancements and self service features