Mission: Support Stanford’s mission of excellence in teaching, research and patient care through strategic, innovative and flexible policies, practices, programs and services:

**Talent Management: Attract, develop, reward and retain a diverse and talented workforce**

Objectives
- Prepare supervisors/managers/leaders to manage performance, provide feedback and develop people (use classroom and beyond)
- Implement university-wide performance management model, process (including rating scale), and tools (preferably electronic)
- Enhance OSE capacity (begin with business case for funding, use Huron study to inform new work)
- Continue the planning for and construction of the Mulberry House at the Madera Grove Child Care Center

**Change Management: Support the changing nature of work and the workplace environment**

Objectives
- Create and execute HR communication strategy/tools
- Develop HR Policy Guide
- Implement new grievance process

**Employee Engagement: Foster a productive work environment where people feel valued**

Objectives
- Develop HR website as a portal
- Participate in employee survey; involve employees in creating action plans to respond to issues identified in survey

**Stewardship: Ensure effective stewardship of resources**

Objectives
- Job Classification tools (Use Huron study to guide new work)
- Develop an efficient HR transaction process (Use Huron study to guide new work)
- Determine if Trovix should be replaced with a more functional, user friendly and less costly applicant tracking system
- Develop online process for completing annual conflict of interest disclosures
- Develop and implement a business intelligence initiative
- Continue to monitor developments associated with the federal health care reform law. Analyze potential impacts, develop recommendations accordingly and ensure appropriate communications are provided to all stakeholders
- Complete Phase 2 of the Dependent Audit
- Successfully convert Temps and Casuals from SRAP to SCRP
- Achieve budget goals