2022-23 Workplan

Abe Ali,
Vice Chancellor for Human Resources
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Goal #1: Strategic Direction 5: Strengthen Organizational Effectiveness

Remote Work

To provide a framework for efficiently facilitating the placement of our workforce into a full-time or hybrid part-time remote work environment while also maintaining autonomy and flexibility for the campuses.

- **Target Metrics:** Evaluation of goal will implement written guidance and provide faculty and staff opportunities to work remotely districtwide beginning Spring 2023.
- **Strategies to Achieve Goal:** A districtwide team is established to develop best practices.
- **Advances:**
    - Kern CCD Strategic Direction(s): 1 & 3
    - Kern CCD Board of Trustees' and Chancellor's Priority(ies): 1, 2, 3 & 4
    - Vision For Success Goal(s): 6

Goal #2: Strategic Direction 5: Strengthen Organizational Effectiveness

Recruitment and Hiring

To develop and implement policies and procedures to hire applicants who reside outside the State of the California.

- **Target Metrics:** Provide opportunity for the District to employ applicant who reside outside of the State of California. Reports will be provided showing the number of applicants hired who reside outside the State of California.
- **Strategies to Achieve Goal:** Research to adopt a successful model.
- **Advances:**
    - Kern CCD Strategic Direction(s): 3
    - Kern CCD Board of Trustees' and Chancellor's Priority(ies): 2 & 3

Goal #3: Strategic Direction 5: Strengthen Organizational Effectiveness

COVID-19 Protocols and Reporting

To develop COVID-19 protocols and reporting methods that are consistent and compliant with Cal-OSHA, Kern County Public Health, and the Center for Disease Control (CDC).

- **Target Metrics:** Improve districtwide webpage for all students, faculty and staff to report positive case during early Spring 2023 semester.
- **Strategies to Achieve Goal:** A team will be established to revise the current webpage based on the new knowledge COVID -19 protocols and reporting.
- **Advances:**
    - Kern CCD Strategic Direction(s): 1 & 3
    - Kern CCD Board of Trustees' and Chancellor's Priority(ies): 1, 2, 3 & 4

Goal #4: Strategic Direction 5: Strengthen Organizational Effectiveness

Diversity, Equity, Inclusion, and Accessibility

To continue to expand our DEIA efforts to ensure a diverse workforce within the District.

- **Target Metrics:** Continue to expand our efforts related to a diverse workforce as indicated in the KCCD EEO Plan.
- **Strategies to Achieve Goal:** Continue to meet with the Districtwide EEO Advisory committee.
- **Advances:**
  - Kern CCD Strategic Direction(s): 1 & 3
  - Kern CCD Board of Trustees' and Chancellor's Priority(ies): 1 & 3
  - Vision For Success Goal(s): 5

Goal #5: Strategic Direction 5: Strengthen Organizational Effectiveness

Employee Retention

To review compensation and job description for Classified and Management classifications.

- **Target Metrics:** Ensure that job descriptions are accurate and compensation is competitive.
- **Strategies to Achieve Goal:** Complete reviews for both classified and management classifications through a collegial process.
- **Advances:**
  - Kern CCD Strategic Direction(s): 3
  - Kern CCD Board of Trustees' and Chancellor's Priority(ies): 2 & 3

Goal #6: Strategic Direction 5: Strengthen Organizational Effectiveness

Recruitment and Hiring

To implement the next phases of NeoEd; including systemizing the electronic onboarding of new employees.

- **Target Metrics:** Increase efficiency and minimize the amount of time it takes to onboard new employees.
- **Strategies to Achieve Goal:** Continue working with the onboarding team.
- **Advances:**
  - Kern CCD Strategic Direction(s): 3
  - Kern CCD Board of Trustees' and Chancellor's Priority(ies): 2, 3, & 4

Goal #7: Strategic Direction 5: Strengthen Organizational Effectiveness

Technology

To prepare to move to BANNER 9SSB

- **Target Metrics:** To advance our technology within our HRIS.
- **Strategies to Achieve Goal:** Reviewing system data for accuracy and completing maintenance to move to BANNER 9SSB.
- **Advances:**
  - Kern CCD Strategic Direction(s): 3
  - Kern CCD Board of Trustees' and Chancellor's Priority(ies): 4