

Brown University Library Operational Plan, FY 2019-2020

Strategic Priority: *Organizational Development*

Lead Department or Coordinating Group: Library Human Resources & Organizational Development

Goal 1: [What you want to accomplish; what impact are you trying to achieve?] <i>Build a more diverse employment pipeline; ensure that the recruitment and hiring process supports a timely and inclusive approach to identifying and onboarding talented staff</i>					
OBJECTIVE <i>[What you are going to do to accomplish this goal?]</i>	TASKS / INITIATIVES <i>[How you are going to do it? What actions will you take?]</i>	KEY SUCCESS MEASURE <i>[How are you going to track progress or know you accomplished it?]</i>	TARGET DATE <i>[When will it be completed; or milestone date]</i>	RESPONSIBILITY <i>[Who will lead and/or preform this work?]</i>	RESULTS <i>[What was the outcome?]</i>
Update recruitment procedures in order to effectively market Library job openings and in doing so, attract a diverse, qualified candidate pool. Screen and select candidates in a timely and effective manner. Build inclusive onboarding procedures to provide new hires with resources needed to succeed.	Review and identify job marketing strategies to attract larger candidate pools	Increase average size of candidate pools by 10%	Implement by 7/31/19 Measure 4/30/20	Director of HR&OD	
	Review and identify job marketing strategies to attract a more diverse candidate pools	Increase diversity of candidate pools by 10%, on average	Implement by 7/31/19 Measure 4/30/20	Director of HR&OD	
	Revise selection procedure to reduce "time to fill"	Reduce "time to fill" by 15%, on average	Implement by 7/31/19 Measure 4/30/20	Director of HR&OD HR Coordinator	
	Implement Workday student hiring module	Use of Workday student hiring module by managers and HR&OD	Implement by 8/31/19 Measure 4/30/20	HR Coordinator	

Continue to improve onboarding procedures in order to insure new hires are provided the information they need to succeed and feel included	Conduct focus groups with new hires, identify best practices and consult with UHR to develop and implement onboarding improvements	Recommendations developed and implementation of 3-5 onboarding improvements	Implement by 9/30/19 Measure 4/30/20	Director of HR&OD HR Coordinator	
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