Activity Team Updates

Strategy Retreat
September 18, 2014
C-3 Activity Team

Sept 18 Update
C-3 Update

• Engagement Survey Profile
  – Executive Council expressed concerns about:
    • The ability to engage faculty and research staff
    • The cost of the proposed Gallup survey
  – For project to proceed:
    • EC approval of the survey mechanism and process
    • Financial resources need to be identified
    • Establish a timeline for the allocation of the resources
C-3 Update

- HR will proceed with cataloguing professional development opportunities
  - This process does not address gaps and the goals to build a culture of professional development
  - C-3 team will identify high-risk groups to target for development opportunities
  - Where will funding come from to make an impact?
    - Department level for local opportunities?
    - Focus groups to identify actionable opportunities.
    - Develop an RFP to collect group responses on what would make a difference.
C-3 Update

- Evaluation of Continuous Improvement Process Profile
  - Entry of job descriptions across the college will proceed as a first step
  - Implementation of phase 3 of the People Talent System may be delayed due to cost
# C-3 CVMBS Evaluation Continuous Improvement Process

## Outline of Steps for each Employee Group

<table>
<thead>
<tr>
<th>Ideal State For All</th>
<th>Evaluations Include:</th>
<th>Core Competency Review</th>
</tr>
</thead>
</table>
| Job descriptions include: | • Tech. Comps.  
• Interpersonal Level-specific Competencies  
• (Role-Specific Competencies?)  
• Core Competencies (Values-related)  
• Individualized Competencies | • Job Goals  
• Individualized Comp. Goals | Interpersonal Level-specific Competency Review  
(Role-Specific Competency Review?) |

<table>
<thead>
<tr>
<th>AP Calendar Year</th>
<th>Faculty Calendar Year</th>
<th>State Classified April 1 – March 30</th>
<th>All</th>
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</thead>
</table>
| Current | 360 / Multi-Feedback (Loose)  
Loose conversation about values | 360 / Multi-Feedback (Loose)  
Discussion of moving to 5 point system | Job description inventory  
Job description update  
CVMBS Values definition  
Performance cycle training for Supervisors and Leaders |
| 2014-2015 | Expand Pilot  
Refine 360 Process | Complete FAS redesign, including Core Competency / Values Page (introducing the redesign) | Build Level-Specific Competency Profiles for some segments  
Expand performance cycle training for Supervisors and Leaders |
| 2016 | Go Live with AP (potentially conditional upon PeopleAdmin and Getting all Job Descriptions Updated)  
Refine Core Competency Review Section (limit to values-specific competencies)  
Continue Refining 360 Process | Pull incorporation of Core Competency Review into narrative | Build Role-Specific Competency Profiles? |
| 2017 | Incorporate Level-Specific Interpersonal Competencies  
Incorporate Technical Competencies  
Both could be incorporated with Job Description Updates | Incorporate Level-Specific Interpersonal Competencies | |
| 2018 | Incorporate Individualized Competency Goals  
Incorporate Individualized Competency Goals  
Could be incorporated with Job Description Updates | Incorporate Technical Competencies  
Incorporate Individualized Competency Goals  
Incorporate Individualized Competency Goals  
Could be incorporated with Job Description Updates | |