MICHIGAN STATE UNIVERSITY
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MSU Human Resources

Fall 2017 Update

Human Resources
MICHIGAN STATE UNIVERSITY

Our Mission

"...to support the university's strategic imperatives by anticipating and meeting the needs of a changing community through high-quality, innovative services designed to foster student success and cutting edge research."

HR Transformation Video Link

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Solutions Center

- Launched October 2014
- Improved customer service model
- Continued improvements to help units succeed and improve the employee and applicant experience

Applicant Tracking System

ARO

- Launched April 26, 2017
- New applicant tracking system
- New applicant features including onboarding, application pre-population and system interview scheduling

Performance Excellence

- Launched January 1, 2016
- Three-step performance management process
- Connection from individual performance to university goals

Performance Excellence

University Summary | Organizations Overview | Organization Summaries | Summary Page

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Performance Excellence Annual Evaluation Analysis

Annual Reviews Between Jan 1, 2016 and Dec 31, 2016

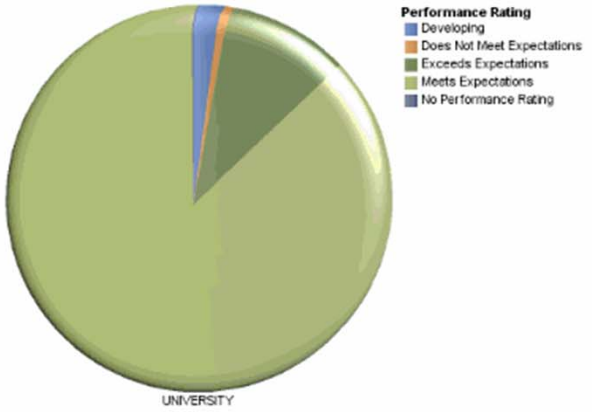
University Statistics

	Count	% to Total
Eligible for Annual Reviews	6,397	100.00%
Annual Reviews Not Yet Due	1,482	23.08%
Annual Reviews Not-Completed/Late	1,352	21.06%
Annual Reviews Completed On-Time	1,444	22.54%
Annual Reviews Completed/Late	1,625	25.31%

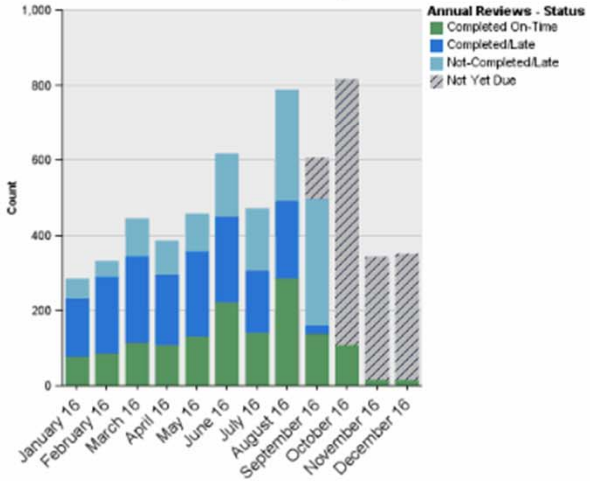
Less than 30 days late	31 to 60 days late	61 to 90 days late	Greater than 90 days late
845	351	175	254

Employees Receiving "Exceeds Expectations" Rating	309	10.06%
Employees Receiving "Meets Expectations" Rating	2,669	86.98%
Employees Receiving "Developing" Rating	64	2.08%
Employees Receiving "Does Not Meet Expectations" Rating	24	0.78%
Employees Receiving No Performance Rating	3	0.10%
Planning Meetings Completed On Time	1,901	
Planning Meetings Completed Late	802	

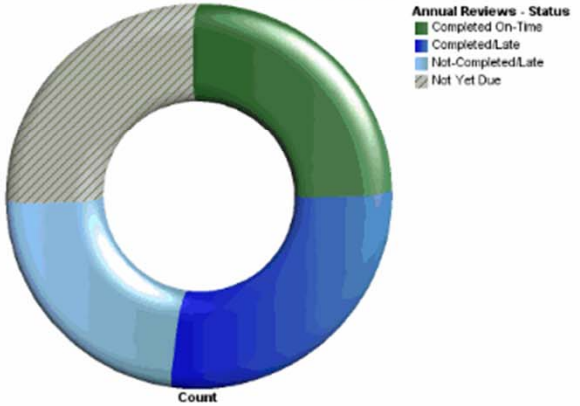
Performance Ratings Overview



Annual Reviews by Month



Annual Reviews Overview



Learning Development

- Instructor-led, in-person classes
- Online learning
- Connection from performance planning to professional development

The Spartan Experience

THE SPARTAN EXPERIENCE

- Designed by Spartans for Spartans
- Customer service program
- Connection from individual customer service model to unit implementation

Delivering Outstanding Spartan Experiences

What's Ahead?

- Leadership development opportunities
- Connection from leadership to a larger talent management strategy

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Questions?

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