

Preamble for Human Capital Planning  
*Identified at Strategic Planning Team Retreat – June 1, 2006*

Human Capital Planning is charged with developing a process and a plan that:

- Supports the mission of IU Northwest and its strategic direction.
- Reflects IU Northwest's commitment to diversity in all its facets.
- Recruits, retains and develops faculty, staff and administrators with the knowledge, skills, and values that ensure IU Northwest is a vibrant institution addressing the needs of campus constituents and the communities we serve.
- Supports excellence in learning, scholarship, and service.
- Ensures leadership development and succession planning.
- Includes mechanisms for measuring effectiveness.
- Ensures achievement of annual human resource needs in a fiscally responsible manner.
- Includes the capacity to react to changing conditions and opportunities for improvement.

Principles

Implementation of the Human Capital Plan is guided by the following principles:

- Decisions promote the unique identity of IU Northwest as a campus of IU, and an institution known for excellence in cultural discovery and learning and sustainable regional vitality.
- Decisions are consistent with the IU Northwest Student-Centered Principles and IU Northwest Statement of Principles regarding conduct on campus.
- Decisions are consistent with the program prioritization processes.
- Decisions are in compliance with federal and state laws.
- Decisions reflect the balance necessary for the university to actualize its mission and vision while ensuring sustainability and fiscal responsibility.
- Decisions are data-driven.

## **Priorities for Human Capital Planning**

### **High Priority (Unranked)**

- Assess and benchmark current human resource levels and capabilities (knowledge, skills and values).
- Determine mission/vision critical positions.
- Develop a plan to match staffing levels with current needs.
- Identify a process to meet the development needs of faculty, staff and administrators.
- Project human resource requirements five and ten years out.
- Gauge emerging needs and project human resource needs and capabilities.
- Analyze and benchmark compensation packages for faculty, staff and administrators.
- Ensure compensation levels that support excellence, and are competitive and merit-based.
- Create a process to assess the effectiveness of the Human Capital Plan.