

OHRM Strategic Plan 2017-2021

The Office of Human Resources Management strives to provide strategic, consultative and effective human resources services that promote organizational success and excellence, respond to the existing and emerging needs of the workforce, and inspire individual achievement in people, allowing them to actively contribute to and have a positive impact on the institution.

Strategic Goals

WORKFORCE DIVERSITY AND EXCELLENCE: Recruit, retain and support an outstanding and diverse workforce of faculty and staff to ensure that a broad swath of ideas, cultures and knowledge remain hallmarks of the CUNY experience.

BUSINESS INFRASTRUCTURE EFFICIENCY AND EFFECTIVENESS: Enhance the efficiency and effectiveness of HR business processes through standardization, automation and technology to provide superior customer service and control costs. Increase business intelligence and reporting capabilities through improved data integrity and governance.

EXECUTIVE LEADERSHIP DEVELOPMENT: Strengthen leadership capability of CUNY executives and develop successors for CUNY leadership in mission-critical roles to provide strategic direction for continued organizational success.

TALENT ACQUISITION AND MANAGEMENT: Promote staff development and performance and support individual career growth through effective recruitment and talent management.

WORKPLACE CULTURE AND CLIMATE: Facilitate a workplace culture and climate that is respectful, inclusive, collaborative, healthy and safe.

Underlying Beliefs and Assumptions

- The University will continue to go through an increasing number of major enterprise-wide changes that require more collaboration, innovation, and investment in technology.
- The number of leaders eligible to retire in the next three years will increase dramatically.
- In order to remain a premier urban university offering a superior education to its students and service to New York City, CUNY must be considered a competitive “employer of choice,” able to attract and retain a talented and diverse workforce.