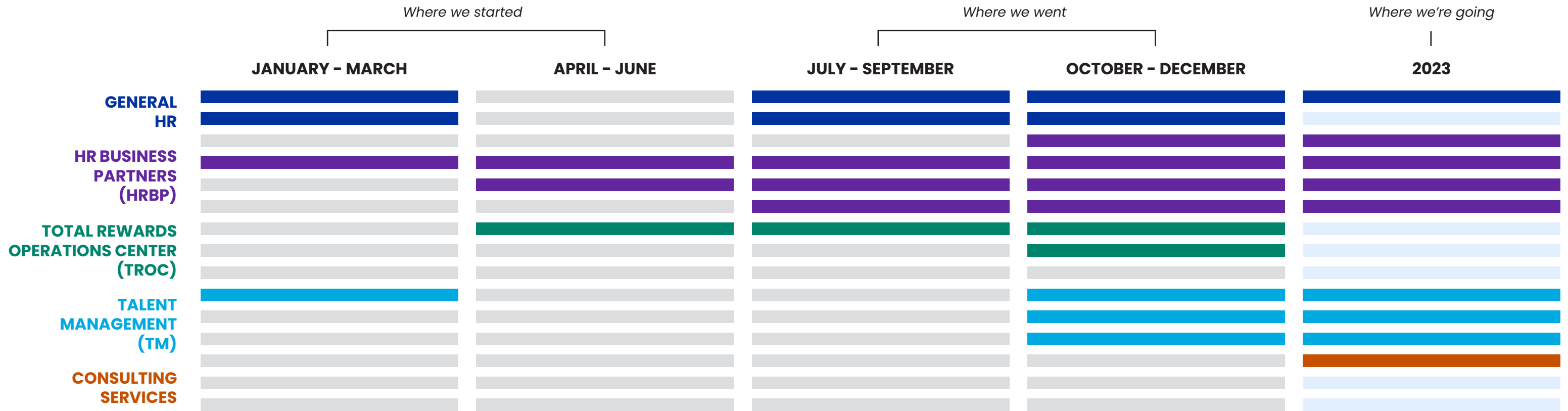


HR 2022 Year In Review



- Where we started - JANUARY - MARCH**
 - Parental Leave Policy expanded to include leave for all parents and guardians as of January 1
 - Conducted a LEAN/Kaizen event to transform the recruiting process
 - Launched HR Business Partners and generalist model in February
 - Ongoing talent management team training
- Where we started - APRIL - JUNE**
 - The AFSCME union contract negotiation was completed in April, with the new contract beginning May 1
 - New GVSU recruiting process launched May 18
 - The Total Rewards Operation Center (TROC) evolved in May from a merger among Payroll, Benefits and Wellness, and HR Administration
- Where we went - JULY - SEPTEMBER**
 - Began configuration of Workday business processes in July
 - Physical office changes were underway
 - Launched i2Verify for Verifications of Employment in July
 - Created proposal for new job analysis scale when classifying job descriptions
 - Established threat assessment platform with GVPD
 - Conducted a search for the director of TROC
- Where we went - OCTOBER - DECEMBER**
 - Fully staffed with 10 new team members
 - Partnered with IT Services on a LEAN/Kaizen event
 - Added two new generalist's to our team to meet campus needs
 - Developed Talent Acquisition team
 - Launched Equifax for Unemployment Claim Management in October
 - Updated existing/created new PageUp training guides for the recruiting process
 - Conducted 2023 benefits open enrollment with 85% completion
 - Year-end payroll execution
 - Walktober challenge executed with 521 participants
 - New wellness coaching program launch
 - Creation of university-wide core competencies
- Where we're going - 2023**
 - Become world-class
 - Launch Equifax for Form I9
 - Launch Sterling Check for background checks
 - Implement Talent Acquisition strategies, including LinkedIn Recruiter
 - Attend first in-person Career Fair
 - Online fitness and well-being platform/challenges to launch
 - Expand Talent Management team with first new team member starting in January
 - Leadership development program to launch and be under revision
 - Add Consulting Services team to support Workday, LEAN/Kaizen implementation, 360-feedback consultations, and F&A strategic planning

HIGHLIGHTS

3

New areas/functions were developed: Total Rewards Operation Center (TROC), Talent Management, and Talent Acquisition

2

New HR Generalists added to the HR Business Partner team to provide continuous support to the campus community

W

Began configuration of Workday business processes and assisted in the creation of the Workday Foundation tenant