



KENNESAW STATE
UNIVERSITY
HUMAN RESOURCES

Projects & Priorities FY25-27



MESSAGE FROM OUR CHRO



As we embark on a new fiscal cycle, I am excited to share HR's strategic priorities for FY25-27. Our mission is to empower our team, enhance our services, and foster a thriving work environment at KSU. Our focus over the next three years will center on five key areas:

HR Excellence, Efficiency, and Effectiveness – We are committed to driving innovative solutions and leveraging data to make informed decisions. Our goals include enhancing role clarity, streamlining processes, expanding the HR Advisory Council's purview, and improving communication and consistency.

Total Rewards – We aim to provide a transparent and balanced compensation program that supports career development and internal mobility while continuing to adapt to market changes.

Talent Acquisition and Onboarding – We will enhance the new hire experience through improved communications, feedback mechanisms, and strategic marketing, ensuring we attract and retain top talent.

Employee Engagement and Retention – Our focus will be on expanding communication avenues, fostering appreciation, implementing data-driven interventions, and enhancing programs that strengthen our community.

Leadership and Professional Development – We are dedicated to cultivating leadership excellence through enhanced programs, including the High Impact Leaders Program, campus-wide mentorship initiatives, and comprehensive training for managers.

I am confident that our strategic approach will lead to meaningful growth and success for both our team and the university community. I look forward to partnering with each of you as we bring these priorities to fruition.

Karen McDonnell

Vice President of Human Resources, CHRO



OUR GUIDING PRINCIPLES

- 
- Solution-Oriented Service
 - Integrity
 - Collaboration
 - Model Positivity



MORGAN
AND
BAILEY
ACADEMIC
LEARNING
CENTER

480

MORGAN AND BAILEY
ACADEMIC LEARNING CENTER
480 W. 10TH ST.
ANN ARBOR, MI 48106

PURPOSE STATEMENT

The KSU Human Resources team is dedicated to cultivating a supportive and dynamic workforce by championing strategic guidance, professional growth, and consistency. We foster a culture of excellence, community, and operational efficiency, empowering faculty, staff, and students to achieve success. Encouraging personal accountability and collaboration, we strive to uphold and advance KSU's mission with integrity and purpose.

UNIVERSITY VALUES

Respect: We actively listen to all voices and perspectives, valuing each individual with kindness and empathy.

Integrity: HR embodies integrity by ensuring fairness, confidentiality, and ethical decision-making in all aspects of people management. Upholding honesty and moral principles strengthening the relationship between the university, employees, and community.

Collaboration: HR works with leadership, managers, and employees to align University goals with people strategies.

Inclusivity: HR embodies inclusivity by fostering a workplace where all employees feel valued, respected, and have equal opportunities to thrive.

Accountability: We foster a culture where all team members take ownership of their work, contribute to shared goals, and learn from both successes and failures.



SOLUTION-ORIENTED SERVICE

We are committed to providing solution-oriented service by actively listening to the needs of our campus stakeholders and responding with innovative, results-driven approaches. We strive to get to "yes" by thinking critically and creatively about challenges and opportunities. Our goal is to be responsive and adaptable, ensuring that our solutions effectively meet the needs of the KSU community.

Solution-Oriented Service

- Listen actively
- Be innovative
- Strive to get to "yes"
- Be critical thinkers
- Be results-driven
- Be responsive to campus stakeholders



INTEGRITY

Integrity is at the core of everything we do. We are dedicated to being authentic and transparent in our communications and actions. We honor our commitments, uphold trustworthiness, and consistently demonstrate ethical behavior. Our integrity builds confidence and credibility with our colleagues and campus partners.

Integrity

- Be authentic
- Be transparent
- Deliver on commitments
- Be trustworthy
- Demonstrate ethical behavior



COLLABORATION

We believe that effective collaboration drives success. We communicate clearly and frequently, actively seeking feedback and focusing on shared goals. By working together, we achieve continuous improvement and build strong, lasting relationships. Our collaborative spirit enhances our impact and supports the growth of the KSU community.

Collaboration

- Communicate clearly and often
- Request feedback
- Focus on shared goals
- Achieve continuous improvement
- Build relationships



MODEL POSITIVITY

We believe that effective collaboration drives success. We communicate clearly and frequently, actively seeking feedback and focusing on shared goals. By working together, we achieve continuous improvement and build strong, lasting relationships. Our collaborative spirit enhances our impact and supports the growth of the KSU community.

Model Positivity

- Have fun
- Get involved
- Assume positive intent
- Respect others
- Promote diversity, equity, and inclusion



01

HR Excellence, Efficiency and Effectiveness

Encourage and empower the HR team to generate innovative solutions for solving problems and increase the use of data to drive decision making, measure effectiveness, identify issues, and validate project progress.

- Role clarity
 - HR and Campus (AAF, Finance, etc.)
- Process documentation & improvement
- Broaden purview of HR Advisory Council
- Communication improvements
 - Social Media
- Consistency
 - Build internal and external knowledgebase
- ERP Changes



02

Total Rewards

Provide a transparent compensation program that balances structure with flexibility, ensuring market competitiveness to empower growth and success at KSU.

- Continue market reviews and changes
- Expand Career Framework
- Training for managers and staff on Career Framework
- Internal Mobility
- Career Development



03

Talent Acquisition and Onboarding

Promote the timely, effective acquisition of top talent to realize the mission of the University by strengthening recruiting capabilities and improving processes and reporting.

- Improve new hire communications
- New Hire feedback surveys (employee and manager)
- Improve marketing/sourcing
 - Benefits At-a-Glance for each area
 - Expand LinkedIn
- Role definition and training
- Recruiting model
- Training for campus
- Improve onboarding post New Employee Orientation
- Increase on campus employment for students



04

Employee Engagement and Retention

Enhance the KSU employee experience by promoting a culture of employee engagement and wellness that leads to overall employee well-being, productivity, and retention.

- Expand communication avenues
- Quarterly leader forums
- Campus wide engagement survey
- Expand employee appreciation timing
- Data based, proactive interventions
- Enhance Admin. & Finance Internship program
- Enhance processes for faculty lifecycle
- Increase participation in programs - Community



05

Leadership and Professional Development

Cultivate leadership excellence through enhanced programs and comprehensive training for new and existing managers to build strong, effective leaders at KSU.

- Enhance High Impact Leaders Program
- Launch campus-wide Mentor program
- Introduce Public Higher Education 101 course
- Succession planning
- Gallup strengths/Emergenetics work assessments
- Conduct needs assessment
- Improve New Manager Orientation
- Existing Manager Monthly Training sessions



KSU Human Resources
hr.kennesaw.edu