THE OFFICE OF HUMAN RESOURCES

Human Resources
Building Foundations
Creating a Unified Community
Dear Colleagues,

Just as you, the faculty and staff of TCNJ, are essential to the college fulfilling its mission, Human Resources plays a key supporting role, helping you be effective in your jobs. I have taken advantage of some transitions in my division to restructure my staff in a way that will best support the changing goals of the college moving forward.

Because we are here to support you, it is very important to me that you understand this new structure, what each area is responsible for and who you can call for help. Human Resources will be organized around three functional teams:

Organizational Effectiveness  
Talent Management  
Total Rewards

These structural pillars will become the foundation upon which we serve the TCNJ community!

Sincerely,
Dr. Gregory Pogue  
Vice President Office of Human Resources
Philosophical Pillars in Support of our New Structure
ORGANIZATIONAL EFFECTIVENESS:

As organizations continue to face new and complex challenges, OE has become a critical core purpose and practice in today’s world. From a systems perspective, it utilizes deliberately planned organization-wide efforts/initiatives designed to increase an organization’s effectiveness and efficiency in the achievement of its strategic goals/objectives. Using an employee-centric and customer focused approach, this unit will serve as a business consultant and key advisor to department leadership. Its primary focus will be on the utilization of workforce planning strategies, organizational design processes and talent management practices that will drive organizational change and development that is in concert with the strategic plan and direction of the institution. This unit will also be responsible for enhancing employee performance and development at all levels by supporting the design and delivery of robust individual development programs that build core competencies, drive cultural change and identify/develop emerging leaders.
TALENT MANAGEMENT:

In a competitive marketplace, talent management is a primary driver for organizational success. TM is the implementation of integrated strategies or systems designed to increase workplace productivity by developing improved processes for attracting, developing, retaining and utilizing people with the required skills and aptitude to meet current and future institutional needs. This unit will utilize workforce trends and demographics, institutional culture & strategic plans, employee engagement and leadership development data & metrics, to create pathways toward sustaining a competitive workforce.
TOTAL REWARDS:

The College of New Jersey’s Total Rewards Strategy will encompass everything employees perceive to be of value resulting from the employment relationship. TR strategies become the foundation for our commitment to meeting the needs of faculty and staff in our journey to become an employer of choice. The power of total rewards is in leveraging the concept as a whole and the individual elements to attract, motive and retain talent. This unit works collaboratively with academic and administrative offices in creating programs, benefits and technological enhancements that create a sense of well-being for our employees and their families.
Philosophical Pillars in Support of our New Structure

- Organizational Effectiveness
- Talent Management
- Total Rewards
Rahmaan Simpkins
Director, Organizational Effectiveness

Ryan Corso
Assistant Director

Heather Boccanfusso
Sr. HR Business Partner
Organizational Effectiveness

- Re-Organizations (Organizational Design & Development)
- Compensation
- Job Classifications/Reclassifications
- Employee Relations
- Labor Relations
- Performance Management
- Civil Service (promotional examinations)
Talent Management

- Employee & Grant Recruitment
- Faculty & Adjunct Recruitment
- Supplemental, Contingent & Emergency Hires (temporary)
- Civil Service (hiring)
- Equal Employment Opportunity and Affirmative Action
- Diversity
Total Rewards

- Human Resources Information Systems (HRIS)
- Human Resources Operations
- Pensions
- Benefits
- Leave Administration (includes faculty sabbatical leaves)
- Faculty Promotions Validation Process
- Records Retention
- Employee Recognition (Service Anniversary)
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I am excited to share our plans for the restructuring of Human Resources to better support our campus community. While we are proud of our past accomplishments, we seek to bring a new customer centric service model, and a more team-oriented, integrated approach that works in concert with the strategic plan and direction of the institution. Our new structure is a direct result of our prior work and evolutionary growth as a department, it is designed to produce trans-formative change for our delivery of services.

We appreciate your support and patience while we make this transition. We want to promote and maintain the strong working relationships that exist today; there is nothing about the reorganization that should diminish the connections you have to many of the great people you already know. We understand it is a big undertaking and a significant change, but be assured it is one we are confident will result in positive outcomes.

Should you desire additional information or have questions, please feel free to contact myself or anyone within our organization.

Sincerely,

Human Resources
Building Foundations
Creating a Unified Community

Gregory Pogue, DBA
Vice President Human Resources
THANK YOU!

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