Leading and Succeeding with Limited Resources

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Current State

- State funding cut-backs
- Tuition up 62% in 3 years
- HEPI index higher than CPI
- More Arizonans living in poverty
- Housing market
- Continued job insecurity
- Health and welfare costs out-pacing inflation
Future State

Arizona Higher Education Enterprise – 2020 Goals

- Enrollment growth to 85,000
- Grow online from 3,000 to 30,000
- Improve Freshmen retention to 90%
- Improve six year graduation rate to 70%
- Colleges @ ASU to 5,000
- Double research funding to $700 million
All this defines…

The New Normal!

What are the implications?
Don’t forget –
You will accept change before your team will
What your followers need in times of rapid change…

• Trust
• Compassion
• Stability
• Hope
The one thing you cannot over do is....

COMMUNICATE
Funding and/or staffing may be limited… but not…

- Recognition
- Development
- Flextime
- Visibility
- Understanding & Empathy
Myth Busting

• Think inside the box – you need strategies now

• Rethink multi-tasking – can be unproductive

• Cost control ≠ Cost effectiveness

• No is a dirty word – you can always add the “but”
Best Practices
(OHR Examples)

- Electronic NOA
- Electronic A4
- Online – Open Enrollment
- My ASU To-Dos
- Streamlined TAM
- Used internal resources for our development programs

- HR Business Center
- Vacation/Retirement dashboards
- CarePass
- Use Internet as a research/resource method
- Rebalanced skill set in HR
- Call Center

Share your examples...
Discussion

Thank You!