

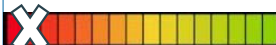


Unit Goals: DFA Human Resources

Goal	Key Metrics/Milestones	Goal Drivers	Status
<p>Goal 1: Update and implement a comprehensive talent planning model for leadership and critical positions. (FY24 – FY28)</p> <p>P4 – DFA-B</p>	<ul style="list-style-type: none"> • % of leader/critical positions assessed for potential successors and readiness for next levels. • % of leader/critical positions with identified potential successors with targeted development plans. • Average time-to-fill vacant leader/critical positions. 	<ul style="list-style-type: none"> • Identified talent and skill gaps. • Targeted development plans. • Succession planning. 	<ul style="list-style-type: none"> • Developing criteria and assessment process for VC review. 
<p>Goal 2: Provide enhanced strategic recruitment support for hiring managers and hiring committee members. (FY24 – FY26)</p> <p>P4 – DFA-C</p>	<ul style="list-style-type: none"> • Average time-to-fill posted vacancies. • Qualitative feedback from hiring managers and committee members. • Results of “inclusivity” rating in 2025 engagement survey. 	<ul style="list-style-type: none"> • Inconsistencies in recruitment process. • DEI recruitment efforts. • Timing to fill vacancies. 	<ul style="list-style-type: none"> • Updating process map and hiring guide to incorporate new ATS workflow. 
<p>Goal 3: Provide support for the implementation of central HR’s new applicant tracking system (ATS) launch to provide meaningful recruitment analytics and reduce the time-to-fill vacancies by 10%. (FY24 – FY26)</p> <p>P4 – DFA-A</p>	<ul style="list-style-type: none"> • Average time to post recruitments once submitted to ATS. • Average time-to-fill posted vacancies. • Customer satisfaction rating on use of tool. 	<ul style="list-style-type: none"> • Change management needs for new ATS. • Leveraging tool for increased analytics. 	<ul style="list-style-type: none"> • HR training March/April with eta of pilot launch in May. 
<p>Goal 4: Provide DFA senior leaders with people-centric analytics for greater visibility in linking staff activity to their strategic plans/goals. (FY24 – FY28)</p> <p>P4 – DFA-A</p>	<ul style="list-style-type: none"> • Annualized attrition rate. • Time-to-fill recruitments. • Vacancy rate. • Training compliance. • Staffing-to-budget report. • Strategic support rating. 	<ul style="list-style-type: none"> • Lack of regular quantitative feedback on people actions. • Enabling strategic goals through people actions. 	<ul style="list-style-type: none"> • Creating library of current system reports available. • Will schedule intake meetings April/May. 