

HR Connect

Office of Human Resources Management

Our People. Our Purpose. Our Excellence.

Human Capital Strategic Plan 2027-2031

The Office of Human Resources Management has developed a **new strategic plan** to guide our efforts and align our work to the greater Miami University mission and vision.

Miami University will pivot from transactional human resources (HR) to a **strategic human capital model** that enables institutional transformation. This plan aligns talent systems and workforce practices to support MiamiTHRIVE, Miami's academic innovation agenda, positioning the workforce to deliver on Miami University's **student-first mission**.

The Human Capital Strategic Plan will:

- **Align staffing and talent systems** to Miami's academic and regional goals.
- Build a **data-driven culture** for workforce planning, well-being, and leadership succession.
- **Integrate technologies** to enhance strategic decision-making, operational efficiency, and institutional readiness for a tech-enabled future.
- **Stabilize and modernize** compensation, benefits, and work models to remain competitive in a tight labor market.
- **Invest in career pipelines and partnerships** that strengthen the regional workforce.
- Through these actions, Miami will sustain its **distinctive people-centered culture** while evolving toward an **agile, insight-driven, and future-ready workforce**.



The Human Capital Strategic Plan positions Miami University to thrive amid rapid change, balancing the university's tradition of human connection with the power of data and technology. By **aligning people, purpose, and innovation**, and by embracing technology as both an operational and strategic tool, Miami will lead higher education's next era: **agile, ethical, and profoundly human**.



Please review the entire strategic plan, including our objectives and key outcomes, on the **OHRM website** available through the QR code:

OHRM Satisfaction Survey

In alignment with Miami University's mission to pursue **growth and excellence in a transformative learning environment**, the Office of Human Resources Management is soliciting input from the community on our customer service and satisfaction. Now in every OHRM staff member email signature is a link to provide your feedback. This survey takes less than 2 minutes to complete and provides our team with valuable insight on how to **improve our services and processes**.

AI Fundamentals Microcredential

AI Fundamentals is a series of bite-sized microlearnings designed to introduce you to core concepts in AI. **Free to all Miami staff, faculty, and students**, this course's modules are developed by Miami University experts across disciplines, each of whom is on the cutting edge of AI research and teaching. Participants will learn key principles for using AI in your daily life and work.

Participants who complete the assessment at the end of each module in this series will receive a Miami University AI Fundamentals **digital badge** to add to their LinkedIn profiles and resumes. For more information and to sign up for the learning series, visit the link in the QR code.



\$8.99 All-You-Care-to-Eat Dining for Miami Employees

Miami employees can enjoy an exclusive discounted rate of **\$8.99 at any of our three dining commons** — Garden Dining Commons, Maplestreet Dining Commons, and Western Dining Commons. Simply present your Miami ID and pay with a credit or debit card to receive the discounted rate.

Your visit includes:

- All-you-care-to-eat access
- Breakfast, lunch, or dinner
- Unlimited use throughout the year
- Daily menus and nutrition information
- Delicious Without — our allergen-friendly station

Skip the drive and enjoy a **convenient, high-quality meal** right here on campus.

Planning a department lunch? The dining commons are a great option for gathering your team.

View menus, hours, and special events at DineOnCampus.com/MiamiUniversity.

Take a Creative Wellness Break This July!

Looking for a fun way to unwind during the workday? Join us for a **relaxing rock painting event** where you can de-stress, express your creativity, and connect with colleagues. Whether you create a design to keep, gift, or leave around campus to brighten someone's day, no artistic experience is required!

All painting supplies will be provided, along with **snacks and water**.

When: Every Thursday in July (July 2, 9, 16, 23, and 30) from 11:00 a.m. – 1:00 p.m.

Where: Phillips Hall, Room 103 (enter through the front entrance, turn left, and follow the hallway to the Art Center door)

Stop by for a few minutes or stay awhile—we hope to see you there!

Upcoming Staff Development Workshops

- **Communicating with Impact** - July 9
- **Resolving Workplace Conflict** - July 16
- **Setting Goals and Reviewing Results** - July 21
- **Driving Change** - July 30

Register to attend in Workday Learning!