

The *Human Resources Department* at Augsburg College consists of six staff members:

- Director
- Senior HR Generalist
- Recruiter/HR Associate
- Payroll/Benefits Assistant
- Payroll/HRIS Coordinator
- HR Assistant

Additionally, our service is supplemented by several student workers.

In 2005-06, we hired or replaced 50 staff employees. We paid nearly \$27 million in gross payroll for faculty and staff and another \$1.5 million for student workers, issuing more than 6500 payroll checks and 7200 direct deposits. We have currently 868 active faculty and staff on our employee database. We provide health and dental insurance to about 75% of our 534 (regular full time and regular part time) benefits-eligible employees, along with our standard benefits package which includes life and long term disability insurance and retirement savings.

Human Resources plays an important role in achieving the mission and vision of Augsburg College. We do this in the course of recruiting, retaining, rewarding, and developing employees. Through this work, we fulfill our promises to one another and our employees, seeking to establish a position as an employer of choice in our industry and geographic area.

- We are the conduit through which the right staff employees are hired. The employees we seek are not only the ones with the right knowledge, skills, and abilities, but also the ones with a commitment to and an understanding of diversity, faith and values, the liberal arts, and the importance and richness of our urban location. We work to draw a rich and diverse applicant pool, including reaching out specifically to the diverse community that surrounds us.
- We work to create a culture that employees embrace, trust in, and support. We strive to break down the barriers that hinder job success. Human Resources is committed to providing training and development opportunities. We support the growth and vocation of the individual and the shaping of a work culture that is satisfying and rewarding to the employee and productive and enriching for the College and its students.
- We develop and administer HR programs and systems that are designed to motivate and reward employees, including payroll and benefits. We strive to create a culture where accountability and achievement is recognized and rewarded.
- We manage the student employment program, which allows students to experience the Augsburg community in a different way than the classroom. We hope to help them understand the concept of vocation and help them discover theirs. Working on campus allows students to meet working professionals and make career contacts that will help them in their future.
- Through all of this work, Human Resources exemplifies and raises the standard for integrity and ethics, modeling excellence, civility, and stewardship.