

Talent@IOWA

April 2017

IMPLEMENTATION UPDATE

hr.uiowa.edu/talent
ui-talent@uiowa.edu

Talent@Iowa is an investment in the university's greatest resource—its people.

It's a cross-campus project to enhance collaboration, innovation, and engagement; streamline human resource services; recruit world-class talent; and retain great faculty and staff.

A NETWORK OF TEAMS

Emphasizing collaboration and team-driven change, Talent@Iowa models approaches that enhance human resources practice.

“HR professionals across campus can help build healthy, productive teams and improve communication, provide insights and identify opportunities, and help overcome challenges.”

—Cheryl Reardon, chief human resources officer and associate vice president

“Team building is increasingly important for universities. HR needs to be thinking of talent as much in terms of teams as individuals.”

—Greg Stewart, UI professor of management and organizations

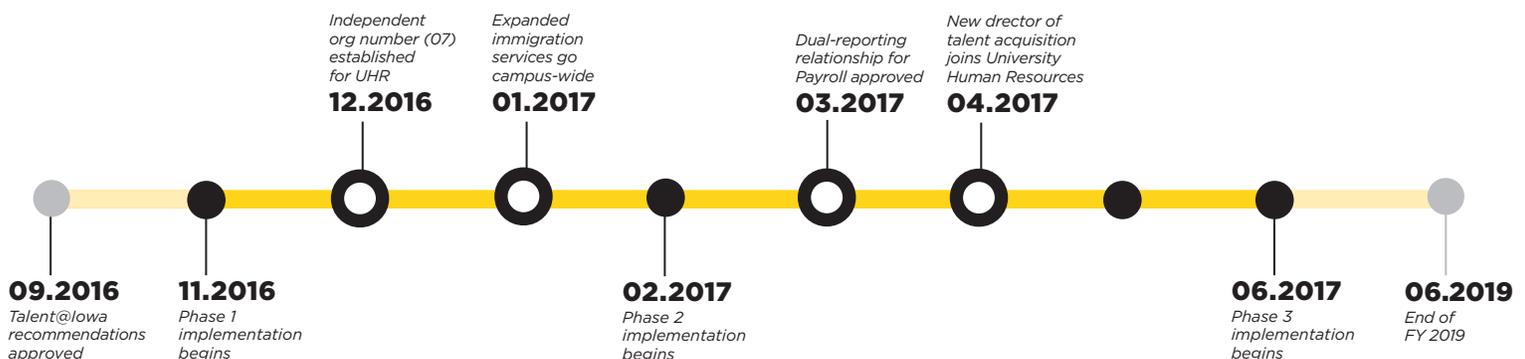
“Talent@Iowa might be the largest team-building project currently under way on campus.”

—Hans Hoerschelman, UI Staff Council past president



TIMELINE

Talent@Iowa implementation will run through fiscal year 2019. Milestones for the project's first year include:



LATEST MILESTONES

Recent accomplishments include:

- Phase 1 committees in implementation stage; all Phase 2 committees initiated
- FMLA recommendations drafted
- Dual-reporting for Payroll to HR and Finance approved
- Director of talent acquisition joins UHR

UPCOMING MILESTONES

Pending accomplishments include:

- Evaluating potential talent acquisition systems
- Reviewing models for HR roundtables
- Exploring options for new supervisor onboarding
- Surveying HR benchmarking needs

COMMITTEE STATUS

Committees start work on a rolling schedule. Committee status depends on timing, scope, and complexity.

	Initiation	Planning	Implementation	Evaluation
PHASE 1				
 Government Council	✓	✓	✓	
 Immigration	✓	✓	✓	✓
 FMLA	✓	✓	✓	
 IT Transition	✓	✓	✓	
 HR Independent Organization	✓	✓	✓	
 Payroll	✓	✓	✓	
PHASE 2				
 GC Decision Framework	✓	✓		
 GC HR Roundtable	✓	✓		
 Data-Driven Decisions	✓	✓		
 Benchmarking	✓	✓		
 Diversity	✓			
 Talent Acquisition	✓			
 Training and Onboarding	✓	✓		
PHASE 3				
 Policy				
 Succession Planning				
 Compensation and Classification				