

### 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 resources services; recruit world-class talent; and retain great faculty and staff.

Talent@Iowa responds to priorities emphasized in the university's **Strategic Plan** and to **Working@Iowa** survey feedback. It focuses on 24 recommendations delivered by the **Talent@Iowa task force** in fall 2016.

Nineteen committees representing more than 130 UI community members have proposed, implemented, and evaluated plans for key recommendations (see below) and set the stage for a major talent acquisition initiative (see reverse page).



	Initiation	Planning	Implementation	Evaluation
<b>PHASE 1 (Nov 2016-July 2017)</b>				
Immigration	✓	✓	✓	✓
FMLA	✓	✓	✓	✓
IT Transition	✓	✓	✓	✓
HR Independent Organization	✓	✓	✓	✓
Payroll	✓	✓	✓	✓
<b>PHASE 2 (Feb 2017-present)</b>				
Gov. Council Decision Framework	✓	✓	✓	✓
Gov. Council HR Roundtable	✓	✓	✓	✓
Data-Driven Decisions	✓	✓	✓	✓
Benchmarking	✓	✓	✓	✓
Diversity, Equity, and Inclusion (Phase 1)	✓	✓	✓	✓
Talent Acquisition	✓	✓	✓	✓
Training and Onboarding	✓	✓	✓	✓
<b>PHASE 3 (June 2017-present)</b>				
Policy	✓	✓	✓	✓
Succession Planning	✓	✓	✓	✓
Compensation and Classification	✓	✓	✓	✓
Payroll Internal	✓	✓	✓	✓
Payroll User Group	✓	✓	✓	✓
Leadership Imperatives	✓	✓	✓	
Solutions Lab	✓	✓	✓	

**Talent Acquisition@Iowa offers a comprehensive, coordinated approach to employer marketing, candidate engagement, and recruitment at the University of Iowa.**

The project advances the overall Talent@Iowa goal of developing human resources professionals as **strategic partners** who help the university assess and achieve its workforce needs, and includes implementation of Oracle's **Taleo talent management system**.

### STRATEGY

This initiative envisions an **end-to-end approach to hiring top talent**. It establishes three key focus areas to connect functions and streamline processes:

#### Attract: Market the UI as employer of choice

Marketing and communication strategies  
Community engagement  
Employer branding

**Goal:** Convey what it's like to work here

#### Engage: Cultivate top talent

Pipeline (internal/external) development  
Referral programs and incentives  
Advertising and networking

**Goal:** Attract attention from potential candidates

#### Recruit: Modernize processes for hiring

Application  
Interview management  
Screening  
Selection

**Goal:** Hire top candidates into UI positions



### PARTNERSHIP

**Talent Acquisition@Iowa** defines shared responsibilities:

**Organizational leaders:** Set strategy to inform talent acquisition goals; drive workforce results

**HR leaders:** Conduct institutional/organizational workforce planning and alignment

**Talent acquisition stakeholders and owners:** Implement key functions across the three talent acquisition areas

**Hiring managers:** Hire/place top candidates

