

Talent@IOWA

August/September 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.

MILESTONE SUMMER As the fall semester approached, Talent@Iowa marked a season of achievements.

LATEST MILESTONES

Recent accomplishments include:

Oracle Taleo contract established: The UI finalized a five-year agreement for Taleo, Oracle's comprehensive talent management system. Implementation will focus first on talent acquisition tools.

Benchmarking toolkit developed and presented: The toolkit facilitates evaluation of UI human resources programs against peers and other organizations.

Payroll Phase 2 committees defined: The Payroll Phase 2 Internal committee will review administrative processes and recommend improvements. The Payroll Phase 2 User Group will solicit campus-wide expertise and focus on processes, policies, and compliance needs.



Leadership projects launched: The Leadership Imperatives committee will define leader skills and behaviors, profile successful leaders, and draft action plans to build a stronger UI leadership culture. The Solutions Lab committee will guide recommendations for how the UI can boost speed and commitment to solving problems and implementing strategy.

UPCOMING MILESTONES

Pending accomplishments include:

Talent acquisition strategy debut: A UI team has completed Human Capital Institute certification and drafted a coordinated, comprehensive approach that balances strategies to attract, engage, and recruit top talent. They're presenting their work to campus constituents during August and September.

Demos and training for data dashboards: A new data dashboard to track workforce demographics will be presented in September, followed by a turnover dashboard slated for November. Data analytics training will accompany the dashboard rollouts.

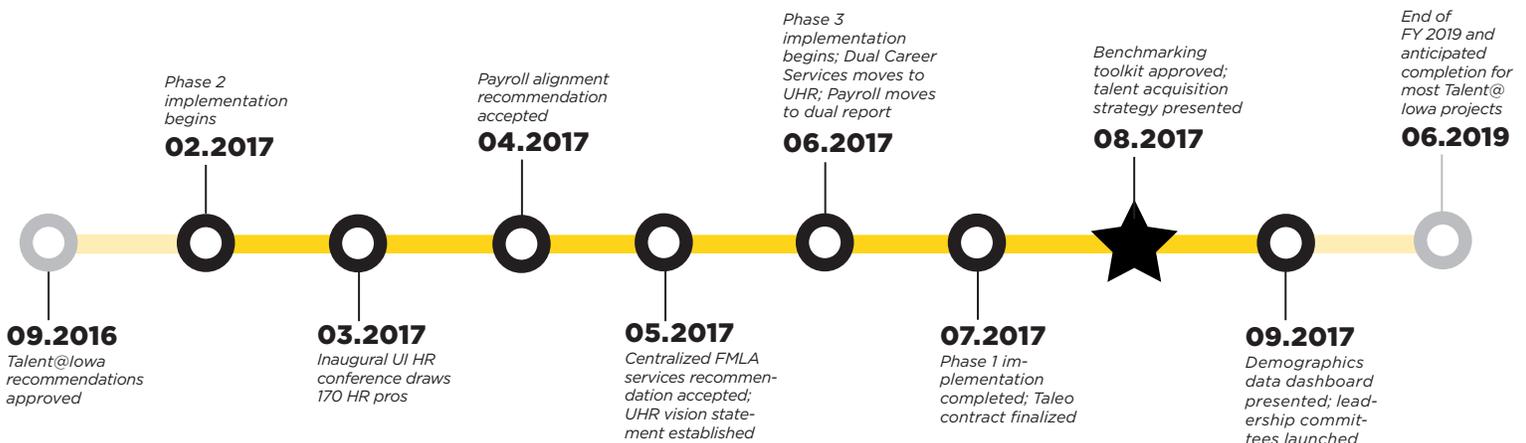


Lead HR Officer Regional Roundtable:

University Human Resources and the Iowa City Area Economic Development Group will convene a meeting of top HR pros from major area employers on Nov. 2. The project aims to offer a new forum for discussing high-level HR strategy, challenges, and solutions while identifying opportunities for collaboration.

TIMELINE

Talent@Iowa implementation will run through fiscal year 2019. Recent milestones include:



COMMITTEE STATUS

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

	Initiation	Planning	Implementation	Evaluation
PHASE 1				
 Immigration	✓	✓	✓	✓
 FMLA	✓	✓	✓	✓
 IT Transition	✓	✓	✓	✓
 HR Independent Organization	✓	✓	✓	✓
 Payroll	✓	✓	✓	✓
PHASE 2				
 GC Decision Framework	✓	✓		
 GC HR Roundtable	✓	✓		
 Data-Driven Decisions	✓	✓		
 Benchmarking	✓	✓	✓	
 Diversity and Inclusion	✓	✓		
 Talent Acquisition	✓	✓		
 Training and Onboarding	✓	✓		
PHASE 3				
 Policy	✓	✓		
 Succession Planning	✓	✓		
 Compensation and Classification	✓	✓	✓	
 Payroll Phase 2 Internal	✓			
 Payroll Phase 2 User Group	✓			
 Leadership Imperatives	✓			
 Solutions Lab	✓			