

Talent@IOWA

February 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.

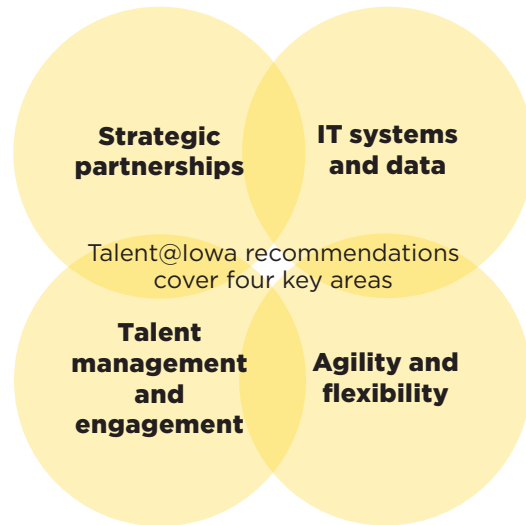
LISTENING AND RESPONDING

Talent@Iowa responds to priorities emphasized in the university's **Strategic Plan** and to **Working@Iowa** survey feedback.



"...The people of the UI are crafting new chapters of exploration, discovery, creation, and engagement."

—UI Strategic Plan 2016–2021



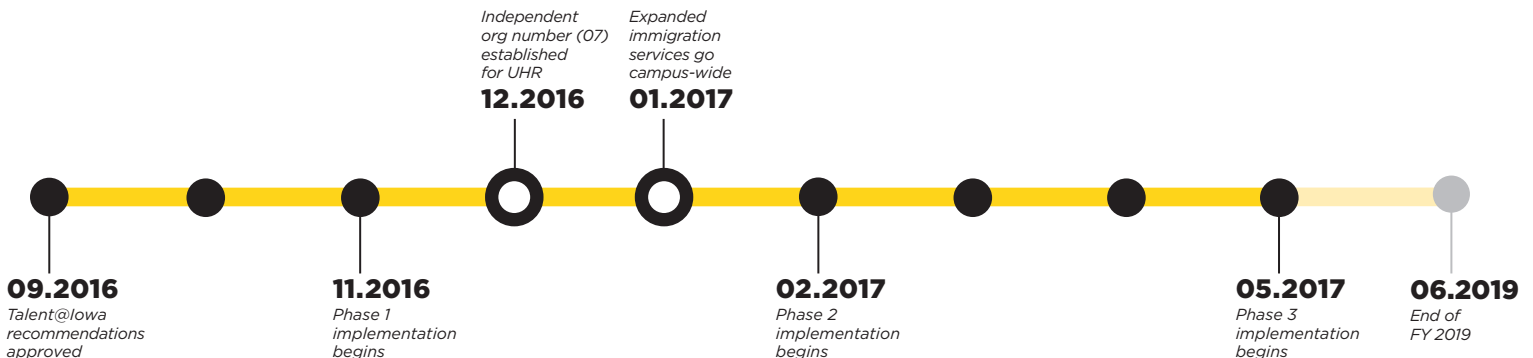
STRUCTURE

Talent@Iowa implementation includes:



TIMELINE

Implementation will run through fiscal year 2019. Milestones for the project's first year include:



LATEST MILESTONES

Recent accomplishments include:

- Recruiting chairs and members for all implementation committees
- Initiating Phase 1 committees: Governance Council, Immigration, FMLA and Leave Management, IT Transition, HR Independent Organization, Payroll
- Expanding new immigration services campus-wide
- Launching website: hr.uiowa.edu/talent














UPCOMING MILESTONES

Pending accomplishments include:

- Initiating Phase 2 committees: Data-Driven Decisions, Benchmarking, Diversity, Talent Acquisition, Training and Onboarding
- Completing expanded FMLA service pilot
- Onboarding new director of talent acquisition

COMMITTEE STATUS

Committees start work on a rolling schedule, with fiscal year 2017 priorities highlighted in Phase 1. 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				
 Data-Driven Decisions	✓			
 Benchmarking				
 Diversity	✓			
 Talent Acquisition				
 Training and Onboarding	✓			
PHASE 3				
 Policy				
 Succession Planning				
 Compensation and Classification				