THE UNIVERSITY OF IOWA

Talent@IOWA

IMPLEMENTATION UPDATE

June/July 2017

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.
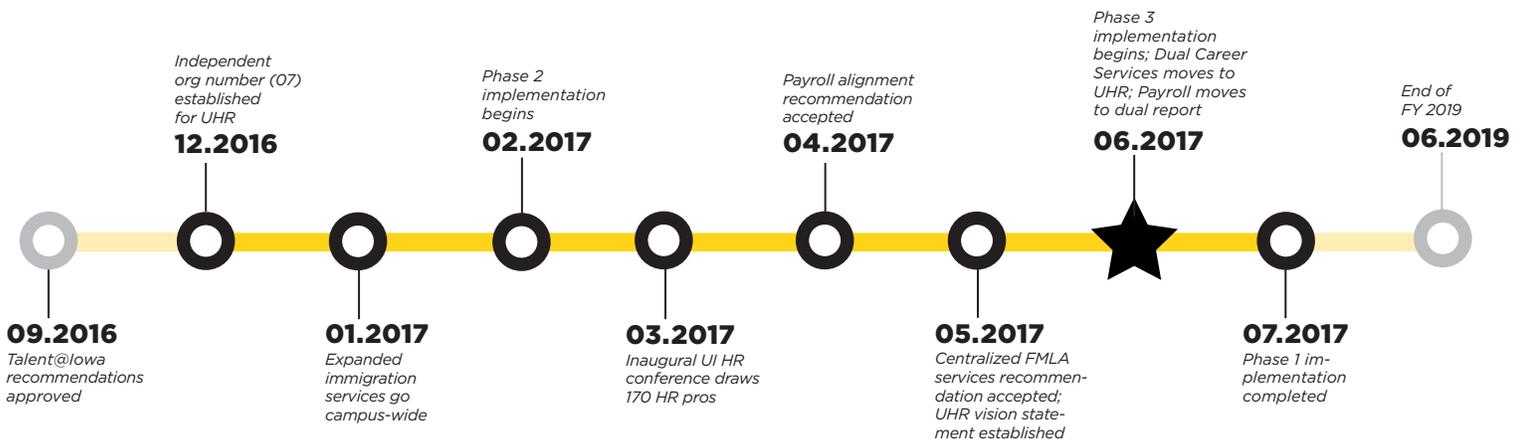
QUARTERLY DELIVERABLES FOR PHASE 2 COMMITTEES

This summer and fall, Phase 2 committees will focus on recommending strategy, soliciting campus feedback, and implementing new tools.

COMMITTEE	DESCRIPTION	JUNE 2017	SEPTEMBER 2017	DECEMBER 2017
Data-Driven Decisions	Develop strategies for utilizing data to support HR decisions	Document workforce planning metrics	Gain campus input on HR dashboard proof of concept	Present initial HR dashboard prototype
Bench-marking	Identify and develop benchmarking tools	Present benchmarking toolkit	Launch toolkit to HR leaders	Train HR community to use toolkit
Talent Acquisition Framework	Develop a framework that will attract and retain diverse, top-talent employees	Present talent acquisition guiding principles/framework	Develop plan for talent acquisition framework	Develop roadmap for talent acquisition framework
Talent Acquisition System	Research, select, and implement a talent acquisition system	Complete due diligence/cost of investment review for software decisions	Develop implementation plans	Full project implementation
Training and On-boarding	Implement strategies for employee and leader onboarding programs	Present new supervisor onboarding program	Pilot new supervisor onboarding program	Launch new supervisor onboarding program
Diversity and Inclusion	Propose strategies to acquire, promote, and retain diverse faculty and staff	Review diversity and inclusion best practices	Gain campus input on diversity and inclusion best practices	Recommend UI diversity and inclusion best practices for HR

TIMELINE

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

09.2016
Talent@Iowa recommendations approved

12.2016
Independent org number (07) established for UHR

01.2017
Expanded immigration services go campus-wide

02.2017
Phase 2 implementation begins

03.2017
Inaugural UI HR conference draws 170 HR pros

04.2017
Payroll alignment recommendation accepted

05.2017
Centralized FMLA services recommendation accepted; UHR vision statement established

06.2017
Phase 3 implementation begins; Dual Career Services moves to UHR; Payroll moves to dual report

07.2017
Phase 1 implementation completed

06.2019
End of FY 2019

LATEST MILESTONES
Recent accomplishments include:

- Recommendations for centralized FMLA services accepted
- UHR vision statement established
- Reporting transitions for Dual Career Services and Payroll implemented

UPCOMING MILESTONES
Pending accomplishments include:

- Decision on talent acquisition software
- UHR reporting transition (to Office of the President)
- **Prioritization for Payroll projects**

COMMITTEE STATUS
Committees start 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	✓	✓		