

# Talent@IOWA

March 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.

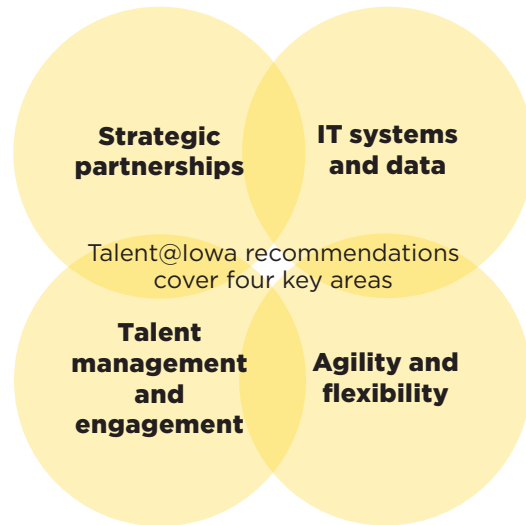
### LISTENING AND RESPONDING

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



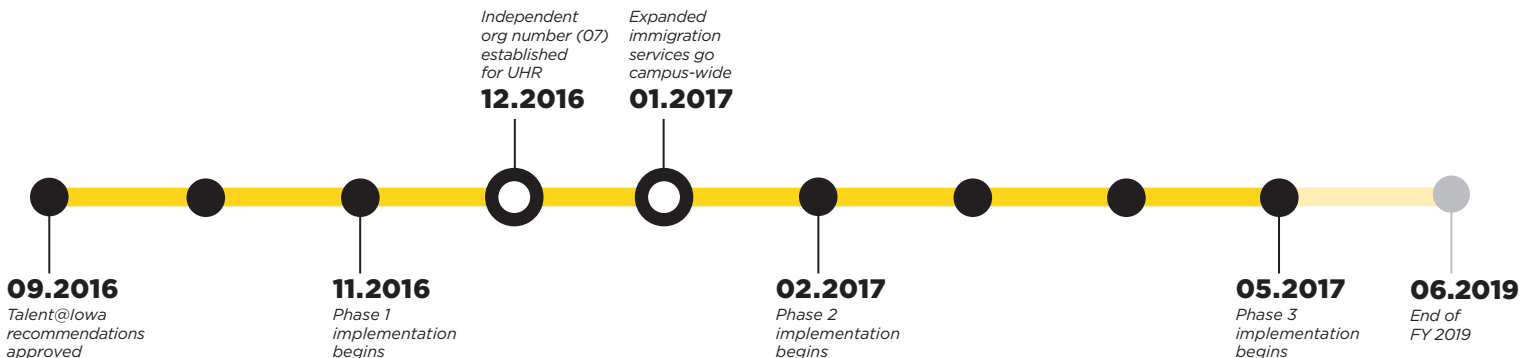
### STRUCTURE

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:

- All Phase 1 committees in implementation stage and drafting recommendations
- All Phase 2 committees initiated
- Evaluating FMLA pilot data













## UPCOMING MILESTONES

Pending accomplishments include:

- Onboarding new director of talent acquisition
- Evaluating potential talent acquisition systems
- Reviewing models for HR roundtables

## 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
<b>PHASE 1</b>				
 Governance Council	✓	✓	✓	
 Immigration	✓	✓	✓	
 FMLA	✓	✓	✓	
 IT Transition	✓	✓	✓	
 HR Independent Organization	✓	✓	✓	
 Payroll	✓	✓	✓	
<b>PHASE 2</b>				
 Data-Driven Decisions	✓	✓		
 Benchmarking	✓			
 Diversity	✓			
 Talent Acquisition	✓			
 Training and Onboarding	✓	✓		
<b>PHASE 3</b>				
 Policy				
 Succession Planning				
 Compensation and Classification				