THE UNIVERSITY OF IOWA

Talent@IOWA

May 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.

FEEDBACK ON PHASE 1

As Talent@Iowa Phase 1 committees completed their work, participants rated the process and the outcomes. Here are some of their close-out survey comments (with respondents' committee affiliations noted in parentheses):

"I like the **community engagement** and the opportunity to hear how changes affect different parts of campus." (IT Transition)

"I was able to get an **insider's view of the people and processes** of UHR that provides a lot of context going forward." (IT Transition)

"The **time and effort invested is worth it**. Leadership wants to make progress and is open to ideas." (IT Transition)

"Being able to participate in the initiative was beneficial to **understanding what is changing and why**. Having access to that change information at the outset **fosters participation and appreciation** for the priorities of our partners in UHR." (Immigration)

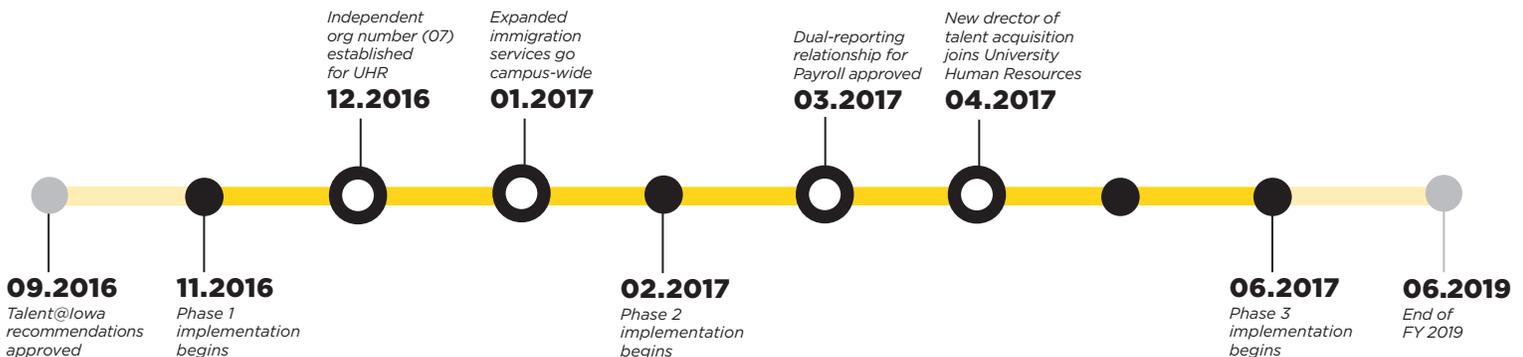**"My work with the committee strengthened my view of UHR and the HR community."**

"I liked working with **individuals who I don't normally work with** and hearing their views of Payroll services." (Payroll)

"I appreciate committee members' willingness to participate and provide **candid, useful feedback**." (Payroll)

"With the new model, HR professionals will be able to focus more on business needs. We will have overall **better compliance and greater consistency** of processes." (FMLA)

TIMELINE

Talent@Iowa implementation will run through fiscal year 2019. Milestones for the project's first year include:

Independent org number (07) established for UHR
12.2016

Expanded immigration services go campus-wide
01.2017

Dual-reporting relationship for Payroll approved
03.2017

New drector of talent acquisition joins University Human Resources
04.2017

09.2016
Talent@Iowa recommendations approved

11.2016
Phase 1 implementation begins

02.2017
Phase 2 implementation begins

06.2017
Phase 3 implementation begins

06.2019
End of FY 2019

LATEST MILESTONES

Recent accomplishments include:

- Phase 1 committees in evaluation stage; all Phase 2 committees initiated
- FMLA recommendations drafted
- Dual-reporting for Payroll to HR and Finance approved
- Director of talent acquisition joins UHR

UPCOMING MILESTONES

Pending accomplishments include:

- Evaluating potential talent acquisition systems
- Reviewing models for HR roundtables
- Exploring options for new supervisor onboarding
- Surveying HR benchmarking needs

COMMITTEE STATUS

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

	Initiation	Planning	Implementation	Evaluation
PHASE 1				
Governance Council	✔	✔	✔	
Immigration	✔	✔	✔	✔
FMLA	✔	✔	✔	✔
IT Transition	✔	✔	✔	✔
HR Independent Organization	✔	✔	✔	
Payroll	✔	✔	✔	✔
PHASE 2				
GC Decision Framework	✔	✔		
GC HR Roundtable	✔	✔		
Data-Driven Decisions	✔	✔		
Benchmarking	✔	✔		
Diversity	✔	✔		
Talent Acquisition	✔	✔		
Training and Onboarding	✔	✔		
PHASE 3				
Policy				
Succession Planning				
Compensation and Classification				