

# Talent@IOWA

October/November 2017

## IMPLEMENTATION UPDATE

[hr.uiowa.edu/talent](http://hr.uiowa.edu/talent)  
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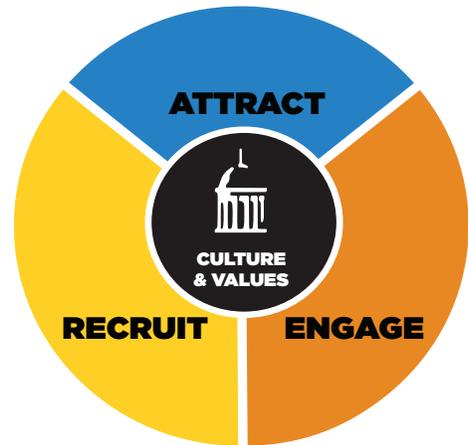
**Talent@Iowa is an investment in the university's greatest resource—its people.**

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.

### TALENT ACQUISITION STRATEGY ROLLOUT

This summer, a team of campus HR professionals proposed a new model for talent acquisition. As their HR colleagues, campus leaders, shared governance groups, and others offer feedback on the strategy, the team is developing implementation plans.

Here's what to look for in the months ahead:



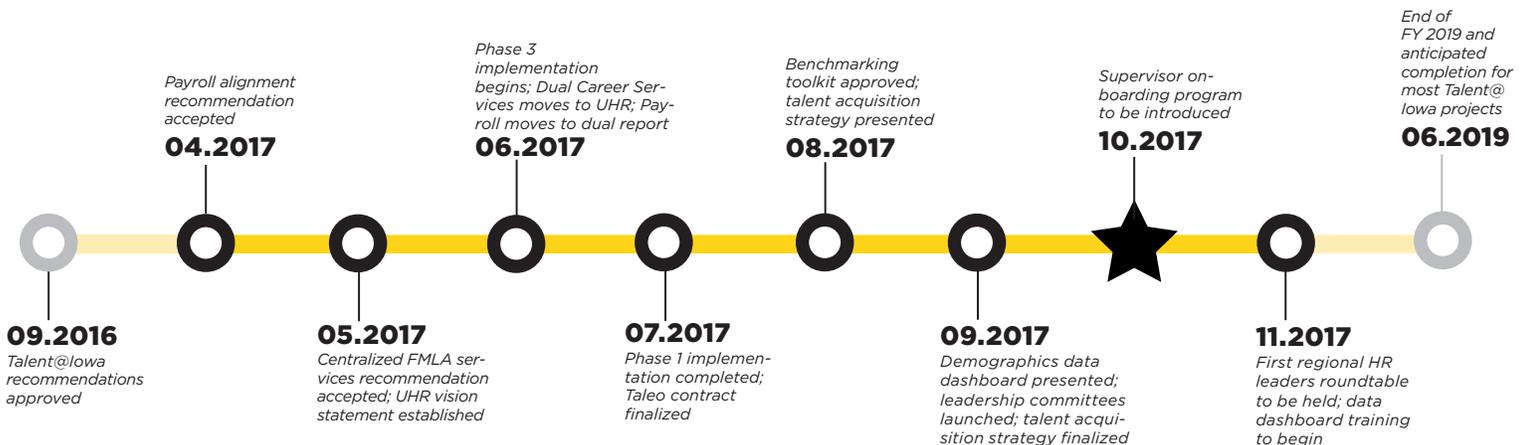
#### PLANNING

- Select Taleo implementation partner
- Assign teams
- Draft talent acquisition roadmap
- Establish governance structure

	PHASE 1: Building the foundation	PHASE 2: Strengthening talent acquisition
ATTRACT	<ul style="list-style-type: none"> <li>• Develop employer brand</li> <li>• Launch initial marketing campaign</li> </ul>	<ul style="list-style-type: none"> <li>• Develop community-focused events</li> <li>• Introduce niche marketing campaigns</li> </ul>
ENGAGE	<ul style="list-style-type: none"> <li>• Leverage existing applicants</li> <li>• Establish pipelines</li> <li>• Standardize job posting boards</li> <li>• Enhance diversity recruiting</li> </ul>	<ul style="list-style-type: none"> <li>• Expand pipelines (alumni, etc.)</li> <li>• Offer referral incentives</li> <li>• Standardize advertising</li> </ul>
RECRUIT	<ul style="list-style-type: none"> <li>• Consolidate staff talent pools</li> <li>• Capture talent at interest level</li> <li>• Integrate processes</li> <li>• Modernize compliance</li> <li>• Implement Taleo</li> </ul>	<ul style="list-style-type: none"> <li>• Develop recruiter services</li> </ul>

### TIMELINE

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



## COMMITTEE STATUS

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

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