UI TIER Update: June 15

HR-01 Revise Distributed HR Delivery Model

The redesign process that will be used in determining the changes in the Human Resource (HR) structure for each college and division will follow a similar process. University HR analysis will:

- First consult with college/division leadership
- Collect information from individuals in the organization through surveys and/or interviews
- Analyze the information received
- Formulate recommendations based on that data to achieve HR redesign goals
- Discuss the recommendations with college/division leadership to determine the best alignment of HR services
- Engage organizational change consultants with college/division leadership to develop an effective implementation strategy

The redesign process will include individual interviews with college/division and department HR staff and leadership to understand the current distribution of HR responsibilities. Once the desired changes in the assignment of HR responsibilities are identified, college/division and HR leaders will work together to establish a transition plan that will guide the actual implementation.

Throughout the redesign, the goal is to:

- Maintain an open and transparent process
- Recognize the uniqueness of each organization
- Provide opportunities for individuals impacted to participate in the process, and
- Support change through effective communication.

An initial pilot project is currently underway. University HR will apply best practices in design and implementation to other participating colleges and divisions over the next 15-16 months.