Why re-design? The world of Higher Education is changing and the Human Resource Redesign (HR-01) is one of many initiatives that will positively support the University toward future sustainability. The current HR structure across campus was organized years ago as an ad hoc structure and created an HR organization that had many people serving a part time HR role. This led to fragmented HR services and a lack of time to devote to the many HR programs. HR-01 re-design will help to create a more efficient and effective organizational structure.

The TIER HR-01 re-design project allows the university the opportunity to create a stronger, more responsive HR organization that can better serve the university community.

How? The HR01 team will meet with the leadership and with individuals within the organization who currently perform HR services. Based on this input, the HR01 team will provide recommendations and collaborate with the organization’s leadership team while focusing on the mission of the organization and the goals of the redesign.

**PROCESS**

Meet with Org Leadership

Collect Faculty and Staff Input

Analyze Data

Formulate Recommendations Based on Data

Collaborate and Discuss Recommendations with Org Leadership

Implement Recommendations

**Timeframe**

30 – 45 Days

**Goals / Outcomes**

**TIER HR-01 Goals**

- HR Reps doing 100% HR work
- HR Reps reporting to Senior HR Leader
- Senior HR Leader establishing a dual reporting relationship with VP of UHR while maintaining accountability to the Dean/VP of the college/division

**Streamlined Processes**

- Improved Efficiencies for Administrators
- Strategic HR Service Delivery
- Improved Services for Faculty, Staff, & Students
### What are the benefits of the redesign?

The HR01 redesign will elevate the current roles within Human Resources with the aspiration to create an even stronger, more professional organization. Human Resource organizations work best when they can help to provide leadership for operational and strategic success, anticipate and help others adapt to change, foster a university culture that supports talent management, engagement, health and productivity, and manage risks through compliance with legal, financial, or organizational requirements and best practices. The redesign will help to create a more efficient and effective organizational structure for the delivery of HR services within each college/division.

### What essential elements are needed that will achieve these benefits?

**HR Unit Reps dedicated to full time human resources activities and reports to the Senior HR Leader**

Currently, 80% of current Unit HR Representatives spend on average 25% of their time (10 hrs. per week) on their HR responsibilities. This process does not allow for the depth of knowledge needed as the processes within Human Resources continue to evolve and become more complex. The new reporting structure will allow the full time HR Unit Reps to improve HR service delivery by providing support to leaders and to employees at the local level. This dedicated focus will allow for a greater depth of HR knowledge and will increase consistency in service delivery leading to more effective and efficient service for everyone.

**Strengthen relationship of Senior HR Leader reporting to VP of University HR and to the Dean or Vice President of their college/division.**

A majority of UI organizations currently have a direct reporting relationship between the Senior HR Leader and their Dean /Vice President allowing for the utilization of HR strategy to support department and college/division success. It is a goal of the redesign to strengthen the reporting relationship of Senior HR Leaders to Dean/ Vice President

### What will be the impact on administrative support staff who perform HR transactions?

The role of administrative support staff may look the same or may change dependent upon the organization’s needs. These staff members are not required to be classified in a HR job classification or perform only HR functions.

**This HR-01 Re-design WILL NOT result in loss of employment or reduction in pay**