UI TIER Update: April 1

Human Resources 01: Revise Distributed HR Delivery Model

- Senior human resource leaders and unit human resource representatives (excluding UI Health Care) participated in an Activity-Based Analysis survey in March to identify the amount and type of human resources work they performed to support UI faculty, staff and student employees.
- The information from this survey is being used to help validate the analysis and recommendations initially made by Deloitte Consulting. It will also be used in developing the desired future state leading to unit representatives being dedicated to UI Human Resources work on a full-time basis.
- The Project Leadership and Project Teams participated in a full day workshop with Chazey Partners to review the original business case and establish benchmarks for implementing the realignment of unit human resource representative responsibilities.
- While the university’s Project Team is analyzing the survey data with Chazey Partners, the senior human resource leaders on the Project Leadership Team are consulting with their peers about some of the key issues around the desired future state.
- The Change Management and Communications Advisory Group specific to HR-01 has started meeting on a regular basis to help support effective communications leading to a successful implementation.