UI TIER Update: April 30

HR-01 Revise Distributed HR Delivery Model

An Activity-Based Analysis survey of Unit HR Reps (not including UI Health Care) found that of 99 surveyed, only 20 are full time HR professionals, with the majority of Unit HR Reps spending on average 25% of their time (10 hrs./wk.) on HR responsibilities. The remaining 75% of these Unit Reps’ time is spent on other administrative responsibilities. This illustrates the challenge for these HR Reps to provide a wide range of HR services efficiently and effectively, when they may encounter some tasks infrequently. This also limits the ability of Unit Reps to support local leadership through application of HR strategy and best practices.

The primary concepts for improvement include:

- Unit Reps that are full time HR professionals
- A direct reporting relationship between Unit Reps and their Senior HR Leader
- Formal accountability of Senior HR Leaders to Vice President of Human Resources
- Consideration for use of specialists to focus on specific areas of HR practice, e.g. recruitment

The anticipated redesign process is to examine each college/division individually to:

- Recognize the uniqueness of each organization and their needs in the redesign
- Provide an opportunity for those impacted to participate in the redesign process
- Maintain transparency of the process through regular communication with stakeholders

Pilot projects are anticipated to begin in May, and expand to other colleges/divisions in July.