HR Forum

Feb 11, 2015
HR Effectiveness Project Update
Phases 2 and 3 (began in July 2014)
- HRLT collaborated with an external consultant to identify ways to maximize HR’s effectiveness
- Input will be sought from internal and external stakeholders
- HR processes, structure, and tools will be evaluated and then redesigned for improvement
- Implementation new processes, tools, and structures

* Group A includes: School of Medicine, Administrative Services, Employment & Recruitment, Employee Relations (including Mediations & Appeals), Matrix HR, Strategic HR Communications, TMOD

**Group B includes:** Labor Relations, HRIS, HR Services (Academic Centers, UA and SAIS), Compensation, International HR, Compliance
Activities and Progress Since Last HR Forum

Stakeholder Analysis

• Employment and On-Boarding Survey
  - *Participants*: Recent new hires and their hiring managers. Included both faculty and staff from all schools, libraries and UA.
    - 541 new hires (24% response rate)
    - 268 hiring managers (21% response rate)
  - *Output*: Detailed analysis completed of all responses for both surveys, also additional analysis of response rates by school/campus.

• Stakeholder Interviews and Focus Groups
  - *Participants*: Administrators, DBO’s, other senior leadership in schools and UA, and partners (e.g. OGC and OIE)
    - Interviews: 10 sessions
    - Focus Groups: 14 focus groups
  - *Output*: Detailed notes from the sessions, that were then reviewed and analyzed for consistent themes shared with HRLT and DBO Advisory
  - *Note*: Stakeholder Analysis for Groups A and B will be completed in next two weeks
Activities and Progress Since Last HR Forum (cont.)

Critical Stakeholder Engagement

- **HR Stakeholder and Working Group Member Finalization**
  - *Participants:* HRLT reviewed all the volunteer requests from HR to staff
    - 5 HR Stakeholder Groups and 15 Working Groups:
  - *Output:*
    - 2 HR Working Group Kick Off Calls
    - Completed 5 HR Stakeholder Sessions
    - Scheduling of the first Working Group Sessions – 1st one is Feb 18

- **DBO Advisory**
  - *Participants:* Ten DBO’s have volunteered to participate in HR DBO Advisory Board
  - *Output:* Two kick-off meetings with HRLT and D. Ennis
    - Develop charter and ground rules for operations
    - Review preliminary stakeholder feedback trends

- **General HR Survey**
  - Survey to entire HR population is still forthcoming
Next Steps

• Complete the final stakeholder work
• Conduct the HR Working Group Sessions
• Review output of Working Group Sessions with HRLT and prioritize next steps
• Validate proposed next steps with DBO advisory
• Start to plan for implementation of changes