HR Design Overview
Breakout Session
Agenda

• HR Design Background
• HR Design Components
• Q&A
HR Design Vision

University Vision
“A model public university in the 21st century, serving as a resource to the public and working to enhance the quality of life in the state, the nation, and the world.”

Thoughtful Design
- **Efficient**
  Each process, step or rule adds value and can be accomplished in a timely way

- **Flexible and Responsive**
  Processes can be adapted to a broad range of situations and allow for improvement

- **Aligned**
  HR components integrated across employee lifecycle

- **Consistent**
  Policies and processes are common to as many employees as possible unless required by a business need

- **Transparent**
  Processes driven by clearly communicated guidelines

21st Century Workforce and Community
- **Diverse**
  Create a community that draws upon the ideas, experiences, and perspectives of a diverse workforce and promotes an inclusive culture

- **Engaged**
  Foster trust and commitment to employees; support their development

- **Right Talent**
  Attract, develop and retain the talent to sustain and continually improve a world-class university

- **Adaptable**
  Create a culture that fosters a shared ability to embrace and respond to change
Key HR Design Dates

**Jun. 2011**
2011-13 biennial budget provides authority to create new personnel system

**Dec. 2012**
Board of Regents/UW governance approves HR Design Strategic Plan

**April 23, 2014**
Joint Committee on Employment Relations approves HR Design

**Sept. 2012**
HR Design Strategic Plan presented to campus

**May 24, 2013**
Joint Committee on Employment Relations votes to delay aspects of HR Design until July 2015

**July 1, 2015**
Begin implementation of many elements of HR Design
HR Design Has Engaged Employees Campus-Wide

**HR Design Work Teams**
- Cross-campus work teams formed in 2012 to develop recommendations for new HR system
- Teams included more than 150 members of the campus community

**Campus Engagement**
- HR Design planning and implementation has involved massive and ongoing campus engagement using multiple-audience focus groups, interactive web chats, quarterly campus-wide information sessions, surveys, polls, brochures and many other communications vehicles
- Involved more than 19,000 participants to date
Critical HR Issues

Need for new HR approach

- Ineffective and inefficient hiring
- Out-of-date job titles and inflexible pay structures
- Inconsistent employee onboarding, development, and performance management
- Balance workforce flexibility with employee job security and protections
- Perception of hierarchy
- Two personnel systems
- Limited data
# How HR Design Improves the Current State

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<tr>
<th>Challenge</th>
<th>Approach</th>
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<tr>
<td>Ineffective and inefficient recruitment tools</td>
<td>• Provide new recruitment, assessment and selection tools and a new online applicant tracking system</td>
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<td>Out-of-date job titles and inflexible pay structures</td>
<td>• Provide pay increases to those earning less than living wage</td>
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<td>• Incorporate market and performance into compensation</td>
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<td>• Revise job titles</td>
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<td>Inconsistent employee onboarding, development and performance management</td>
<td>• Implement campus-wide performance management and onboarding policies and provide training and resources, including for managers and supervisors</td>
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<td>Need to balance workforce flexibility with employee job security</td>
<td>• Establish policies for University Staff that maintain job protections and security</td>
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<td>Perception of hierarchy</td>
<td>• Provide University Staff with governance</td>
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<td>Two separate personnel systems</td>
<td>• Create greater consistency in policies and practices</td>
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<td>Limited data to inform decisions</td>
<td>• Implement systems that will better inform recruiting, hiring, and other employment-related decisions</td>
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Q & A