SPRING 2014
PROJECT COMPONENTS

During our last series of campus wide sessions in November, we presented an implementation timeline for the various HR Design components. In keeping with our promise to provide you with regular progress updates, we offer you this helpful flyer. It shows the key project components along with a brief statement on why each one matters for you. Also, watch for an article coming soon in "Inside UW." And on June 10 and June 12, we will conduct three campuswide information sessions, complete with a Q&A period, as we've done in the past.

Project Component	**Why It Matters**
Expand Employee Learning and Development	Expanded professional development will provide increased opportunities for employees to learn and grow. While OHR's initial focus will be on expanding knowledge, skill and ability development for managers and supervisors, subsequent offerings will focus on all employees.
Performance Management	The proposed performance management system will help ensure that supervisors and employees have regular (formal and informal) communication about job expectations, performance, and professional development opportunities.
New Employee Onboarding	Enhanced onboarding programs and services will welcome new employees and equip them to succeed. This is a critical component of creating a positive culture and promoting inclusion. The Office of Human Resources (OHR) is identifying criteria to establish messages and activities that are most helpful to a new hire.
Recruitment, Selection, and Assessment	The recruitment, assessment and selection toolkit now being developed will identify new and/or enhanced tools such as advertisement samples, candidate evaluation strategies, suggested interview questions, and reference check dos and don'ts, to help identify and hire the best talent. These tools will be complemented by training for hiring administrators (anyone across campus who is responsible for the hiring process).

Applicant Tracking System	OHR plans to implement an applicant tracking system (ATS), first for academic staff and faculty vacancies that will allow prospective and current employees a smoother, easier job applicant process. The ATS, which will also eventually be expanded to classified hires, will also help supervisors in the hiring process.
Classified Staff Governance	Creation of classified staff governance gives classified staff employees a formal voice for input on issues such as compensation policies, performance management practices, and other areas that are important to classified staff employees.
Workplace Flexibility Toolkit	Workplace flexibilities help employees succeed at work while also meeting personal needs such as family obligations. OHR will assemble and publicize a collection of workplace flexibility options that will include scheduling, telecommuting, and working arrangements. The toolkit will include best practices, resources that support flexibility with technology, and techniques to keep remote employees engaged.
HR Dashboard	The HR dashboard will be a set of data that helps the university understand trends in recruitment, compensation, and other workforce-related information. The HR dashboard will help the campus community identify trends and support decision-making.
HR Professional Competencies	OHR is developing a standard set of HR competencies (knowledge, skills, and abilities) that will form the basis for training and expertise for human resources staff campus wide. This will help ensure that HR policies and procedures are administered fairly, consistently, and effectively across campus.
OHR Organizational Assessment	OHR plans to re-organize, including restructuring by function (e.g., employment relations, compensation), to deliver on the commitments identified in the HR Design Strategic Plan.
Workforce Diversity Plan	The campus diversity framework is being created by the Ad Hoc Diversity Planning Committee. OHR will follow the committee's lead and help implement this framework to make sure our campus is respectful, inclusive, and engages all voices.

The HR Design project is a campus wide effort designed to provide us with the systems and structure to become even better stewards of our human resources and, in turn, build an even stronger workforce. This is a complex project, but one in which we hope that every employee feels welcomed, informed, and engaged.

Please visit our website www.hrdesign.wisc.edu for additional information and further updates.