## Talent@Iowa Update

### Phase 2

<table>
<thead>
<tr>
<th>Activity</th>
<th>Complete</th>
<th>Progress</th>
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<tbody>
<tr>
<td>GC Decision Framework</td>
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<td>GC HR Roundtable</td>
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<tr>
<td>Data-Driven Decisions</td>
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<td>✓</td>
</tr>
<tr>
<td>Benchmarking</td>
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<tr>
<td>Diversity, Equity, and Inclusion</td>
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<tr>
<td>Talent Acquisition</td>
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<tr>
<td>Training and Onboarding</td>
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</table>

### Phase 3

- [ ]
## Talent@Iowa Update

<table>
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<th>PHASE 3</th>
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<td><img src="image" alt="Compensation and Classification" /></td>
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<td><img src="image" alt="Payroll Phase 2 Internal" /></td>
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Data Driven Decisions

• **Charge**: Develop and implement strategies for acquiring and utilizing Human Resources and University data to better support data driven decisions related to human resources operations and strategy

• **Membership**
  – Technical
    • Co-chairs – Michael Kaplan, Joni Troester
    • Members – Brenda Ulin, Trevor Glanz, Angie Bell, Deb Tiemens, Peter Forkenbrock
  – Advisory
    • Co-chairs – Keith Clasen, Nikole Mac
    • Members – Mary Curtis, Megan Hammes, Alaina Hanson, Cheryl Niemeyer, Shannon Schrup, Chris Stevens
Technical Committee

• **Goals**
  – Develop the standardization/functional requirements in the foundational data,
  – Develop dashboard(s) for use by the HR community and other stakeholder groups
  – Utilize Advisory Group related to functional use and application

• **Work Groups**
  – Functional Users/Data and Business Rules
  – Dashboard Development and Implementation

• **Phase One**
  – Data standardization and KPI identification/standardization
  – Dashboard development related to Demographics and Turnover/Retention
Proof of Concept Overview and Demonstration

- **Demographics**
  - Foundational data related to workforce planning
  - Utilization of standardized data and formulas
  - Comparison with UI

- **Turnover/Retention**
  - Key metrics related to recruitment, retention and the employee experience
  - Utilization of standardized data and formulas
  - Comparison within UI and to Bureau of Labor Statistics (BLS)
Fall Timeline

- User Acceptance Testing: September
- Delivery of Final Dashboards: Week of November 27th
- Training for Senior HR Leader: December/January
Lead HR Officer Roundtable

- Co-Sponsored with Cedar Rapids Iowa City Corridor Development
- Initial Meeting: November 2, 2017 at MERGE
- Welcomed by President Harreld
- Included representatives from ACT, Procter & Gamble, Rockwell Collins, Pearson, MidWest One Financial, Kirkwood Community College, Mercy Cedar Rapids, Mercy Iowa City, UFG Insurance
- Plan to meet quarterly to explore common interests and solutions for the Cedar Rapids Iowa City Corridor