Project Overview

Staff Council – April 18, 2018
• We need to **recruit and retain** faculty and staff who possess the **broad diversity** essential to our missions.

• To **remain competitive** in a knowledge based economy, the UI must attract and retain world class talent across all sectors.

• Campus leaders have identified talent acquisition as their **highest priority for HR enhancements**.

• New System (Taleo) and redesigned processes will create efficiencies, improve productivity and **realize cost savings**
Taleo/OTAC will replace Jobs@UIOWA

- Removes barriers in the approval process
- Improves the candidate experience
- Streamlines job board advertising
- Smooth transition of employees through enhanced onboarding
- One recruiting process for P&S and Merit
- Connect prospective applicants to job openings
- Additional tools for search committee members

Estimated Launch Date
- Staff & HC – early fall 2018
- Faculty – late fall 2018
Recruiter Role

• Manage all of the recruiting steps minimizing hiring department burden
• Successfully balance department needs with regulatory compliances
• Understand local department needs and build rapport with hiring supervisors
• Strong technical aptitude
• Source applicants for current and future workforce needs
• Improve candidate experience
• Current with recruiting trends/challenges
IT Project Updates

• Taleo/OTAC purchase
• Baker Tilly Implementation Partner
• Outside Counsel
• Additional Third Party Vendor discussions
Marketing

- Contract February 2018
- Attributes and design for the Career Site and sub pages
- Outside perspective to the University
- Close to the Corridor community
- Designs for future/connecting media
A DIVERSITY OF JOBS & PEOPLE

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LARGEST employer
The University of Iowa is the largest employer in the State of Iowa

#1 STATE in the country
Infrastrucutre, Health Care, Education Lead Iowa to No. 1 Best States Ranking

26 YEARS in a row
In U.S. News & World Report's list of “America's Best Hospitals”

40+ Pulitzer Prizes
Have been awarded to University of Iowa faculty members and alumni

DISCOVER THE BENEFITS OF LIVING & WORKING HERE

SEARCH FOR YOUR OPPORTUNITY
Strategy – Attract, Engage, Recruit Committees

- Branding
- Marketing
- Community Engagement

ATTRACT

- Selection
- Screening
- Interview

RECRUIT

- Application
- Incentives
- Career Advancement
- Posting
- Pipelines

ENAGE

CULTURE & VALUES

THE UNIVERSITY OF IOWA

Talent@IOWA
• Communication Plan March 2018
• Project website available at: hr.uiowa.edu/talent-acquisition-project
Up Next

- IT Design & Configuration Sessions (Jan-May)
- Attract, Engage, Recruit committees begin (April)
- Recruiter Identification (April)
- Job Impact Analysis (May-June)
- User Testing (June-July)
- Training (July-Sept)
Questions?