

# Phase 1 – Laying the Foundations: HR Roadmap for the Next 18 Months (Jan-'19 - May-'20)

## Total Rewards Assessment

1. Executive Comp Review
2. Faculty Comp Review: *Fair Pay Act* Compliance; Merit
3. Staff Comp Review/Comp Philosophy
4. Classification Taxonomy Review (potential expansion)
5. Comprehensive Benefits Review

## Research

1. eVerify Mandate
2. EOE & Affirmative Action Planning
3. Vets 100 Reporting
4. Human Trafficking Compliance
5. Design Solutions to Fast-Track Grant-Funded Positions (Research & Student Appointments)

## Align

1. Organize around 5 Pillar Model
2. Assess Existing HR Talent
3. Insource Key SME's/Lieutenants
4. Message to Campus

## Talent

1. Draft Learning & Dev Blueprint (no incidental programs)
2. Reboot Staff Summit with Professional Development Emphasis
3. Build Career/Development Programming from there (multiyear blueprint)
4. Launch Org Diagnostics/WFP (limited scope initially)

## Fix/Enhance Onboarding

1. ID the 3 Stages of Onboarding
2. Must First Begin Fixing HR: Talent Acquisition, Recruiting, Comp/Class, Business Analytics
3. Assess/Enhance Internal and External Processes
4. Transformation Will Take 1+ Years (Staff, Faculty, & Student Onboarding)

## Engage

1. Deploy HR Advisory Group
2. Partner with Academic Leadership
3. Ad Hoc Focus Groups
4. HR Town Halls
5. Ongoing Change Management

## Building A Data Analytics Highway

- Data Visualization
- Data Management
- Service Delivery
- Sys Optimization