



UNIVERSITY OF OREGON

# **Human Resources Update**

**December 10, 2014**

CAS Managers Meeting



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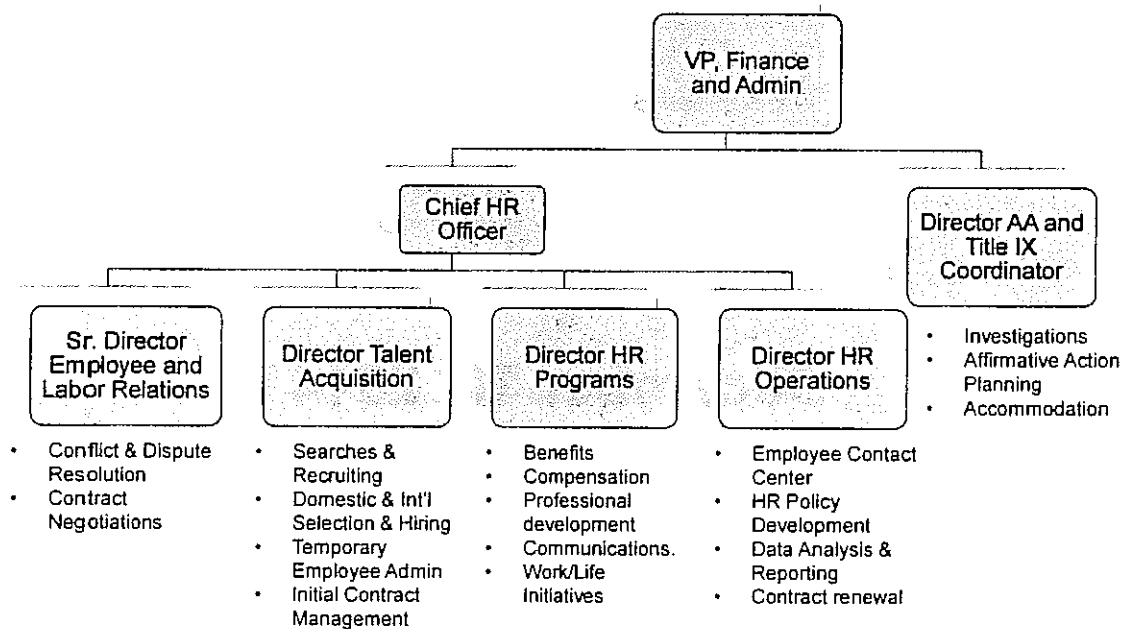
## **Agenda**

- HR Organization
- HR Initiatives
- CHRO Search
- Questions



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# HR Reorganization



## HR Initiatives

- **Process Redesign: Recruiting**
  - Redesign recruiting processes to work within the new HR organization structure and with search committees across campus
  - Goal is to reduce the time it takes to post positions and extend offers and to improve the effectiveness of the recruiting process
  - This process starts with the job requisitioning and ends with extending contingent offers
- **Process Redesign: Onboarding**
  - Redesign onboarding processes to set up new hires effectively on university systems providing access to offices, computers, systems and etc. on their hire dates
  - Identify all the departments that need to initiate new hire processes so information can be distributed in a timely manner
- **Technology Selection:**
  - Identify new technology solution(s) to facilitate online processes to support HR functions
- **OA Compensation Structure:**
  - Define compensation philosophy
  - Review job content and determine classification titles and levels
  - Conduct market analysis and develop market-driven salary structure
  - Evaluate administrative staff classifications
  - Develop recommendations, obtain approval and plan implementation