

HUMAN RESOURCES MANAGEMENT

Project Information

Project Team Leads:	Dave Ambrisco, Angie Bell
Project Manager:	Kim Kuebrich Yordi
TeamDynamix Project Number:	241124

Project Overview

This project will represent the Human Resource needs for the current OneIT implementation effort as well as creating a hiring framework to promote visibility and transparency to future hiring and staffing needs.

Project Purpose and Benefits to Campus

Purpose:

- To facilitate staff mobility and a consistent approach to assessment of need during the realignment of work and staff attrition caused by OneIT@Iowa. This will include an analysis of skills for displaced staff.
- Develop a structured approach to streamline IT hiring.

Benefits:

- Consistency in terms of job analysis and candidate placement.
 - Central identification and assistance for staff displaced by OneIT@Iowa transitions over next 24-36 months.
 - Alignment with HR-10 and other TIER initiatives, saving time and resources on searches.
 - Transparency in hiring, and opportunity for CIO input on IT resource allocations as is necessary for OneIT@Iowa.
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Project Scope Statement

- Develop work and skill assessment tool to identify current skills and gaps between displaced staff and available IT opportunities. Develop process to facilitate staff transitions.
- Develop a method to create visibility to IT hiring and IT needs across campus (position management).

High-Level Requirements

- Utilize Staff Mobility Options framework created and approved by University HR EOD. (See attached document).
- Utilize campus wide internal search process for employees to express interest in general IT categories/areas available.
- Develop a methodology/process for IT position management across the University.
- Develop a communication and change management plan.

High-Level Risks

- Campus unwilling to adopt to the changes
- Staff resistant or unaware of the needs to express interest in opportunities
- Staff don't meet the qualifications needed to be successful in new role - lack of skills
- Supervisors will "cherry pick" the best people and avoid the displaced staff
- Relying on staff to keep their skillset information current
- ITS HR resources will be stretched very thin - technology, process design and assistance from university HR is critical to success

Assumptions and Constraints

- Attrition rates will match necessary reductions over time
- Vacancies will be created by ERIP
- IT staff will adapt and be trained to fill other roles
- Compensation difference between orgs/units for same positions are not addressed in the scope of this project.

OneIT@Iowa

Project Charter



Project Governance

ITS HR; OneIT@Iowa Steering Committee; UI Human Resources; Senior HR Directors; OneIT governance project team

Sub Projects

- Facilitate gap analysis between current workforce skills and new skills needs by creating staff placement toolbox, including:
 - work/skill assessment tool
 - tool to identify & align available people/skills with work/positions needed
 - Establish framework for position management and hiring in alignment with OneIT implementation.
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Preliminary Milestones

Milestone	Target Date
Draft work/skill assessment tool & process flow complete	7/15/15
Draft framework for IT position management across campus to present to steering committee	9/30/15

Project Team

Angie Bell, Team Leader
Dave Ambrisco, Team Leader
Kris Halter, Project Manager
Rachel Napoli, TIER Change Management

Stakeholders:

Refer to Stakeholder Registry

Potential Implementation Cost:

TBD

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Project Charter



Key Dates

Target Start Date:	05/1/2015
Target Go-live Date:	06/30/2017
Charter Ratification Date	06/01/2015