

Future-state Organization Changes

Includes role summaries, position descriptions, market ranges, and org chart

Office of the CHRO

Communications

- HR Sr. Specialist is now HR Sr. Specialist, Communications
- L3 Leadership, HR Communications is now Senior Director, HR Communications
- Added Senior Director, HR Change Management

Added 5/24:

- HR Associate, Executive Assistant is now Executive Assistant

Talent

Overall

- Talent Flexibility is now part of Talent Recruitment

Talent Recruitment

- L6 Leadership, Wage Hiring is no longer a position
- HR Associate, Coordinator is now HR Associate, Wage Hiring
- L4 Leadership, Academic Division Recruitment is now HR Manager
- L4 Leadership, Health System Recruitment is now HR Manager
- L4 Leadership, Health System Recruitment is now HR Manager
- L4 Leadership, Talent Flexibility is now HR Manager
- HR Specialist is now HR Specialist, Dual Career Services
- HR Specialist is now HR Specialist, Pipeline Programming
- Recruiter, Information Technology is now Recruiter
- Faculty Search Support is now Faculty Search Advisor
- Recruiter, Temp. Services Group is now Recruiter, Temp Services
- Senior Recruiter Faculty is now Senior Recruiter
- HR Associate is no longer a position

Added 5/24:

- HR Associate, Wage Hiring is now HR Associate, Faculty Wage
- Recruiter, UPG is now Sr. Recruiter, UPG

Talent Management

- HR Associate, LMS, Learning Support is now HR Associate
- HR Associate, Talent Planning is now HR Associate
- HR Associate, Workday / Technical Training is now HR Associate
- HR Consultant, Organizational Development, Academic / Administration is now HR Consultant, Organizational Development
- HR Consultant, Organizational Development, Health System is now HR Consultant, Organizational Development

- HR Consultant, Learning & Development is now HR Consultant, Learning and Development
- HR Sr. Consultant, Organizational Development, Academic / Administration is now HR Senior Consultant, Organizational Development
- HR Sr. Consultant, Organizational Development, Health System is now HR Senior Consultant, Organizational Development
- HR Sr. Consultant, Performance Management, Academic / Administration is now HR Senior Consultant, Performance Management
- HR Sr. Consultant, Performance Management, Health System is now HR Senior Consultant, Performance Management
- Sr. Consultant, Workforce Planning, Academic / Administration is now HR Senior Consultant, Workforce Planning
- Sr. Consultant, Workforce Planning, Health System is now HR Senior Consultant, Workforce Planning
- L4 Leadership, L&D / Organizational Development is now HR Manager, Learning & Development/Organizational Development
- L5 Leadership, Performance Management / Rewards & Recognition is now HR Manager, Performance Management/Rewards & Recognition
- L5 Leadership, Talent Planning is now HR Manager, Talent Planning
- L6 Leadership, Workday / Technical Training is now HR Supervisor, Workday/Technical Training
- Added HR Specialist, Workday/Health System Technical Training

Added 5/1/17:

- HR. Sr. Consultant L&D, updated Preferred Experience to master's degree
- HR Consultant L&D, Under Responsibilities and Duties, change bullets #7 & #8 to read: Enable an LMS system that provides an integrated view of all required courses/certifications by individual; maintain data in LMS system to inform automated notifications on training requirements and provide an integrated view of compliance requirements. Manage eLearning content, which can include: researching and making purchasing recommendations, incorporating content into blended learning offerings, developing new learning material, etc.

Employee Relations

- ER Consultant, Academic / Administration is now Employee Relations Consultant
- ER Consultant, Health System is now Employee Relations Consultant
- L5 Leadership, Employee Relations Academic Division is now HR Manager, Employee Relations
- L5 Leadership, Employee Relations Health System is now HR Manager, Employee Relations
- Sr. ER Consultant, Academic / Administration is now Senior Employee Relations Consultant
- Sr. ER Consultant, Health System is now Senior Employee Relations Consultant

Service

Overall

- Compensation, Benefits, and Wellness is now Total Rewards and moved to IMPACT

HR Business Partners

- L5 Leadership, Business Partner is now HR Business Partner Lead

Solution Center

- L6 Leadership, Benefits, Leave, and Payroll is now HR Manager, Benefits, Leave and Payroll

- L7 Leadership, Talent Support is now HR Manager, Talent Support; HR Supervisor, Talent Support; HR Supervisor, Talent Support

Added 5/1/17:

- HR Assistant Talent Support, updated the parenthetical in Position Summary to: (including scheduling interviews, coordinating travel and submitting reimbursements to ensure a smooth and welcoming experience) Under Responsibilities and Duties, remove 'Provide search status updates to candidates, hiring managers and HR Business Partners as requested and field inquiries on behalf of the Sr/Recruiter when necessary' (bullet 2). Removed Communicate with and respond to candidates in a timely manner at regular intervals' (bullet 3). Removed: Assist with tracking and managing employee referrals (bullet 5). Added: Monitor licensure compliance.
- HR Assistant, Benefits, Leave and Payroll, changed first bullet under Responsibilities and Duties to: Assist with benefit and leave related transactions.
- HR Associate, Benefits, Leave and Payroll, added Facilitate workers compensation claim process to Responsibilities and Duties.
- HR Associate, Talent Support, Under Responsibilities and Duties, removed Coordinate travel and hotel arrangements and compile and submit reimbursements for candidates and search participants (bullet 1). Removed Review candidate files for completion upon filling positions (bullet 4). Bullet 6 - changed support to facilitate. Updated the parenthetical in Position Summary to: (including providing search updates to candidates and communicating with candidates, hiring managers and HR Business Partners in a timely manner). Updated supporting the pre-boarding process to facilitating the pre-boarding process. Inserted the word complex to ' variety of faculty, staff, and team member-related transactions.
- HR Specialist, Benefits Counselor, added Investigate health plan claim concerns and advise on the appropriate appeal process to Responsibilities and Duties.

Added 6/7/17:

- Changed Business Partner Lead to Senior Director, HR Service to reduce confusion about salary range, title, and scope. Academic and University Operations: reports to AVP of Service; Health System: dual reports to VP & CHRO.

IMPACT and Decision Support

Overall

- Compensation, Benefits, and Wellness is now Total Rewards

Business Operations

- L6 Leadership, HR Business Operations is now HR Manager, Business Operations

People Data and Technology

- Sr. HR Business Analyst People Data and Technology is now Senior HR Business Analyst
- HR Business Analyst People Data and Technology is now HR Analyst, Business Analyst
- Sr. Immigration Analyst, Immigration Services is now HR Sr. Immigration Analyst, Immigration Services
- Immigration Analyst, Immigration Services is no longer a position

Total Rewards

- L4 Leadership, Compensation, Benefits & Wellness is now Senior Director, HR Total Rewards

Added 5/1/17:

- IMPACT: HR Sr Specialist Benefits and HR Specialist Benefits, aligned the functional area outcomes for the two benefits positions.
- IMPACT: Sr Director, Total Rewards, the functional area outcomes for Sr. Director were replaced with the overall outcomes for Total Rewards in the service catalog.
- IMPACT: HR Sr Specialist Benefits, HR Specialist Benefits, the Responsibilities and Duties and Knowledge, Skills and Abilities were updated from wellness to benefits in certain places.

Added 5/24:

- HR Sr. Specialist, Health System Compensation is now HR Sr. Analyst, Health System Compensation
- HR Sr. Specialist, Academic Compensation is now HR Sr. Analyst, Academic Compensation

Future-state HR Market Ranges

Added 5/3/17:

- Supervisor, Talent Support range added to document

Added 5/8/17:

- Added Sr. HR Director, Strategic Initiatives range to document

Future-state Org Chart

Added 5/5/17:

- Changed what used to be the Sr. HR Director, Communications to Sr. HR Director, Strategic Initiatives
- Removed HR Sr. Specialist, Account Management position
- Changed the number of HR Specialist, Communications positions from two to three
- Where Cost recovery units were mentioned, removed sentence "Estimate 9 FTEs for all recovery areas from footnote"

Added 5/24:

Title changes

- HR Associate, Executive Assistant is now Executive Assistant
- HR Associate, Wage Hiring is now HR Associate, Faculty Wage
- Recruiter, UPG is now Sr. Recruiter, UPG
- HR Sr. Specialist, Health System Compensation is now HR Sr. Analyst, Health System Compensation
- HR Sr. Specialist, Academic Compensation is now HR Sr. Analyst, Academic Compensation
- Change anything that says Academic/Academic Division/Admin/Ops to just Academic
- Adjusted the IMPACT and Decision Support Organizational Chart "Technical Analysts" box to include the following language: "(data store/reports, security, integration, identity management)", to include "Payroll Business Analyst (1)", and to include a dotted line to IT/Finance (to denote funding source)

- Adjusted the "HR Sr. Specialist, Health System Compensation" to "HR Sr. Analyst, Health System Compensation" and adjust "HR Sr. Specialist, Academic Compensation" to "HR Sr. Analyst, Academic Compensation"
- Adjusted language in the "Sr. Recruiter, Faculty" box to include "Sr. Recruiter, Faculty" and "Sr. Recruiter, UPG" with corresponding number changing
- Removed the word "Division" from "Academic Division" and removed the language "Univ Ops" where noted as "Academic/Univ Ops"
- Remove caduceus on all Health System slides