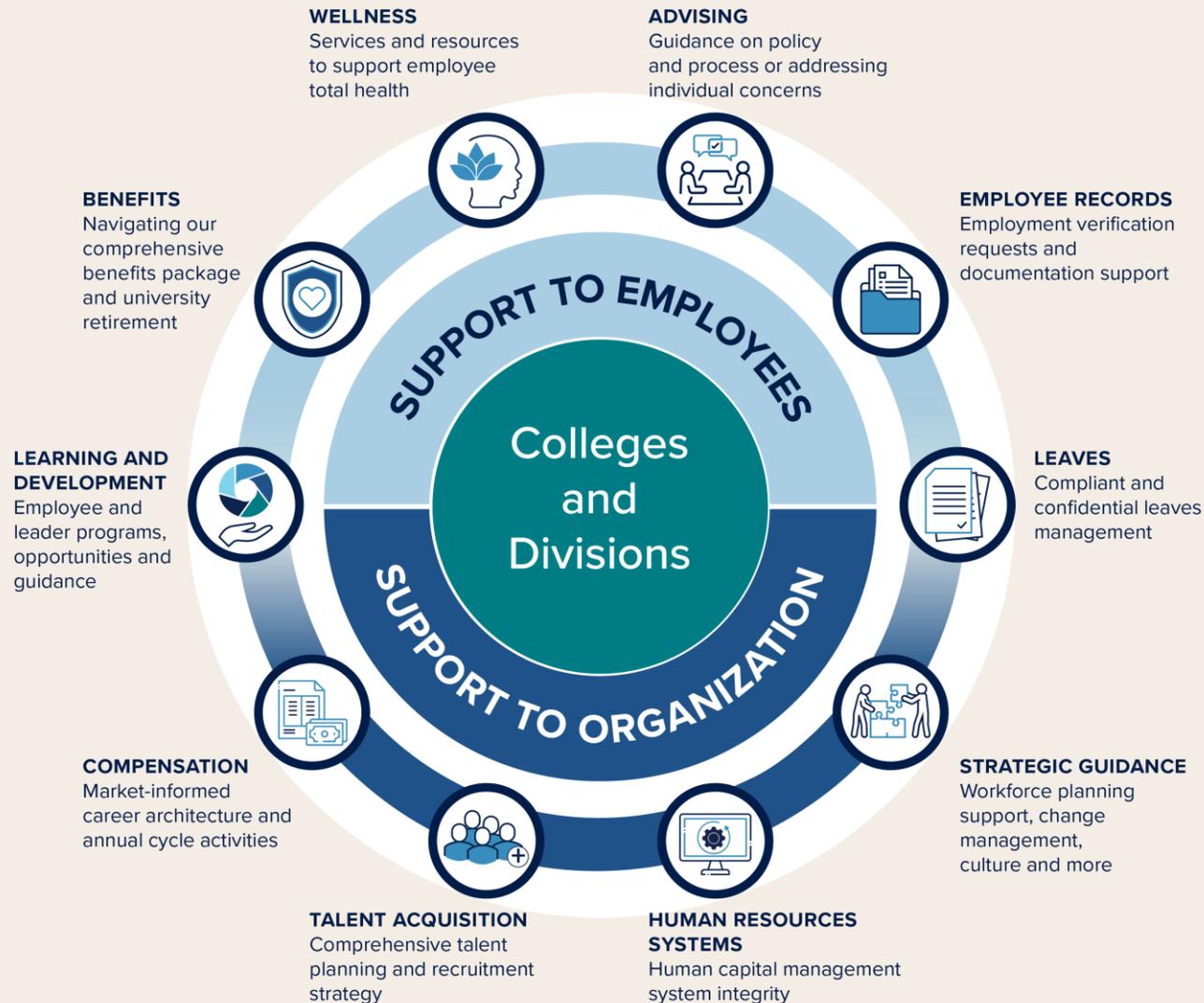


# HR Modernization

# HR Modernization



## Vision:

- Create consistent, positive experiences for employees.
- Provide comprehensive training and support to supervisors.
- Foster a workplace climate and culture where everyone can thrive.

# What is HR?



## **Benefits**

Navigating our comprehensive benefits package and university retirement



## **Wellness**

Services and resources to support employee total health



## **Advising**

Guidance on policy and process or addressing individual concerns



## **Employee Records**

Employment verification requests and documentation support



## **Leaves**

Compliant and confidential leaves management



## **Compensation**

Market-informed career architecture and annual cycle activities



## **Talent Acquisition**

Comprehensive talent planning and recruitment strategy



## **HR Systems**

Human capital management system integrity



## **Strategic Guidance**

Workforce planning support, change management, culture and more



## **Learning and Development**

Employee and leader programs, opportunities and guidance

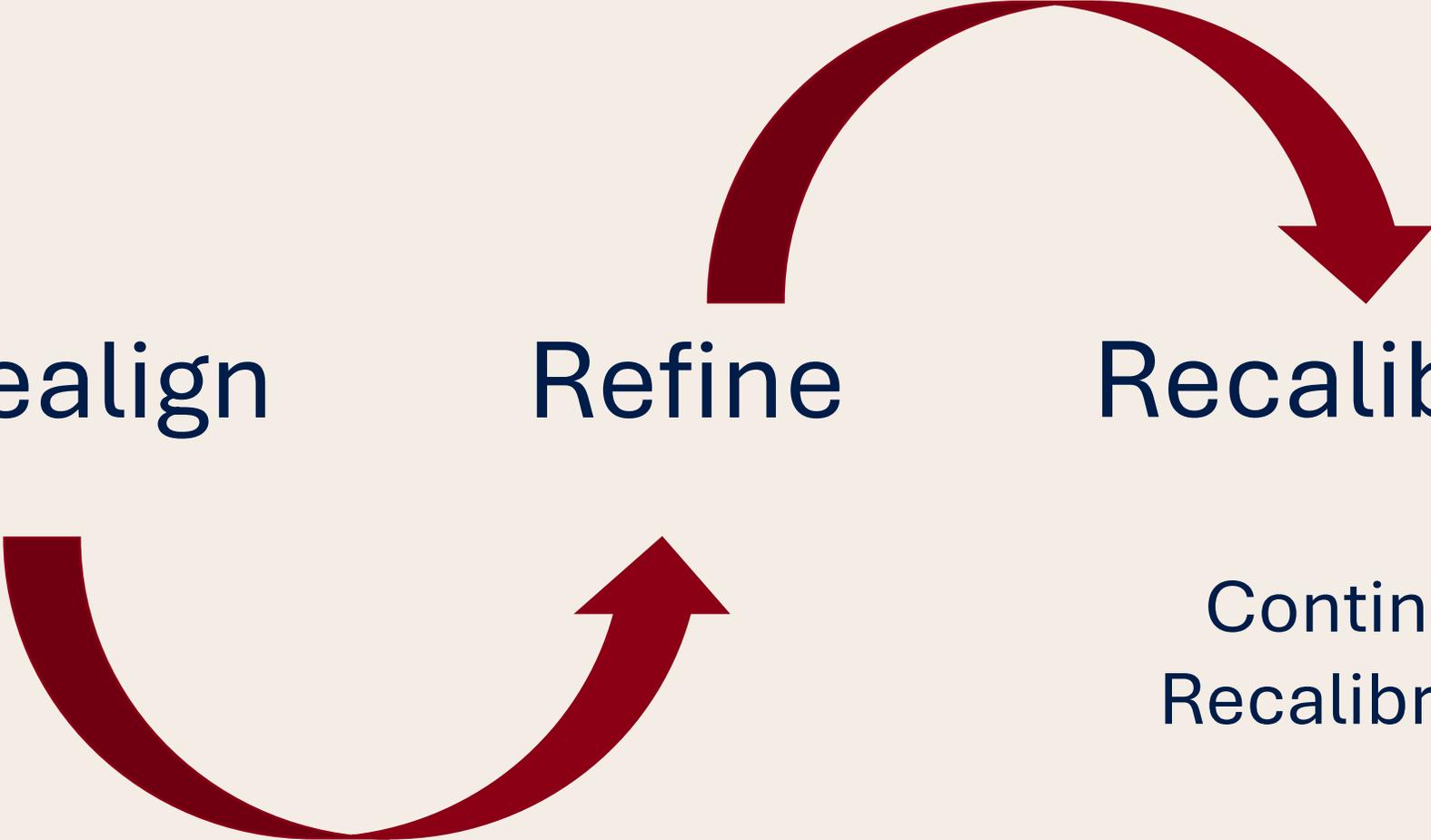
# Phases of Modernization

Realign

Refine

Recalibrate

Continued  
Recalibration



# Completed



HR representatives integration



HR teams created for colleges and divisions



Leaves management process



UAGC integration into EDGE Learning

# In Progress



Talent acquisition model



HR staffing alignment



Role and scope of HR



Pay practices



Learning and talent development



HR workflows



Position Control Numbers (PCN) usage



HR tools, systems, and operational efficiencies

# Primary Focus Areas



HR staffing alignment and dedicated HR Generalist teams



HR tools, systems, and operational efficiencies



Talent acquisition model



Learning and talent development



# HR teams for colleges and divisions



**Each HR Team will have a dedicated:**

- Generalists
- Recruiters
- Leave Advisors
- Compensation Analyst
- And more . . .



# Talent acquisition model

## In Development

- Modifying applicant tracking operations to reduce duplicate review of requisitions and expedite approval wait time for postings and offer letters.
- Establish recruiters to provide strategic guidance on recruitment strategy, applicant management, and use of the Talent system.
- Strengthen timely communication with applicants regarding applicant statuses and search progress.



# Learning and Development

## In Development

- Grow institutional learning and development programs for employees and supervisors.
- Provide supervisors with the training and support needed to manage teams in alignment with university values and goals.
- Establish and maintain an excellent workplace climate and culture.



# Modernization Benefits

- Increased continuity and responsiveness of HR support as more HR professionals are available to address needs
- Dedicated HR Generalist teams who can provide support with an understanding of individual college/division needs
- More confidentiality of sensitive HR functions and employee interactions
- Improved consistency of HR best practices and processes



# Contact your HR Generalist Team

Select “Contact Us”  
on the Human  
Resources home  
page.

Or direct link:  
[https://hr.arizona.edu/  
contact-us](https://hr.arizona.edu/contact-us)

## Contact Your HR Generalist Team

Each college and division has the holistic, strategic support of a dedicated Human Resources team composed of subject matter experts. Learn more about this new model at the [Human Resources Modernization webpage](#).

Use the drop-down to find your college or division and meet your HR generalist team.

College/Division

College of Education

## College of Education

Reach Your HR Generalist Team: [HR-COE@arizona.edu](mailto:HR-COE@arizona.edu)

### Your Human Resources Generalist Team

Patricia Morales, Senior HR Partner

Angie Brinson, HR Gen III

### Your Assigned HR Experts

Mike Krebbs, Leave Specialist

TBD, Recruiter