

HR roadmap

HR Priority Business Function	Business Outcomes
Staff Talent Acquisition Enhance the capacity and service delivery of the Talent Acquisition function to improve the quality of hire	<ul style="list-style-type: none">• Reduced reqs/recruiter• Reduced time to fill• Increases candidate screening• Decreased first year turnover
Staff Classification/ Compensation Optimize compensation and job classification process, including process redesign and tools	<ul style="list-style-type: none">• Improve CFI satisfaction• Reduce time-to-post• Consistently use equity factors• Eliminate disparate impact via internal equity
Leave and Disability Administration Streamline leave and disability management process, including clear intake channels, process redesign and system implementation	<ul style="list-style-type: none">• Improve CFI satisfaction• Reduce average duration of leaves (within legal protections, focusing on efficient processing to reduce HR impact on length)• Improve compliance

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<p>Staff Labor and Employee Relations</p> <p>Develop streamlined LER processes with consistent support levels, increased education for HR and managers, and clear roles and accountability</p>	<ul style="list-style-type: none"> • Improve CFI satisfaction • Reduce time from investigatory meeting to notice of intent to dismiss • Reduce paid investigatory leave time
<p>Learning and Organization Development</p> <p>Clarify roles and expectations of people managers</p>	<ul style="list-style-type: none"> • Strengthen role of the manager • Develop manager competency model
<p>Health HR Business Partner (HRBP)</p> <p>Define the HRBP function/roles to provide proactive strategic services for Health leadership</p>	<ul style="list-style-type: none"> • Improve CFI satisfaction • Leader satisfaction with HR strategic services • HR's involvement in strategic talent planning • Business outcomes for specific HR initiatives (e.g., increased engagement or retention, reduced turnover, etc.)
<p>PeopleConnect</p> <p>Strengthen knowledge content in PeopleConnect to ensure clients can find information to resolve routine questions quickly and ensure PeopleConnect is optimized for the UCPath transition</p>	<ul style="list-style-type: none"> • Improve self-service resolution rate • Improve knowledge suggestion rate • Improve CFI website/PC satisfaction