

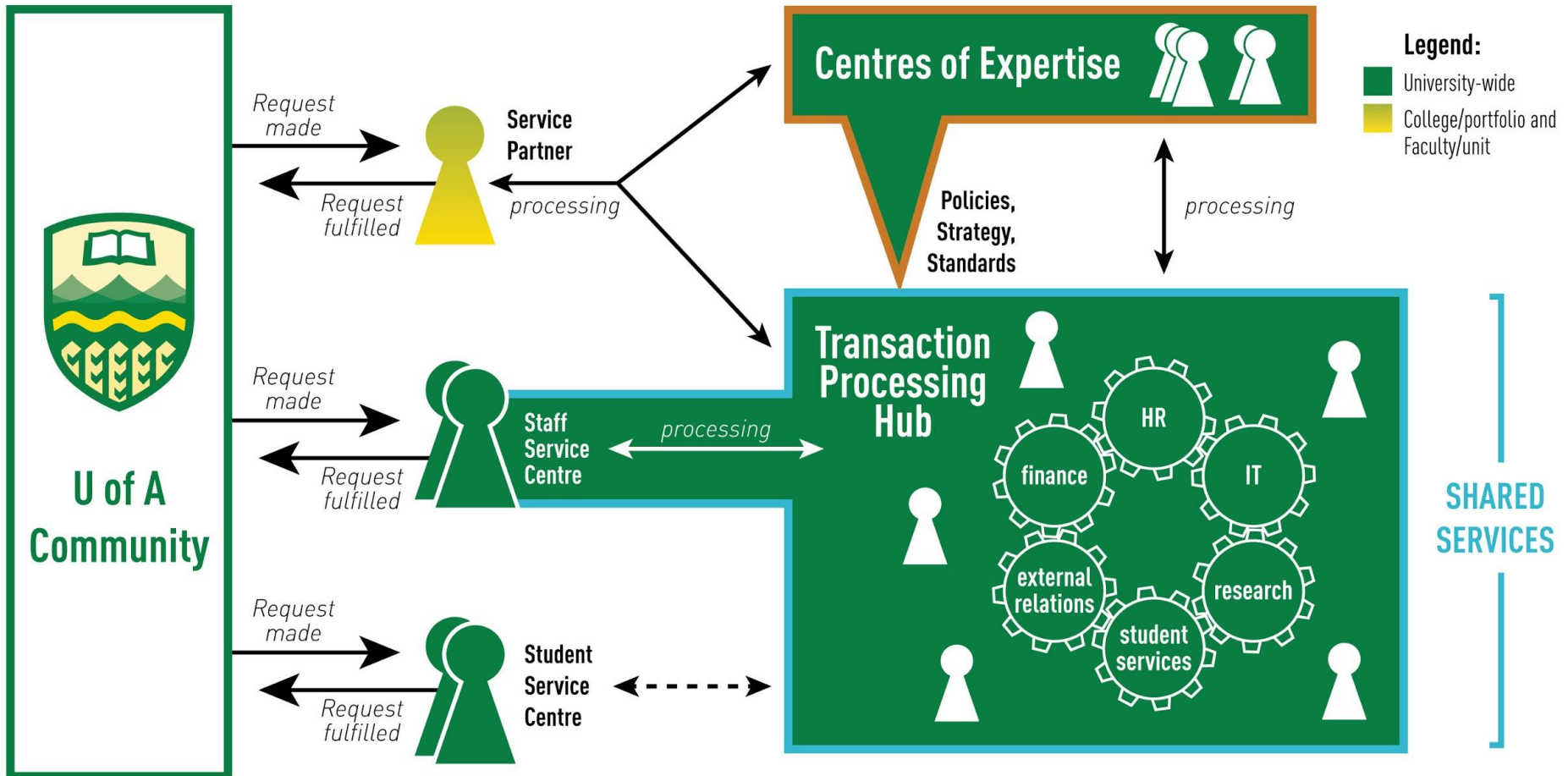
U of A for
TOMORROW

Ask SET Anything: HR Edition

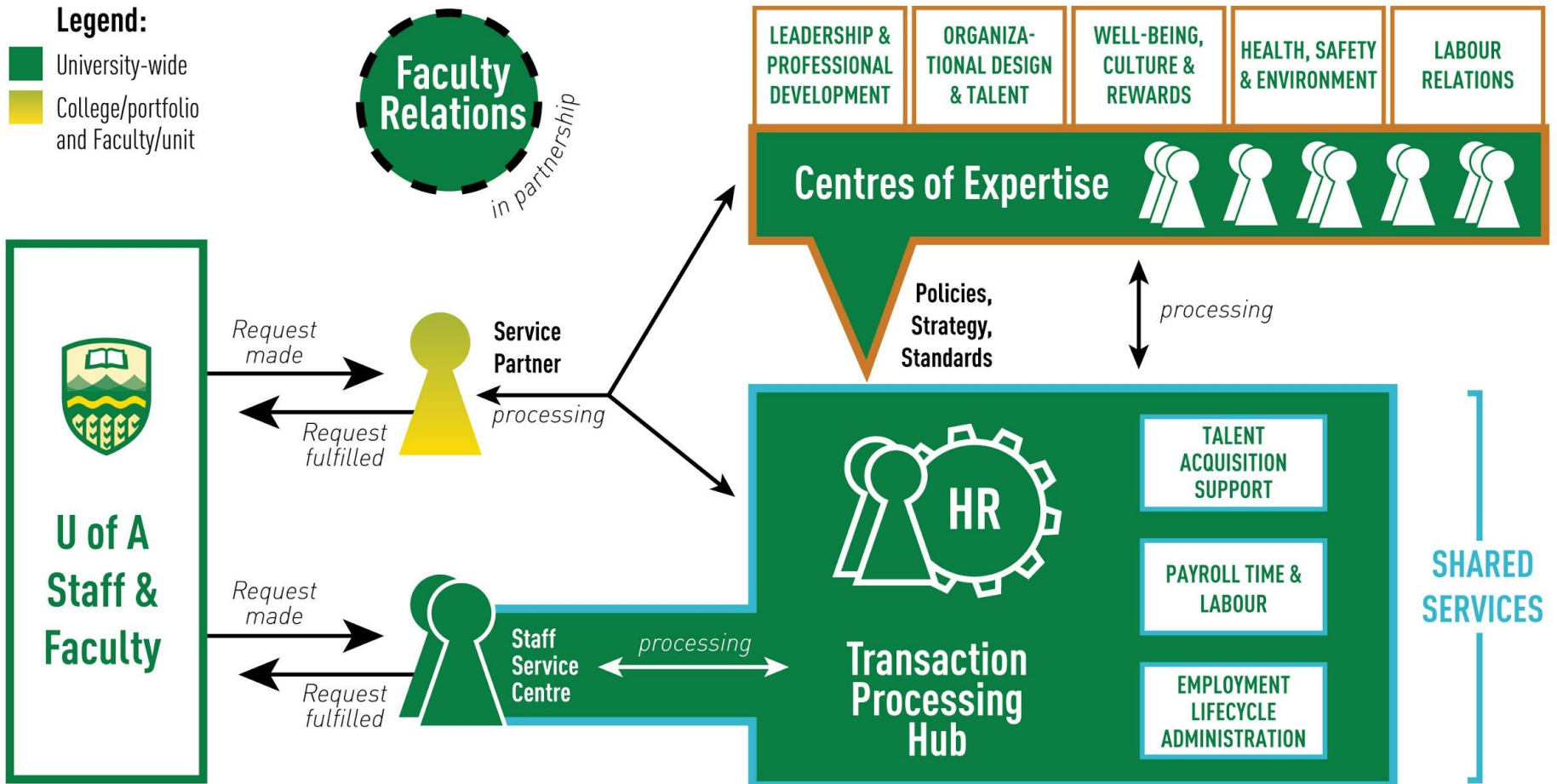
January 19, 2021



New operating model for administrative services



New operating model for HRHSE



HR service partner structure

Associate Vice-President (AVP)
Human Resources, Health, Safety &
Environment (HRHSE)

Director, HR Service Partnerships

**SENIOR PARTNERS & HR SERVICE PARTNERS
ALIGNED TO THE COLLEGE MODEL**

College of
Health
Sciences

College of
Natural &
Applied
Sciences

College of
Social
Sciences &
Humanities

Community
Faculties
and VPA/
VPRI

President's
Office and
VPUSF/
VPFO/ VPER

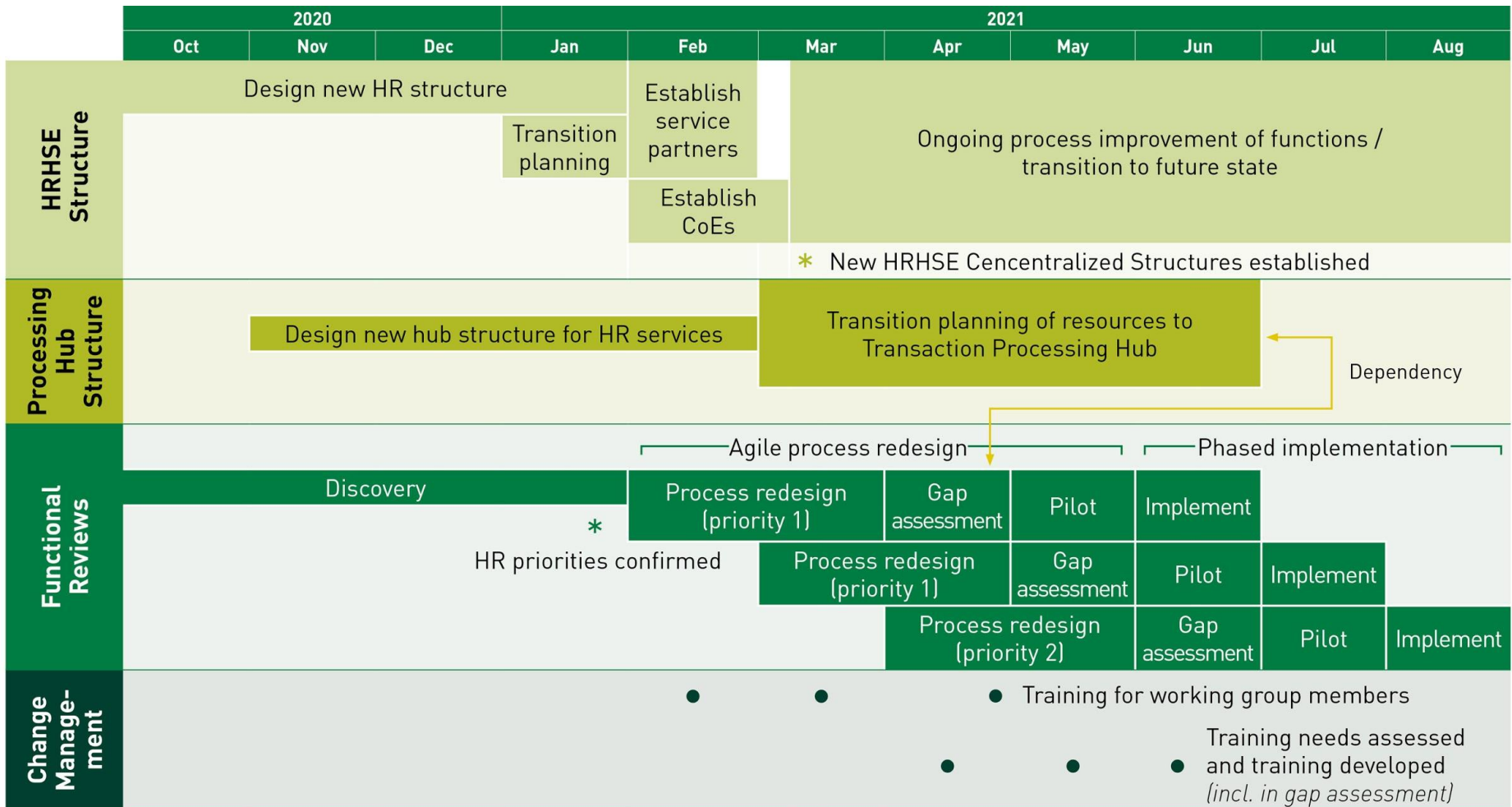
What is different?

- Consistent roles and responsibilities across the organization
- Realigned resources to the new College Model

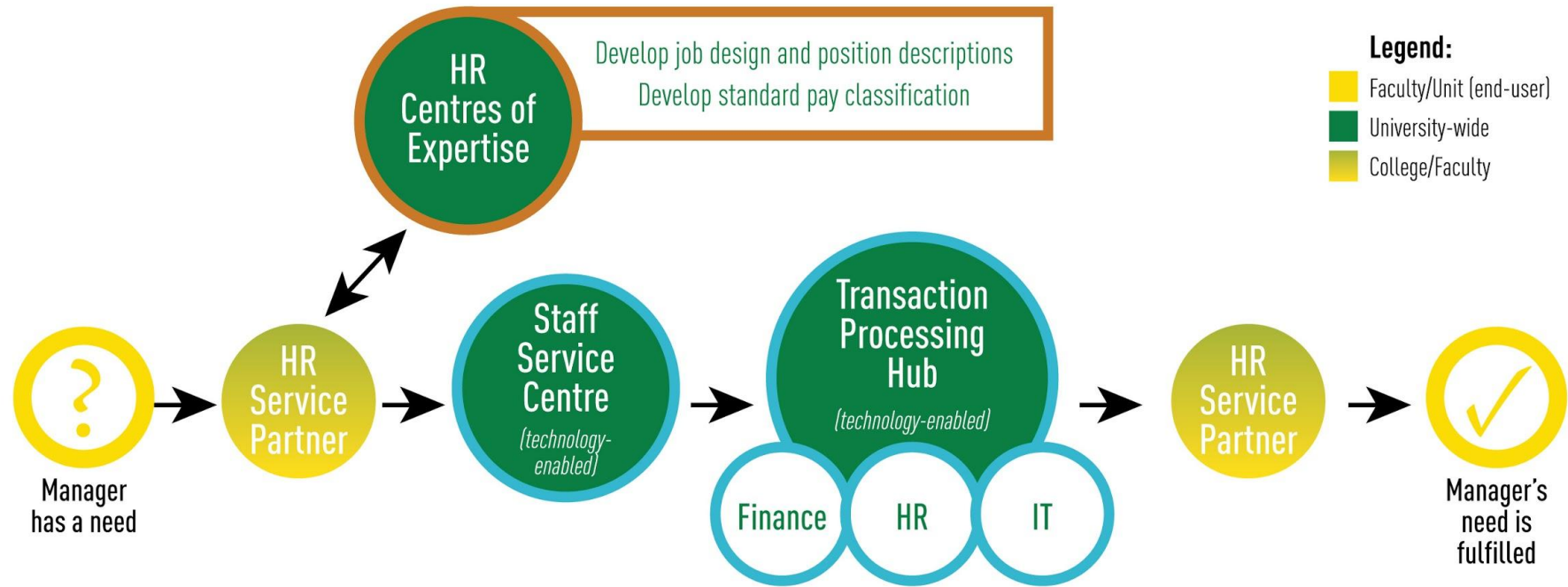
Benefits

- Realize economies of scale
- Implement HR best practices around recruitment, learning & development, succession planning, position control, etc.
- Invest in technology to modernize processes
- Reduce overall administrative costs for the University

HR workstream overview



Support-staff hiring workflow



- Legend:**
- Faculty/Unit (end-user)
 - University-wide
 - College/Faculty

<p>Manager Wants to hire a new employee to a new role</p>	<p>Service Partner Provides input and advice on recruitment</p>	<p>Staff Service Centre Provides self serve access to fill out and submit any necessary forms</p>	<p>Transaction Processing Hub Creates and posts job ad, automatically screens applicants, schedules interview and logistics</p>	<p>Service Partner Provides input on candidate selection and salary negotiation</p>	<p>Outcome Manager has selected the best candidate</p>
--	--	--	--	--	---

Note: graphic under construction

Question time