From:	Nancy Resnick
To:	Human Resources Staff; Affirmative Action Staff; Retirement Plans Administration Staff
Subject:	Recruitment Process Review
Date:	Thursday, April 05, 2018 9:59:54 AM
Attachments:	image001.png

Dear All,

As you know, the CHRO leadership team designated 2018 as the Year of Collaboration and identified four corresponding strategic initiatives, the first of which is to: Build on systems and processes implemented by central HR to maximize efficiencies and deliver thoughtful strategic outcomes.

In that spirit, I am excited to announce that I have engaged a consultant, Harvey Blustain, to review our recruitment workflow in order to provide us with valuable, constructive feedback on how we might streamline our processes and continue to improve our service to campus. I look forward to working with Harvey and expect that this project will also align with our internal value of "Hard on the process, not on the person." This is a great opportunity for HR to gain insight from our campus partners and from a third party expert as we continuously strive to improve the services we provide to the campus community.

Some of you may be familiar with Harvey, as he is the consultant who worked on the recent Transform IT project; he has demonstrated expertise in the areas of process review and resource evaluation on the UO campus. He will be on campus starting on Tuesday, April 10th, and will be looking at the full recruitment life cycle, from position description creation through onboarding and payroll set up. This will include conversations with a number of team members within our HR/AAEO offices, as well as a select number of campus partners, to gain valuable feedback and identify potential process adjustments.

Sue will be reaching out shortly in order to schedule meetings for next week with Harvey and some CHRO portfolio team members who work closely with the recruitment process. While I understand this is short notice, I ask that anyone who is actively participating in the project to make it a priority and be as flexible as you are able with your schedule.

I will be on vacation April 10th through April 27th. During my absence, I have asked Kaia to act as CHRO and lead this project. Please let your director or Kaia know if you have any questions or concerns.

Thanks very much for all the great work that you do every day.

Best regards,
Nancy

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