



Human Resources

HR Modernization Update

May 5, 2025

What is HR modernization?

Together, moving from decentralized, transactional roles to comprehensive, strategic partnerships in the work and mission.

- Create consistent experiences for all university employees.
- With university partners, provide comprehensive training and support to all university supervisors.
- Better support workplace climate and culture for all university employees regardless of campus location.
- Enhance collaboration and communication with university partners, such as Payroll, Faculty Affairs, UITs, Public Safety, and University Compliance.



Goals and Benefits of HR Modernization

Primary Goals

- Every college and division has a team of HR practitioners.
- Align processes across the institution.
- Grow institutional learning and development programs.
- Improve the university's talent acquisition support.

Benefits

- Increased responsiveness and agility.
- Respect for employee data and vigilance in its protection.
- Improved efficiency and consistency, and reliable metrics.
- Promote high quality HR practice by creating a professional community.



Challenges of HR Modernization

- Understanding the varying HR processes, systems, and workflows across units, colleges, and divisions.
- Unpacking commonly combined business office functions (e.g., budget, finance, personnel, administrative operations, research support).
- Removing unofficial local documents and webpages with inconsistent and incorrect information.
- Adequate staffing and preparedness for a modern approach.
- Changing federal landscape and regulatory environment.



Recent Accomplishments

Integrated Staffing

- 100+ employees joined the Division of HR in March 2024.
- Initial internal training and onboarding.

College and Division HR Support

- Core group of HR generalists led by a Senior HR Partner.
- Coordination with recruiters, leave advisors, compensation analysts.

Leave management process

- Leave advisor team.
- Protection of employee information.
- Better compliance with federal regulations.



Current Activities and Priorities

Recruitment Processes

- Dedicated recruiters.
- Simplify and expedite processes.
- New Applicant Tracking System.

Compensation Decision-Making

- More decision-making authority to leaders.
- Data-informed recommendations.
- Standardized reports.

System Workflows

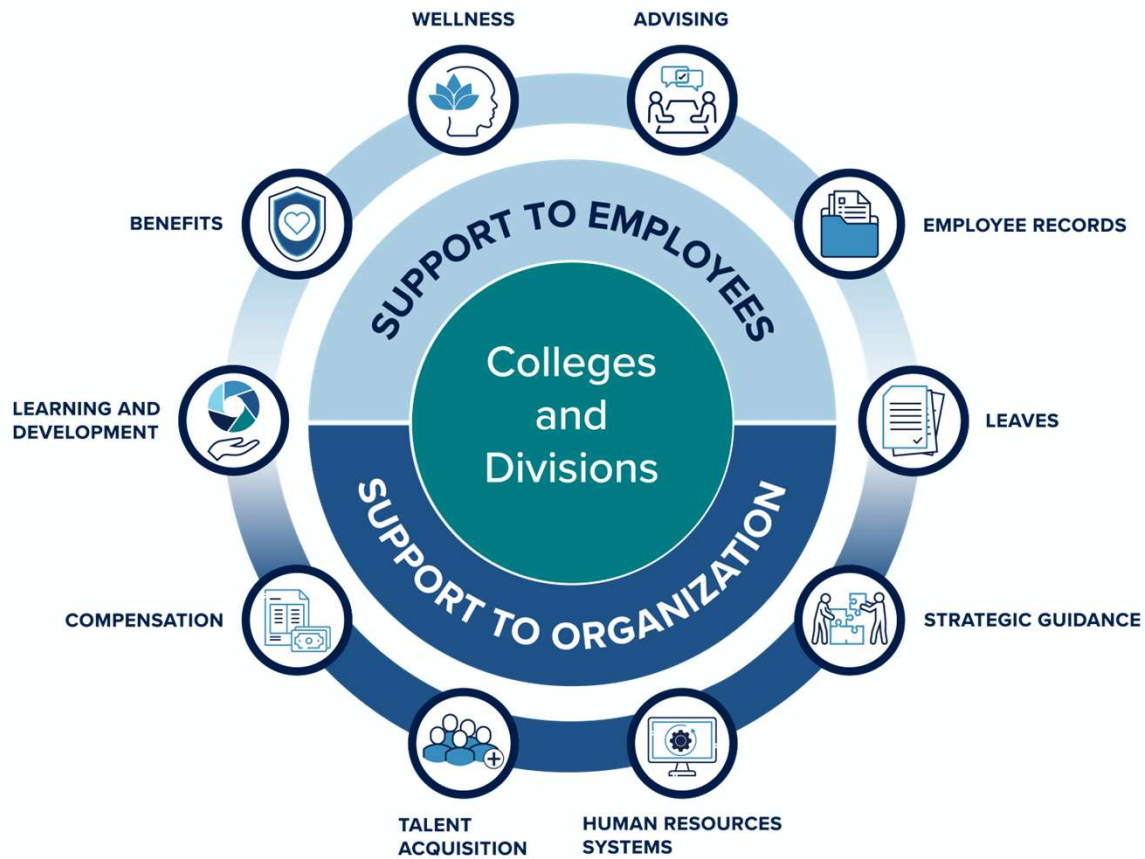
- Remove unnecessary touchpoints.
- Expedite processes.
- Improve quality and accuracy of system submissions.



Regular Updates and Information

- hr.arizona.edu/human-resources-modernization
- HR campus communications
- Monthly supervisors' meetings
- Shared governance groups
- HR advisory council





Thank You



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