



# Illinois Human Resources

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN

# 2023 Key Accomplishments



Illinois Human Resources staff volunteer at Eastern Illinois Foodbank



2023 Chancellor's Staff Excellence Award winners





## 2023 KEY ACCOMPLISHMENTS

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### **Support for Operational Excellence**

- Successful design and approval of the new IHR organizational structure to support operational excellence, and better serve campus partners.
- Framework created for HR service delivery. \*
- Prioritization of focus for process redesign. \*



### **Talent Acquisition Enhancements**

- Improved the applicant experience by refreshing the design for the jobs.illinois.edu website and created a comprehensive Benefits website.
- Created the Talent Strategy Recruiter and Director of DEI Talent Initiatives.
- Two new Talent Recruitment policies: Employee Referral Program Policy and New Hire Sign-On Incentive.



### **Workplace Flexibility**

- Implemented new campus-level policy for staff.
- Provided extensive training to supervisors and managers to implement the various workplace modalities as well as enhance messaging.



### **Technology enhancements**

- Cornerstone and JDX platforms rolled out and transitioned.
- Launched the performance management pilot to test a standardized performance appraisal process that enhances professional development.



### **Successful contract settlements**

- GEO contract settled after a one-year process without a strike and for the first time not requiring mediation.
- SEIU (2 contracts), VAP, IAMAW, IBEW Local 601, IUOE Local 399, LiUNA, and PP Local 149 contracts settled.



### **Compliance advancements**

- Expanded and improved background check processes.
- Policy and process to support sponsorship for work authorization implemented.\*
- Summer salary and effort reporting guidance has been revised, socialized and implemented.\*



### **Chancellor's Staff Excellence Award (CSEA)**

- Developed a unified Chancellor's Staff Excellence Award (CSEA) program to recognize and reward exemplary staff.



### **Enhanced Communications and Transparency**

- Used a multi-media format for campus-wide engagement and communications resulting in a 44% increase in IHR communications.

*\* indicates collaborative accomplishments with campus partners*