

University of Maine System
Human Resources Administrative Review
July 2013 Monthly Status Report

The Phase I recommendations of the Human Resources Administrative Review were accepted by the Board of Trustees at the July 15 meeting. The Board reviewed the

- Phase I Scope of Work and Financial Impact,
- Feedback from Mission Excellence website Survey Instrument,
- Final Report changes Based on Feedback, and
- HR Review Team Report (final version dated June 23, 2013)

The Phase I recommendations included expansion of the Employee Benefits Center, development of the Human Resources Leadership Team, and education of University System leadership and HR staff on Strategic HR.

Following is a high level schedule for the implementation of the Phase I recommendations:

Leadership Team – late September/early October

The Leadership Team will be convened once the evaluation of competencies for existing leadership is complete and vacancies in the Leadership Team have been filled.

The position of UMS Chief Human Resources Officer has been posted, and the job description for the Multi-Campus Human Resources Officer is being developed.

Employee Benefits Center – August/September

The space needs and the location of the EBC is under evaluation now and the hiring process for the two new positions is expected to begin in early August. Once the HR Leadership Team is convened, Lean training will be provided to the EBC staff and development of the scope of work and RFP for the case management technology will commence.

Lean - The Chancellor has also made a commitment that we will have trained personnel and established Lean pilots on every campus and major facility this fiscal year.

Development of Strategic HR Training—August/September

Initial development of training materials is underway. It is expected that training sessions will commence at the start of the spring Semester.