

**Organizational Excellence Leadership Council Meeting Summary  
Wednesday, September 16, 2015**

**Attendees:** Council: Chair, Bob Pianta; Milton Adams, Peter Brunjes, Virginia Evans, Tamara Fleming, Hossein Haj-Hariri, Chris Holstege, Rob Hoover, Christina Morrell, Kathy Peck, Nancy Rivers, Len Schoppa; Ex Officio: Sarah Collie; **Guests:** Danny Ferron; **Absent:** Arlene Keeling, Jim Matteo; Ex Officio: Lee Baszczewski

**I. HR Strategic Design**

A general status report was provided at the last Deans' meeting. Provost Tom Katsouleas has been briefed on the project details, and the response was positive.

The work of the seven HR working teams was also discussed, which provided an in-depth review of their scopes and missions, and an opportunity to offer feedback. In addition, a high-level project timeline was set forth, demonstrating a multi-year outlook into the projected development and goals for the program. Furthermore, future HR Service Delivery Project presentations will include the guiding principles and future state model for grounding before discussing the current work. The OELC discussed faculty engagement, leveraging "quick wins," and the importance/priority of addressing the hiring process. The Faculty Senate Grievance Committee may be a good resource for the project.

**The seven HR Strategic Design working teams:**

HR Governance	HR Services for HR
HR Service Delivery Design	Change Management
HR Technology	HR Community
HR Process	

As part of the University's biennial budget operating requests to the state, an amendment was included for the enabling technology required to implement the future state HR model. It was a generic request since we have not fully assessed out technology needs.

**II. BOV Meeting and Organizational Excellence**

Pat Hogan will provide a brief OE progress report at the upcoming BOV Finance Committee. The presentation will include background on OE, a high-level overview of the Benchmarking Study, and a roadmap of work in the major areas of HR, IT, Finance, Procurement, and Research Administration.