

HR PROJECTS MOVING FORWARD



The University of Wisconsin has been making an effort to overtake the human resources system and is currently going through the second phase of the process, which will take place next week since legislation has given the University of Wisconsin the authority to set up their very own HR system which will operate outside of the actual state government. The Director of Human Resources for the University of Wisconsin, Bob Lavigna, has said that the project is currently in its early stages and many different teams are working on it together, trying to make some beneficial recommendations on different aspects of human resources. Lavigna says, "It's a great opportunity for us to develop a personnel system that will meet the unique means for our university." He also says, "In the past, we've been governed to a large extent by state government HR. Now, we can tailor the system to our needs and challenges." Lavigna claims that the project leaders have set up 11 different work teams that will be focusing predominantly on all different aspects of HR, which includes benefits and compensation, along with the development of employees in the workplace. Seven of the eleven teams are already working and the remaining four will start working together in the coming week. The teams will be working on developing different recommendations for the personnel system of the University of Wisconsin. The academic personnel office director, Steve Lund, says that the teams are composed of academic staff members along with a number of other faculty members and employees within the University. Lund says, "I can't predict specifically how the university's HR system will look at the end of this." He also says, "I can say that it will be more efficient, effective and have the flexibility to meet the changing needs of the university." The project is only at its beginning stages but many project leaders are excited for creating the new personnel system which will be beneficial to the university as a whole. Lavigna says, "We're very excited." He continued by saying, "I think it's a once in a lifetime opportunity to put together a human resources system that will meet our unique and specific needs." Lavigna says that when the different teams come up with recommendations, those recommendations will be sent to the advisory committee of this particular project and then the recommendations will be taken into consideration to be added to the personnel system for the university. A joint statement, which was released by a number of individuals on the HR Project, stated, "We are considering this ambitious project in the context of ongoing financial challenges." It also stated, "All of this uncertainty means that the scope of the project will continue to be developed and refined over several months."

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