HR Peer Review
What is the HR Peer Review?

• One of the actions being initiated by the HR Task Force in pursuit of its charge to assess Stanford’s current approach to human resources administration.

• HR Peer Review input will be considered when the HR Task Force:
  – Summarizes options (and inherent implications).
  – Recommends an approach and action plan - to the Budget Group.
What is the Charge of the HR Peer Review?

**CHARGE:**

As one input into the HR Task Force deliberations, the HR Peer Review will assess the Human Resource Department’s *organizational structure, staffing levels, and service delivery model.*

It will also identify opportunities to *improve effectiveness* and *return on investment* of the HR function (focus people and resources in ways that add value).

*Assess HR’s operational effectiveness in the following areas:*

- Recruitment
- Organization Effectiveness/ Learning & Development
- HR Technology
- Compensation
- Employee and labor relations
- Benefits
What is the Charge of the HR Peer Review?

(cont.)

Comment on:

- Opportunities to reduce bureaucracy (needless complexity, multiple approvals, complicated processes, etc.).

- Areas where we are overly risk averse.

- Opportunities to implement “beyond best practices” (strongly consider out-of-the-box thinking and doing things a completely different way).
How Will the HR Peer Review Process Work?

Three HR executives outside of Stanford ("HR Peers") will:

“Study” Stanford HR on paper – materials to sent Feb. 15 including:
- Stanford and HR overview.
- Org. charts, funding model, operational overviews of field and central HR.
- HR@Stanford document.
- and more.

Visit Stanford – March 2-3, 2010 to perform an on-site assessment
- Meet with Stanford leaders, members of the HR community and HR clients.
- Report findings and recommendations to Diane and the HR Task Force.
Who will Participate in the Peer Review Process?

Christina (Tina) Jones  
*Senior Vice President Global Human Resources*  
*Cadence Design Systems, Inc.*

Gabrielle Toledano  
*Executive Vice President Human Resources*  
*Electronic Arts*

Jack Heuer  
*Vice President Human Resources*  
*University of Pennsylvania*
Who will Participate in the Peer Review Process?

(Cont.)

• **Focus Group # 1 – Human Resources Managers**
  Representing a broad cross section of the organization including academic units, business units and units with a unionized workforce.

• **Focus Groups # 2 & #3 - Senior University Leaders, Sr. Associate Deans and Business Managers**
  Representing University wide perspective and large numbers of staff.

• **HR Senior Management Team**
  Representing central groups, SoM and SLAC NAL.
Comments, Questions, or Suggestions?

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