UM HR Community of Practice (CoP) Program Activity Report September 2009-2019

The HR CoP provides essential support to the HR Community

✓ HR Competency Development Programs
✓ Wiki Collaboration Portal
✓ Google+ Community
✓ HR Practice Sharing

Community Data
Current Membership: 318 (430% increase from 2009) 318 – 60/60x 100% = 430%
Google+ members: 118 (490% increase from 2009) 118 – 20/20x 100% = 490%
✓ Programs delivered since 2009: 76
✓ Sessions completed since 2009: 113
✓ Total attendance for all sessions: 1687 (includes HR DEI Discussion Session)
✓ Membership is voluntary

Community Goals

✓ Increase the skills and competencies of the HR profession
✓ Harness the collective intelligence of the HR community
✓ Provide access to experts in the field of Human Resources
✓ Create opportunities for growth and development through knowledge transfer
✓ Provide for advanced HR certifications
✓ Align our collective talents to assist the University in achieving goals and objectives

Launch: Year 1: September-November 2009

1. Launched Collaboration Wiki Portal (Jeff Evans, Amy Byron-Oilar, Patrick Smitowski, Darrell Washington) (1 session)
2. What it Means to Work Strategically (Patrick Smitowski, Jeff Evans, Darrell Washington, Phil Smith, Laurita Thomas) (1 session)
3. How to Leverage Business Intelligence (Jeff DeGraff, Laurita Thomas, Karen Dickenson, Jeff Evans) (1 session)
4. How to Use Innovation and Creativity (Jeff DeGraff) (1 session)

4/27/2020 Darrell Washington Staff HR
5. HR Skills Gap Analysis *(Jeff Evans, Darrell Washington)*

**Year 2: 2010-2011**

6. HR Consulting Skills Development Series *(Jeff Evans, Judy Hallas, Michelle Henderson, Ron Sober, Steve Kime, Darrell Washington)*

7. eLearning Professional Development Pilot Initiative – Think Box *(Jeff Evans, Ron Sober, Veretta Nix, Steve Kime, Darrell Washington)*

8. HR Professional On-Boarding Program *(Amy Byron-Oilar, Tim Wood, Jeff Frumkin, Stephanie Riegle, Earl Bell, Anita Bohn, Denise Stegall, Laurita Thomas)*

9. Conversation on HR Performance Excellence *(Dave Ulrich, Laurita Thomas)*

**Year 3: 2011-2012**

10. HR Professional On-Boarding Program - repeat


12. HR Book Clubs *(Laurita Thomas, Patrick Smitowski, Darrell Washington)*

13. HR Consulting Skills Development - post session

14. HR Change Leadership and Management Series *(Sam Bacharach, Laurita Thomas, Jeff Evans, Darrell Washington, Steve Kime)*

15. Conversation with Dave Ulrich and Laurita Thomas

**Year 4: 2012-2013**

16. HR Professional On-Boarding Program - repeat

17. The Boomers Are Leaving

18. PHR/SPHR Certification Program *(Tim Wood, Laurita Thomas)*

19. COURSERA: Trends in On-Line Education: Implications for UM

20. Book Club: Disciplined Dreaming *(Laurita Thomas)*

21. Social Media: Where its Headed and Why We Need to Know

22. Soft Launch of Google+ Community *(Shawn Sieg, Matt Snyder)*

23. HR Advocacy: Being A Credible Activist *(Dave Ulrich)*


25. Conversation on HR Performance Excellence

**Year 5: 2013-2014**

4/27/2020 Darrell Washington Staff HR
26. HR Professional On-Boarding Program - repeat
   (4 sessions)
   (3 sessions)
   (1 session)
29. Introduction to Google+ (Shawn Sieg, Matt Snyder)
   (1 session)
30. Business Intelligence HR Data (Patrick Smitowski, Ruby Nugent, Jason Pasinetti, Tom Palmer, Steve Kime, Darrell Washington)
   (2 sessions)
31. HR Professional Development Needs Assessment – Competency Gap Analysis (Patrick Smitowski, Darrell Washington)
   (Survey)

Year 6: 2014-2015
32. Launched HR CoP Google+ Community (Shawn Sieg, Matt Snyder, Darrell Washington)
   (4 sessions)
33. HR Professional On-Boarding Program - repeat
   (4 sessions)
34. Succession Planning (Amy Byron-Oilar, Amy Grier, Stephanie Schroder, Veretta Nix, Michelle Henderson, Steve Kime, Darrell Washington)
   (Toolkit)
35. Assessment of HR Technical Skills and Competencies (Patrick Smitowski, Amy Byron-Oilar, Darrell Washington)
   (Survey)
36. HR Career Path (Stephanie Schroeder, Amy Byron-Oilar, Jackie Niven, Bekah Ashley)
   (1 session)
37. Business Intelligence HR Data repeat
   (1 session)
38. Sponsored 2 employees to the TIAA Emerging HR Leaders Program (Karen Sloan, Andrea Lubetkin)

Year 7: 2015-2016
39. HR Professional On-Boarding Program - repeat
   (4 Sessions)
40. World at Work OFCCP
   (Webinar)
41. Business Intelligence HR Data - repeat
   (1 session)
42. HR Analytics (Patrick Smitowski, Denise Stegall)
   (1 session)
43. Evidenced Based HR (Tamara Giluk, Consumers Energy)
   (1 session)
44. Infographics (Nick Kaleba, Shawn Sieg, Matt Snyder, Michelle Braun)
   (1 session)
45. Succession Planning Toolkit Training (Darrell Washington)
   (3 sessions)
46. Developing the Next Generation of CHROS in Higher Education
   (Webinar)
47. Challenges and Opportunities Facing the HR Profession (Dave Ulrich, Joe Fournier)
   (1 session)
48. Conducting Effective Workplace Investigations
   (1 session)
49. Overview of Labor Relations at the University of Michigan (Sabrina Owens, Jon Lund, Dominick Fanelli)
   (1 session)
Year 8: 2016-2017

50. HR Professional On-Boarding Program - repeat (4 Sessions)
51. Influencing Without Authority (Webinar)
52. Strategic HR Session *(Jeremy Stephens)* (1 session)
53. Broad Learning, Planning, and Development *(Sonya Jacobs)* (1 session)
54. Research and Data Practices for HR Professionals *(Andrea Lubetkin, University Librarians)* (1 session)
55. Performance Consulting Workshop *(Dana Gaines Robinson)* (1 session)
56. The 4th Industrial Revolution and the Future of Work *(Laurita Thomas)* (1 session)
57. Performance Consulting - Follow up *(Coaches: Stephanie Schroeder, Sarah Diebel, Karen Sloan, Peggy Sheagren, Laurita Thomas, Darrell Washington)* (ongoing)
58. Sponsored 5 employees to the TIAA Emerging HR Leaders Program *(Anna Ruszkiewicz, Yin Thai, Ellen Grachek, Sarah Solomon, Darci Hoag)*
59. Sponsored 3 employees to the Midwest CUPA HR Conference

Year 9: 2017-2018

60. HR Professional On-Boarding Program – (repeat) (4 sessions)
61. Talent Strategy *(Steve Cubis)* (1 session)
62. Discussion Series - Staff HR and Academic HR *(Tim Wood and Melissa Sortman)* (1 session)
63. Discussion Series – Building Pos Work Comm *(Amy Byron-Oilar, Ross HR Team)* (1 session)
64. Discussion Series - Leader Expect/DEI Lifelong Learn Mod *(Peggy Sheagren)* (1 session)
65. Discussion Series - Art and Science of Project Management – *(Dy Jenkins-Ali)* (1 session)
66. FLSA Exempt Testing /Comp and CoP *(Steve Greene, World at Work)* (Webinar)
67. Women of Color Career Presentation *(Linda Dabrowski, Darrell Washington)* (1 session)
68. Mentoring Program Launch *(Andrea Lubetkin, Karen Sloan)* (multiple)
69. TIAA Emerging HR Leaders Program Graduation *(Anna Ruszkiewicz, Yin Thai, Ellen Grachek, Sarah Solomon, Darci Hoag)*

Year 10: 2018-2019

70. Explore HR Program *(Anna Ruszkiewicz, Sarah Diebel, Michelle French, Jileah Leuth, Arlene Nixon, Brian McFarlane)* (on-going)
71. UMHR Competency Study *(Brian Cole, Sarah Salomon, Katie Ehnis)* (on-going)
72. Afternoon with Dave Ulrich *(Laurita Thomas, Darrell Washington, Stephanie Schroeder)* (1 session)

4/27/2020 Darrell Washington Staff HR
73. Conversation with Laurita Thomas – Tales from a Distinguished Career  
(Darrell Washington, Stephanie Schroeder, Andrea Lubetkin)  
(1 session)

74. Performance Consulting Follow up (Stephanie Schroeder, Michelle French, Darrell Washington)  
(1 session)

75. Discussion Series: HR’s Role and Partnership In DEI Efforts – 52 registered  
(Carmeda Stokes, Jacquie Niven, Darrell Washington)  
(1 session)

76. Hosted University of Wisconsin HR CoP Representatives - 5 people  
(all)

Year 11: 2019-2020

77. HR On-Boarding Program (Darrell, Stephanie, zoom?)  
(4 sessions)

78. Research and Data Practices for HR Professionals (Andrea Lubetkin, Patrick Smitowski, Sarah Diebel, TBD)  
(1 session)

79. Talent Acquisition 2020 (Angela Benke, TBD, zoom?)  
(1 session)

80. Explore HR Program (Anna Ruskiewicz, TBD, zoom?)  
(1 session)

81. HR Mentoring Program (Sarah Diebel, TBD, zoom?)  
(1 session)

82. Explore CoP Partnerships (Stephanie and Darrell, TBD)  
(1 session)

83. HR Competency – Paradox Navigator (Mark Saine, TIAA, June, zoom)  
(1 session)

84. Importance of HR Leadership in Time of Crisis (Darrell and Linda Dabrowski TBD, zoom)  
(1 session)

85. HR Competency Model, Conversation with Dave Ulrich (Dave Ulrich, July, zoom)