



Staff Talent Plan Milestones and Progress

Component	FY 2011 Milestones	FY2011 Progress	Rating
Career Development Support and Targeted Education Benefits	<ul style="list-style-type: none"> •Business case shared and decisions made regarding staff career development services. 	November Update: <ul style="list-style-type: none"> • Business Case shared. Per Staff Talent Plan Roadmap (see page 4) other initiatives create our foundational infrastructure for success and are therefore priorities for funding when received. This project is therefore on hold. 	●
Child Care and Dependent Care	<ul style="list-style-type: none"> •Ackerman facility project manager assigned and RFP process completed. •Ackerman facility design phase architect selected •Design plan for Ackerman facility completed •Assess feasibility of an intergenerational day care center to address the continuum of dependent care (child and adult care). •Obtain approval to proceed with a formal partnership with NCR/InCare 	November Update: <ul style="list-style-type: none"> • Project manager requested from FOD • Partnered with Plante Moran to create and deliver a business plan to a governance team of campus leaders on 10/25/10. Recommendation from the business plan and the governance team is that an intergenerational day care center would align with the university's mission and goals and should be presented to Integrated Financial Planning to determine funding options. 	●
Classified Civil Service (CCS) Modernization	<ul style="list-style-type: none"> •CCS Rules Modernization Complete 	November Update: <ul style="list-style-type: none"> • On track to finalize rules, and updates to all associated policies by June 30, 2011. 	●

Ratings Key:

 = Progressing as planned
  = Progressing, but behind schedule
  = On hold due to lack of funding




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Culture Transformation	<ul style="list-style-type: none"> •200 culture retreats conducted •Certification training is complete • Twenty(20) facilitators certified •Recognition program launched •OSU Culture Surveys reviewed and refined •Culture Shaping Plans developed for four (4) identified colleges/units •Culture survey fielded with a 40% or greater response rate 	November Update: <ul style="list-style-type: none"> • 58 Culture retreats conducted • Certification training complete • 13 facilitators certified • Dot the I being used as an umbrella program for recognition. Exploring ways to offer individual recognition • Finalization of Culture Surveys is well underway • Culture survey slated to go out late January 2011 	
Flexible Career Roadmap	<ul style="list-style-type: none"> •RFP for classification work finalized and posted •Classification vendor selected (subject to multi-year 1.9 million dollar funding commitment with \$750,000 needed in FY2011) •Classification project plan created (subject to funding received) •Classification project kicks off (subject to funding received) 	November Update: <ul style="list-style-type: none"> • RFP document completed, however, funding to move process forward not received in FY 2011 budget process. Planning to resubmit request in FY 2012 • Conversations initiated to explore piloting the project with specific campus units on a smaller scale 	


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Flexible Work Culture	<ul style="list-style-type: none"> •FWP proposal for policy approved •FWP vetting complete; policy finalized and approved •FWP guidance, tools and training delivered 	November Update: <ul style="list-style-type: none"> • SMC approved development of policy • Policy drafted for movement through the university policy process. Meetings with constituent groups have been scheduled • Training discussions are in full swing 	●
Manager Development	<ul style="list-style-type: none"> •Performance Management needs assessment completed with colleges and units •Performance Management Toolbox Developed •SHRPs up-trained to deliver performance management consulting •160 managers experience G2M, Module 1 (Building a Culture of Coaching) 	November Update: <ul style="list-style-type: none"> • All performance management materials complete • 80 managers completed G2M, Module 1 • PM train-the-trainer sessions completed with ER/LR Consultants • PM materials presented to over 20 SHRPs • Learning and Development web site revision, with manager and employee portal, in draft phase • Creating plans to ensure alignment between manager and staff leadership development 	●

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Leadership Development	<ul style="list-style-type: none"> • Roll-out executive coaches program • Short -and Long-term staff leadership development program plans created 	November Update: <ul style="list-style-type: none"> • Executive Coaches selected • Creating and refining a “one university” approach to coaching • Engaging in multiple conversations with stakeholders to collaborate and further one university approach to leadership development • Creating plans to ensure alignment between manager and staff leadership development 	
Strategic Workforce and Talent Planning	<ul style="list-style-type: none"> • Two identified units launch workforce planning pilot • Feedback on workforce planning pilots gathered; modifications incorporated 	November Update: <ul style="list-style-type: none"> • Pilot identified in Transportation and Parking; Exploring one additional pilot • Conversations underway with Stage 1 work in T&P in motion 	
Talent Management Roadmap	<ul style="list-style-type: none"> • Integrated talent management technology assessed and plans created (Subject to a commitment of funding) 	November Update: <ul style="list-style-type: none"> • On hold until a commitment of funding, for technology, is received. 	

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Your Plan for Health	<ul style="list-style-type: none"> • Three-year strategic plan for YP4H completed and approved by YP4H Executive Sponsors • CY11 initiatives identified to be incorporated into rates and plan design • Research of incentives and best –in – class structures completed • EAP enhanced benefit approved by university leadership • Development of rate and payment mechanism defined in conjunction with other community health plans and self-insured employers for the community based Patient-Centered Medical Home (PCMH) pilot • Metrics established by which ROI will be measured for PCMH pilot • Evaluation of selected components of Advocacy model completed 	<p>November Update:</p> <ul style="list-style-type: none"> • Three-year strategic plan for YP4H complete; strategies, goals and tactics have been identified; project governance has been defined and workgroups assigned to implement various initiatives in support of the strategic plan. • CY 11 initiatives identified; enhanced EAP benefits and an increased premium differential to help incent additional PHA participation will be implemented in 2011 • Initial ideas for incenting activities tied to healthy behavior changes, personalized for each individual , have been created • EAP enhanced benefit approved; offerings will be eligible for faculty, staff and family members effective 4/11/2011. • Community workgroup discussions have taken place and will continue until implementation of PCMH pilot; OSU Health Plan has proposed a payment methodology that centers around quality and outcomes • Metric work for PCMH pilot is in progress • Evaluation of a Medication Therapy Management (MTM) pilot program led to a proposal to increase these service offerings through the PCMH project 	

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Your Plan for Health	<ul style="list-style-type: none"> •Administrative feasibility evaluated and enhancements to incentive structure implemented • Lives for participation in the PCMH pilot identified • Community-based PCMH pilot program implemented •Care coordination (disease management) concept defined and developed •Develop network and implement enhanced EAP benefit 	November Update Cont: <ul style="list-style-type: none"> • Partnering with the selected EAP vendor for the IUC to provide an extender network, which will be available effective 4/1/2011 	