



THE UNIVERSITY OF IOWA

**TIER@IOWA**  
EFFICIENCY AT WORK

# TIER Organization Redesign

*College of Education*

*May 5, 2016*

# Agenda

## 1. Welcome & Introductions

-Chris A. and Emily Campbell

## 2. College of Education Guidelines, Timeline, Process

-Chris A. and Emily Campbell

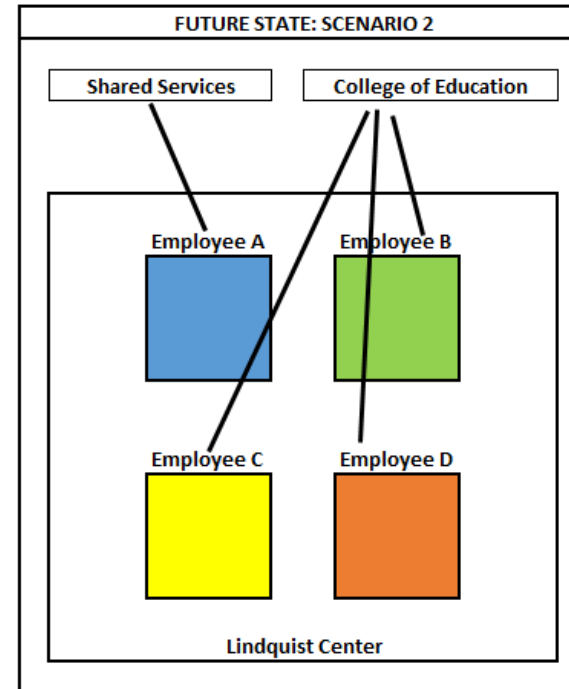
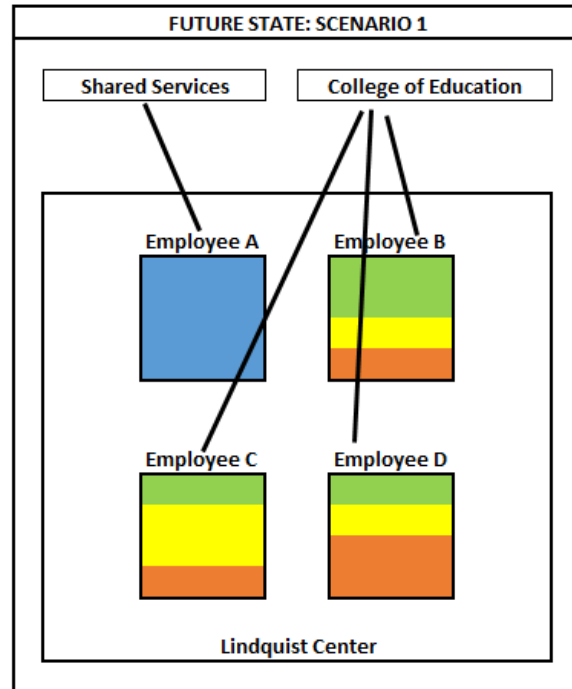
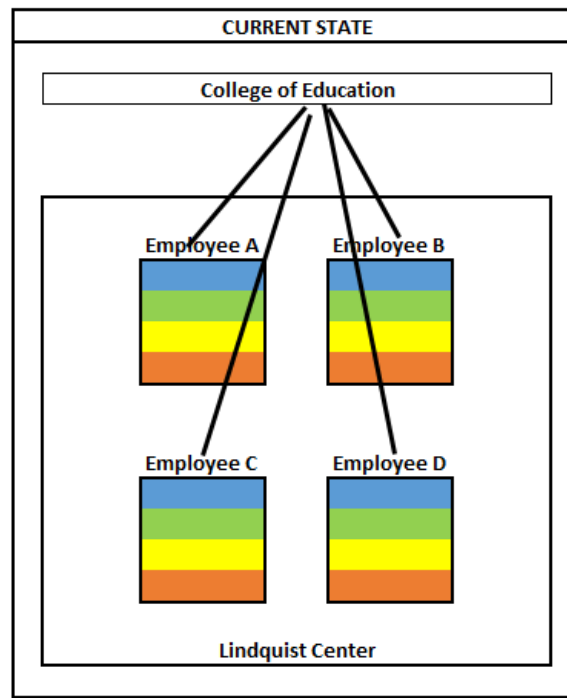
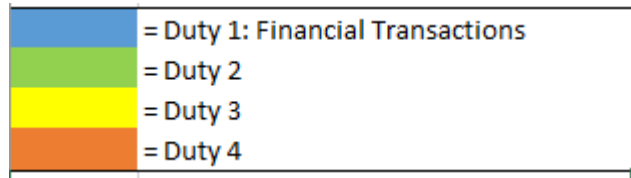
## 3. Organizational Effectiveness Team Process

-Dick See and Cheryl Niemeyer

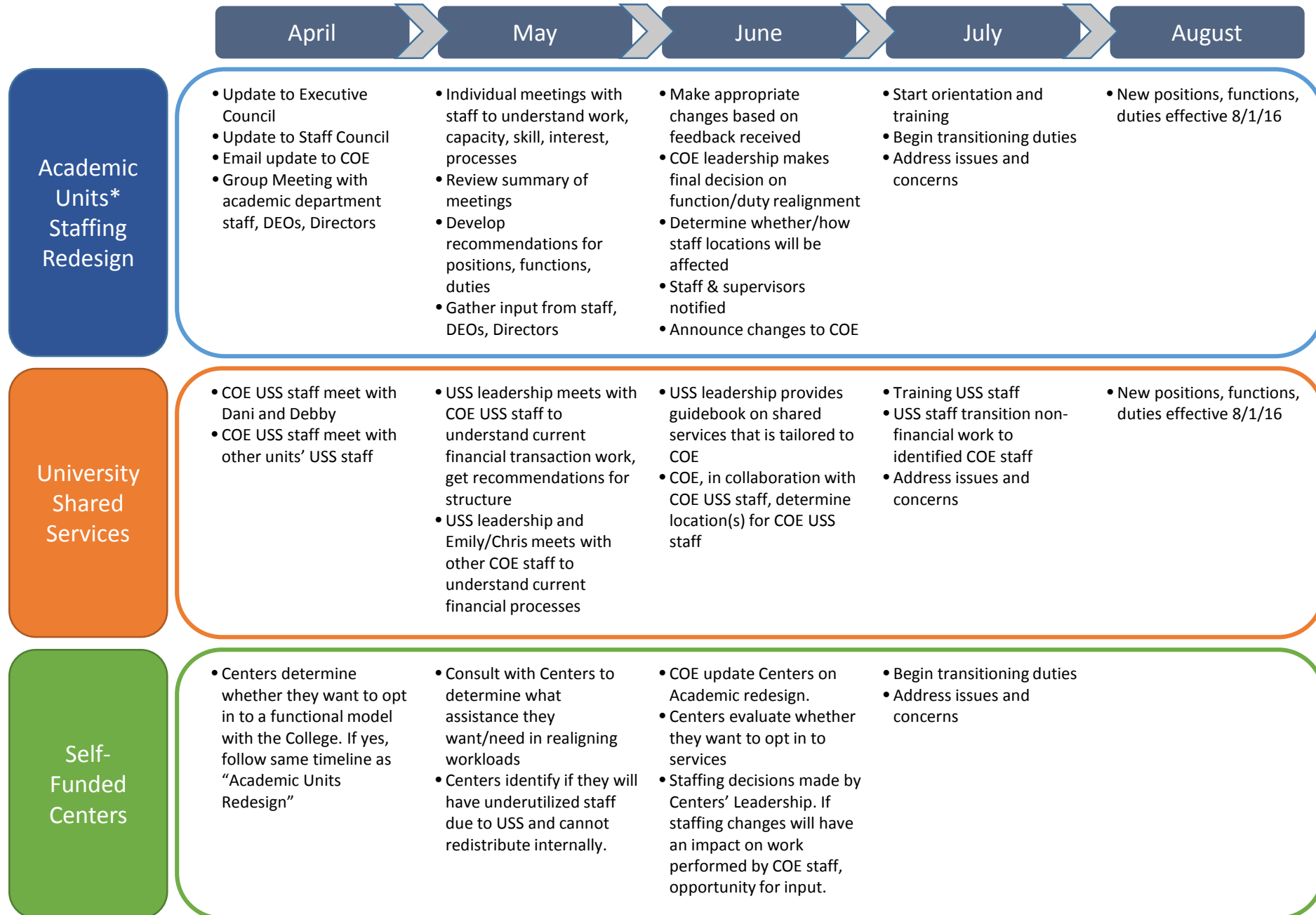
## 4. Questions/Discussion

# College of Education Guiding Principles

- Involve staff and leaders/supervisors in redesign process
- Consider what is in the best interest of the College
- Balance departmental/unit/center needs with opportunity to streamline processes
- Opportunity to engage – What else could we be doing?
- Control our destiny through self implementation
- Maintain or even improve our high quality administrative services
- Innovation through greater efficiencies and effectiveness - Alignment with Strategic Plan: New Frontiers

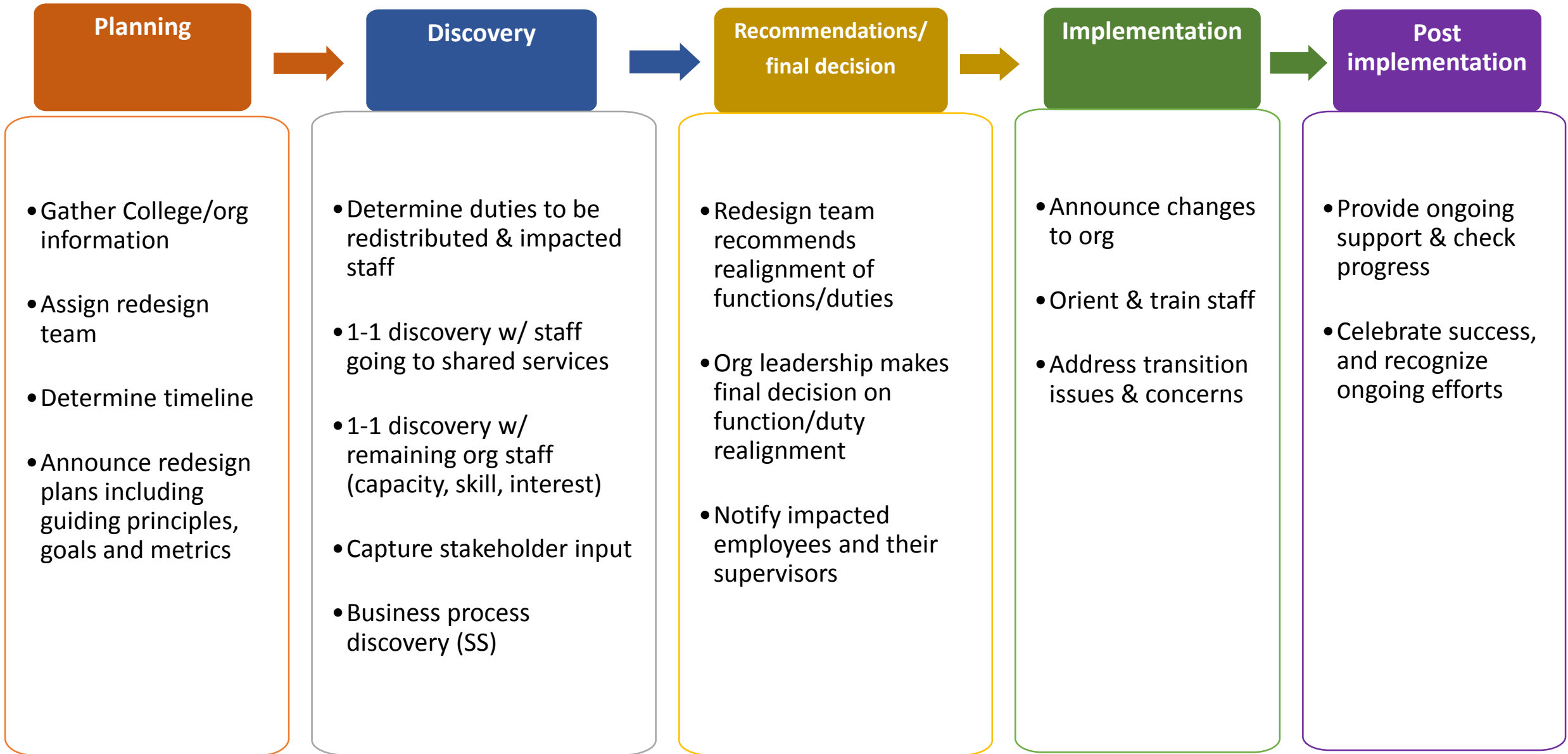


## College of Education TIER Workforce Planning Timeline



\*Academic Units include units funded by the General Education Fund (GEF). Includes: RCE, T&L, EPLS, P&Q, ETC, TLC, ICATER, Dean's Office. Self-Funded Centers can opt in.

# TIER Workforce Planning Process



# Type of information needed regarding tasks/responsibilities

- Priority of responsibilities
- Special skills
- Individual preferences
- Special projects
- Cyclicity
- Complexity
- Information created
  - How is it used?
  - Where is it stored?
  - Resources needed

# Contacts

## College of Education Implementation Team

- John Achrazoglou
- Chris Annicella
- Tim Ansley
- Emily Campbell
- Nick Colangelo
- Brian Douglas
- Chris Morphey
- Pam Ries

## Redesign

- Cheryl Niemeyer
- Dick See

## Shared Services

- Dani Weber
- Debby Zumbach

## Change

- Rachel Napoli
- Sue Sager



Questions