HUMAN RESOURCES UPDATES

Welcome to the first of many news and updates from the HR pillar of the OneMontclair initiative. We will send this out to the Change Ambassador Network on a regular basis and post on the website for reference and sharing.

Survey Success!
First administration of the Change Readiness Assessment was a great success. “[The participants] gave a lot of thought to this and provided some very interesting data and comments. I think you’re going to see that [this assessment] will be helpful in driving your involvement efforts and remind you that communication is very important throughout this project – especially since everyone is impacted,” said Jan Edwards, the Certified PACT consultant from Sierra-Cedar, who helped us set up the survey.

Q: Will we see the results?
A: Absolutely, the HR change team is currently putting together a report. At our next meeting we will discuss the outcomes and how we will use the information.

Q: What was the response rate?
A: We had a response of 130 out of 250 which gave us a response rate of 52%.

“"I liked how I could add in narrative comments to questions so you could really understand my perspective and why I rated each question like that."”
~ Change Readiness Assessment Participant

Q: How can we improve for the next one?
A: People will want to be more involved if they think it’s important to be involved. In addition, the more the change ambassadors reach out personally and highlight the benefits, the more likely they will participate.

Project Progress
By Dan Dunphy, HR Workday Project Manager
The HR project is still moving along as planned. We are currently wrapping up the Architect stage of the project, which is when we look to lock down the majority of our design decisions related to configuration, integrations, and reporting. We are also in the
process of building out what we're calling our "P1" Tenant, which will provide the team with an instance of Workday where they'll be able to start seeing, and even testing, all of the configuration decisions that they've made up until this point. The team is continuing to look forward to a successful go-live in January 2016. Stay tuned!

Website Design in Development!

Please take a moment to visit our new webpage on the OneMontclair website: http://www.montclair.edu/one-montclair/areas/human-resources/. We are really excited! Adrianna Dianderas has done an outstanding job in set up and design!! Big thanks to her! Please feel free to send feedback and ideas to Lorin Mask at any time.

Training Plan Prep!

Lorin Mask and Stephanie Rodriquez have begun preliminary work on the Training Plan for Workday learning. It will soon be available for us to share with you and get input!

MOVING RIGHT ALONG

Next Up!

- **Website:** Continue to watch the website for updates and information.
- **Feedback:** Share with us anything you feel is important.
- **Communication:** We will start sharing some materials that should start going out to the University community. We will be looking for your opinions and ideas!

FEEDBACK

Please feel free to share your thoughts with us at any time! Let us know what’s going on out there. What are people saying? How are they feeling? Our goal is for success of the project and that’s a win for everyone on campus.