UCF Board of Trustees
Budget and Finance Committee

December 5, 2024

Agenda Item

DISC-2: Time-to-Hire and TeamDynamix Implementation

Proposed Action

This item is being presented for discussion purposes only.

Authority for Board of Trustees Action

N/A

Supporting Documentation Included
Attachment A: Time-to-Hire and TeamDynamix Presentation
Facilitators/Presenters
Gerald Hector, Senior Vice President for Administration and Finance and Chief Financial Officer Maureen Binder, Associate Vice President and Chief Human Resources Officer Kathleen Winningham, Senior Director, Knights Experience Team

Summary of Key Observations/Recommendations

As previously addressed at the September 2023 Board of Trustees meeting, the UCF Human Resources team has been focused on creating efficiencies in the hiring practices using a more centralized talent acquisition model for staff software and the implementation of a shared services model.

- Time-to-Hire has been reduced by nearly 50% over two years, by using our systems and shared services more effectively. Due to this, the UCF Talent Acquisition Team was honored with the OnCon Icon 2024 Top 50 Talent Acquisition Team Award.

- Team Dynamix, an intake system that complements Workday to standardize practices that occur outside of the Workday system, requests key information to process transactions effectively and efficiently. This system is being implemented through the kNEXT team, our shared services center for HR and Finance transactions. Phase one is focused on hiring processes for OPS undergraduate and graduate students, our largest and most frequently hired employee group at UCF. After this phase we will move to standardize and include other employee groups - adjunct faculty, graduate assistants and post docs - that UCF HR assumed process ownership of in January 2024.

Additional Background

The Board of Trustees requested further information at the September 2023 meeting on the Time-to-Hire.

Implementation Plan

The TeamDynamix project is in phase one, with phase two focused on adjunct faculty, graduate assistants and post docs. Additionally, with the phase-out of PeopleSoft self-service, we will bring requests for duplicate W-2s into TeamDynamix in January 2025.

Resource Considerations

The software has been purchased and was funded through Administration and Finance.