


# University of California Board of Regents

**Human Resources Department Accreditation**

**A Pilot Program**

**Between**

 **The National Academy of Public Administration**

**The University of California  
and its**

**Contracting Partner the Department of Energy**

**January 17, 2006**

**Alethea Long-Green**  
**Responsible Academy Officer**

**Patricia Cornwell Johnson**  
**Project Director**

# The National Academy is a unique resource

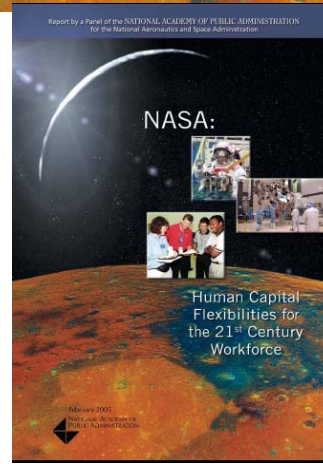
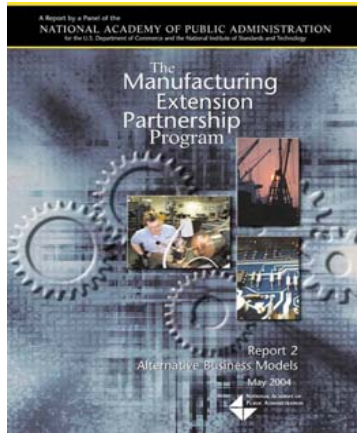
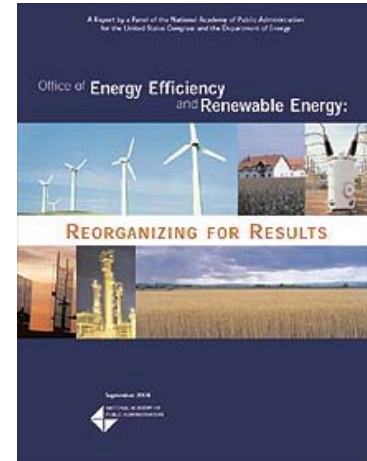
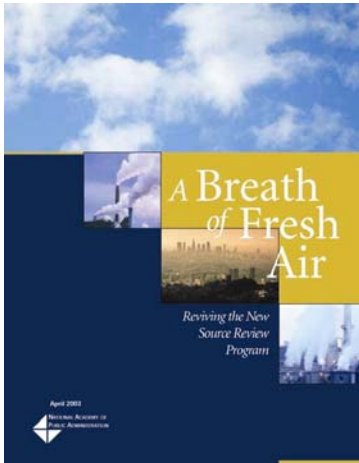
- Congressionally Chartered in 1967
- Non-profit 501(c)(3)
- Independent—Non Partisan Advice
- 600 Elected Fellows
  - Distinguished Public Administration Careers
  - Primary Resource in Addressing Issues
- 100 Employees, IPAs, Independent Contractors
  - 15-20 Research Studies a Year

# Completed Academy Studies

Leaders Advising Leaders

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# Academy Research

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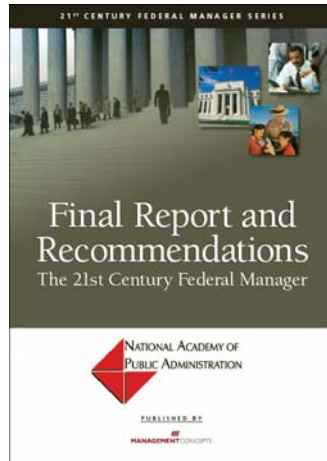
## Multisector Workforce Management

"Managing Federal Missions with a Multisector Workforce: Leadership for the 21<sup>st</sup> Century"

A Project of the

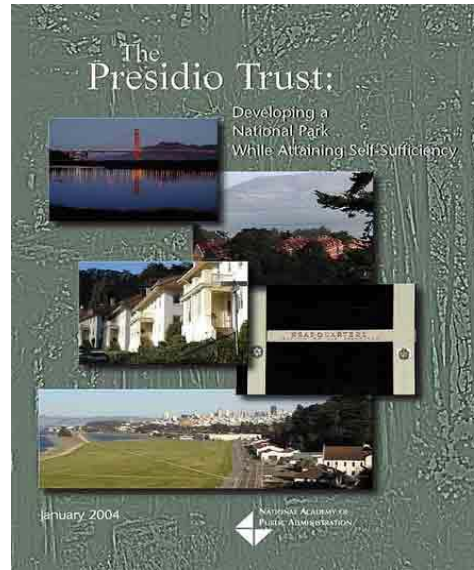
Public Service Positioning Committee

supported by the Standing Panel on the Public Service



## Final Report and Recommendations The 21st Century Federal Manager

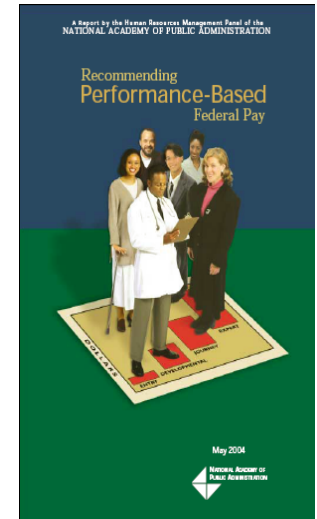
NATIONAL ACADEMY OF PUBLIC ADMINISTRATION  
PUBLISHED BY  
MANAGEMENTCONCEPTS



## The Presidio Trust: Developing a National Park While Attaining Self-Sufficiency

January 2004

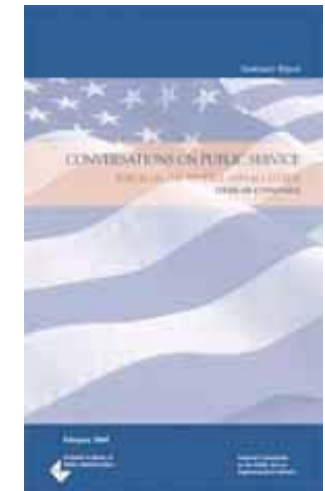
NATIONAL ACADEMY OF PUBLIC ADMINISTRATION



## Recommending Performance-Based Federal Pay

May 2004

NATIONAL ACADEMY OF PUBLIC ADMINISTRATION



## CONVERSATIONS ON PUBLIC SERVICE

NATIONAL ACADEMY OF PUBLIC ADMINISTRATION

# Accreditation Program Outcomes...

- Assure HR policy, operational and practice accountability
- Design and implement a transparent, flexible and repeatable process
- Improve consistency in policy implementation, processes and practices

# UC has engaged Academy assistance to

- Evaluate, refine, validate draft accreditation standards
- Incorporate appropriate qualitative & quantitative measures
- Incorporate process for self-assessment & independent peer review
- Define accreditation scheme that recognizes organizations which meet established standards & highlights exemplary practices

## History of the effort...

- 2002 discussions initiated by HR Director at Lawrence Berkeley National Lab to develop a certified human resources management system
- DOE and Task Force partnered to develop draft standards and sought an external expert organization (NAPA) to validate those standards.
- UC awarded the contract for Berkeley Lab which has the requirement for an accredited HR organization
- UC leadership retained the Academy to design, test and deliver an HR Accreditation Model and Process

# Human Resources Accreditation and Assurance Design

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<b>HR Strategic Management</b>	
<b>Workforce Planning and Employment</b>	<b>Compensation and Benefits</b>
<b>Workforce Training and Development</b>	<b>Employee and Labor Relations</b>
<b>HR Scorecard &amp; Assurance Process</b>	



- HR Accreditation standards validated by NAPA



- HR Performance metrics by Saratoga Institute



- Approved UCOP/HR Policy and procedures



- System metrics and standards agreed to by DOE/SC



# Engagement Components...

- Validate the standards, add measures and incorporate into an accreditation model
- Design Self Assessment Process
- Pilot test accreditation Model & Process at UCSF Campus and Medical Center, Lawrence Berkeley National Laboratory, and UCOP Retirement and Health & Welfare Policy and Planning
- Incrementally refine and test Model, Self Assessment Process and Peer Review Process
- Make recommendations regarding implementation and ongoing administration of the HR Accreditation Process

# Academy's Technical Approach...

## Part I

Orientation, Data Collection and Analysis

## Part II

Validate Standards, Develop Model, Design Self Assessment, and Test

## Part III

Independent peer review, 2<sup>nd</sup> round of testing, finalize model and report

## Next steps...

- Create active partnership between Academy study team and University executives and managers
- Use the expertise of Academy's Panel which includes Academy Fellows, a UC appointee and DOE appointee
- Design and pilot test the Model and Process
- Establish linkage with the University's Assurance process
- Provide periodic updates to the Board of Regents

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