



January 18, 2017

College and University Professional Association for Human Resources  
Midwest Region Awards Committee

Dear Committee Members,

I strongly support the nomination of the University of Wisconsin-Madison's Talent Recruitment and Engagement team for the CUPA-HR Midwest Region Successful Practices Award. This team led UW-Madison's successful implementation of the Talent Recruitment and Engagement Management System (TREMS). TREMS will enhance our campus by streamlining processes for academic and administrative units to meet our hiring and onboarding goals and achieve the university's mission.

Influencing change while implementing a new human resources system is challenging, especially in a decentralized environment like UW-Madison's. As demonstrated by the behaviors and results provided in this nomination, the training, communication and collaboration the Talent Recruitment and Engagement team demonstrated are exemplary. The team's approach and methodology for successful implementation – combined with positive adoption – represents and aligns with the progressive change we strive to achieve.

The team implemented a tool that allows each division, school and college the ability to recruit and onboard faculty and staff, while maintaining a centralized system that provides institutional oversight and analytics. The team addressed a complex issue and produced a realistic solution. The successful results of this implementation help UW-Madison's academic and administrative units better understand the critical nature of human resource functions and resources.

Changing campus culture is challenging, and the Talent Recruitment and Engagement team's accomplishments mirror the results of successful change-management adoption. The beneficial solution this team has created enables UW-Madison to more efficiently and effectively recruit and onboard outstanding talent for a world-class university.

Sincerely,

Laurent Heller  
Vice Chancellor for Finance and Administration