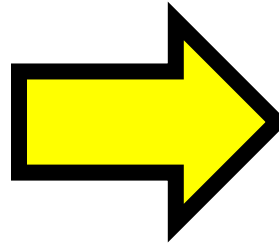




Staff Council - August 14, 2019

Theme	Frequency
Compensation	7
HR People & Process	4
Tuition Assistance	4
HR Policy	3
Career Advancement	2
Flexible Work	2
Health Care	2
Professional Development	2
Supervisor Training	2
Flexible Spending	1
Retirement Planning	1



Meeting Plans to Address Feedback

August 14th

- Compensation/Classification
- Employment Practices Review
- Threat Assessment Team (TAT)

September 11th

- Supervisor Training

October 9th

- Live Well
- New Health Plan

November/December

- Update on OTAC

Next Stage of the Employment Practices Review

Pared Back Campus Review

- Review results Working@Iowa and Climate Survey and identify areas of concern
- Review concerns from employees regarding equitable treatment.
- Interview HR leads for each unit.
- Prepare a report with analysis/ recommendations.

Timeline - Fall 2019

Mandatory Supervisory Training

- Creating an equitable and inclusive team/culture
- Engaging employees to maximize performance;
- Deploying best practices through performance management and coaching, review of policies, procedures, and resources
- Ensuring consistent HR practices in hiring, onboarding, compensation, documentation, etc

Timeline

Fall 2019 to Winter 2021