



Staff Council Meeting
May 13, 2020

Human Resources - COVID Related Initiatives

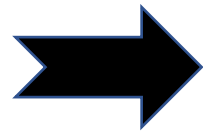
- Reassignment Pool - 122 assigned
 - 300 available for redeployment in the temp workforce pool
 - **(71 Regular – 82% from Student Life/College of Dentistry)**

- Day Care Concierge Services
 - Support to find options (67)
 - Jacobsen Funds (501 approved)

- Pay Practices – May 18 until future notices

Pay Practices – May 18th until Further Notice

- Resident Assistants
- Graduate Students
- Post Docs
- Bi-Weekly Hourly Employees



- Hiring/rehiring procedures based on academic/research needs of the department.
- Regular procedures would apply to all future appointments, not limited to this summer/fall.

Pay Practices - Faculty

Tenured Faculty-- Remain in paid status. Summer salary if available

Probationary Tenure Track, Clinical Track, Research Track and Instructional Track Faculty

- FY Appointments - Paid status based on existing contract terms.
- AY Appointments – Paid status based on existing contract terms. Summer salary if available
- Contract extensions and new hires will be based on the academic/research needs of the employing college.

Fixed-term Faculty, including Visiting and Adjunct Faculty

- Existing contract terms apply.
- Contract extensions and new hires will be based on the academic/research needs of the employing college.

Pay Practices - P&S, SEIU and Merit Staff

Remain in paid status and perform work in current position

If meaningful work is not available in current position:

- Register for the temporary redeployment pool,
- Remain available/Accept redeployment when offered

NEW – If No Meaningful Work & No Reassignment - Utilize paid vacation leave or comp time if available, or unpaid leave

Supervisor Training@Iowa develops common knowledge, strengthens supervisory skills, and promotes consistent, equitable employment practices. The project aims to provide all University of Iowa administrative supervisors with core training by December 2020.

COMPLETION METRICS

484

UI supervisors have fulfilled all training requirements as of April 30



1,313

attendees at in-person/Zoom trainings



972

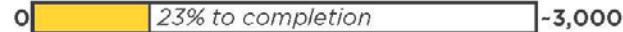
online training course completions



57

completed assessments

Overview session



Session 1: Recruiting, Hiring, and Onboarding



Session 2: Engaging and Retaining Employees



Session 3: Performance, Coaching, and Documentation



ORGANIZATIONAL SPOTLIGHT

The College of Liberal Arts and Sciences recognized Supervisor Training@Iowa as a prime opportunity to address college-specific needs alongside core training for its supervisors.

CLAS has expanded training content, leveraged additional resources for supervisors within the college, and partnered with Learning & Development to deliver content to its faculty and staff in meaningful and impactful ways.

“We value the collaboration that has formed through this training opportunity to further support our supervisors.”

PARTICIPANT FEEDBACK

Recent feedback from supervisors who've taken the training includes these comments::

“A lot of great information that set a bar for what is expected from leaders.”

“I know they worried about the Zoom environment, but your team did a great job responding to everyone.”

“This session gave me leads on where to look and suggestions on how to approach potential problems.”

ON-DEMAND LEARNING

4,100

visits to project web pages as of April 30

2,988

visits to Supervisors' Toolbox web pages as of April 30

372

total training video views as of April 30

Remote Work Survey



3,821

All faculty and staff, **excluding** Health Care, Graduate Assistants, Postdocs, and any employees who are known to be essential and likely working from campus. (*Primary job only, hired by 04.17*)

Timeline

Launched: Friday, April 17
Closed: Friday, April 24
Reports: Week of April 27

Feedback Categories

Preliminary - routing (4)

Physical and Psychological Health and Well-being (6)

Communication/connection (5)

Performing Work (6)

ITS (5)

General (4)

Employer Loyalty (1)

Remote work survey results

Excellent response rate of 52%

Good news:

- Employees are overwhelmingly still positive about their work (2,950 agree/strongly agree v 574 disagree/strongly disagree)
- Supervisor communication and support seems to be strong; the same seems to be true for co-worker communication
- The majority of employees report that they are clear on the work they need to perform
- Most respondents report positive impact to their day-to-day performance (2,094 agree/strongly agree v 1,389 disagree/strongly disagree)
- Slightly positive or neutral impact on measures of well-being; healthy eating, rest and ability to practice stress management

**full report on UHR website