

Moving Forward Together

University Human Resources Update for **Staff Council**

December 9, 2020



Supervisor Training

DECEMBER 9, 2020

Why supervisor training...

External review of employment

practices: Called for more consistent application of employment-related policies and practices across campus

Diversity, equity, and inclusion (DEI) action

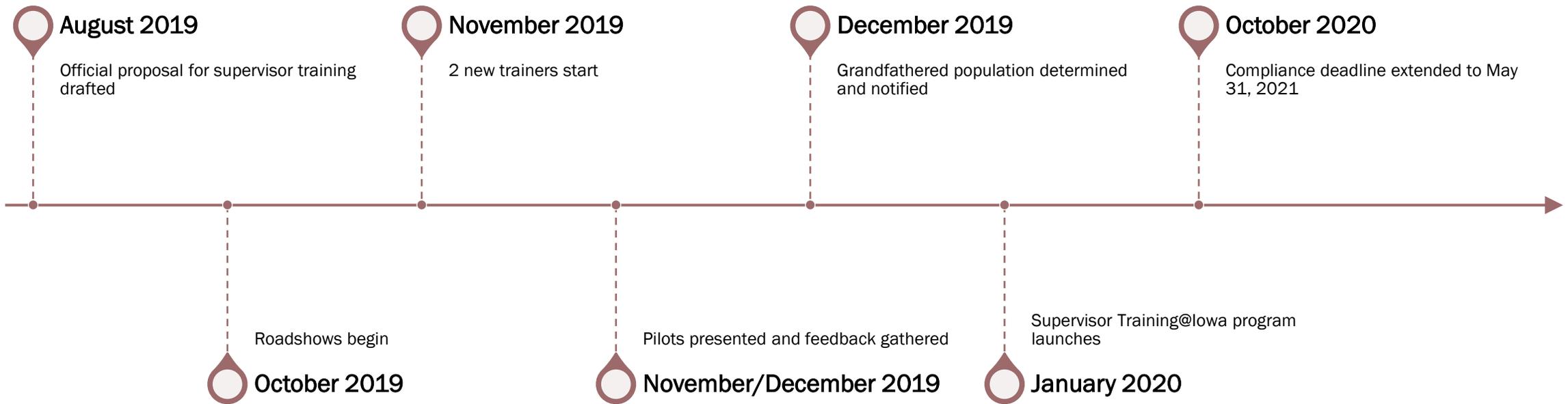
plan: Emphasized promoting, modeling, and implementing DEI values and embedding DEI in all HR practices

Working at Iowa engagement

surveys: Consistently identify supervisory skills and feedback as areas for improvement

Shared governance and HR leader

recommendations: Commonly prioritize supervisor training



Timeline

Supervisor Training Metrics



1,373

HAVE COMPLETED
ALL 4
REQUIREMENTS



2,253

COMPLETIONS
HAVE BEEN
RECORDED FOR
ONLINE COURSES



3,815

COMPLETIONS
HAVE BEEN
RECORDED FOR
IN-PERSON
SESSIONS



125

COMPLETIONS
HAVE BEEN
RECORDED FOR
ASSESSMENTS

Supervisor Training Feedback

I just started my on-line supervisor training and I think it is well done. I have encouraged my team to watch it soon since I think there are a number of things we should be implementing.

A lot of great information and set a bar of what is expected from leaders, it gave us great tools and resources.

It was a pleasure to participate today in your Supervisor Training@Iowa class. What you accomplished, training over 60 people in ZOOM, was exceptional.

I wanted to drop a note regarding my supervising training this morning....a 5-hour virtual/Skype meeting. This could have been a real disaster. I have to share that it was really well done.

Thank you for the work you put into this series. It has opened me to excavate and evaluate my leadership and communication styles.

Future of Work@Iowa Initiative

How do we re-imagine work post COVID?

- Identify the impact of COVID-19 on the delivery of the core mission of the institution as it relates to employees.
- How do we re-envision high impact practices to create a highly engaged and inclusive workforce?
- Identify potential opportunities to further enhance and support proactive talent and retention strategies, DEI strategies and positive employee experiences.
- What does the evolution of HR policies, services and strategies look like?

Future of Work@Iowa Initiative

- 1 Employee Experience (Steering) Committee
- 5 Subcommittees
 - Faculty/Instructors
 - Staff
 - Health Care
 - Physical Space
 - Technology
- 1 Advisory Committee
 - Provide input into the process
 - Review and react to early recommendations

More information is available here:

<https://hr.uiowa.edu/administrative-services/future-workiowa>

Estimated Timeline

- Kick off November 2020
- Subcommittees Meet November to April
- Preliminary Recommendations May 2021
- Final Recommendations By July 2021

Additional Paid Time Off Proclamation

On November 13, 2020 , Governor Reynolds issued a proclamation providing two additional days of paid time off as appreciation for the hard work done during the pandemic.

**Academic
Faculty/Staff**

Designated paid days off

- January 20, 2021 and January 21, 2021
- Employees must be active on 11/25
- College of Law – flex days based upon academic calendar

**Fiscal
Faculty/Staff**

Two additional days paid leave

- Added to vacation bank
- 1 added in November, 1 in December
- Prorated based on percent of appointment
- Employees who accrue vacation time and are in active status on 11/25 and 12/30 respectively.

IOWA