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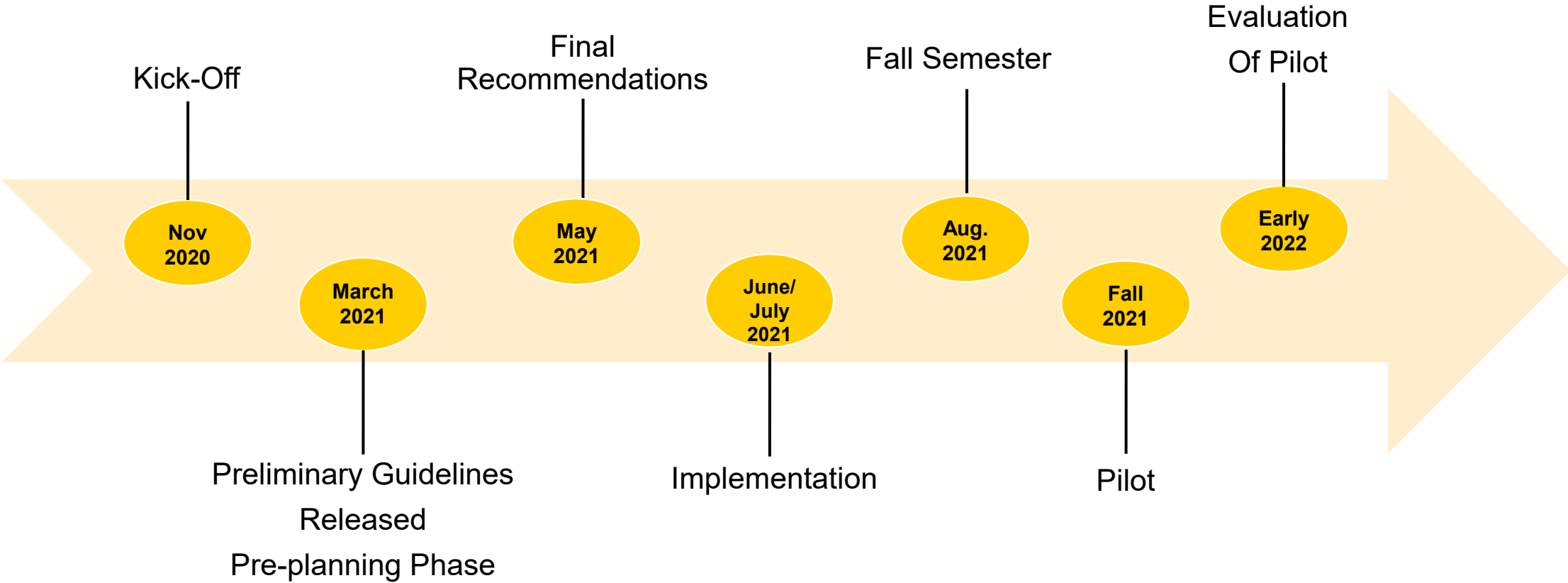
University Human Resources

**HR Update
UI Staff Council**

May 12, 2021



Future of Work - Estimated Timeline



Deans and VPs are asked to manage **work arrangements at the org and unit levels** based on campus guidelines.

In keeping with the university's budget model, Deans and VPs are best positioned to make decisions that support their respective missions.

Business Rationale

Definitions

Work Scheduling

Flexible schedule:

Designated work hours that differ from normal unit stop and start times.
Work may be performed on or off-campus

Work Locations

→ Remote work:

- Job functions that can be performed effectively entirely off-campus.
- Employees typically will not have a personal workspace assigned at an on-campus site.

→ Hybrid work:

- Job functions that can be performed effectively in a combination of on-and-off-campus locations.
- Employees typically have a personal or shared workspace assigned, or available to them, at an on-campus site.

→ On-campus work:

- Job functions that must be completed or are most effectively completed at an on-campus location.
- Employees have an assigned workspace at an on-campus site.

FOW Process

<i>Pre-Planning Phase</i> <i>March – May 2021</i>	<ul style="list-style-type: none">• Review preliminary guidelines• Appoint leadership team• Develop principles and business rationale• Complete initial review of job functions for eligible
<i>Implementation Phase</i> <i>June – August 2021</i>	<ul style="list-style-type: none">• Campus guidelines for process, plan/agreement templates• Employee and managers discussions• Establish alternative work plans and agreements - employee-specific location and/or schedule arrangements, IT needs, space considerations, etc.
<i>Pilot Phase</i> <i>Fall 2021</i>	<ul style="list-style-type: none">• Campus-wide Work Arrangement Implementation Committee established• Track implementation issues and other items
<i>Evaluation Phase</i> <i>Early 2022</i>	<ul style="list-style-type: none">• Evaluation Period• How is the arrangement working for the employee?• How is it working for the unit?• Consider approving arrangements on a 12-month basis

Supervisor Performance/Training

Diversity, Equity & Inclusion

HR Policy

Jobs@Iowa

C-19 Impact Career Advancement
Recognition

Benefits - Health Care

Remote Work

Benefits (Time Off)

Employee Onboarding

Tuition Assistance

Compensation

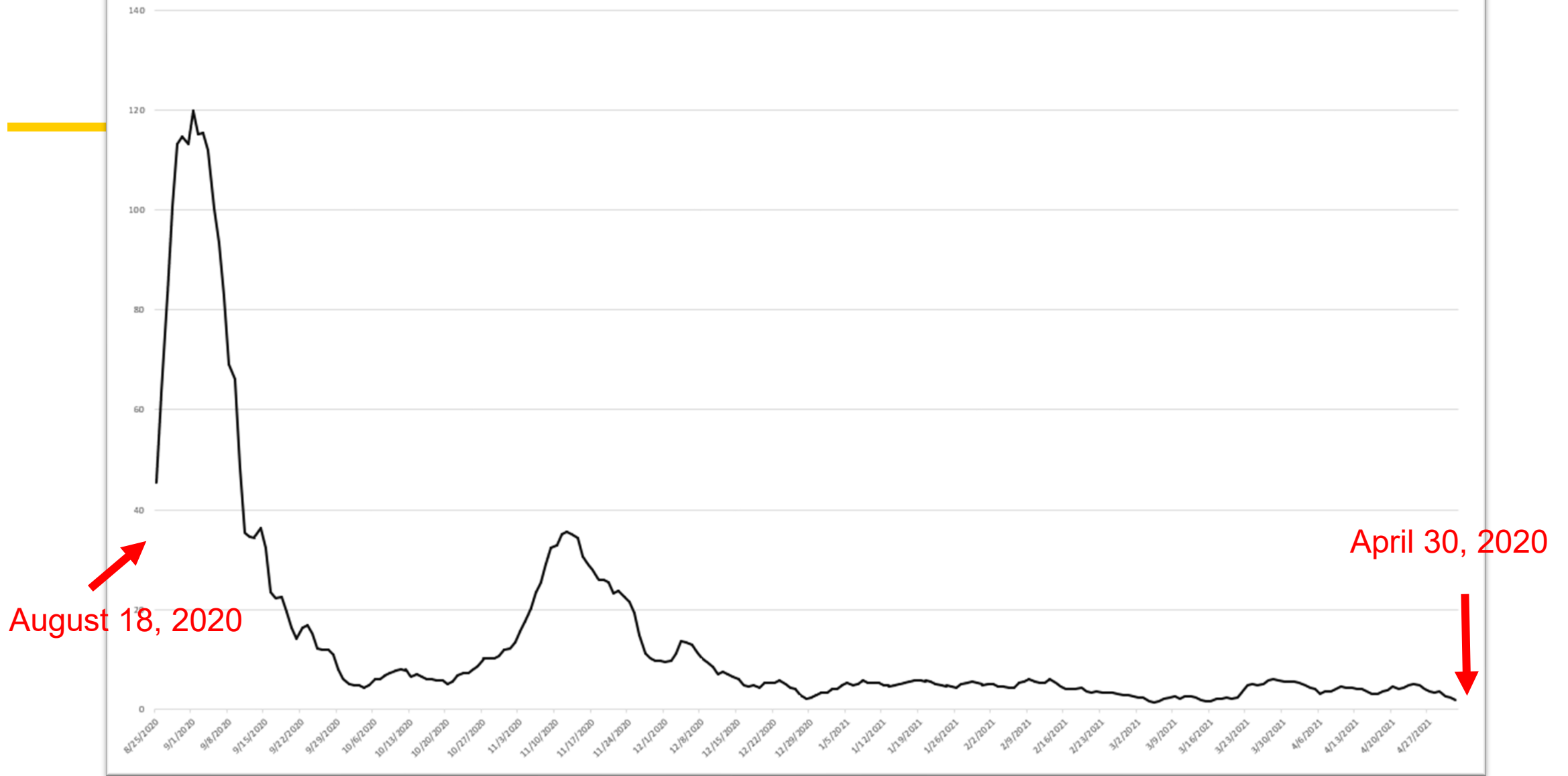
Staff Council Presentations

June 2020	<ul style="list-style-type: none">• Cheryl Reardon – University HR Focus Areas for Staff Council & HR Plan for Return to Campus
July 2020	<ul style="list-style-type: none">• Cheryl Reardon – Qualtrics Survey Responses for HR Focus for Staff Council & Return to Campus Planning
August 2020	<ul style="list-style-type: none">• Joni Troester – Total Rewards and Cost Reduction Options• Cheryl Reardon – Update on Return to Campus
September 2020	<ul style="list-style-type: none">• Diana Kremzar – Family-Related Support & Remote Work• Megan Hammes – Well-Being Resources• Dr. Lois Geist & Bria Marcelo – Fall Survey's – Campus Climate & Working at Iowa
October 2020	<ul style="list-style-type: none">• Rebecca Olson – Benefits Enrollment• Dr. Liz Tovar – DEI at UI

Staff Council Presentations

December 2020	<ul style="list-style-type: none">• Sean Hesler – Supervising Training Update• Cheryl Reardon – Future of Work@Iowa & Vacation Days/2 Additional Days
January 2021	<ul style="list-style-type: none">• Megan Hammes & Maggie Moore – Mental Health Resources, Mindfulness & More
February 2021	<ul style="list-style-type: none">• Jan Waterhouse – Diversity, Equity and Inclusion Action Plan & HR Initiatives• Keith Becker – Talent Acquisition & Jobs@Iowa• Joni Troester – UI Employee Vaccine Plan
March 2021	<ul style="list-style-type: none">• Teresa Kulper – Working at Iowa Survey Results• Bria Marcelo – Campus Climate Survey Results
April 2021	<ul style="list-style-type: none">• Trevor Glanz & Jiongting Hu – Compensation & Classification System
May 2021	<ul style="list-style-type: none">• Cheryl Reardon – University HR Focus Areas for Staff Council & Future of Work@Iowa Update

7 Day Rolling Average of Students/Faculty/Staff Self Reports @ UI



August 18, 2020

April 30, 2020

UHR Year in Review – 2020

COVID-19 Response

<https://hr.uiowa.edu/administrative-services/strategy-and-reporting/2020-year-review>

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University Human Resources

 **585** temporary work arrangements

585 Temporary Alternative Work Arrangements established for employees needing remote or other work

 **1,789** COVID-related leave requests

1,789 COVID-related leave requests processed in keeping with existing and emergency leave provisions

 **653** child care reimbursements

653 child care reimbursements to health care employees thanks to support from the Jacobson Foundation

 **67** child care matches

67 child care concierge service matches for parents in critical patient-facing health care positions

 **800+** participants in mental health forums

More than 800 staff, student, and faculty participants in online mental health and coping forums

 **450%** SPOT award increase

450% increase in SPOT awards for exceptional staff performance during calendar year 2020

UHR Year in Review – 2020

Support for Employees

<https://hr.uiowa.edu/administrative-services/strategy-and-reporting/2020-year-review>

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2,500+ mental health website users

More than 2,500 unique users of the new mentalhealth.uiowa.edu website since September 2020



1,981 EAP session participants

1,981 staff and faculty participants in 1,613 sessions sponsored by the [Employee Assistance Program](#)



36% cut diabetes risk factors

36% of participants in new [weight-management program](#) reduced their risk factors for diabetes



950 flexible work agreements

950 [flexible work agreements](#) established between employees and departments since summer 2020

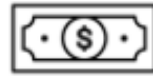
UHR Year in Review – 2020

Operational Excellence

<https://hr.uiowa.edu/administrative-services/strategy-and-reporting/2020-year-review>

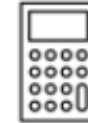
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\$2.2B payroll and fringe

\$2.2 billion in payroll and fringe benefit expenses for University of Iowa employees during 2020



37,324 W2 forms processed

37,324 W2 forms for tax year 2020 processed and distributed to University of Iowa employees



99.2% performance reviews completed

99.2% of University of Iowa employees received complete performance evaluations during 2020



78,700 transactions processed

78,700 human resources transactions (appointments, status changes, etc.) processed during 2020

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