Staff Council

HR Updates
June 8th
Shared Governance

The University of Iowa continues to honor a long tradition of shared governance in which university-wide policies and initiatives are made in collaboration with the campus’s many leaders and shared governance representatives.

Shared governance at Iowa maximizes the opportunities for participation of community members—at all levels—discussion, idea sharing, and input to the decision-making processes that serve to guide strategic decisions. Shared governance assures that diverse perspectives and a collective wisdom informs our actions, promoting collaboration and providing a strong foundation for the success of the institution.

A culture of shared governance helps Iowa maintain:

- Clearer communication and transparency;
- Deeper understanding of strategic objectives among key constituents;
- Open, egalitarian channels for feedback and discussion; and
- Well-informed leadership that can act quickly to address problems.
University HR - Organizational Chart
Hub & Spoke Model

**Spokes**

*Distributed Function*

- HR Leader assigned to each org
  - Leading HR at the local level
  - Focus on strategic value and operational excellence
  - Additional HR Professionals

**Hub**

*University HR*

- **Total Rewards**
  - Benefits
  - Compensation & Classification
  - Employee Assistance Program
  - liveWell
  - Talent Acquisition

- **Organizational Effectiveness**
  - Learning & Development
  - Leadership Development
  - Threat Assessment Program

- **Compliance**
  - Employee & Labor Relations
  - Faculty & Staff Disability Services
  - Faculty & Staff Immigration Services

- **Operations**
  - Payroll
  - University Workforce Operations
  - Administrative Services
  - Information Management-HR (IT Unit)
Destination Workplace

A culture that enables individuals to be fully engaged in their work.
Future of Work

2021-2022

Supervisor Performance/Training
Compensation
Career Advancement
HR Policy
Tuition Assistance
Benefits
Employee Morale and Retention
2021 – 2022 Presentation Topics

- August 2021 – Cat leave
- September 2021 – Emergency Hardship Fund
- October 2021 – Future of Work Update, Labor Market challenges, retention & recruitment strategy
- November 2021 – Benefits update
- January 2022 – Supervisor Training, Tuition Assistance, LiveWELL
- February 2022 – Future of Work
- March 2022 – Comp and Class, LiveWELL
- April 2022 – HR Policy updates
- May 2022 – Future of Work & Pilot Phased Retirement program
What would you like to learn about?

I want to hear from you!

To help me plan for the year, please share your thoughts and ideas via **Qualtrics** on areas of HR you’d like to hear more about.

*Link is shared in the chat box and will also be available via email this week.*
IOWA