

IOWA

Staff Council

HR Updates

June 14, 2023



Shared Governance

Office of the President

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—in discussions, idea sharing, and input to the decision-making processes that serves to guide strategic decisions.

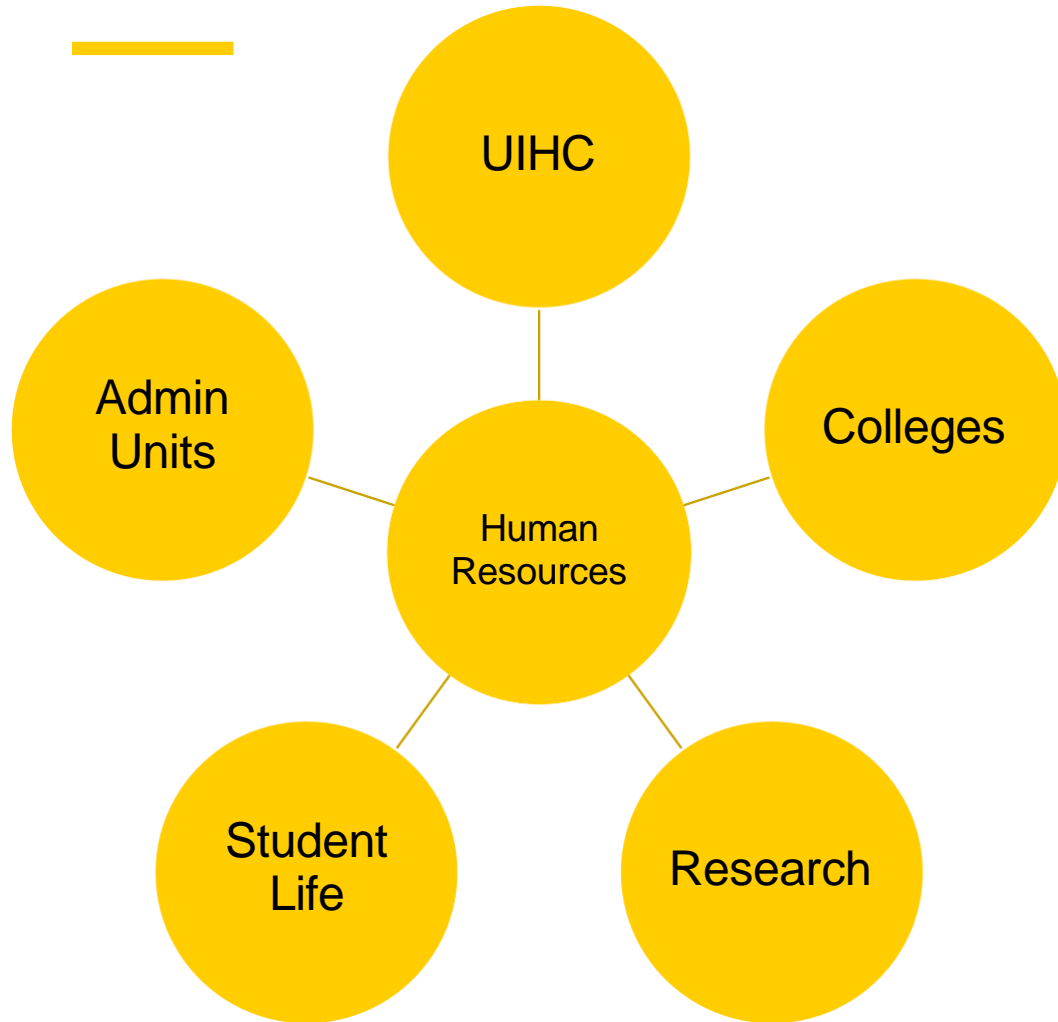
Shared governance assures that diverse perspectives and a collective wisdom informs our actions, promoting collaboration and providing a strong foundation for the success of the institution.

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.

Human Resources Hub & Spoke Model

Hub *University HR*



- Organizational Effectiveness
- LiveWell/EAP
- Policy and Compliance
- Compensation & Classification
- Talent Acquisition
- Communications
- Operations
- Benefits
- Payroll

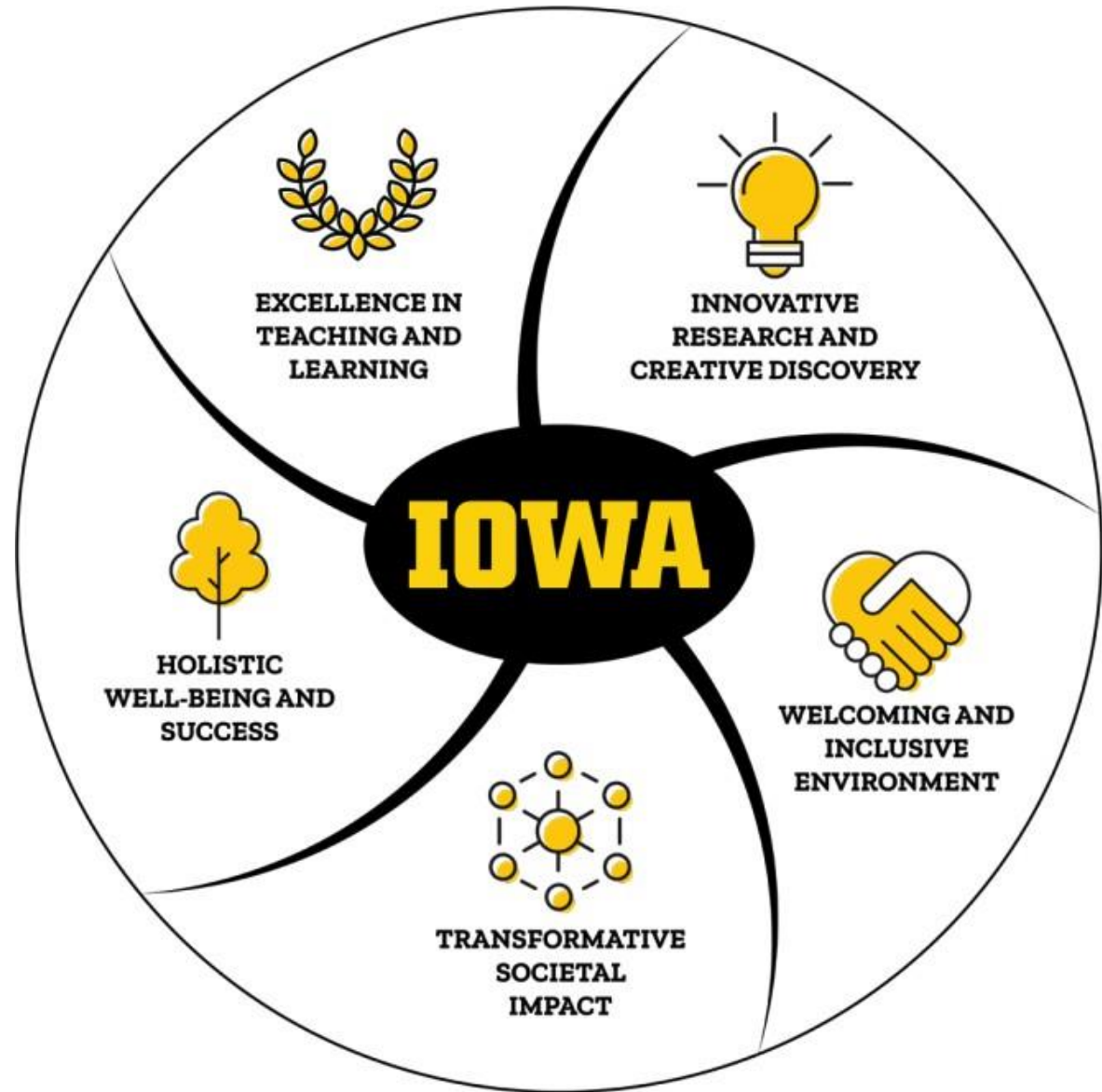
Spokes *Distributed Function*

Senior HR leader assigned to each college/org

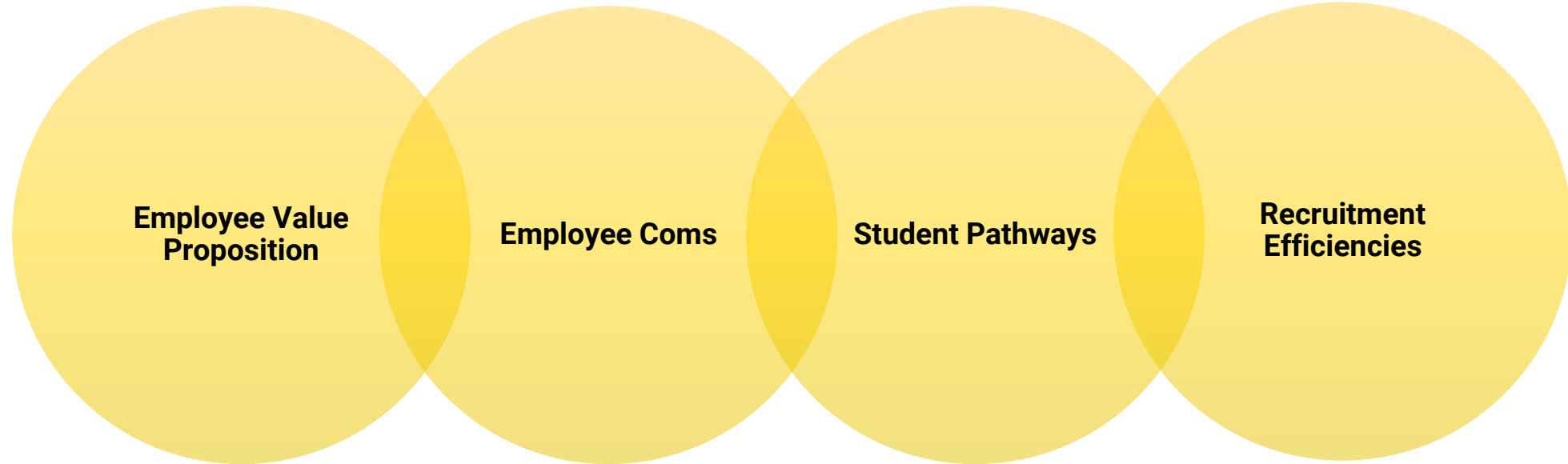
- Leading HR at the local level
- Focus on strategic value and operational excellence
- Additional HR Professionals
 - HR Managers, Specialists, Coordinators, Associates, Generalists, etc.

THE UI STRATEGIC PLAN

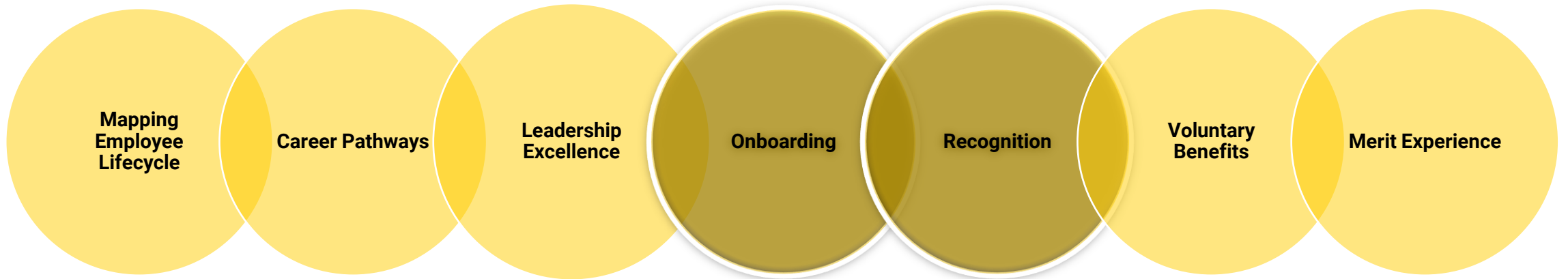
Success in every aspect of the university's mission is founded on **attracting and retaining talented and engaged individuals** who will contribute to a vibrant environment for learning, innovation, and discovery.



Objective: Promote institutional excellence and success by attracting and recruiting a talented body of students, faculty, and staff, to create an inclusive and engaged community rich in diversity of experiences, perspectives, and expertise



Objective: Retain talented faculty and staff through professional development, recognition, and a culture of connection and employee value



Staff Council asked HR for more information about...

Staff Council Evaluation Topics – 2023-2024

*Remote Work/Future of Work	*HR Programs/Initiatives; Discover Your University
Salary equity across units	Staff recruitment and retention
*DEI Legislative bill and the impacts	Commuting incentives for transit/walking/biking vs. driving
Performance review data – how its' used	Maternity Leave – use of sick and vacation
Career advancement strategies and opportunities	*Compensation
Distinction between supervisory roles (Administrative/Functional)	Mandatory vacation payout program
*Competitive wages – combatting inflation	Childcare resources
Flex Spending	Dependent tuition
Supervisor Training refresh	Additions to holiday calendar
ADA policies	

** Received more than one request*

You asked...We Delivered!

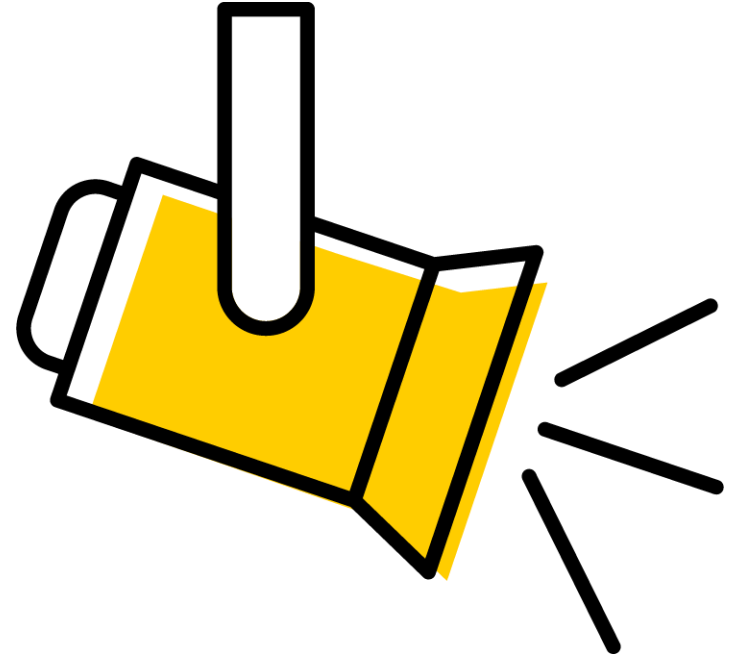
2023-2024 HR Topics Presented

Staff Council Topics – 2023-2024	
August 2023	P3 Proposal Overview HR Policy Updates (Temp rules, FSDS/ADA, functional vs. administrative supervision)
September 2023	Health Equity Overview – Flex Spending
October 2023	Remote Work/Future of Work
November 2023	Strategic Plan – Recruitment
December 2023	Strategic Plan – Retention
January 2024	Family Services Programs (parental leave, childcare resources)
February 2024	Career Advancement & Compensation/Classification DEI Task Force
March 2024	Discover Your University
April 2024	Organizational Effectiveness Programs and Services
Throughout 2023-2024 Term	Well-Being Collaborative Highlights

What would you like to learn about?

I want to hear from you!

To help me plan for the 2024-2025 year, please share your thoughts and ideas via **Qualtrics** on areas of HR you'd like to hear more about.



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