

University Human Resources- Staff Success- Reward and Recognition

Rewards & Recognition Programs

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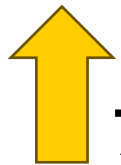
Committee Members

- Justin Fraase, UHR- Communications, Co-Lead
- Abigail Schaver, UHR- Organizational Effectiveness, Co-Lead
- Lew Montgomery & Vanessa Steffen, F&O
- Chris Annicella_(retired) & Renae Miller, College of Education
- Kate Woods, UI Staff Council – UI Library
- Lucas Schofield, UI Health Care
- Alyssa Campbell, UHR- Administration
- Trevor Glanz, UHR- Compensation & Classification
- Terri Hein, UHR- Payroll Services

2024 WAI

“The UI does a good job of recognizing accomplishments of Faculty and Staff.”

Faculty



78% agree

Up 8% from 2022

P&S



71% agree

Down 4% from 2022

Merit



67% agree

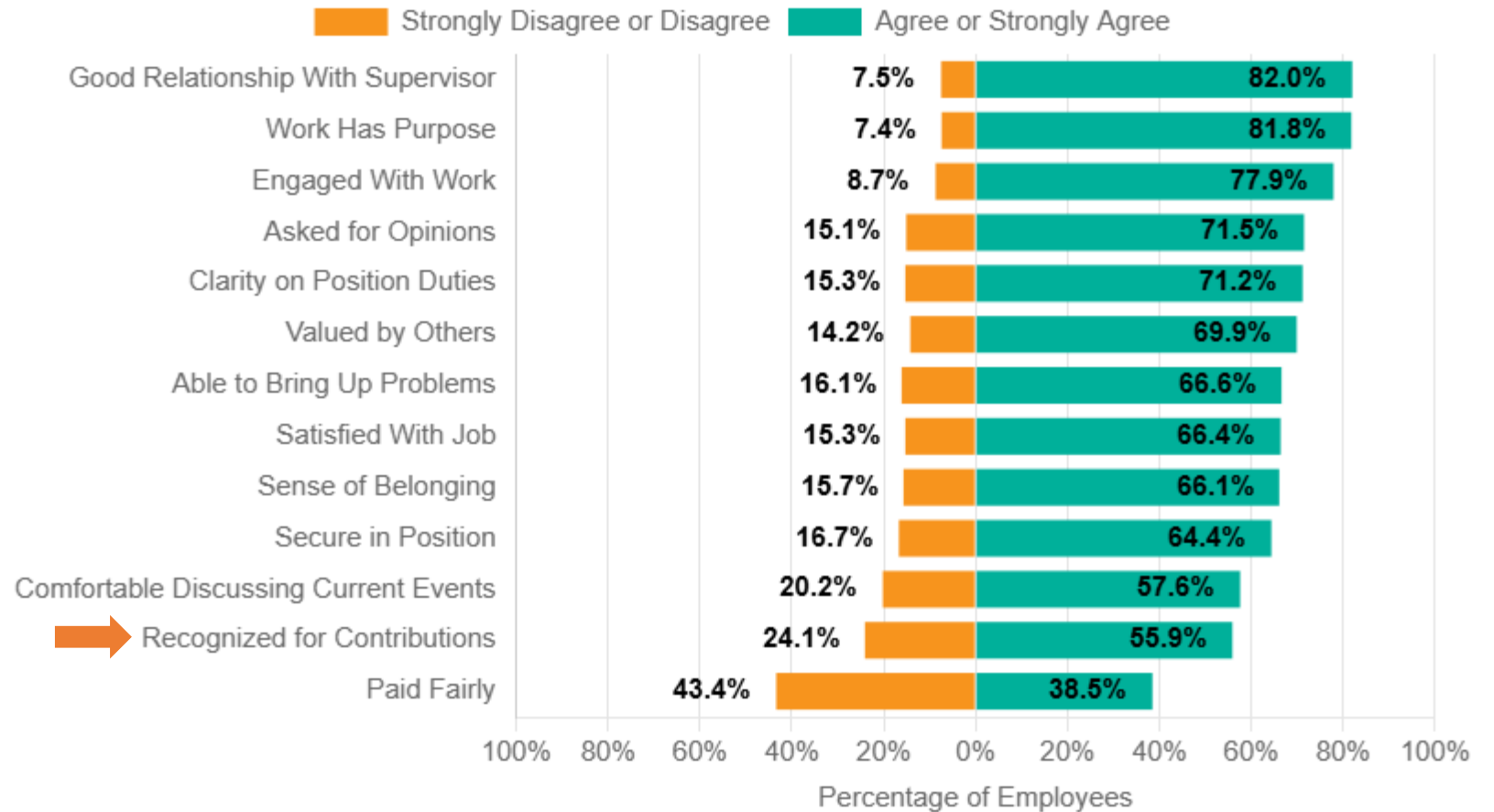
Up 6% from 2022

72.1% overall



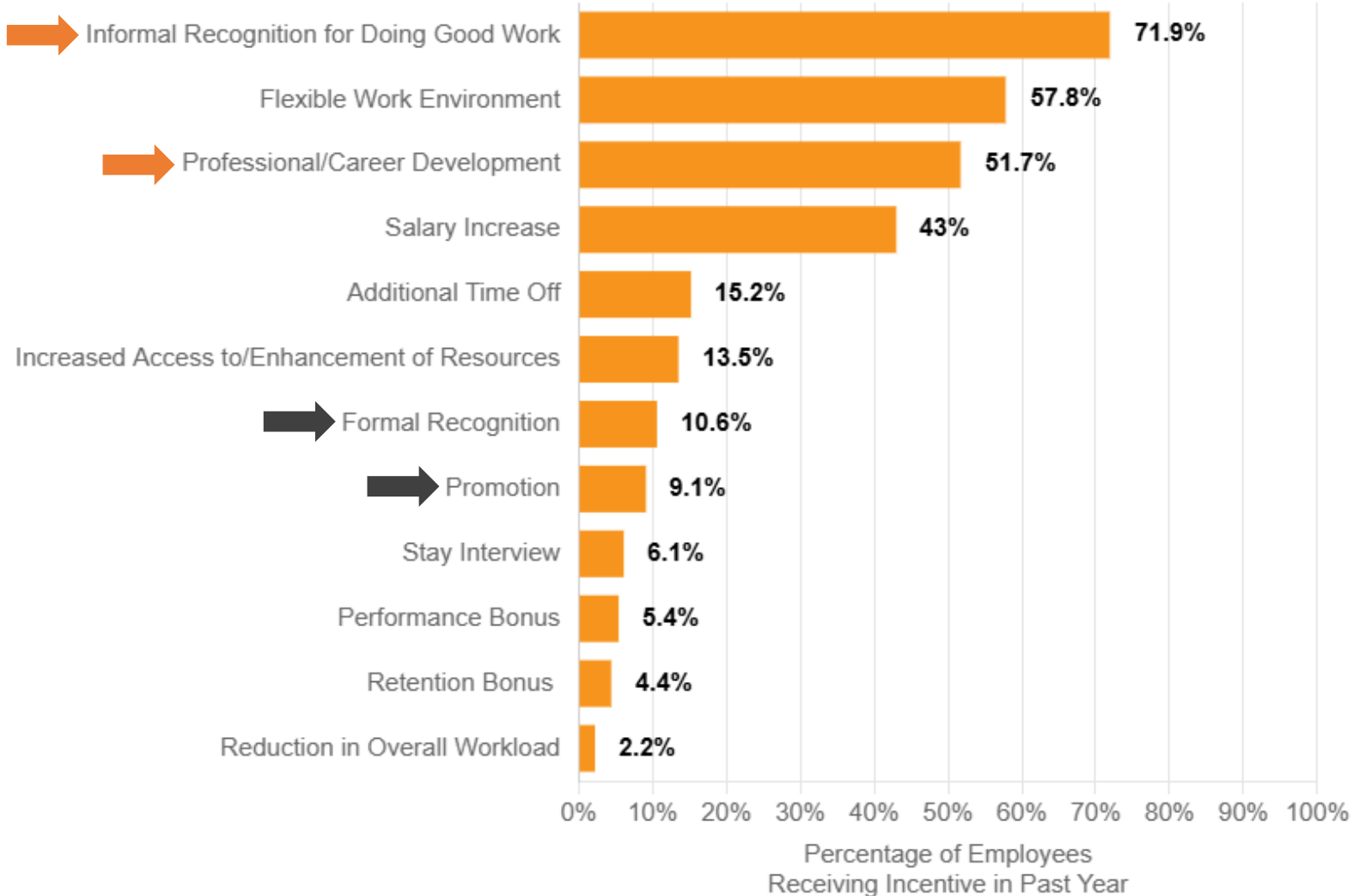
2025 CUPA-HR Employee Retention Survey: *Satisfaction With Work Environment*

2025 Employee Retention Survey Satisfaction With Work Environment



Retention Incentives Received in the Past Year

2025 CUPA-HR Employee Retention Survey: *Retention Incentives Received in the Past Year*



Staff Success- Reward and Recognition Focus

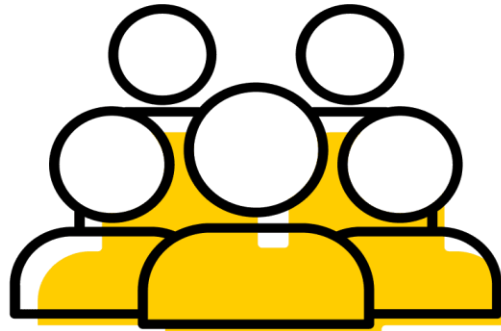
- Established Committee
- Benchmarked Internally and Externally
- Developed Recommendations
 - Hawkeye High-Five
 - Recognition Print Materials
 - Supervisor Guide
 - Opt-in Longevity Program
 - Variable pay for temporary employees



Types of Recognition



Peer-to-Peer



Team



Individual

Tiers of Recognition



Everyday

Verbal Praise
Written Praise
Checking in on Workload
Flexible Scheduling



Informal

Celebrating Milestones
Public Praise
Small Tokens of Appreciation
Special Assignments



Formal

SPOT Awards
Nominations for Awards
Career Promotions
Plaques or Certificates

Campus Wide Recognition Opportunities

NEW: Hawkeye High-Five

- Informal/Everyday
- Peer-to-Peer
- Form that allows peers to recognize other peers as a thank you or to acknowledge a recent effort



Improving Our Workplace Award

- Formal
- Individual and Team
- Non-Monetary award presented at the Faculty and Staff Awards



Staff Appreciation Grants

- Informal
- Team
- Staff Council led opportunity to request additional funding for team events



Spot Awards

- Formal
- Individual
- Monetary Award to celebrate above and beyond employee efforts



Recommendations Implementation Data

1133



Hawkeye High-Fives Sent

1965



Cards Ordered by 11 Departments

250



Supervisor Toolkit Downloads



Happy Birthday



Illustration of the O...



Picture of the Old ...



University of Iowa ...



Congrats



High Five



Thank You



Happy Anniversary



Happy Retirement

Longevity



UI Healthcare Utilizes Vended Solution

- Acrylic Award, Gift, and Digital Year-book
- Affective but high-cost



Committee working on Opt-In Program

- Partnership with Iowa Hawk Shop
- Learning more about current Office of the Provost practices



Committee working on Campus-Wide Longevity for <25 years

- Enhanced Reporting
- Send recognition message based on years of service

Additional Resources




- [Campus Awards Webpage](#)
 - Links to award pages across campus
- [Staff Appreciation Grants](#)
 - Staff Council sponsored opportunity to request up to \$300 per department
- [Wellness Grants](#)
 - liveWELL sponsored opportunity to request up to \$500 per unit

Supervisor Reward & Recognition Toolkit

As a supervisor, Recognition plays an incredibly vital role in creating a positive team culture and positive employee experience. It is important to prioritize recognition and to be consistent, genuine, and timely in the appreciation you show your staff. This toolkit provides you with ideas and resources so you can confidently implement effective recognition strategies while leading your team.

Types of Recognition

Types of Recognition- When and How to Recognize

|  Peer-to-Peer |  Team |  Individual |
|---|---|--|
| Encourage a culture of peer-to-peer recognition among your staff. <ul style="list-style-type: none"> • Have a standing agenda item to recognize latest accomplishments. • Provide thank you notes and other recognition materials to your team to facilitate recognition. | Recognize your team regularly and consistently for their accomplishments. <ul style="list-style-type: none"> • Host a team lunch at the office or an outside location. • Utilize SPOT Awards or nominate for an I.O.W.A. when going above and beyond. | Recognize individuals regularly and consistently for their accomplishments. <ul style="list-style-type: none"> • Take time to nominate an individual employee for a campus award. • Utilize SPOT Awards and provide time in employee schedules for professional development. |

Tiers of Recognition

Experts recommend employees receive 8-10 recognition touch points throughout the calendar year.

| | |
|-----------------|---|
| Everyday | Everyday recognition is frequent, spontaneous, and simple, requiring minimal effort or resources. It is often verbal or written and personalized to specifically acknowledge someone's regular contributions. <p>Verbal Praise - Written Praise - Checking in on Workload - Flexible Scheduling</p> |
| Informal | Informal recognition often involves simple gestures, public acknowledgement, or small gatherings and can be tied to specific achievements or milestones. <p>Celebrating Milestones - Public Praise - Small Tokens of Appreciation Special Assignments - Ability to present work to Colleagues</p> |
| Formal | Formal recognition is structured and official acknowledgment involving formal procedures, nominations, and selection processes. <p>SPOT Awards - Nominations to Campus & National Awards - Career Promotions - Plaques or Certificates</p> |

Important Policies & Guidelines

[University Human Resources- Opportunities & Guidance](#)

[University of Iowa Purchasing- Team Events Guidance](#)

Recognition Programs & Discover Your University, Abigail Schaver & Justin Fraase

1. Is there any evidence that employee recognition programs contribute to career advancement, such as promotions or expanded opportunities?
2. Has the institution gathered feedback from employees who have received recognition to understand whether it has positively influenced their career progression in subsequent years?
3. Does Organization Development partner with Compensation and Classification to analyze data on how recognition may impact employees' career growth over time?
4. Are there any plans to expand Discover Your University to add more dates, locations, or creative experiences?

HR > Recognition

Questions?

→ hr.uiowa.edu

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University Human Resources

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Organizational Effectiveness