

IOWA

University Human
Resources

Staff Council Meeting

HR Strategic Plan
Year 4 Tactics/Programs

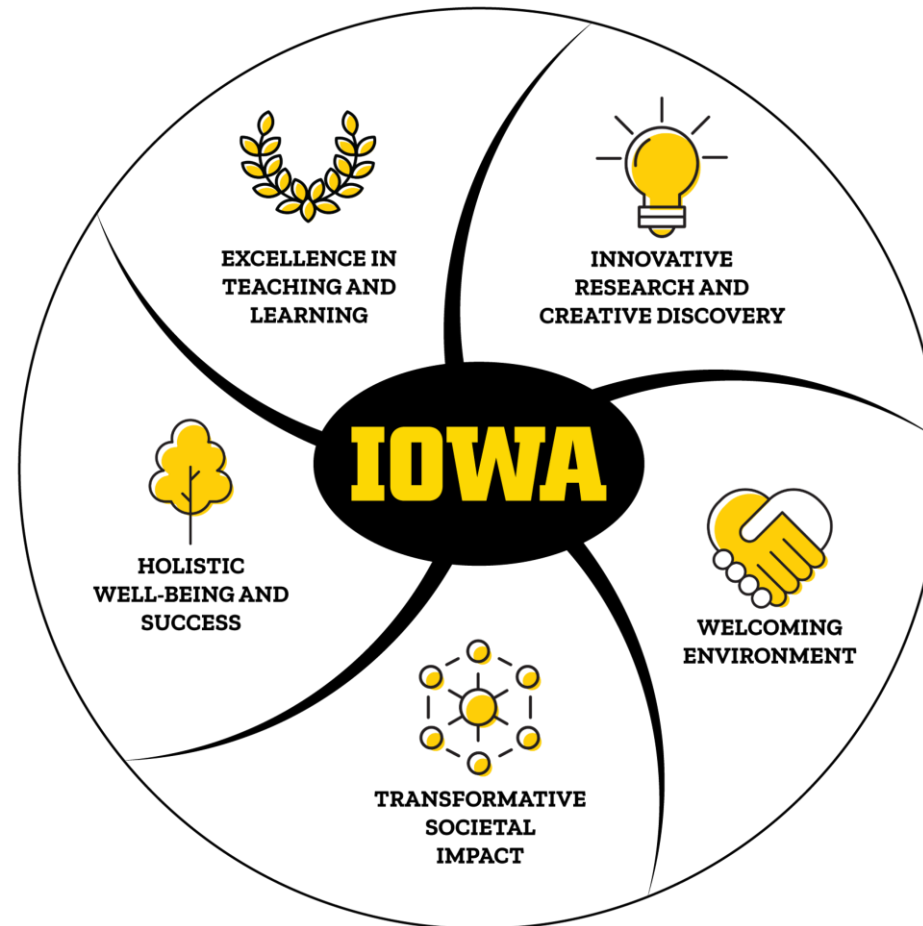
April 8, 2026



UI Strategic Plan

2022-2027 Strategic Plan

Values Driven. Mission Focused.

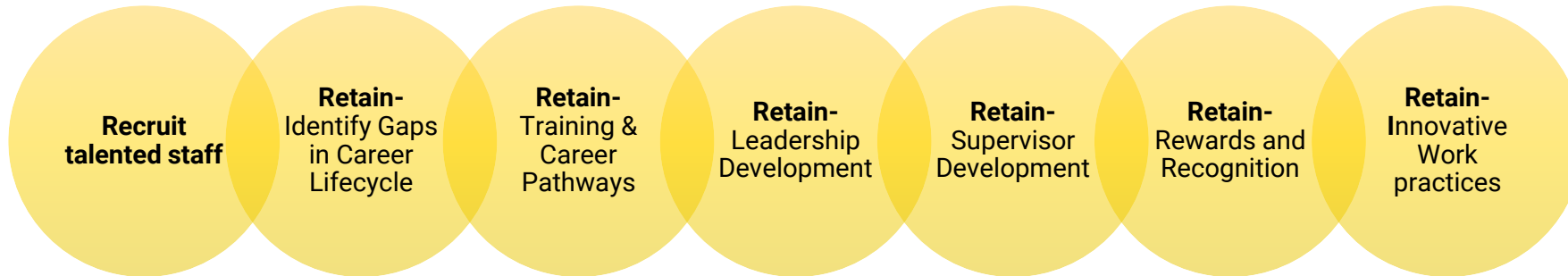


University HR Focus Areas

Goal: Optimize and Streamline Administrative Functions
Recruitment and Retention of Top Talent through Employee Experience and Distributed HR



Recruit & Retain Talented Staff

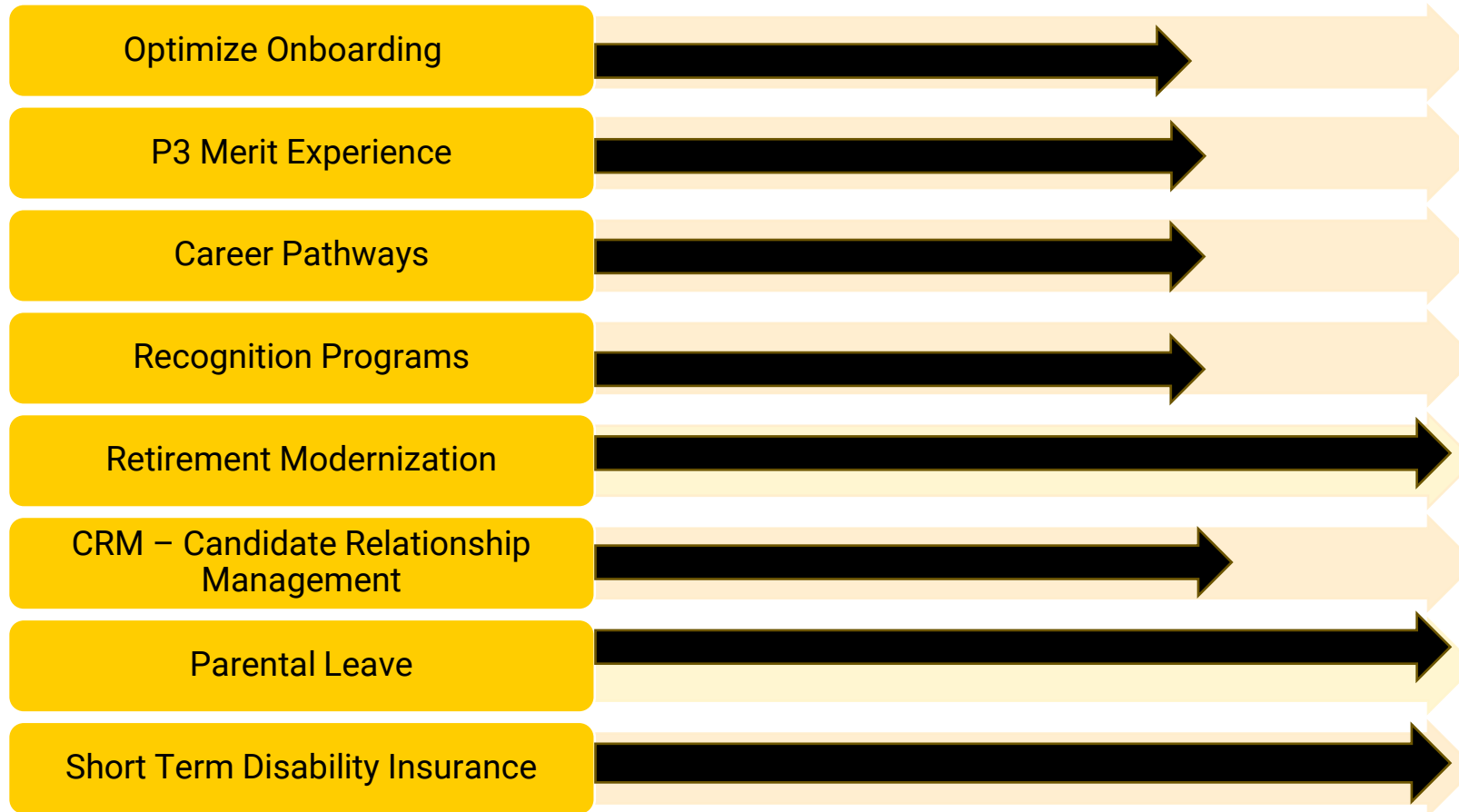


Notable Highlights

- Data Informed – New Hire Surveys, Exit Surveys, TA data
- Employee Value Proposition
- Work Arrangements – FOW
- Refreshed Supervisor Training
- Adoption Assistance Program
- Outsource flex spending to Health Equity
- Spot awards Temp Employees
- Discover Your University
- Relationship Management System – OTAC

Staff Success – Mid-Year Check

Year 4 Initiatives



TIAA Retirement Plan Modernization

- New customized default investment option
- Simplified investment lineup
 - 51 investments down to 22
- Launched a brokerage window
- Millions in estimated investment cost savings
 - 31% reduction in participant paid expenses



Career Pathways Resource Utilization & Strategic Direction

>2,000

interactions by 1,228
employees via
Employee Self-Service

>2,500

visits to
[My Career at Iowa](#)
website

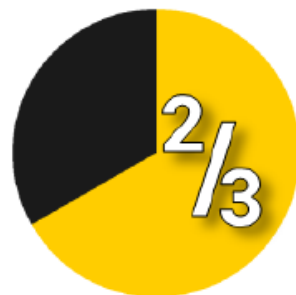
1,097

unique users
accessed Career
Pathways maps

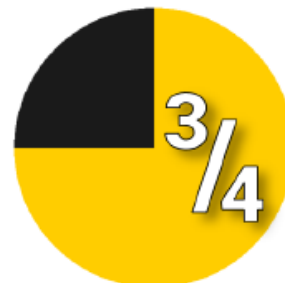
#1 RESOURCE

[Career Pathways Mapping](#)
– most visited across all
tools

User Profile



 P&S



 Health Care

For additional
details, see
[Career Pathways
Utilization Summary](#)

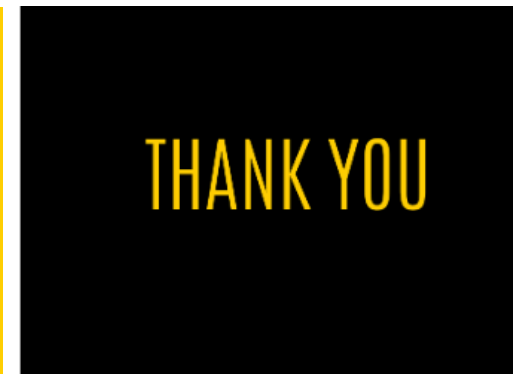
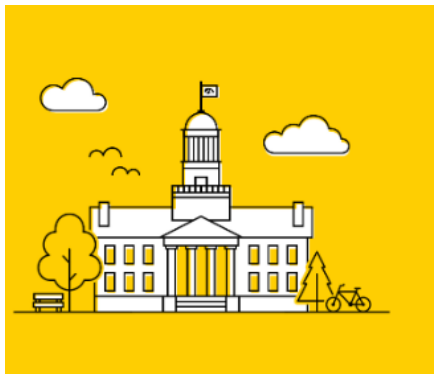
Reward and Recognition

Hawkeye High Five

- 1,133 submissions (56% UI Health Care)
- Avg. submission rate: 156sec
- Partnership with OSC (~4,000 pageviews from Iowa Now)

New Tools

- SPOT awards for temp employees = 159 since July 1
- Supervisor toolkit = 250 downloads
- Recognition print materials = 1,965 cards from 11 departments



Iowa Paid Parental Leave

- Up to four weeks of paid parental leave to eligible employees
 - Birthing or adoptive parents
 - One week for non-birthing partners
- Successful implementation on an expedited timeline



What's to come.....

SPARC – Staff Success

- Voluntary Benefits – Pet Insurance
 - Career Pathways
 - Implementation of Candidate Relationship Management System
 - Additional Recognition strategies
-
- **reSPARC - HR Efficiencies**
 - Merger of FSIS (Immigration Services) to International Programs
 - Microtransactions
 - Streamlined HR reports
 - Exploring HR Service Delivery Model