

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.

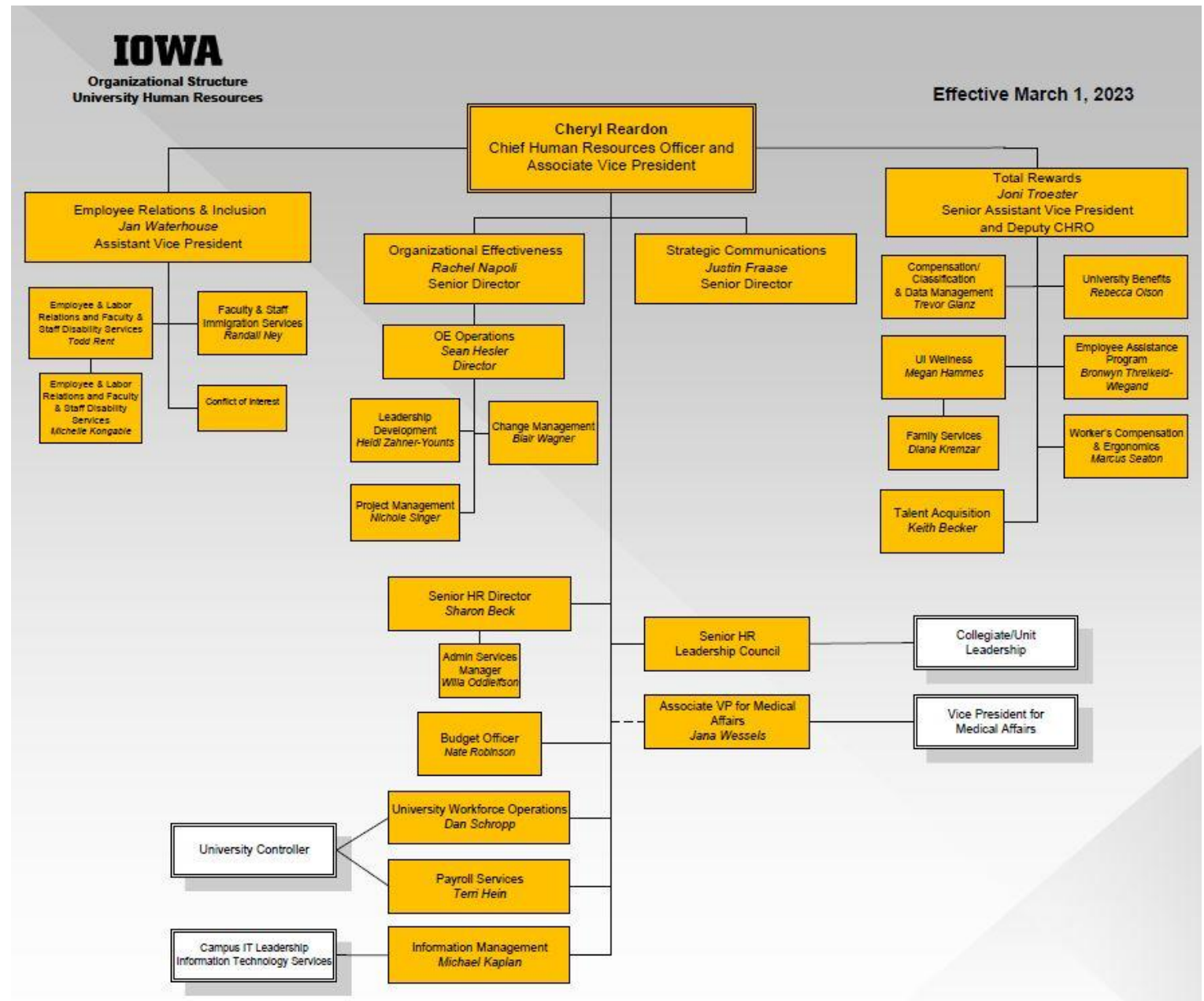
Shared governance at Iowa maximizes the opportunities for participation of community members—at all levels—in discussions, idea sharing, and input to the decision-making processes that serves to guide strategic decisions.

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:

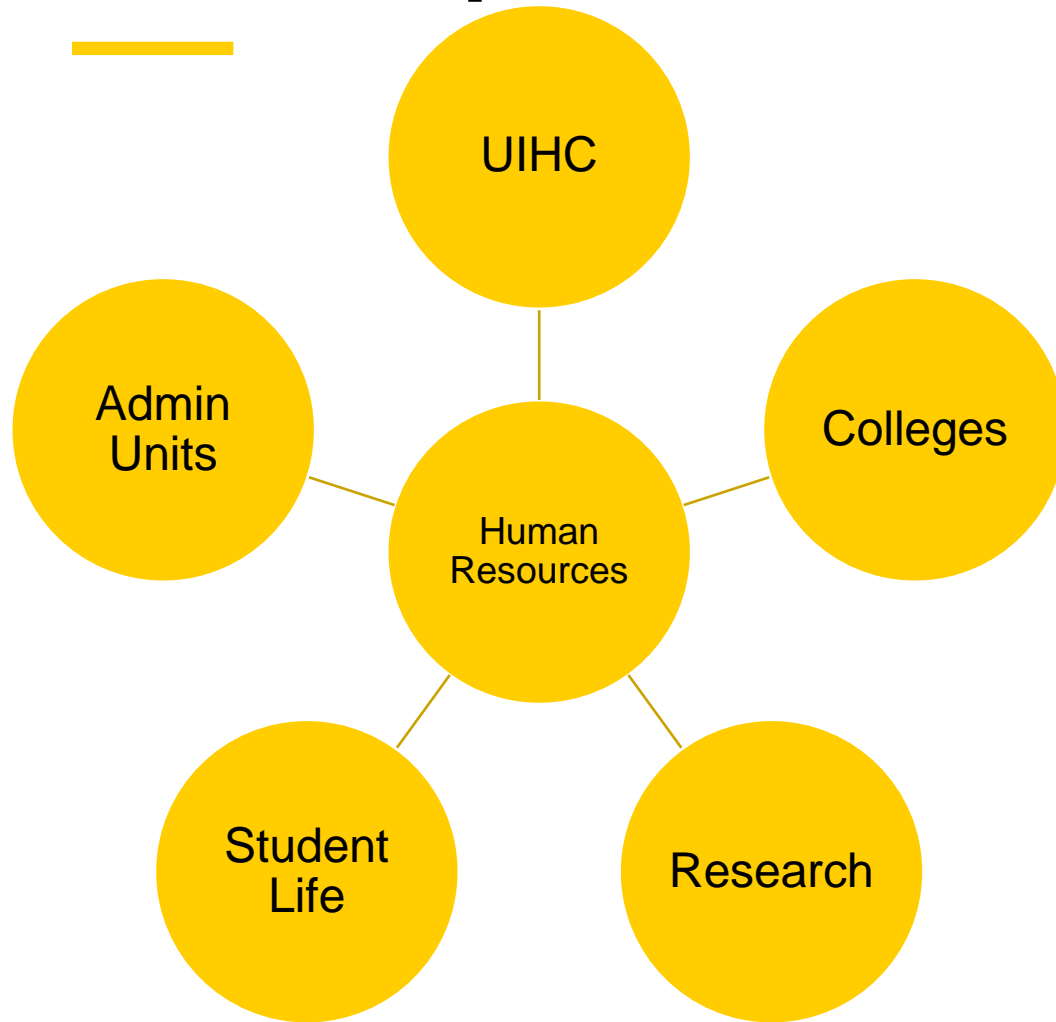
- Clearer communication and transparency;
- Deeper understanding of strategic objectives among key constituents;
- Open, egalitarian channels for feedback and discussion; and
- Well-informed leadership that can act quickly to address problems.

University HR Organizational Chart



Human Resources Hub & Spoke Model

Hub *University HR*



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

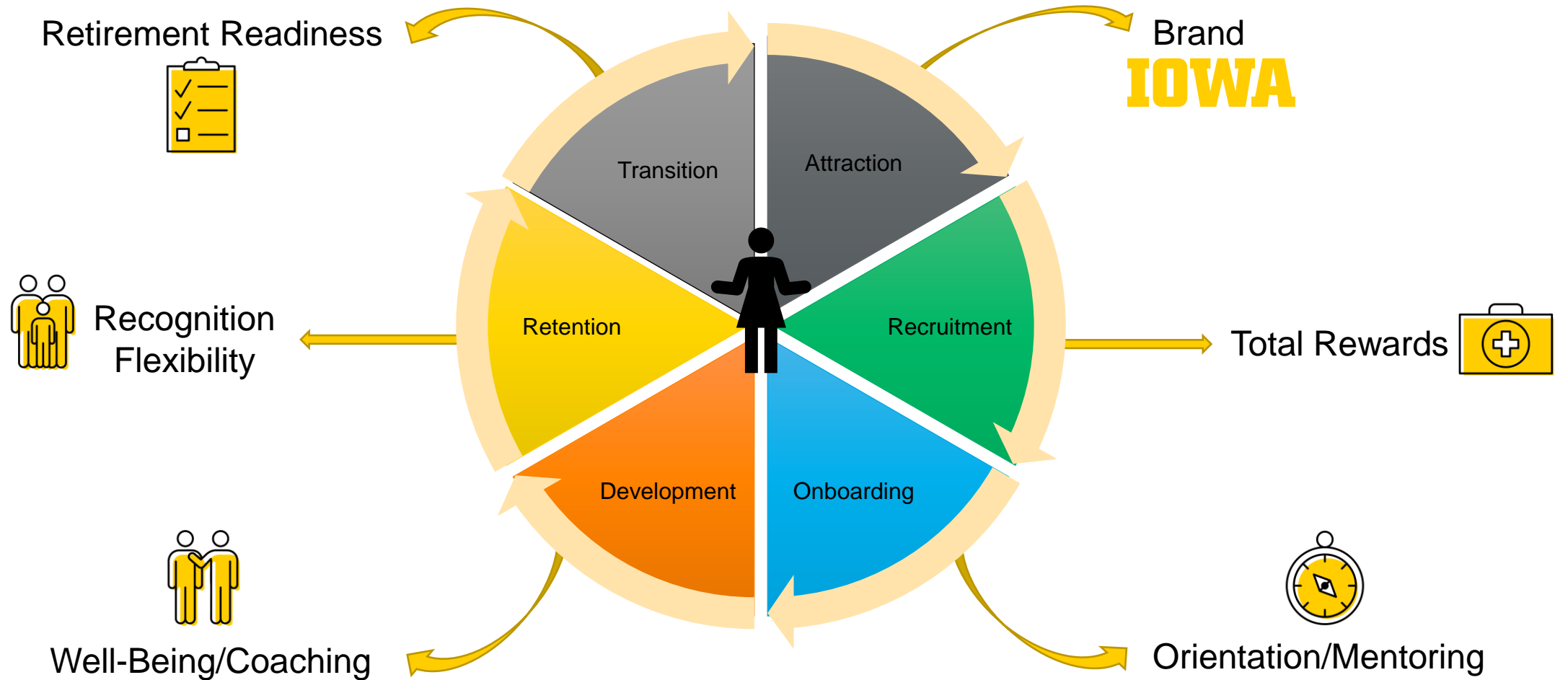
Spokes *Distributed Function*

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.

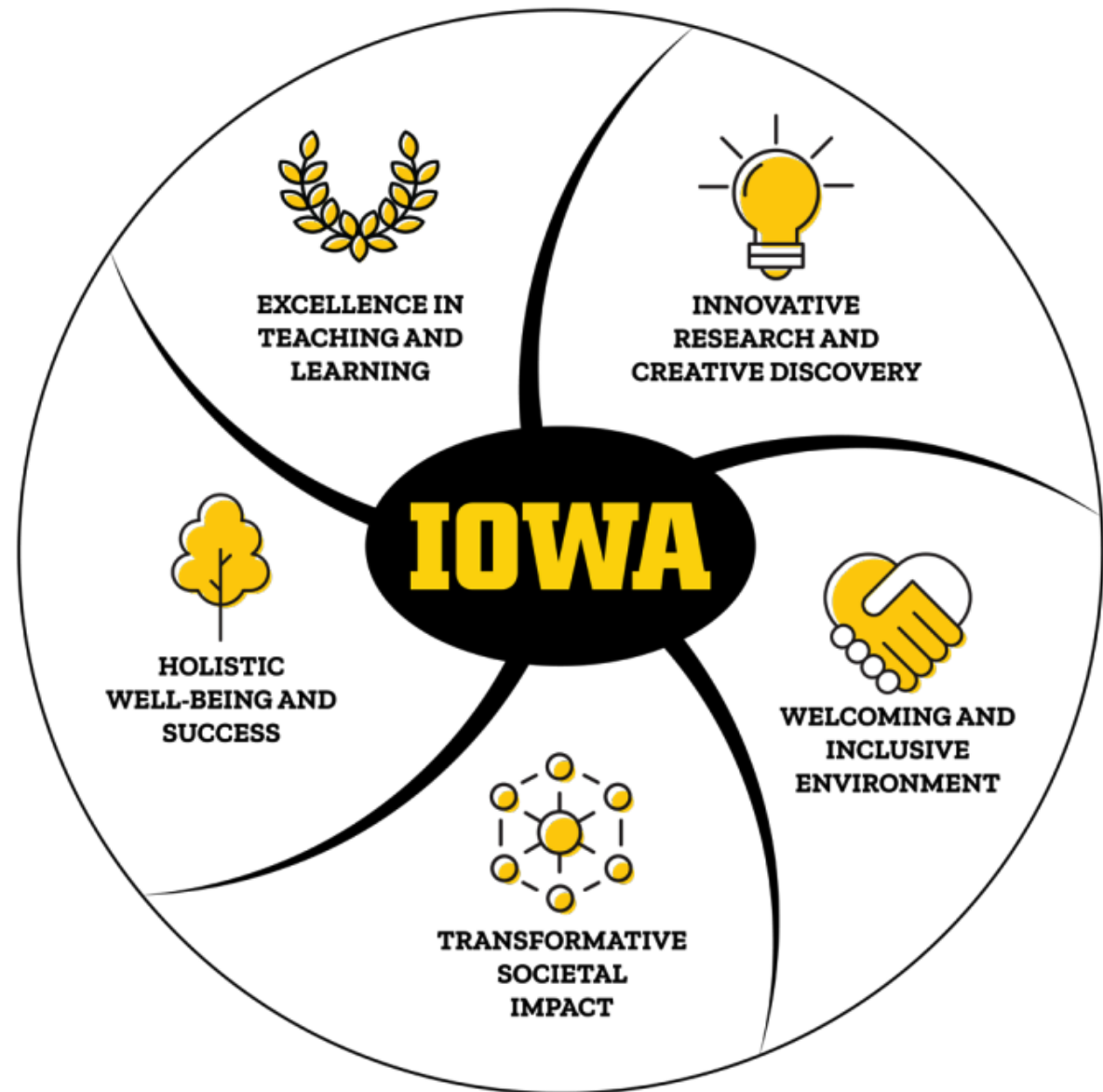
Destination Workplace

A culture that enables individuals to be fully engaged in their work



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.



Holistic Wellbeing & Success

Supporting individuals throughout all stages of their relationship with the university, beginning by attracting and retaining talented students, faculty, and staff

Objectives:

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

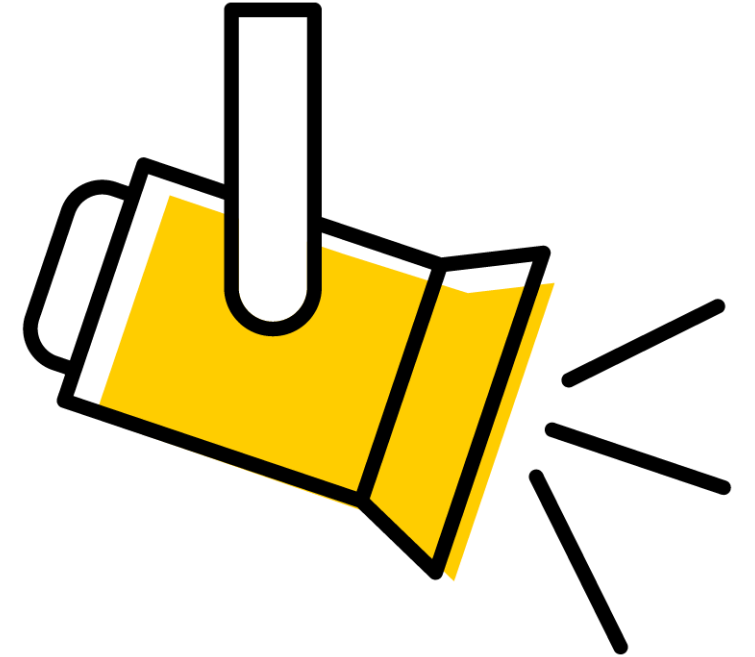
Recruit	Retain
Employee Value Proposition	Mapping Employee Lifecycle
Discover Your University Engagement Programs	Clarify pathways
Develop Student Pathways/Pipeline Programs	Automated Exit Surveys/Dashboard
Student Classification Redesign (Functions/Families)	Refresh Supervisory Training
Recruitment Efficiencies (pipeline recs, KPI)	Supervisory Training Module <ul style="list-style-type: none"> • Supervising remote & Hybrid teams • Support for mental health/well being
	<ul style="list-style-type: none"> • Launch Team Coaching
	<ul style="list-style-type: none"> • Adoption Assistance Program
	<ul style="list-style-type: none"> • Health Equity/Flex Spending
	<ul style="list-style-type: none"> • Future of Work (Attestation, performance review integration, Risk Mitigation)



What would you like to learn about?

I want to hear from you!

To help me plan for the 2023-2024 year, please share your thoughts and ideas via **Qualtrics** on areas of HR you'd like to hear more about.



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