

HR Update

Future of Work Implementation

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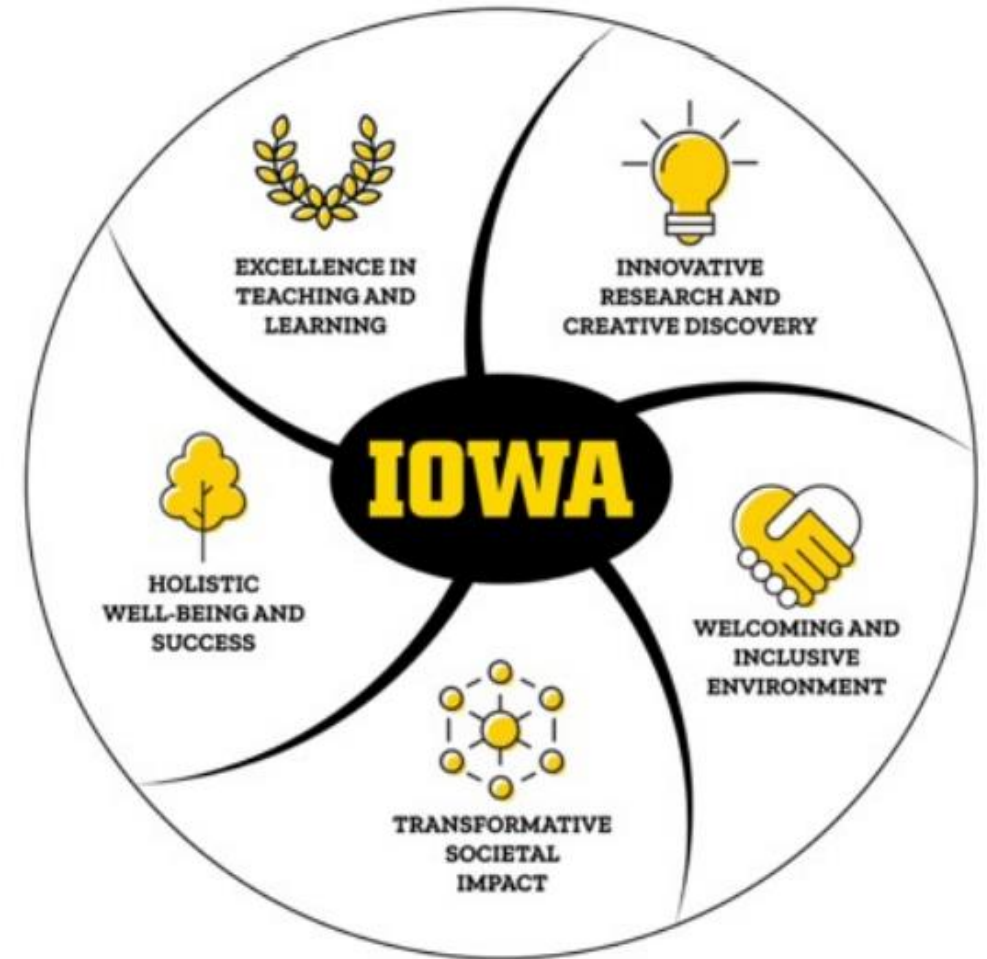
MBA, MA

Senior Assistant Vice President and Deputy CHRO

Alignment with Strategic Plan

Goal 4: Holistic Well-Being and Success

- Objective: Retain talented faculty and staff through professional development, recognition, and a culture of connection and employee value
- Strategy: Assess the potential impact of innovative workplace strategies, such as flexible work practices on staff recruitment and retention



Why is Remote/Hybrid Work Important to the University of Iowa?



Support of UI Mission

- Strong focus on student experience on campus
- Value add of virtual support service opportunities
- Opportunity for expanded engagement across the state



Support of Space Utilization Strategy

- Realignment of space and cost savings in support of mission



Support of Talent Strategy

- Retention/recruitment of employees in a challenging labor market
- Improved performance and engagement

Why is flexibility such a big deal to employees?

Flexibility can help someone structure their schedule in a way that can ultimately support:

- Family needs
- Personal mental and physical well-being
- Personal and professional development
- Professional success

Flexibility lets parents better navigate planned and unexpected changes in the family's schedule like:

- School closings
- Caring for a sick child
- Taking a family member to an appointment
- Unplanned changes to work hours.

Work Arrangements vs. Intermittent Flexibility

→ Work Arrangements

- Documented, formal agreement for employee working an ongoing remote/hybrid location or flexible schedule.

→ Intermittent Flexibility

- Provides flexibility in work schedule or location in response to a life/family priority. For example:
 - Intermittent childcare needs (ex. illness, snow days, etc)
 - Healthcare appointments
 - Home repairs
 - Transportation of loved one to appointments
 - Academic classes/meetings

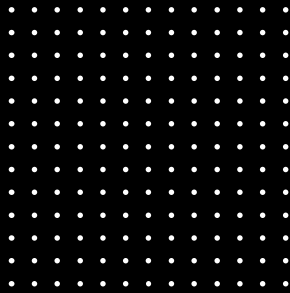
*****Additional resources coming soon!***

IOWA





Guiding Principles



→ All work arrangements must meet the following guiding principles:

1. *The work arrangement is supportive of the residential campus experience.*
2. *The work arrangement maintains or enhances service delivery to students, visitors, employees, patients, and stakeholders.*
3. *The work arrangement is in alignment with the functions of the position.*

Implementation, Year 1

**Establish a New
Multi-disciplinary
Team to Focus On:**



Policy, Supervisor Training, Culture, Change Management

Risk Mitigation

- Out of State/Domestic remote work priority
- Explore annual attestation process
- Develop costing model for on-going management

Development of On-going Review Process for Alignment with Mission/Culture

Collaboration with key stakeholders

Measurement of Outcomes and Refinement over 12-24 month period

Future of Work Supervisor Training: Leading Remote & Hybrid Teams

→ Target audience: current administrative supervisors of remote & hybrid employees

→ My Training: Course WLD005

WLD005	Leading Remote and Hybrid Teams	(none)	View Details
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→ 3 modules (video + supplemental worksheets)

- Preparing for a Successful Remote/Hybrid Team Experience
- Ongoing Engagement
- Holding Crucial Conversations in a Remote or Hybrid Environment



Multi-State Compliance



Advisory committee was formed to review policy and processes to allow for work from an out-of-state location.



Currently, recommendations to are being prepared to submit to CHRO

Performance Review Integration

→ A streamlined approach to automatically trigger an annual review of an employee's work arrangement without creating a new compliance.

As the Supervisor, I attest to one of the following:

- This employee's current work arrangement (remote/hybrid/flexible schedule) has been reviewed and will automatically be extended through 3/31/2024.
- This employee's current work arrangement (remote/hybrid/flexible schedule) has been reviewed and employee will initiate a new work arrangement to reflect agreed upon update; or supervisor will extend to a new review date.
- The employee's current work arrangement has NOT been reviewed.
 - *TEXT BOX (appears for any of the responses, required completion if NOT REVIEWED is checked)*

Guidance for Supervisor Discussion

→ Review areas for consideration:

- Has productivity and performance been maintained?
- Has employee remained accessible to team and customers?
- Has communication been maintained?
- Has this arrangement had any impact (positive or negative) on the team or unit?
- Has arrangement had any impact (positive or negative) on the employee's well-being?
- (For student, customer or patient-facing positions)-Has services delivery standards been maintained?

Visit <https://hr.uiowa.edu/development/learning-and-development/working-learning-and-leading-remotely> for tips on how to support employees in ways that drive productivity, foster engagement, and reinforce meaningful work.

Annual Remote Residency Attestation

- *New compliance for fully remote employees to complete an annual confirmation of state residency.*
- *Impacted population is fully remote residents within the United States, including the state of Iowa. Compliance is not required for employees in hybrid work arrangements.*
- *State residency is part of larger risk mitigation strategy to aid the university with payroll and employment law compliance.*

97% compliance!

Evaluation

Considering impact on:

- Student experience
- Service delivery
- Workplace Culture



THANK YOU!



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