

# UNIVERSITY HUMAN RESOURCES 2018 Year in Review



## BENEFITS

- Developed a new 2018 **benefits and enrollment guide** for UI faculty and staff
- Implemented **online benefits enrollment for new hires**, eliminating paper forms and streamlining the onboarding process

**5,500+**

Merit staff and retirees transitioned to UI benefit plans by January 1, 2018

**33,000**

IRS Form 1095s (insurance info) delivered, 13,000 online

**800** retirees counseled at fall 2017 open enrollment sessions



## ADMINISTRATION

- Launched **data dashboards with real-time information** on employment demographics, turnover and retention, and absence management to support decision-making and strategic planning
- Piloted **executive search service**

**130+**

UI community members involved in implementing key recommendations from Talent@Iowa task force report

**250+**

attendees at first UI Human Resources and Business Conference in April 2018

**60**

HR leaders from Big 10 Academic Alliance attended spring meeting co-hosted by UI

**23**

BUILD certificates earned by University Human Resources leaders



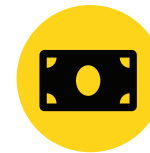
## COMPENSATION & CLASSIFICATION

- Introduced a **UI compensation philosophy** that emphasizes total rewards
- Created an ICON course to **support furloughed employees**
- Automated notifications for a variety of HR transactions, including the **probationary-to-career-status process** for Professional and Scientific staff, and developed new **Transaction System** information resources
- Updated Professional and Scientific **advertising guidelines** to reflect best practices



## EMPLOYMENT SERVICES

- Developed a new **talent acquisition strategy** to attract, engage, and recruit staff and faculty
- Working with HR Information Management, purchased and began implementation for new **applicant tracking system** (Oracle Talent Acquisition Cloud) to replace Jobs@UIowa system
- Assumed **Dual Career Services** from the Pomerantz Career Center
- Assumed leadership for the **Higher Education Recruitment Consortium (HERC)**



## PAYROLL

- Developed plans for **HR Transaction System Redesign**
- Established **campus payroll committees** to enhance communication and collaboration

**388,000+**

time records processed

**74,000+**

transactions processed

**\$1.6B+**

in salaries remitted

**38,000+**

W-2 forms issued

**11,000+**

I-9 forms processed



## EMPLOYEE & LABOR RELATIONS

**10,000+**

staff and graduate students impacted by changes in collective bargaining

**26**

internal and external training presentations during calendar year 2017

**1,000**

ELR help line requests during calendar year 2017

## Talent**ACQUISITION**@Iowa

Staff from various UHR units led cross-campus push to modernize systems and processes for recruiting, hiring, and retaining staff and faculty.



## HEALTH & WELLBEING

- Delivered **Creating a Resilient Workplace** presentations to more than 1,000 UI Health Care faculty and staff
- Presented 16 resilience programs to **new staff nurses**, including programs tailored to pediatric intensive care
- Surveyed faculty and staff participants in **health and wellbeing programs**

**93%**  
say their  
ability to  
perform  
increased

**95%**  
say their  
personal  
wellbeing  
improved

**94%**  
say their  
satisfaction  
working at UI  
increased

**14,000+**

unique faculty and staff reached by Employee Assistance, Family Services, and liveWELL programs

**13,800**

faculty/staff Personal Health Assessment participants —10,000 have healthy profiles

**175** student parents received financial subsidies for child-care expenses



## DISABILITY SERVICES

- Centralized **leave and disability services** to more than 6,500 faculty and staff

**500+**

consultations provided

**50+**

supervisor training sessions conducted



## ORGANIZATIONAL EFFECTIVENESS

- Implementing recommendations from review of **Threat Assessment Program**, expanding team and creating processes to ensure escalation of issues to UI leaders
- Enhanced **support for supervisors** with new onboarding initiatives, an online development program, and expanded Supervising@Iowa series
- Expanded **DEO Leadership Development Program** with the Office of the Provost to add a graduate networking component
- Introduced **Solutions Labs** with programs to support interdisciplinary research on the opioid epidemic and building a more diverse workforce and inclusive culture in Student Life

**99.72%**

of faculty and staff received performance reviews, consistent with policy

**18,000**

unique faculty and staff members took an online class

**500+**

people took part in OE-facilitated strategic planning for the Department of Radiology



## IMMIGRATION SERVICES

- Completed implementation of **new immigration processes** for prospective and incumbent foreign national employees
- Revised **H-1B process** for IT professionals and other high-scrutiny occupations identified by U.S. Citizenship and Immigration
- Expanded **J-1 waiver services** to UI Carver College of Medicine and Iowa City Veterans Affairs Medical Center



## INFORMATION MANAGEMENT

- With Employment Services, purchased and began implementing **Oracle Talent Acquisition Cloud** (OTAC) and started developing a new UI jobs website
- Introduced **new systems** for correcting time records, making flexible spending account claims, adjusting base salaries, and establishing preferred first names
- Completed system updates related to **Merit benefits and bargaining** changes
- Supported **data dashboard** development
- Completed **PeopleSoft** upgrades



## ERGONOMICS

- Developed myquickcoach video on **safe computer use**

**275+**

ergonomic assessments/ consultations

**95%**

overall satisfaction



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Human Resources

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**9**

New Compliance and Qualifications training management system implementations