

# HRROADMAP2019-2021

**STATUS OVERVIEW**  
August 2020

Human Resources provides leadership in shaping an equitable and inclusive culture that drives diversity, excellence, and innovation by supporting talent, engagement, and the employee work experience. This document outlines major University Human Resources initiatives for 2019-2021. Plans for specific projects are available upon request.

	UHR Leads	Initiation	Planning	Implementation	Evaluation	Target Date
<b>OPERATIONAL EXCELLENCE</b>						
<b>Employee and Labor Relations review:</b> Identify and implement enhancements.	ELR	✓	✓	✓		2020
<b>Threat Assessment review:</b> Identify and implement enhancements.	TAT	✓	✓	✓	✓	2019
<b>Leave Management review:</b> Identify and implement enhancements.	FSDS	✓	✓	✓		2020
<b>Leadership Development/Learning and Development reviews:</b> Identify and implement enhancements.	OE	✓				2021
<b>Compliance roadmap:</b> Define unit goals, scope, and scale.	C, OE	✓	✓			2021
<b>HR 2020</b>						
<b>Payroll realignment:</b> Reorganize into Payroll Services and University Workforce Operations.	P, UWO	✓	✓	✓	✓	2020
<b>Transaction service redesign:</b> Streamline current service-delivery model to encourage specialization and reduce errors.	UWO	✓	✓			2020
<b>Transaction system redesign:</b> Enhance IT systems that support HR transaction services.	UWO, IM	✓	✓			2021
<b>HR service delivery redesign:</b> Establish a hub for questions about payroll, HR transactions, benefits, and other HR services.	B, AS	✓	✓			2021
<b>Welcome center:</b> Renovate USB space to accommodate a new welcome center, establish a central reception area, and enhance building security.	AS	✓	✓	✓	✓	2020
<b>WORKFORCE PLANNING</b>						
<b>Cross-unit collaboration:</b> Increase collaboration and work across orgs (e.g., surge work, P3 Mentors, HR rep supervisor training and onboarding workgroups).	OE, AS	✓	✓	✓	✓	Ongoing
<b>Career paths:</b> Pilot HR pipeline development program, scalable to other UI functions.	OE, CC, TA	✓	✓	✓		2020
<b>DIVERSITY, EQUITY, AND INCLUSION</b>						
<b>Mission-critical emphasis:</b> Implement UHR-identified strategies in UI-wide diversity, equity, and inclusion plan: update mission statement, update universal competency, and enhance recruiter model.	All units	✓	✓	✓	✓	Ongoing



University  
Human Resources

**Be kind. Be clear. Get results.**  
hr.uiowa.edu

# HRROADMAP2019-2021

STATUS OVERVIEW  
August 2020

	UHR Leads	Initiation	Planning	Implementation	Evaluation	Target Date
<b>TALENT ACQUISITION STRATEGY AND SYSTEMS</b>						
<b>Recruit, engage, and attract strategies:</b> Implement priorities identified by talent acquisition strategy committees.	TA, TR	✓	✓	✓		2020
<b>OTAC system:</b> Optimize system and expand to additional employment categories as appropriate.	TA, IM	✓	✓			2021
<b>ONBOARDING AND LEADERSHIP PROGRAMS</b>						
<b>Employee onboarding:</b> Update and expand programs for employees new to the university.	OE	✓	✓	✓	✓	2019
<b>Supervisor onboarding:</b> Target current and new employees entering supervisory roles.	OE	✓	✓	✓	✓	2019
<b>DATA DASHBOARDS</b>						
<b>New development and refinement:</b> Add and expand metrics and analytics that drive decisions and support strategy.	AS, IM, TR	✓	✓	✓		Ongoing
<b>KPI correlations:</b> Research links between specific metrics and key performance indicators.	AS, IM, TR	✓	✓			Ongoing
<b>WORKING AT IOWA ENGAGEMENT SURVEY</b>						
<b>Working at Iowa 2020:</b> Research combined correlations, collaborate with DEI survey, and develop plans for 2020 survey.	OE, TR	✓	✓	✓		2020
<b>EMPLOYMENT PRACTICES AND POLICIES</b>						
<b>Employment Practices Review:</b> Implement campus-wide recommendations from first two phases.	ELR, C, AS	✓	✓	✓		Ongoing
<b>Supervisor effectiveness development:</b> Develop campus-wide supervisor training.	OE, C	✓	✓	✓	✓	2020
<b>Policy review:</b> Update Operations Manual chapter on P&S staff.	CC, C	✓	✓			2021
<b>EMPLOYEE EXPERIENCE</b>						
<b>Health benefits review:</b> Implement identified recommendations.	B	✓	✓	✓	✓	2020
<b>Total rewards framework:</b> Develop total rewards framework and explore additional programs.	B, AS, TR	✓	✓			2021
<b>liveWELL 2020:</b> Implement recommendations from internal and external reviews focused on program and service delivery enhancements to support campus health and well-being.	TR	✓	✓	✓	✓	2021

**Lead Units/Programs:** AS = Administrative Services; OE = Organizational Effectiveness; IM = Information Management; TA = Talent Acquisition;; B = Benefits; P = Payroll; TAT = Threat Assessment; CC = Compensation and Classification; TR = Total Rewards; ELR = Employee and Labor Relations; UWOW=University Workforce Operations; C = Policy, Communications, and Compliance; FSDS = Faculty and Staff Disability Services



University  
Human Resources

Be kind. Be clear. Get results.  
hr.uiowa.edu