

YEAR IN REVIEW 2022

Supporting Iowa’s people is job #1 for university human resources. As we reflect on the past year, UHR embraced innovative ideas and created positive impact.

Future of Work

To connect with an ever-changing workforce, we integrated findings from the Future of Work Initiative into permanent work practices.

- [Future of Work final report](#) issued in April 2022
- Launched standardized **Self Service application** to submit work arrangements for ease of employees and leadership
- Created **Future of Work micro-unit** to oversee post-pandemic workforce arrangements

60% PARTICIPATION

of eligible staff in pulse survey engagement for employees who adopted flexible work arrangements



TURNOVER DASHBOARD

created to track monthly changes in support of recruitment and retention efforts



Diversity, Equity, & Inclusion

Joining campus-wide efforts to foster inclusion, we took action that advances DEI.

- Sponsored **60+ foreign national employees** for permanent residency
- Introduced **Spanish-language versions** of open enrollment guidebook and benefits options
- Revamped UHR website to **enhance accessibility**
- Sponsored **DEI training** for Senior HR leaders
- Translated recruitment materials into **four languages** (Spanish, Chinese (simplified), Chinese (traditional), French)
- Completed **CUPA-HR DEI Maturity Index** with a group of HR professionals in Fall 2021

Compensation, Payroll, & Benefits

During FY22, we implemented compensation and pay practices that supported recruitment and retention, boosted employee morale, and rewarded professional excellence.

- Implemented **incentive-based compensation** for critical areas with difficult-to-fill roles
- Transitioned university back to **single salary increase** process
- Increased **SPOT awards** up to \$300, up from \$150 pre-pandemic

UNIVERSITY BENEFITS

partnership on student loan forgiveness tool



WORKFORCE OPERATIONS

25% of orgs completed transaction hubs implemented to streamline support of HR operations (including 19s)



Well-Being & Mental Health

We continue to foster overall health and well-being for employees.

- Launched **Emergency Hardship Fund** to provide employees up to \$1,000 for unforeseen expenses
- Introduced anonymous **CAT leave** program
- Distributed **“We’re Here For You”** swag at wellness events across campus
- Hosted **mindfulness moments** from liveWELL in Zoom meetings
- Launched **Well-being and Mental Health Collaborative**

Mentalhealth.uiowa.edu

50,000+

mentalhealth.uiowa.edu visitors



200+

real-time attendees at First Thursday wellness panels



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Operational Excellence

We're committed to enhancing workforce operations for a new era of work. Some highlights of operational achievements from across UHR departments.

- Integrated Faculty and Staff Disability Services and Employee Labor Relations to **improve service to the campus HR community**
- Implemented **CMS Covid-19 vaccination & exemption requirements** alongside UIHC with a campus completion rate of 97%
- Created **35 transaction training modules** completed by 58 employees
- EAP sponsored **Postvention Mental Health Task Force** in partnership with Division of Student Life and Office of the Provost
- Conducted 10 presentations for campus administrators on **recruitment and retention strategies**
- Benefits implemented **You Ask, We Answer** online resource for open enrollment support
- Created first **leadership newsletter** with employee subscription list and hosted in-person **leadership events**
- Actively contributed to **Iowa Now "Trending Topics" articles**, generating more than 7,000 website views
- Deployed **Universal Case Initiation Form** to increase efficiency and accuracy of immigration service delivery
- Talent Acquisition received a \$315,000 **P3 Program funding award** to implement external job placement service to increase efficiency and strategic support of dual career placement
- Implementation of **OE review process** to launch recommendations and hired new Senior OE Director and OE Director of Operations

95%

share of users who rated online HR services satisfactory or higher



2,041

clients assisted at new Welcome Center



18,000+

benefits calls answered from students employees, and retirees



200+

employment authorizations obtained for UI foreign national employees



99.2%

employees who received a performance review



2,800

new hire benefits enrollments processed



\$2.4B

payroll and fringe benefits paid in calendar year 2021



91%

eligible employees who completed Supervisor Training@Iowa across campus as of July 1

