

## HR STRATEGIC INITIATIVES AND OPERATIONAL ROADMAP






July 2023 - June 2024

The University Human Resources (UHR) operational roadmap supports the University of Iowa's Strategic Plan (2022-27) and UHR priorities in talent acquisition, leadership development, employee experience, and agility and innovation.







### STAFF SUCCESS SPARC (STRATEGIC PLAN ACTION RESOURCE COMMITTEE)

Topic	Description	Responsible	% Complete
Employee Value Proposition	Develop phased implementation of brand/communication strategy	Becker/Fraase	<div style="width: 25%;"><div style="width: 25%;"></div></div>
Strategic communications	Audit and develop a strategic framework, identify metrics, review content on hr.uiowa.edu	Fraase	<div style="width: 100%;"><div style="width: 100%;"></div></div>
Student pathways	Identify up to 3 P&S job families and develop a pilot employment program focused on Iowa student to Iowa employee	Becker/Hesler	<div style="width: 100%;"><div style="width: 100%;"></div></div>
Student employment classification	Map student employees to new categories and develop market compensation structure for student employee based on new job families	Glanz	<div style="width: 100%;"><div style="width: 100%;"></div></div>
Talent acquisition model for staff positions	Implement recommendations identified to improve the recruitment experience for candidates	Becker	<div style="width: 100%;"><div style="width: 100%;"></div></div>
Map the employee life cycle	Identify life cycle for P&S employees, launch staff exit interview dashboard, identify high impact practices at pivotal points in life cycle	Napoli/Waterhouse/Troester/Kaplan	<div style="width: 100%;"><div style="width: 100%;"></div></div>
P3: Improve Merit experience	Enhance onboarding and develop/promote supervisor training	Waterhouse	<div style="width: 25%;"><div style="width: 25%;"></div></div>
Working at Iowa and Campus Climate survey	Establish a working group to explore options for a joint survey, evaluate vendors, develop implementation plan for 2024 cycle	Napoli/Martinez-Marrero	<div style="width: 100%;"><div style="width: 100%;"></div></div>
Align career pathways framework with training resources	Convene a committee to identify career pathway gaps and opportunities and develop a research-based career development framework that aligns with core values	Napoli	<div style="width: 25%;"><div style="width: 25%;"></div></div>
Define skills and behaviors contributing to leadership excellence	Inventory current leadership development programs utilized across campus; identify gaps	Hesler/Zahner-Younts	<div style="width: 100%;"><div style="width: 100%;"></div></div>
Launch team coaching for leaders and teams	Roll out team coaching service to campus leaders and teams	Wagner/Hesler	<div style="width: 100%;"><div style="width: 100%;"></div></div>
Analyze total rewards package for competitiveness	Explore new emerging and voluntary benefits for employee groups; utilize Shared Governance/FRIC Structure to solicit feedback	Olson	<div style="width: 100%;"><div style="width: 100%;"></div></div>
Dual career P3	Promote expanded use of the P3-funded external job placement services for dual career partners of newly relocated faculty and senior staff	Becker	<div style="width: 10%;"><div style="width: 10%;"></div></div>


**WELL-BEING SPARC**

Topic	Description	Responsible	% Complete
Increase well-being service accessibility	Increase well-being service accessibility and participant engagement in specific campus populations (i.e. Merit staff, health care).	Troester/Litton	
Drive staff engagement and retention	Utilize innovative work practices to drive staff engagement and retention	Troester/Kremzar	
Measure workplace well-being	In conjunction with vendor, develop and implement validated questions with the PHA to measure faculty/staff perceptions of belonging in the workplace	Troester	
Establish consistent well-being evaluation framework	Establish consistent evaluation across student, staff, and faculty services; pilot standardized questions with Student Wellness, live-WELL, EAP, and Family Services	Troester/Cuchna	
Supervisor trainings around well-being and mental health	Engage supervisors in new trainings around well-being and mental health supports in the workplace	Troester/Threlkeld-Weigand	

**OPERATIONAL EXCELLENCE**

Topic	Description	Responsible	% Complete
KPIs and dashboards	Review current dashboards for enhanced utilization and specificity; develop new dashboards that align with HR strategy	Troester/Kaplan	
Compliance	Investigations training/refresher for campus investigators	Waterhouse	
HR Generalist bootcamp	Introduce development program for new/developing HR professionals	Beck	
Immigration Services	Implement Unit review recommendations	Waterhouse	
Performance review refresh	Review and make recommendations on performance review tool including timing, rating scales, dual report capabilities, etc.	Napoli/Hesler	
Pharmacy benefits (PBM RFQ process)	Develop RFQ to contract with PBM	Troester/Olson	

**CAMPUS PRIORITIES**

Topic	Description	Responsible	% Complete
AI exploration	Explore the impact of AI on HR programs and services	Reardon	
Board of Regents initiatives	Work with campus stakeholders to explore, review, and implement initiatives	Reardon	