

YEAR IN REVIEW 2024

In addition to supporting the University of Iowa's Strategic Plan 2022-2027, University Human Resources is committed to: attracting the next group of diverse and talented people to work at the university; promoting leadership excellence and development; enhancing workforce operations through agility and innovation; and fostering overall health and well-being for faculty and staff. Our work helps to affirm Iowa as a first-choice destination.

UI Strategic Plan: Holistic Well-Being and Success Staff Success SPARC (Strategic Plan Action and Resource Committee)

- Initiated a phased implementation of the **staff [Employee Value Proposition \(EVP\)](#)**.
- Developed a **strategic communications framework**. Reviewed and updated highly visible HR content and identified metrics to report quarterly.
- Identified two P&S job families for a **[Student Pathways Internship Program](#)** developing Iowa students into employees.
- **[Mapped student employees](#)** to new categories and developed market compensation structures for their job families.
- Working group successfully **combined elements from the Campus Climate and Working at Iowa surveys**.
- Defined the **five attributes of leadership excellence at Iowa**: Adaptive, Culture Builder, Emotional Intelligence, Integrity, and Intentional Inclusion.
- Completed an inventory of **leadership development opportunities** on campus; identified gaps and opportunities to align offerings.
- **Launched [team coaching services](#)** to campus leaders and teams.
- Explored **new voluntary benefits** for employee groups through a survey. Results reviewed by Shared Governance and FRIC, leading to a future RFQ.
- Promoted expanded use of the P3-funded **external job placement services** for dual career partners of newly relocated faculty and staff.



13,000

EMPLOYEES TOOK ADVANTAGE OF WELL-BEING SERVICES FROM EAP, LIVEWELL, AND FAMILY SERVICES



99%

COMPLETION RATE FOR THE FY24 PERFORMANCE REVIEW CYCLE



500

DATA POINTS COLLECTED TO HELP IDENTIFY OPPORTUNITIES TO STRENGTHEN THE P&S EMPLOYEE EXPERIENCE

Well-Being SPARC

- In partnership with the Center for Advancement, outlined **funding plan for UI Food Pantry**.
- In collaboration with Staff Success and Staff Council, **[mental illness](#) is included as a valid reason to use sick leave**.
- Implemented the U.S. Surgeon General's **[5-for-5 Connection Challenge](#)**, encouraging faculty, staff, and students to strengthen their personal relationships.
- Continued development of **peer well-being support models**, including *You Can Help* and *R U OK?*
- Piloted the integration of **well-being considerations** in the Iowa Memorial Union Modernization Project.
- Using feedback from stakeholders, revised the campus definition of well-being: **Well-being at Iowa is fostered by an environment that promotes healthy and purposeful living for all campus members**.

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Recruitment and Retention

- Implemented recommendations that improved the candidate recruitment experience, including RSS feeds allowing colleges and departments to automatically feed jobs to local websites.
- [P3 Merit Experience Pilot Project](#) developed a peer mentor program featuring 12 peer mentors.

121

STAFF APPRECIATION GRANTS IMPACTED 6,100 EMPLOYEES

100

PARTICIPANTS IN THE P3 MERIT EXPERIENCE PILOT PROJECT, INCLUDING STAFF AND SUPERVISORS FROM THE COLLEGE OF DENTISTRY, OFFICE OF ANIMAL RESOURCES, AND UNIVERSITY HOUSING AND DINING

Well-Being

- Expanded the [UI Support and Crisis Line](#) to faculty, staff, and postdocs.
- Implemented [supervisor training](#) on well-being and mental health.
- 150 well-being resources, programs, and services will be included on the new well-being website set to launch in fall 2024.

600+

INDIVIDUALS ATTENDED DISCOVER YOUR UNIVERSITY EVENTS

139

STUDENT FAMILIES RECEIVED OVER \$360,000 IN CHILDCARE SUBSIDIES

91.5%

RESPONDENTS INDICATED THE CHILDCARE SUBSIDY PROGRAM IMPROVED THEIR EXPERIENCE AT UI.

200

PARTICIPANTS COMPLETED QPR SUICIDE PREVENTION TRAINING

Development

262

TUITION ASSISTANCE AWARDS GRANTED FOR FACULTY AND STAFF PURSUING A COLLEGE DEGREE

428SUPERVISORS COMPLETED ALL FOUR COURSES OF [SUPERVISOR TRAINING@IOWA](#)

- 86% of Supervisor Training@Iowa participants indicated they would “Probably” or “Definitely” use what they learned in the training.
- “Please rate your knowledge about how to positively impact employee engagement” saw a 53% year-over-year increase for those who responded with “Very” or “Extremely Knowledgeable.”
- 200 hours of coaching was provided to nearly 50 individuals participating in leadership programs.

Operations

- Benefits offered [improved student health insurance plan](#) (SHIP) to undergraduate and graduate students.
- Partnering with UI Health Care, multiple UHR units successfully transitioned 1,000+ Mercy Iowa City employees to UI.
- Faculty and Staff Immigration Services filed 246 cases for 221 faculty and staff.
- FSDS served 1,315 people requesting leave or accommodation.
- 1,618 workers’ compensation claims reviewed and processed.
- 243 ergonomics assessments and departmental projects completed.
- Benefits transitioned about 450 employees into retirement.
- 1,100 responses (45% response rate) to a staff exit survey conducted in FY24.
- Payroll Services processed 40,000 W-2s in CY23.

12,500

OPEN ENROLLMENT ELECTIONS PROCESSED

94,339

TRANSACTIONS PROCESSED BY WORKFORCE OPERATIONS, INCLUDING LEAVES OF ABSENCE, CHANGES TO EMPLOYMENT STATUS, SPECIAL COMPENSATION, AND MORE