HR**ROADMAP**2019-2021

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

IOWA — University Human Resources

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

HR ROADMAP 2019-2021

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

IOWA | University Human Resources