

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><div></div></div>
Strategic communications	Audit and develop a strategic framework, identify metrics, review content on hr.uiowa.edu	Fraase	<div><div></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><div></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><div></div></div>
Talent acquisition model for staff positions	Implement recommendations identified to improve the recruitment experience for candidates	Becker	<div><div></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><div></div></div>
P3: Improve Merit experience	Enhance onboarding and develop/promote supervisor training	Waterhouse	<div><div></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><div></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><div></div></div>
Define skills and behaviors contributing to leadership excellence	Inventory current leadership development programs utilized across campus; identify gaps	Hesler/Zahner-Younts	<div><div></div></div>
Launch team coaching for leaders and teams	Roll out team coaching service to campus leaders and teams	Wagner/Hesler	<div><div></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><div></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><div></div></div>

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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	<div><div></div></div>
Drive staff engagement and retention	Utilize innovative work practices to drive staff engagement and retention	Troester/Kremzar	<div><div></div></div>
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	<div><div></div></div>
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	<div><div></div></div>
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	<div><div></div></div>

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	<div><div></div></div>
Compliance	Investigations training/refresher for campus investigators	Waterhouse	<div><div></div></div>
HR Generalist bootcamp	Introduce development program for new/developing HR professionals	Beck	<div><div></div></div>
Immigration Services	Implement Unit review recommendations	Waterhouse	<div><div></div></div>
Performance review refresh	Review and make recommendations on performance review tool including timing, rating scales, dual report capabilities, etc.	Napoli/Hesler	<div><div></div></div>
Pharmacy benefits (PBM RFQ process)	Develop RFQ to contract with PBM	Troester/Olson	<div><div></div></div>

CAMPUS PRIORITIES

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