

# 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

## Welcoming and Respectful Environment

Joining campus-wide efforts to foster a welcoming and respectful environment.

- 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 **trainings** for Senior HR leaders
- Translated recruitment materials into **four languages** (Spanish, Chinese (simplified), Chinese (traditional), French)
- Completed **CUPA-HR 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 I9s)



## 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](https://mentalhealth.uiowa.edu)

50,000+

[mentalhealth.uiowa.edu](https://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

