

HR STRATEGIC INITIATIVES AND OPERATIONAL ROADMAP

July 2025 - June 2026 | Updated: Oct. 1 2025

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
Parental leave	Create parental leave policy and process aligned with new state law	Martinez-Marrero
Optimize staff onboarding	Develop comprehensive and customizable onboarding tools, including checklists, dashboards, and personalized welcome resources to support HR representatives and executive leaders in enhancing employee engagement and informing strategic planning	Becker/Litton
P3 Merit Experience Pilot Project	Improve Merit experience and retention, focused on the first year of employment	Martinez-Marrero
Develop career pathways framework	Establish a comprehensive career development framework, equipping employees and supervisors to progress career goals	Napoli/Hu
Staff recognition programs	Pilot and implement recommendations and utilize data to assess effectiveness of campus programs	Fraase/Schaver
TIAA retirement plan modernization	Modernizing UI retirement plans administered by TIAA to include a streamlined fund lineup with lower-cost investment options, a new target retirement series tailored to UI plan participants, and a self-directed brokerage feature	Troester
Recruitment marketing platform	Identify vendor from RFQ, determine funding, implement recruitment marketing platform	Becker/Schwertfeger
Employee Engagement Survey	Review vendors, explore third-party options that allow for benchmarking	Martinez-Marrero

RESPARC: OPERATIONAL EFFICIENCY

Topic	Description	Responsible
Investigation process/ELR	Clarify roles, define investigative levels, and strengthen reporting lines. Enhance case management and tracking, address bottlenecks, and integrate Faculty Investigations Core	Rent
HR transactions	Re-envision and simplify data collection. Explore direct entry into HR system and evaluate additional tools to facilitate smooth, efficient processes	Kaplan
I-9 centralization	Connect I-9 hubs to the HR neighborhood. Streamline workflows and explore methods to make the process more consistent and efficient	Beck
HR neighborhood	Develop a collaborative service delivery model that connects HR staff across administrative units, strengthens functional expertise, and builds consistent, employee-focused processes while allowing for continuous improvement	Beck

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WELL-BEING SPARC

Topic	Description	Responsible
Mental health	Expand implementation of peer to peer support: R U OK?	Threlkeld-Wiegand
Financial well-being	Improve campus engagement in existing services; expand use of financial mobile app as part of training and education	Kremzar
Population health	Administer the GLP-1 Pilot Program focused on a quality benefit design for the member and a financially sustainable model for self-funded health plans	Troester/Litton
Social connections	Explore opportunities to create campus connections promoting health, well-being, and staff success	Troester
Evaluation	Conduct outcome evaluations (quantitative and qualitative) on identified services; collaborate with orgs and departments on local data and opportunities for health improvement	Litton/Cuchna
Hard to reach populations	Improve engagement with select populations through multi-modal communication strategies and collaboration with local leadership	Litton

OPERATIONAL EXCELLENCE

Topic	Description	Responsible
Faculty Investigative Core	Ensure initiative is launched, investigators trained, metrics and KPIs identified	Rent
Pay codes	Conduct internal review of special compensation earnings codes	Glanz
Relocation	Move UHR staff from University Services Building to University Capitol Centre	Reardon/Beck

HEALTH CARE

Topic	Description	Responsible
Identify strategic compensation practices	Benchmark compensation practices across peer institutions and identify potential strategies that support recruitment and retention	Glanz/Anson
Identify strategic high priorities	Compensation practices, well-being programs	Reardon/Anson
Mergers/acquisitions	Effectively manage new mergers and/or acquisitions	Reardon/Anson
Training and compliances	Assessment of required training and compliances	Reardon/Anson