

HR STRATEGIC INITIATIVES AND OPERATIONAL ROADMAP

July 2025 - June 2026 | Updated: Feb. 12, 2026

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
Parental leave	Create parental leave policy and process aligned with new state law	Martinez-Marrero	100%
Optimize staff onboarding	Develop comprehensive and customizable 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	50%
P3 Merit Experience Pilot Project	Improve Merit experience and retention, focused on the first year of employment	Martinez-Marrero	65%
Develop career pathways framework	Establish a comprehensive career development framework, equipping employees and supervisors to progress in career goals	Napoli/Hu	75%
Staff recognition programs	Pilot and implement recommendations and utilize data to assess effectiveness of campus programs	Fraase/Schaver	60%
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	100%
Recruiting marketing platform	Identify vendor from RFQ, determine funding, implement recruitment marketing platform	Becker/Schwertfeger	40%
Employee Engagement Survey	Consider options that allow for benchmarking, review survey questions, and explore methods for analyzing and reporting results	Martinez-Marrero	30%

RESPARC: OPERATIONAL EFFICIENCY

Topic	Description	Responsible	% Complete
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	10%
HR transactions	Re-envision and simplify data collection. Explore direct entry into HR system and evaluate additional tools to facilitate smooth, efficient processes	Kaplan	35%
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	30%
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	35%

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WELL-BEING SPARC

Topic	Description	Responsible	% Complete
Mental health	Expand implementation of peer to peer support: R U OK?	Threlkeld-Wiegand	75%
Financial well-being	Improve campus engagement in existing services; expand use of financial mobile app as part of training and education	Kremzar	75%
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	60%
Social connections	Explore opportunities to create campus connections promoting health, well-being, and staff success	Troester	75%
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	75%
Hard to reach populations	Improve engagement with select populations through multi-modal communication strategies and collaboration with local leadership	Litton	70%

OPERATIONAL EXCELLENCE

Topic	Description	Responsible	% Complete
Faculty Investigative Core	Ensure initiative is launched, investigators trained, metrics and KPIs identified	Rent	90%
Pay codes	Conduct internal review of special compensation codes	Glanz	50%
Relocation	Move UHR staff from University Services Building to University Capitol Centre	Reardon/Beck	30%

HEALTH CARE

Topic	Description	Responsible	% Complete
Identify strategic compensation practices	Benchmark compensation across peer institutions and identify strategies that support recruitment and retention	Glanz/Anson	80%
Identify and implement strategic high priorities	Compensation practices, well-being programs	Reardon/Anson	50%
Mergers/acquisitions	Effectively manage new mergers and/or acquisitions	Reardon/Anson	0%