Student Success

Research from student success initiatives at Iowa show that 4-year graduation rates for students employed on campus are 8 percentage points higher. We also know that education happens inside and outside the classroom, and supervisors are a huge part of that education. UI supervisors provide training, coaching, and professional development opportunities to a vast array of student workers—all intended to help them develop skills for future professional employment. To assist supervisors in developing these essential skills, Learning and Development has partnered with the UI STEP program to offer the Supervising Today’s Students certificate program for UI staff. The series is comprised of six core workshops offered each semester, with topics ranging from Pre-Employment Process Coaching to Creating an Effective and Positive Workplace Culture. Over 130 departments have participated in the series to date, making it a far-reaching resource for professionals at the University of Iowa.

One series participant says:

“Thanks so much for offering this training series. It has been extremely helpful and has confirmed that I have done some things well, and provided me lots of information/suggestions for doing things differently and better. It is especially nice to participate with a really good group of fellow supervisors.”

Teaching, Research & Service

The Executive Leadership Academy—University of Iowa (ELA-UI), utilizes core competencies essential for effective, agile, and innovative leadership development campus-wide. The inaugural nine-month intensive program culminated in May, when 21 ELA-UI participants presented their strategic projects, commissioned by UI Executive leadership, and aligned to the University of Iowa strategic pillars. Projects included: program to decrease divisional silos, faculty involvement in student success initiatives, entrepreneurial collaboration for the development of a makerspace in the PedMall, and strategic planning for international/globalization initiatives.

The DEO Leadership Development Program, a collaboration with the Office of the Provost, is designed to support academic leaders on campus, and departmental executive officers (DEO), in their first two years of service. Program participants engage in comprehensive leadership development utilizing key resources, networking opportunities, and collaborative efforts to support their leadership transition. DEO’s receive individual leadership coaching and attend five topical cohort-based seminars led by campus leaders.

“OE partnered with the Office of the Provost and Kevin Kregel, Associate Provost for Faculty, launching an innovative pilot, the DEO Leadership Development Program, which supports academic leaders on campus, and faculty in their first two years of service as DEO. The acquired transitional role as departmental chair can be particularly challenging as it serves both collegiate and university administration and one’s departmental faculty peers. Participants remarked on the positive value in campus-wide peer discussion. They noted individual coaching sessions, provided by OE coaches, to be ‘instrumental’ in identifying leadership style and effective ways to approach challenges. Based on the overwhelmingly positive feedback, the program continues into AY16-17.”

Diane Finnerty, Assistant Provost for Faculty, The Office of the Provost...
Supporting UI Core Mission

Engagement & Outreach

Threat Assessment works best when all of the UI campus and the local community work together. The Threat Assessment Team (TAT) reaches out to faculty, staff, students and visitors to respond to reports and concerns. We collaborate with resources both in and outside of our University to ensure safety, working with local law enforcement agencies, FBI and Homeland Security when needed.

Building awareness and education is also an important component of effective Threat Management. UI Threat Assessment Managers presented at the Campus Security Summit this past October which was sponsored by the Iowa Board of Regents, the Iowa Association of Community Colleges and the Iowa Association of Independent Colleges and Universities.

In addition, with the collaboration of experts from across campus, the UI Threat Assessment Team has developed the Ready or Not Series (RON). This series brings together content experts from our UI community to share their knowledge on Threat Assessment, Crisis Intervention, Sexual Assault, Prevention, Personal Safety and Safety in the Workplace. RON has evolved to include participants from local law enforcement agencies in addition to UI Faculty and Staff.

The Threat Assessment Team will be hosting a Threat Assessment Conference in October 2016. An audience of University Administrators, Human Resources personnel and Law Enforcement, as well as regional and state agencies specific to Threat Assessment will be in attendance.

Efficiency & Effectiveness

Consolidating Activities with Full-Time HR Professionals

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<th>January 1, 2015</th>
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<tr>
<td>Full-time</td>
<td>Part-time</td>
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<td>80%</td>
<td>20%</td>
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Organizational Effectiveness was asked to assist with the implementation of this new model in 25 different Divisions and Colleges. In several instances, this effort was coupled with a more extensive reorganization of the Division or College. OE helped facilitate this effort by working closely with staff, faculty and organization leaders. Information was collected and vetted from many individuals, and then compiled into a series of recommendations for consideration and implementation by the organization. The successful implementation was enhanced by the close collaboration between the Senior HR Leader and the Budget Officer of those organizations.

College/Division HR Redesign Progress

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Consolidating Activities with Full-Time HR Professionals

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Organizational Effectiveness Participants come from every org on campus!

Number of individuals who utilized OE services = 23,156

Learning & Development

78% of respondents to whom the question applied indicated that they agreed that their productivity had increased or will increase because of participation in their chosen session.

90% of respondents to whom the question applied indicated that they agreed that their satisfaction with working at the University of Iowa had increased or will increase because of participation in their chosen session.

Leadership Development

213

Faculty and Staff participated in comprehensive Leadership programs, such as UI LEAD, ELA-UI, the DEO Leadership Program, and the Advanced Management Series.

Executive Leadership Academy-UI

94% of participants reported an increase in productivity, and an increased effectiveness in themselves and/or their departments.

Areas of growth included project management skills and the ability to institute change using interdepartmental teams.

Advanced Management Series

100% of participants reported an increase in strengthening their professional networks.

Rewards and Recognition

OE coordinates grants to support faculty and staff recognition at the departmental level.

The 17th Annual Improving our Workplace Awards (IOWA) were held on May 17th, 2016, at the hotel Vetro with President Bruce Harreld as keynote speaker.

Staff Appreciation Grants

2,926 staff members were awarded funds.

52 of 58 application requests received were able to be funded, for a total of

$24,244

Thank you to Staff Council for financial support of these programs!

Online Training

$2,754,415.98

Savings from effort reallocated from travel to core activities (one hour travel, average staff salary)

Organizational Effectiveness, a unit of University Human Resources
121-50 University Services Building, University of Iowa, Iowa City IA 52242-1911 | Phone: 319-335-2687 | Fax: 319-335-2644