UNIVERSITY HUMAN RESOURCES
2018 Year in Review

ADMINISTRATION
Launched data dashboards with real-time information on employment demographics, turnover and retention, and absence management to support decision-making and strategic planning
• Piloted executive search service

130+ UI community members involved in implementing key recommendations from Talent@Iowa task force report
250+ attendees at first UI Human Resources and Business Conference in April 2018

EMPLOYMENT SERVICES
• Developed a new talent acquisition strategy to attract, engage, and recruit staff and faculty
• Working with HR Information Management, purchased and began implementation for new applicant tracking system (Oracle Talent Acquisition Cloud) to replace Jobs@UIowa system
• Assumed Dual Career Services from the Pomerantz Career Center
• Assumed leadership for the Higher Education Recruitment Consortium (HERC)

EMPLOYEE & LABOR RELATIONS
10,000+ staff and graduate students impacted by changes in collective bargaining

PAYROLL
• Developed plans for HR Transaction System Redesign
• Established campus payroll committees to enhance communication and collaboration

BENEFITS
• Developed a new 2018 benefits and enrollment guide for UI faculty and staff
• Implemented online benefits enrollment for new hires, eliminating paper forms and streamlining the onboarding process

5,500+ Merit staff and retirees transitioned to UI benefit plans by January 1, 2018
33,000 IRS Form 1095s (insurance info) delivered, 13,000 online
800 retirees counseled at fall 2017 open enrollment sessions

COMPENSATION & CLASSIFICATION
• Introduced a UI compensation philosophy that emphasizes total rewards
• Created an ICON course to support furloughed employees
• Automated notifications for a variety of HR transactions, including the probationary-to-career-status process for Professional and Scientific staff, and developed new Transaction System information resources
• Updated Professional and Scientific advertising guidelines to reflect best practices

130+ UI community members involved in implementing key recommendations from Talent@Iowa task force report
60 HR leaders from Big 10 Academic Alliance attended spring meeting co-hosted by UI
23 BUILD certificates earned by University Human Resources leaders

PAYROLL
388,000+ time records processed
$1.6B+ in salaries remitted
74,000+ transactions processed
38,000+ W-2 forms issued
11,000+ I-9 forms processed

TalentACQUISITION@Iowa
Staff from various UHR units led cross-campus push to modernize systems and processes for recruiting, hiring, and retaining staff and faculty.
HEALTH & WELLBEING
- Delivered Creating a Resilient Workplace presentations to more than 1,000 UI Health Care faculty and staff
- Presented 16 resilience programs to new staff nurses, including programs tailored to pediatric intensive care
- Surveyed faculty and staff participants in health and wellbeing programs
  - 93% say their ability to perform increased
  - 95% say their personal wellbeing improved
  - 94% say their satisfaction working at UI increased

14,000+
unique faculty and staff reached by Employee Assistance, Family Services, and liveWELL programs

DISABILITY SERVICES
- Centralized leave and disability services to more than 6,500 faculty and staff
  - 500+ consultations provided
  - 50+ supervisor training sessions conducted

IMMIGRATION SERVICES
- Completed implementation of new immigration processes for prospective and incumbent foreign national employees
- Revised H-1B process for IT professionals and other high-scrutiny occupations identified by U.S. Citizenship and Immigration
- Expanded J-1 waiver services to UI Carver College of Medicine and Iowa City Veterans Affairs Medical Center
  - 13,800 faculty/staff Personal Health Assessment participants
  - 175 student parents received financial subsidies for child-care expenses
  - 99.72% of faculty and staff received performance reviews, consistent with policy

ORGANIZATIONAL EFFECTIVENESS
- Implementing recommendations from review of Threat Assessment Program, expanding team and creating processes to ensure escalation of issues to UI leaders
- Enhanced support for supervisors with new onboarding initiatives, an online development program, and expanded Supervising@Iowa series
- Expanded DEO Leadership Development Program with the Office of the Provost to add a graduate networking component
- Introduced Solutions Labs with programs to support interdisciplinary research on the opioid epidemic and building a more diverse workforce and inclusive culture in Student Life
  - 18,000 unique faculty and staff members took an online class
  - 500+ people took part in OE-facilitated strategic planning for the Department of Radiology

INFORMATION MANAGEMENT
- With Employment Services, purchased and began implementing Oracle Talent Acquisition Cloud (OTAC) and started developing a new UI jobs website
- Introduced new systems for correcting time records, making flexible spending account claims, adjusting base salaries, and establishing preferred first names
- Completed system updates related to Merit benefits and bargaining changes
- Supported data dashboard development
- Completed PeopleSoft upgrades
  - 275+ ergonomic assessments/consultations
  - 95% overall satisfaction

NEW COMPLIANCE AND QUALIFICATIONS TRAINING MANAGEMENT SYSTEM IMPLEMENTATIONS
- Be kind. Be clear. Get results.
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