

IOWA STATE UNIVERSITY

University Human Resources

The First 100 Days

Campus Community Feedback

May 13, 2014

From your perspective what makes Iowa State University a ***Great Place to Work?***

What ideas and opportunities do you think would make ISU an even ***Greater Place to Work?***

Perspective – Line of Sight

- Communicating and establishing a line of sight between University Human Resources and the mission and strategy of Iowa State University.
- In order to deliver on the primacy of our university purpose, UHR must work in support of and in service to our mission.
- University Human Resources' work must focus on the academic, research and business priorities of the university – and provide leadership in achieving our goals through innovative, empowering and compliant talent and culture strategies and solutions.



Meeting the Challenges of the 21st Century

Integrating Basic Research, the Design of New Technologies, and Entrepreneurial Applications

The challenges of the 21st century demand that we focus on what we do best. To ensure that Iowa State University is a leading research university in 2050, we must recruit, support, and retain students, faculty, and staff who are committed to excellence, integrity, the free exchange of ideas, and collaboration. It is imperative that the creation, sharing, and application of knowledge be a global effort characterized by a profound respect for the diversity of people and ideas. These are the values that enrich our work and guide Iowa State's Strategic Plan.



Mission: Create, share, and apply knowledge to make Iowa and the world a better place.

We must prepare the leaders of our nation and the world. To make the world a better place, Iowa State will call upon its great strengths in student-centered education, global collaboration, and transformational basic and applied research. Iowa State will lead in developing more sustainable ways to produce and deliver safe and nutritious food, water, materials, and energy; integrate the protection of plant, animal, and human health; and care for our environment. We will design tools and infrastructure that will create entrepreneurial opportunities. The major changes sweeping the

world are creating extraordinary opportunities for Iowa State to capitalize on its land-grant mission and be at the forefront in addressing our common, global challenges.

- **To create knowledge**, Iowa State must be a magnet for attracting outstanding students, faculty, and staff who will learn, work, and conduct world-class research and scholarship that address the challenges of the 21st century.
- **To share knowledge**, Iowa State's faculty, staff, and students must be able to communicate with and learn from diverse populations. The University must maintain a strong focus on student success and provide exceptional undergraduate, graduate, professional, and outreach programs that prepare students and citizens for leadership and success.
- **To apply knowledge**, Iowa State's faculty, staff, and students must be able to develop global partnerships to convert what they know into products, services, and information that will improve the quality of life for the citizens of Iowa, the nation, and the world.

Four Key Challenges

1. Client-centric, holistic vision to guide development of HR programs, services, and policies in support of the university's strategic plan.
2. Design HR programs, services, and policies that are responsive to the university's needs as well as regulatory requirements.
3. Optimize the use of technology for business processes and management resources.
4. Create metrics to monitor institutional trends and HR organizational effectiveness.

Early Priorities

- Listening and Learning Tour – Campus-wide
- Evaluating current state of University Human Resources: priorities/commitments, capabilities and structure
- Moving the Wellness Initiative forward – Hiring of a Wellness Coordinator, Stephanie Downs
- Working with the UHR partners including the HR Liaisons in the colleges and the departments



The screenshot shows the Iowa State University website for faculty and staff. The header includes the university name and a navigation menu with items like Home, Announcements, Honors and awards, Calendar, Submit News, Archives (highlighted), About Us, and Employee Resources. The main content area features a 'Welcome' post dated April 24, 2014, with a photo of Stephanie Downs holding a yellow folder in front of a door with a sign that reads 'TOTAL COMPENSATION AND RETIREMENT SAVINGS EXPLANATION'. Below the photo is a short paragraph of text.

IOWA STATE UNIVERSITY
Inside Iowa State for faculty and staff

- Home
- Announcements
- Honors and awards
- Calendar
- Submit News
- Archives**
- Apr 24, 2014
- About Us
- Employee Resources

Welcome
April 24, 2014

Stephanie Downs became Iowa State's wellness coordinator on April 15. *Photo by Bob Elbert.*

Stephanie Downs joined Iowa State April 15 as the university's first wellness coordinator in university human resources. She will work with internal and external partners to advance the university's wellness initiatives, including the coordination, implementation and evaluation of health and wellness programs. In addition, Downs will be involved in local and state health initiatives, such as the Healthiest Ames and Healthiest State projects.

Early Priorities

- PeopleAdmin Implementation
– Review of Project Plan
- KHR (a.k.a. KPME) Time and Leave
Evaluate Change Management
Approach
- UHR information technology
infrastructure – priorities for data,
systems, security and outsourcing



Campus Feedback – 4 Themes

- Impact on Attraction and Retention, HR infrastructure, Talent Development and Service Delivery.
 - Need for effective classification and compensation practices that address speed and confidence in the end-to-end processing from position creation and recruitment to hire.
 - Consistent accessibility to HR data for planning and decision-making. Ensure HR business processes are supported by a sustainable system infrastructure.
 - Training and development for staff and managers and supervisors. Performance management standards, tool/system and training for managing performance.
 - Defined working relationships with human resource partners (e.g., HR Liaisons, Personnel Group, Equal Opportunity, Provost) to achieve more seamless coordination, communication and alignment.

Employment Life Cycle



Measurement	Communication	Governance	Administration
-------------	---------------	------------	----------------

From your perspective what makes Iowa State University a ***Great Place to Work?***

What ideas and opportunities do you think would make ISU an even ***Greater Place to Work?***

Next Steps

- Continue campus conversations, building relationships and gathering feedback
 - Monthly P & S Council
 - UHR involvement in P & S Council committees
- Share feedback gathered with campus leadership – additional reaction
- Identify action plans for improving accountability, enhancing communication and building capabilities
- Opportunities through the Board of Regents Efficiency Study
- Continue to share feedback and plans with campus

THANK YOU !!