

**TO: University Staff: (Non-Bargaining Merit)**

RE: Staff News and Updates

As we complete another fiscal year, I want to update you on a number of recent initiatives that will enhance the work life of staff at the University. I hope that you are already aware of many of these developments. If you have questions about any of these items, please feel free to contact your HR representative, as noted on your Self Service website.

Many University staff have participated in the voluntary health risk assessment, “**liveWELL**”. A high percentage of respondents have been willing to talk with our wellness consultants to find ways to improve their general health and well being. This program has the potential to lead individuals to better health, as well as control the group healthcare costs we all share.

Many University staff members have participated in the “Working at Iowa” survey about the work climate staff experience at the University. The survey results will be compiled this summer, and Susan Johnson, Associate Provost, and I will be meeting with each Dean and Vice President to discuss the results from their college or division. The survey is intended to both highlight what we are doing right, as well as identify areas for improvement. I believe the information will be very valuable in identifying specific ways we can make the work life at the University even better.

Earlier this spring, President Skorton and the University Vice Presidents adopted a Staff Council proposal to extend the University’s system of shared governance into each college and division. The purpose of the local governance is to provide staff with the opportunity for more input into decisions impacting them at the college or division level. Human Resources will be working with the colleges and divisions to develop plans for implementing local governance systems, such as college/division staff councils, where they do not already exist.

Human Resources has introduced a new service to support career development for University staff seeking promotion or new career paths at the University. A career development web site was opened earlier this spring, which includes both resources and examples of individuals who have advanced their careers at the University: <http://www.uiowa.edu/hr/careerdev/>. Human Resources is also offering free, confidential career counseling with an HR professional, to assist individuals in identifying their career goals and developing skills and strategies to work toward these goals.

Another new service is being developed in Human Resources to provide support to University staff whose native language is not English. Cultural Linguistics Services will be in place by fall to provide support to both staff members and their employers with English as a Second Language and translation services, among other related services.

In the area of benefits, the Board of Regents has extended the Phased Retirement program for another five year period. TIAA-CREF has offered University staff with an expanded web resource, as well as additional investment options, with financial counseling services available through their new Coralville office. The University was able to offer an open enrollment into a new Long Term Care Insurance product available through John Hancock Insurance. The Funded Retirement and Insurance Committee

continues to work with the Benefits leadership and University administration in recommending changes in the University's benefit programs. Finally, the Benefits office has established a website to facilitate the donation of Catastrophic Leave donations to staff members in need.

I look forward to updating you again on the ways we continue to make the University a better place to work and live.

Sue Buckley  
Associate Vice President for Finance and Operations  
and Director of Human Resources