

TO: University staff (P&S non-bargaining)

RE: Staff News and Updates

This past semester provided the University with a new strategic plan, highlighting our values, mission and goals. In Human Resources, the fall term was also one of growth and learning as we work to support University staff.

We continue our collaboration with Staff Council to support their advocacy for staff. Staff Council representatives are currently working with us to look at:

- the duration of professional probationary periods,
- issues related to individual employment rights at the end of term status,
- training and development programs for research staff, and
- the philosophy and implementation of performance appraisals on campus.

We have also provided the Council with a better understanding of our current compensation structures and practices, in order to provide a basis for ongoing dialogue about how to improve our system of compensation. 2006 will bring the first review of our lump sum pilot program to recognize many of our strongest staff with monetary awards throughout the year to support and reward exceptional job performance. With Board of Regents approval, we hope to make the pilot a permanent program later this calendar year. Early in 2006 we will complete a Big Ten salary study specifically targeted at research positions.

Recently, a new website for staff was developed to allow individuals to access career development resources and better understand how they might advance their careers within the University: <http://www.uiowa.edu/hr/careerdev/>

Also, staff can now enroll in UI Learning and Development courses on line through Self Service, creating an on-line record of their professional development.

As a direct result of recommendations from the Funded Retirement and Insurance Committee (FRIC) composed of faculty and staff representatives, 2006 brings the implementation of new benefits, including free generic prescription drugs on all University health plans, a contribution toward health insurance for employees on long term disability, as well as the implementation of new CREF investment options. In addition, the New Year brings an enhanced Family Caregiving Leave benefit, which will provide for the carryover of any unused allowance from the previous year.

In 2006, we hope to maintain our direct communication through periodic email messages to keep you informed about the issues impacting University staff. As always, you are welcome to submit individual questions or concerns to your local Human Resources Representative, as listed on your Self Service web site: <https://hris.uiowa.edu/portal/>

These Human Resource Representatives work closely with us to be knowledgeable and effective problem solvers within your local environment.

I look forward to working with University staff on the many opportunities and challenges ahead.

Sincerely,
Susan C. Buckley