

To: Non-Organized Professional and Scientific Staff

It has been my practice to write to you at this time of the year to talk about Human Resource activities that serve the staff and faculty of the University. However, at this time, I first want to address the flood emergency that has affected our campus and our communities.

The floods have challenged us in many ways, and will continue to do so for some time, physically, financially and emotionally. The University community has shown great effort and resolve to persevere, and our gratitude extends to the many staff, faculty and students and community volunteers that have worked very hard to protect and support the University. We also need to support those within our communities that have been personally impacted by the flooding. Many will be affected for a long time, and will certainly grieve what they have lost. They will continue to need our attention and encouragement.

Looking forward, I would draw your attention to some developments you will want to be aware of:

The State law restricting smoking on the entire University campus will take effect July 1, 2008. At that time, all University buildings and grounds will become smoke free. You will soon begin to see new signage and continued efforts to educate the campus community and our visitors about the new restrictions. I hope that you will become knowledgeable about the policy and help us inform others as we implement the new policy. More information about the policy and cessation resources available to staff who want to quit are available at:
<http://www.uiowa.edu/homepage/smoking/index.html>

The University has had a robust and informative discussion over the changes proposed by the Funded Retirement and Insurance Committee for our Flexible Benefit program. President Mason and other University leaders are listening and learning from this dialogue, so that they can make thoughtful decisions regarding University benefits for the 2009 calendar year and beyond.

Human Resources is beginning the first phase of implementing a new system for job classification and compensation for non-organized professional and scientific staff. The first phase will be focused on a new job classification structure. We expect individual staff members will have the opportunity to provide input on the description of their individual jobs later in the fall and winter. The entire project is expected to extend over a two year period.

Preparations are underway to repeat the Working at IOWA survey this October to assess employee engagement with their work at the University. Research shows a direct relationship between engagement and productivity, supporting the University's goals for excellence. We will be encouraging all faculty and staff to participate in this anonymous, online survey, so that we can better assess our success in improving employee engagement since the original survey in April 2006. Watch for more announcements and promotions regarding this important assessment of our work culture.

Learning and Development will soon release a new employee orientation video that will be made available on the web. This is a great view of the University from the perspective of someone on the outside looking in at the world of a University employee. It is inspiring, and I would encourage you to view it as it becomes available.

You have probably already recognized the new look of the Self Service web site. We hope this makes this site even easier to use.

The Career Development Advising services has a new tool that allows individuals to record practice job interviews, so that you can become more proficient at interviewing for your next career opportunity, which we hope will be at the University.

Many faculty and staff have taken advantage of the new UI QuickCare Clinic in the Old Capitol Town Center, as well as the other locations in North Liberty and southeast Iowa City. UI QuickCare is a convenient, affordable choice when you suffer from common ailments or conditions not serious enough to send you to an emergency room, but you're unable to see your regular doctor. UI QuickCare is offered by UI Family Care and available to anyone over the age of six months. No appointment is necessary. For more information, see: <http://www.uihealthcare.com/depts/uiquickcare/index.html>

Finally, I encourage you to participate in the University's Health Risk Assessment available through Self Service. Not only do you get valuable feedback on your personal health practices, you also get a financial incentive of \$50 for new participants, \$65 for repeat participants each year. You may also elect to be contacted by a personal health coach to help you improve your general health. Participation in achieving and maintaining wellness is a great investment of your time and we are committed to support you in your efforts to build and maintain good health.

It has been a busy and eventful year thus far, and we look forward toward a year of productive work to support and further the mission of the University.

Susan C. Buckley
Associate Vice President, Finance and Operations
and Director of Human Resources